

READING REFEREE

Editor - Brian Palmer

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Editorial

First magazine of the new season and quite a lot seems to have gone under the bridge already, although local competitions are only in their early stages.

With few law changes promised, it looked as though this might be a less eventful season than some recent ones, but it is not to be. We should have known. The World Cup threw referees fully into the limelight - with new and stringent FIFA instructions, followed by accusations of red and yellow cards being used by confetti. Whatever the truth of all that - and two of our members give their own reflections in this issue - no-one can deny that the World Cup 1994 *was* different and, I believe, will prove to have changed the way we were going. And for the better. If you are not sure, just think back to Italy 1990 and beyond, and to some of the horrendous savagery we have seen, as well as incredibly dull football.

Of course the spin-off for us is 'mandatory instructions'. We are simply being told, at all levels of football, to apply the Laws. The more honest of us will admit that not all referees have been doing the job, even at the highest levels. Foul play was paying too many dividends - the 'professional foul' and all that. Honesty/fair play had ceased to be the best policy. At last that really seems to be changing. We have to get the balance right of course. We don't want an attractive game for fairies, but there must be a formula which allows both the physical and the skilful to co-exist. Our job is to work for it. Just feel a bit of sympathy for our colleague on the Diadora League who have the throw-in/kick-in option to deal with as well.

Do the business and have a good season!

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MONTHLY MEETINGS

August

There's something special about the first meeting of the new season, a sense of expectation, anticipation. This is the season it will all come together. Rather like watching television and knowing it just has to get better. You come down to earth soon enough, especially when the Chairman has bad news to share . . .

Over 60 present in spite of holidays. Stephen Green's opening remarks were longer than usual and he started by giving an up-date on Geoff Way's deteriorating health - his condition had become very grave and he continued to welcome contact from his referee friends. [Sadly, a tribute to Geoff appears later in this issue. Ed]

After the now infamous referees' match in which two of our (committee) members had been sent off, the matter had been fully discussed in committee and the County FA had given the standard punishment. Both Neil Isham and Graeme McLay had offered their resignation, but Graeme had agreed to withdraw his and remained a member of the committee. He apologised to the open meeting.

The player who kicked Stewart Mills and fractured his (Stewart's) leg had (unbelievably) been acquitted in court on the plea that it was accidental - he had been 'going to kick an opponent'. The fact that Stewart was nowhere near the melee didn't seem to have been registered even by the judge.

That was not all. Andy Awbery had received a death threat and was understandably anxious not to share a waiting room with the players and their supporters at the hearing - the County FA's practice we are still trying to get them to change.

On a more positive note, the Chairman was able to reveal that, after years of being told the contrary by County FA officials, it has come to light that referees *are* entitled *under the County's own rules* to be supported by a fellow referee at a hearing - on condition that the witness has made a prior statement in writing.

Other items of report:

- membership forms had gone out later this year. 28 members signed up so far
- the Dinner & Dance had made a profit - the first anyone could remember - of £123. Graeme McLay deserved the applause.
- the new training course would start on Tuesday 20 September,

Stephen Green, as Senior Training Instructor, introduced the Law Amendments, pointing out that we all thought it was going to be a simple task this year. The late arrival of the FIFA Mandatory Instructions had complicated things a bit..

Foul and Abusive Language - the pressure to be kept on as last season.

Substitution. It's now possible to have a substitute *goalkeeper* over and above the number allowed in the competition rules. Seems fairly unlikely on the local parks, but Stephen gave an example of the way a team could achieve an extra outfield substitute (but it confused at least one member, so better not repeated)..

Tackling from behind. This is the change in application of Law likely to cause most hassle: if the tackle is not dangerous, the ball within playing distance and the player takes the man, yellow card and direct free kick/penalty.
if the ball is *not* within playing distance, red card and direct free kick/penalty

After discussion it was agreed that even on the local parks any 'amnesty' would be counter-productive. Members would apply the new instruction from the start of the season, but it would be wise to inform the players beforehand. The problem of non-members doing their own thing would persist.

Dissent Also to be cautioned from the outset.

Offside Only punish if the player in the offside position is in the 'area of play' which is now defined as a distance of 10 yards. If in any doubt, favour the attacker.

The Guest Speaker was Graham Barber, who ran one of the lines at the FA Cup Final last season and was to tell us about it. Graham had achieved the FIFA list of linesmen the previous season and knew of his promotion to the FL middle before the Big Match.

Graham received the historic call from Colin Downey on his car phone but managed to avoid a collision. He was in shock but couldn't discuss the appointment till he got official written confirmation. The letter told him exactly what to do before, during and after the final. He would get 2 free tickets and was allowed to buy any six more. David Elleray, the referee, gave him a call from Harrow School where he's a housemaster. They knew each other from overseas. The start of 4 weeks of build up - of letters, phone calls, requests for tickets. Preparation? Hard training. The special kit didn't arrive till the Tuesday before, but it fitted OK, and the boots on the Thursday. (I think he said he ended up with sore feet).

The invitation to the Eve of the Final Rally is optional but they all went and really enjoyed being centre stage. The fanfare of trumpets was really something . . . Autographs and, for David, 38 interviews.

They had suites in White's hotel and 5-star treatment all the way. Match instructions were at 10.30 in the hotel to make sure.

The changing room at Wembley is cramped but has recently been refurbished at UEFA's insistence. The rain started when they walked the pitch. Back in the dressing room there was a compulsory massage (by a *masseur* he insisted). At 2.20 Sky TV appeared to interview David and stayed 10 minutes!

Once the national anthem had been played, it really was just another match. In spite of the bit of controversy (the second penalty), they all thought the match went well. The only

disappointment for the families was that TV didn't show the officials getting their medals. Also they were bundled away by five heavies presumably because trouble was expected.

Graham thought David was brilliant in the BBC interview about the second penalty, both in saying why it was his decision and not the linesman's (angle more important than distance) and why he did what he did.

Cup of tea and back to the hotel before a quiet dinner together in a nearby Italian restaurant. They went back with David to Harrow School on the Sunday morning and that rounded it all off. An unforgettable month and climax, the high spot of his life.

Graham offered to answer questions on any refereeing topic not just his talk.

The sequence of cautioning/sending off and card? Graham admitted to uncertainty. At FL level the referee has the *option* as an *experiment*. In other leagues *nothing has changed* - the card *follows*.

Kick-in or throw-in? Graham's experience from the FIFA U17 championship where the kick-in was compulsory, was that there were no problems at all. The Diadora experiment where there is the option might be different.

The Chairman thanked Graham who had kept his audience's attention throughout and impressed with both his honesty and modesty about his achievements.

MAY

ANNUAL GENERAL MEETING

The very well attended meeting was opened by Chairman Stephen Green welcoming everyone, especially Sybil Newman, Bert's widow, who had again agreed to present the awards in memory of her husband.

The President, Brian Palmer, took over the chair for his first AGM. He proposed to conduct a quick meeting, but 'not indecently quick' (he was not after Fred Porton's record of 25 minutes!). While encouraging contributions, he reminded members of Oscar Wilde's remark about speaking only when you can improve on the silence.

The business started with Mrs Newman making the presentations of the Fair Play and Linesman's Awards. [Results listed under separate item. Ed]

Exceptionally, the next item was the presentation usually kept as a climax. It had been discovered that the member who was to receive the Major Sainsbury Award, but did not yet know, had planned to leave early! Vice Chairman Derek Reigate who chairs the sub-group deciding the recipient, gave the background before the President made the presentation to Martin Shearn. He referred to Martin as 'the salt of the earth; a man of loyalty and stickability'. He never complained, never did any grass-cutting other than his own; for all of 32 years he had been a dedicated professional on the local leagues and was a most worthy recipient of the honour. An astonished but delighted Martin received his award and, with some difficulty, expressed his surprise and sincere thanks.

Pat Monaghan introduced his Secretary's report and it was accepted as published. Treasurer, Neil Isham, explained the financial situation in some detail and was pleased to report a surplus of £1004. He would be proposing a *reduction of £1.00* in subscription for the first time in the history of the Reading RA. Mr Kerr, the Hon Auditor had agreed to be re-nominated and it was agreed that a bouquet should be sent to his wife as he continued to charge us no fee.

Brian Palmer and Stephen Green were declared elected President and Chairman respectively (unopposed). The Vice-Presidents were elected en bloc. Brian Wratten was elected to replace Stewart Mills as Assistant Secretary. The six non-officer members elected to the new slim-line committee were Jim Fleming, Peter Hitt, Graeme McLay, Stewart Mills, Brian Palmer, and Iain Williamson.

Stephen Green, as Senior Training Instructor presented the Fred Porton Award - for the most promising Class 3 referee in his first or second season - to Steven Creighton.

The final presentation, previously unannounced, was made by George Mills as President of the County RA. George presented the Berks & Bucks RA Certificate of Service to Stuart Gentle for his ten years' contribution as a member of the RA committee.

The meeting closed after a vote of thanks to the President on his handling of the meeting, proposed by Vice-President Terry Gibbs

COUNTY RA AGM

Not the record shortest this year.

The meeting started with a report on the officers meeting with the County FA [commented on elsewhere in this issue. Ed]. Other important business was conducted: all the officers were re-elected - thanks to a quick thinking Chairman - despite the fact that no nominations had been received. A number of detailed, tidying-up changes to rule were all accepted and the CRA fee went up from 70p to 90p.

The invited speaker was Tom Metcalfe of the London FA who outlined his proposals for a radical re-structuring of the whole of referee training and promotion. Thought-provoking and gratifying to know somebody is looking at the inadequacy of the present (lack of) system and trying to do something about it.

FORTY ELECTRIFYING YEARS

Enough to get anyone interested. Our Immediate Past President's refereeing career? No, not this time - the title of a recent publication written by our own Phil Lewis, describing the years of existence of the SEB football club. An attractive slim volume which starts at the beginning - quite logically - the club's foundation, and goes on in decades. Pieces on the referees and club officials as well as the players, and plenty of nostalgia about old friends, especially for the more mature of us. Interesting, nicely written, and tastefully designed by none other than our Chairman Stephen Green. (We like to keep it in the family). Cost?

Special deal for the Reading RA. 20% discount - down from £2.50 to just **£2.00**.
Congratulations to Phil. Let's hope he's rewarded by quite a few sales.

FAIR PLAY AND LINESMAN'S AWARDS

Results this year were announced at the AGM and the presentations made by Mrs Sybil Newman. Thanks again to Alan Turner for collecting and collating all the marks.

Fair Play Award

Old Presentonians FC (Reading Football League, Premier Division) 9.4 pts average
Cholsey FC (Reading Sunday League, Premier Division)) 8.85
West Reading FC Reserves (Reading Football League, Division 1 Kennett))

Linesman's Award:

R. Bennett	Rabson Rovers FC	8.85
K. Claxton	Forest Old Boys FC 'A'	8.80
P. Goswell	Cholsey FC	8.71

NATIONAL RA CONFERENCE, Kingston-upon-Hull, 11 June 1994

[This year my report has had to be compiled from several 'usually reliable sources' because I was not there - for family reasons - for the first time since 1979. Ed]

The Reading contingent must have been the smallest for many years - old faithfuls, George Mills, Life Member, and Derek Reigate, Vice-Chairman, and new faithful, Pat Monaghan, our Secretary. Anyway they had the good fortune to be in the main conference hotel.

On the Friday evening there was the Civic Reception hosted by the Lord Mayor, Mrs Mima Bell, in the Guildhall, but our trio made the usual decision to go and have a decent meal elsewhere, in a nice Italian restaurant. [And this year they were grateful to be spared the linguistic exploits of the editor. Ed]. Then Saturday dawned nice and sunny.

RA President, Peter Willis invited the Lord Mayor to open Conference. Special Guests included representatives of the Football Association, Football Association of Wales, Football League and the Association of Premier and Football League Referees and Linesmen.

Ken Aston raised a matter arising from the minutes (as he did last year). He asked whether the Romford Motion of 1992 - about improving discipline in the game - had been carried out. Alan Robinson, Chairman of the Instruction and Publications Committee responded that much discussion had taken place, but that a letter to societies in January had produced a poor response.

In connection with the Annual Report, it was explained that our attempts to get full representation on the FA Council have been deferred, not shelved. They have been put off till next year as the FA is engaged in re-structuring its own organisation. It is believed that we will have more chance of success later. The President underlined the need to keep the matter active at every opportunity.

One of the most rewarding events at every Conference is the bestowing of Life Membership and presentation of the Long and Meritorious Service Awards. Maurice Price was made a Life Member and 17 MSAs were awarded, to the obvious pleasure of those members and, in many cases, their spouses/children.

The Annual Accounts were adopted but are less healthy than recently owing particularly to a fall in membership. The VAT situation (we were suddenly asked to pay when we had been considered exempt) is only partially resolved and it looks as though we shall only be partially exempt.

Colin Downey, on behalf of the FA, commented that assaults had increased by 17 overall last season, but the amount of football had also increased. Referees' reports were still not all as good as they should be and he hoped societies would tackle the problem. Colin also briefly mentioned the Law amendments for the coming season.

The subscription to the National RA was raised to £4-50 (from £4-00) by a huge majority. A change of rule about voting, proposed by the Bristol RA, was withdrawn and will re-appear next year.

After lunch - always a nice occasion to see old friends and meet new ones - the afternoon started with Arthur Jones and an excellent serious but humorous talk on the theme 'Cheats Never Prosper'. This was a prelude to the event of greatest moment - the discussion of the future of the RA for which the rest of the afternoon had been set aside. It proved to be a damp squib. Members seemed singularly reluctant to get involved, and particularly to mount the rostrum. The Administration and Policy Committee had given the matter much thought during the year, had received submissions from societies and individuals, and costed many of the ideas. Our old friend, Gordon Isaacs of the Harrow Society, canvassed your editor's suggestion of

a think-tank and went on to take the idealistic view that what is desirable should precede discussion of what proves ultimately to be financially possible.

However, the debate didn't really get off the ground to the obvious disappointment of our President Peter Willis, who promised that it will remain an active issue. Contributions are still welcome, addressed to any Council member.

Conference, as such, was closed, but the evening Dinner and Dance and Grand Draw were still to come. Our trio enjoyed themselves as usual but failed yet again to win the car, or anything else for that matter, though a Bracknell member did win £1,250. (Does that make you feel better or worse?)

One of the less memorable Conferences, but we can always look forward to Brighton next year. Why not come along? Even if only for the day.

OUR SENIOR TRAINING INSTRUCTOR IS TRAINED

Much of the country's referee training is carried out by untrained trainers. Many of them are good, even outstandingly good, but the FA has for some years had an excellent scheme of training, leading to an official qualification (and improvement of standards). (It's probably about time I complimented the FA on *something*, too often I am unhappy with what they do). David Keen was our first member to get the award, then Graham Stockton so qualified, and now after his second statutory training week, Stephen Green has achieved his badge. It is well known how tough the course is, so congratulations are well deserved - and, of course, we look forward to even greater things in our own training programme. But that is not all - read on

A WEEK IN LINCOLN

Sounded very restful. A week in a college in a quiet rural county doing the 1st year of the Referee Instructor's course. How wrong can you be!. When Graham Stockton expressed his disbelief at how hard it was, I thought unkindly 'You must have such a soft working life, you can't cope when it gets a bit harder'. Now I know what he meant. Not surprising really, because we had to combine being students for part of the time with being teachers, and getting assessed constantly on our performance. Some members disappeared before the week was out

We had all been sent by our County FAs, and Reading RA was quite exceptional in having two members there, even though Steve and I were in different years (I'm in the Oxfordshire FA, not the B & B). Interesting to look round at the other course members. All keen of course, but with very different backgrounds in training - from the experienced and good to the others. Surprising and heartening was the number who are active at a good level of football and keen to share their experience with beginners.

The main impressions I was left with, apart from that feeling of sheer fatigue, were:

- the terrific camaraderie amongst the members of the group, with everyone trying to help everyone else to succeed.
- the very high standard of the lectures and seminars, delivery and content, which made learning enjoyable as well as effective.
- the phenomenal improvement in the group members' teaching ability over the period of a week.
- the great sense of achievement when you are told after 80 or so hours of hard graft that you have passed and they would like you back next year (for another dose of the same, only harder).

But, most important, I can now call Mr Ridden, Ken (mate)!

Stewart Mills
Registered Referee Instructor

[He insists that 'Registered' is the correct title. I thought it was 'Certified'. Anyway, *half* congratulations, Stewart, and good luck for next year. Ed]

WORLD CUP 1994 - A FEW IMPRESSIONS (from Phil Lewis)

In common with possibly most people, I was somewhat surprised when the USA was chosen to host the 1994 World cup finals - a country that views football ('soccer') with as much interest as most of us here have for the gridiron and American Football. But no surprise what transatlantic enthusiasm and mega bucks can do and did..

The football? Naturally my attention went first to the match officials. After the initial surprise of the variety of coloured shirts, I wondered whether the standard would be any improvement on previous competitions. The early matches provided some degree of optimism. Clearly the linesmen had received in-depth briefings and, as a result, appeared far more disciplined in their performance, particularly in the use of the flag. Gone was the Prospect Park club linesman style of signalling, and they actually changed the flag hand to signal the direction of a throw. In those early matches I thought they showed a reasonable level of interpretation of the Laws. Ironically this early confidence was to be relatively short lived, with the general performance appearing to get worse as the competition proceeded, culminating in some of the worst displays of lining seen at any level of football.

The standard of refereeing also seemed to have improved, but a few notable performances in the latter rounds, also led one to wonder if these men were really the best in the world, or could some from the Reading RA have provided a better performance?

With every World Cup, FIFA always seems to introduce some new interpretation or modification to rule or law. This time the most notable was the frequent use of the yellow card for practically any physical contact. Almost from the first kick of the first match it was obvious that yellow was to be the colour of the competition. My first reaction was that it would turn the whole thing into a farce, and quite often it did.

Some would argue that this frequent use of the card allowed more skilful football. On the other hand, it seemed to me that many players were scared to make tackles for fear of the card. It could also be argued that over-zealous use simply devalues the effect of a caution, with teams accepting that three or four (or more) players would end up in the official's book in every game.

The other innovation - I think the most significant in the professional game for many years - was the use of the stretcher to instantly remove injured or 'Oscar' candidates from the field. This, supported by the use of the card, was a great success. It would, however, be interesting to see how many players would be stretchered off, if a compulsory ten minutes were imposed before the injured player was allowed to return to the field.

Overall, I found the competition entertaining and certainly looked forward to my early evening, mid evening and late evening dose of football, timed perfectly to complement my other social activities. It was a pity there was no national interest (unlike John Motson, I don't consider Ireland to part of Britain) but this minor disappointment, was offset with a wonderful sense of relief in the knowledge that we would not have to witness the antics of our home-bred Yobs and idiots. We could just admire the composure, decent behaviour and obvious enjoyment of the Americans and other nationalities in the crowds (though an American friend of mine confessed to being sorely tried by matches played at midday in temperatures of over 90 degrees with no shade!)

Philip Lewis

THE NEW-STYLE HANDBOOK

You must have noticed the difference - always assuming you have paid your sub and got your copy. A worthy partner for the new-style magazine.

Thanks are due to our experts - Stephen Green who has designed the new cover and John Moore who has re-set the copy, chosen the colour scheme and seen it all into production.

Particular thanks to our printers, especially John's brother, , who pulled all the stops out, with almost zero notice, to run off and finish enough copies for the August meeting.

The words and any errors in the text are mine of course. Please let me have suggestions for improvements for next year, and any corrections.

NO MEETING OF MINDS

Ours is not a County FA area known for its forward thinking, especially in relationship to its referees. To be blunt, for decades we have been trying to improve practice for the sake of referees, so that we can do our job better and therefore benefit the game. In some areas, the FA looks to its County RA and local RAs to work in true partnership. Regrettably not in Berks & Bucks *in reality*, though no doubt the County FA would plead good intention.

The meeting of officers of the CFA and RA, with a number of important items on the agenda, looked like a breakthrough, a new opportunity. I suspect it was not.

The notes are alarming. The tone throughout is of subordinates making modest requests which their masters either dismiss or graciously agree to take back for others to consider (and lose?). Rare indeed is any hint of initiative or enthusiasm from the CFA for the vital job referees are doing, of creative thinking to improve referees and refereeing, of determination to take ideas back *and support them*. (It would be interesting to know how many of the CFA Referees' Committee are active referees and their average age).

What actually took place? When Bill Chamberlain, the County RA Training Officer, (who in effect is doing the CFA's job and doing it well), described his activities, it was revealed that the CFA Treasurer still has £868 of FA money for training equipment. No-one had taken the initiative to inform Bill - he had to ask if he can be informed in the future. (He has now been encouraged to submit an estimate for his needs).

In respect of Seminars for Assessors, Bill explained present dissatisfaction and asked, modestly, for support for a county-wide scheme. The response from John Christopher, the CFA Chairman, was so astonishing that I quote from the official note of the meeting: [the Chairman of the CFA] 'advised that the average age of assessors was probably 55/60 and that any form of compulsory attendance at seminars would probably be met by some resistance.' And therefore we don't do it? The assessors *themselves* are to decide whether they need training? Unwittingly the Chairman had put his finger right on the problem: not only is there a tradition of mainly older non-active referees acting as assessors, there is also a myth that anyone who has been a good referee (and indeed some who haven't) is *ipso facto* already a good assessor. But worse was to come.

The Chairman went on to suggest that candidates' discontent was generally due to them not being promoted.' An easy enough thing to say, but, at best, inadequate as a response and, at worst, insulting. The unsuccessful candidates I have spoken to have accepted the decision *when they had confidence in and respect for the assessor*. Those who have resented the decision have split into two groups: those who felt one or more of their assessments was incompetent and therefore unfair; and, occasionally, others who felt a colleague had benefited from an assessor's misguided generosity - also incompetence - when they had not. All of which demonstrates for me that the problem lies not with the candidates, but with the assessors. A simple question: how can you assure the quality of assessments if you have no laid-down principles (e.g. to do with age-limits, ratio of active, non-active referees), no laid-down qualifications for consideration as an assessor, no training and re-training programme? At present promotion in the B & B is a lottery. Let's admit it and *do something*.

In respect of in-service training for *referees*, the County is again way behind some others. It seems that Bill Chamberlain's paper will be discussed and John Christopher will prepare another paper for the CFA Referees' committee including 'specific efforts' for potential FL referees. While that is welcome, what is required is a proper system of training and re-training for all referees - the majority of whom will never aspire to the superior leagues..

A related item was the long-standing principle of 100% membership of the RA (accepted by National RA as policy on the basis of George Mill's proposal) nearly two decades ago). The CFA response? 'CFA said they were unable to agree any form of compulsion'. Amazing. Does that mean we can decide whether or not we join the CFA? Well, no, we didn't mean it like that

The conventional argument is that while membership of the RA is admitted as desirable, compulsory membership would lead to a loss of referees. *Great* - let's lose all those who don't want to join the RA. In fact, the evidence about compulsion is quite the contrary. For example, the compulsory groupings of referees in our various leagues? They seem to work very well and I have never heard of anyone refusing to officiate on the Football League because he (or she now) had to join the APFLRL. In other countries - dare I mention - where

they have strict standards and regulations for referees, it actually increases the status of referees and certainly does not frighten off any worth having.

The way through? The lead should of course come from the FA in partnership with the national RA, but the FA appears unwilling to insist on its CFAs doing a good job. Failing a central thrust through the FA, one of the future roles of the national RA should be to gather information about any CFA's 'good practice' and disseminate it to County RAs, and then to support them in trying to get best practice adopted in every County area. Meantime, we have to ask our County RA representatives to go on trying on our behalf in spite of all the unnecessary frustrations and hope for a future change of heart and style from our County FA.

GEOFF WAY

It is only months ago that Geoff learned that he had contracted asbestosis (for no known reason). And it was typical of him that he reacted with sadness rather than anger, and determined to fight his hardest, though the prognosis was not good.

Geoff came into refereeing after being a useful player, though typically modest, he didn't talk much about his own football. He had been a valued member of this firm's team in London, and joined Sonning Common when he moved to Reading. He was a central defender and, in his own words, 'more stopper than sweeper' which may have explained the knee problem that brought his into refereeing.

Geoff qualified in 1975 and moved up to Class 1. He started on the local Saturday and Sunday leagues where his tall, lean figure was easily recognised. He also officiated on the Hellenic, the Middlesex Border and the Chiltonian.

Aside from his active refereeing, Geoff held one particular record of service to the Reading RA unlikely ever to be beaten - he served as Treasurer *three* times. He first joined the committee in 1977. He was elected Treasurer in 1978 (for 2 years); in 1982 (for 1 year) and in 1989 (for 3 further years) - typical Geoff, always ready to help out. Service before Self. In and between, he served as Secretary for two years from 1980.

Geoff was a quiet, thoughtful and modest man. A good friend and colleague we could ill afford to lose..We extend our deepest sympathy to Anne and grown-up children, Jo and Andrew.