

100 The Institute of Quarrying

1917
2017



The first 100 years

This special supplement has been produced as part of the QMJ Group's contribution to the IQ's centenary celebrations and forms part of the 1,188th issue of the Journal to have been circulated to members to date! The editorial content traces the development of the Institute over the last 100 years and covers both the events and people that have shaped it. In addition, the opportunity has also been taken to include some items extracted from back issues of the Journal which serve to illustrate how the industry and its plant and equipment have evolved over the last century.

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The Early Days

Simon McPherson, who was Secretary of the Institute from its inception in 1917 to his death in 1957, is generally considered to be the founder of the Institute. McPherson, or 'Mac' as he was generally known, was an energetic Scot from Aberdeen who was working in North Wales for the Enderby and Stony Stanton Granite Company during the First World War. An early issue of the Journal records that, in 1917, three local quarry managers, Owen Williams, Sam Richards and Josh Woodcock, who apparently did not know each other, had all broached the idea to him of starting an association of quarry managers at around the same time.

Accordingly, in October 1917, the four of them plus another local manager, William Jenkinson, held an informal meeting at the Prince of Wales Hotel in Caernarfon to discuss the idea of getting the new association off the ground.

At this meeting it was agreed that McPherson would take on the role of Hon. Secretary and, with the blessing of his employer, his first duty was to send out invitations to all the quarry managers in North Wales to a meeting that took place at the Sportsman's Club in Porthmadog on 3 November.

William Jenkinson became the first Chairman and although the attendance of seven was disappointing, they decided to press on with the formation of *The Quarry Managers' Association* and the first task was to formulate the aims and objectives of the new organization.

On 1 December a meeting was held with local quarry owners to allay any fears that their intention was to form a Trade Union for quarry managers, and, on 12 January 1918, the first Annual General Meeting took place in Caernarfon.

Unfortunately, due to the restricted train service in operation during the war, only three of the 19 members who had joined by that time managed to attend. Nevertheless, a management committee was formed and the objects of the Association were defined as 'The discussion of technical and geological questions relating to quarrying and other matters relating to the control and welfare of quarries'. At this time Ordinary Membership was restricted to quarry managers, and quarry owners were made Honorary Members with the same privileges as Ordinary Members.

During the first year membership grew very slowly and, by the autumn of 1918, with a membership of only 50, Simon McPherson became convinced that regular publicity was needed to ensure the survival of the fledgling Association. Accordingly, he set about producing the first issue of *The Quarry Managers' Journal*, which was duly published on 5 November 1918. It is interesting to note that, 99 years later, the Journal is still published on the 5th of the month!

As the Association had no funds to speak

of, the production costs of £15, which was a considerable amount of money in those days, had to be covered by advertising from sympathetic suppliers to the industry.

The launch of the Journal proved to be the turning point in the fortunes of the Association and by the end of 1919 membership had risen to around 150. In that year Brigadier General Sir Henry Maybury, the influential Director of Works at the Ministry of Transport, accepted an invitation to become the first President and the Trade Members' Section was also established to allow suppliers to the industry to join.

In 1920 the name was changed to the more dignified *Institution of Quarry Managers of Great Britain* and the annual subscription was suitably adjusted from 21 to 30 shillings. The following year the first conference took place at Olympia in London in conjunction with the Building Trades Exhibition. At the conference, eminent speakers, including three professors, presented papers on subjects including Crushing and Sifting, Industrial Accidents and Geological Characteristics of Roadstone. The programme also included a visit to the National Physical Laboratory to witness 'a demonstration of apparatus for testing the properties of stone used in the construction of roads and the endurance of asphaltic carpets'.

In 1922 the first meeting of the Executive Council took place at the Raven Hotel, Shrewsbury, and at the AGM that year Simon McPherson tendered his resignation as Hon. Secretary as the burden of running the Journal as well as his Institution duties had become unsustainable. Fortunately, this was withdrawn after he was offered the support of a full-time secretary to help with administration and McPherson duly remained in post for another 35 years!

In any event, membership continued to increase and the annual conference grew in popularity as it moved to different venues around Great Britain. In the 1920s the conferences were rather relaxed affairs –

activities were spread over the best part of a week and the programmes consisted of a mixture of technical and social events. In 1924 women were admitted for the first time.

As well as numerous dinners and visits to quarries, factories and places of general interest, there were also golf, tennis and bowls competitions. Cricket matches between the Members and the Trade Members' Section were popular, as were the concerts of music and drama that were presented in the evenings.

The high point of the week was the annual banquet where members were rather given to indulging themselves with eating, drinking and speech-making, and it was quite common for an eight-course banquet to be followed by 10–12 speeches where toasts were proposed to all and sundry.

In 1926 at the Llandrindod Wells conference another innovation was introduced to the schedule in the form of an exhibition of plant and equipment held in a field adjacent to the hotel together with drilling demonstrations in a nearby quarry. This early forerunner of the Hillhead show was organized by Simon McPherson and a local quarry owner, Thomas Lant, and it proved to be a somewhat challenging experience because two days before the show was due to begin the heavens opened over Mid-Wales and the field became waterlogged, preventing vehicle movements on site.

As 42 wagons loaded with heavy machinery were held up in the local station yard something had to be done, and with characteristic resourcefulness Lant rescued the situation by building a road across to the field in record time so that the exhibition could go ahead. Another of Thomas Lant's contributions to the Institute was the presentation of a splendid silver tankard to be awarded to the winner of the annual golf competition, which continues to this day.

The show itself was adjudged to be a great success and one innovation introduced was the presentation of working demonstrations of plant and equipment in a quarry ►

CERTIFICATION OF QUARRY MANAGERS.

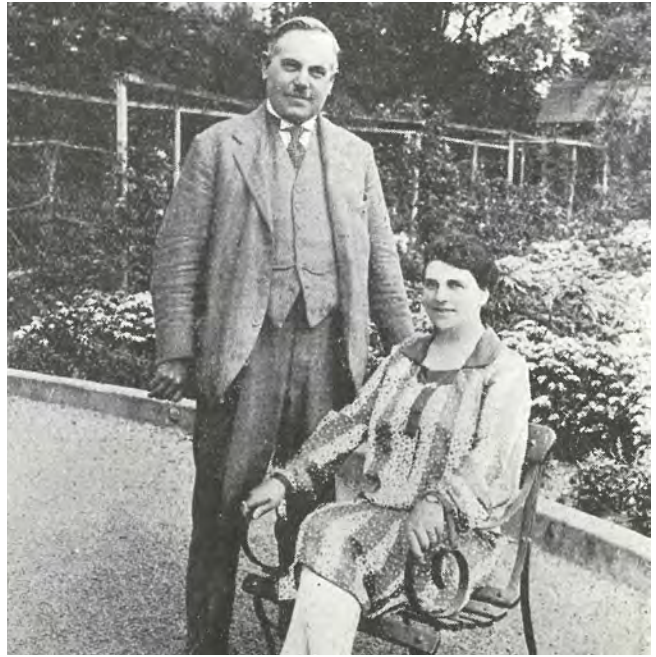
We published a number of letters on this question some time ago, and do not consider it untimely to re-open the question. In this issue appears a lengthy article on the subject, and our contributor goes further than either of our previous correspondents ventures: He suggests what he considers would be a schedule for an examination for quarry managers. We are fairly certain that a large number of our readers will disagree with this schedule, and we hope many will give their views on the matter. One thing is certain, that if such a schedule had been in force twenty years ago most of those who today consider themselves capable quarry managers would never have been quarry managers. Whether those who would have taken their places would have proved better, we leave for others to say.

We hardly agree with our friend when he says that employers engage their managers haphazard; in fact, our experience since the Institution started, and through which quite a few employers have engaged managers, points all to the opposite. The employer who took any Tom, Dick or Harry for his manager would soon find his mistake, financially.

December 1920



Simon McPherson — August 1924



Sir Henry Maybury with Mrs Anne Greaves, the first lady member of the Institution of Quarry Managers, in August 1926



9am, Thursday 28 June 1923 — Getting ready for the first item of the Llandudno Conference — A visit to Minffordd Granite Quarries and Messrs. Cooke's Explosives Works
Conference visit to Mountsorrel Quarry in August 1922



The Challenge Trophy presented to the Institute by Thomas Lant JP in 1926 for the winner of the annual conference golf competition





1926 — The largest exhibit at the Exhibition. The Cummer-Marshall asphalt plant weighed 35 tons, was valued at £2,500, and was sold to Roads Reconstruction Ltd

environment. To this end, drilling demonstrations were mounted in a local quarry where Samuel Pegg and Son could be seen crushing stone for Messrs Stothert and Pitt to turn into tarmacadam.

The opportunity to see equipment at work clearly appealed to the industry, as did the chance to look round other people's quarries. In this latter regard, the non-commercial remit provided by IQ was largely responsible for the acceptance by the industry of organized quarry visits for educational purposes. In 1917 it was rare for a quarry manager or owner to be invited to look around a neighbour's quarry, but 10 years later it was commonplace.

Another early aim of the Institution was to promote the professional standing of its members through the certification of quarry managers. This issue aroused great passions

at the time and scarcely an issue of the Journal went by without a letter to the editor from a quarry manager expounding the virtues of the scheme, with a response the following month from a quarry owner arguing against it.

During these early days the Journal quickly grew in size as it attracted an increasing volume of advertising, which was driven by the post-war mechanization of the industry. By 1923 concerns arose because advertisers were slow in paying their bills and a large amount of money was outstanding. As liability was unlimited, in the event of the Journal getting into financial difficulty the President and Secretary would have been held personally responsible for the debt.

Consequently, in May 1924 the Journal was formed into a limited company and shares were sold to raise the capital to set

up a proper office for the two organizations, with Simon McPherson being employed in a full-time role as General Secretary of the Institution and editor of QMJ. Over the years the company published a number of titles in addition to the Journal, including *Good Roads*, *Cement Lime and Gravel*, *Master Builder*, *Stone Trades Journal*, *Monumental Journal* and the *Directory of Quarries and Pits*.

In January 1925, despite some protest from members in North Wales, the office was moved from its original base in Caernarfon to the more central location of Birmingham. In that year the Benevolent Fund was established with initial donations of £7 with which to start to help needy members and their dependents.

In 1927 the name of the organization was changed again to *The Institute of Quarrying* with the Trade Members' Section being renamed the Associates' Section. In this year the first lady member, Mrs Anne Greaves, was admitted into membership.

In 1930 the first move was made to try to develop a system of examinations for the quarrying industry and it was suggested that the Institute should assist with the establishment of a chair in quarrying at a university. This idea did not get off the ground at the time, but the Education Committee was established at this time as the means of fostering one of IQ's core missions.

The Membership Committee was created six years later when it was noted that because of the General Secretary's keenness to increase numbers, he was not always sufficiently rigorous in his scrutiny of applications!

In 1937, following a proposal from the West of England branch, a committee was formed under Brig. Gen. G.M. Jackson to consider the question of the Institute applying for a Royal Charter. The following year new bye-laws were drafted in preparation for the forthcoming petition; however, war broke out before it could be presented to the Privy Council.

By this time the IQ/QMJ office had moved from Birmingham to Salisbury Square, off Fleet Street in central London, which Simon McPherson thought was the right place for a publishing business to be based. Unfortunately, the Salisbury Square office suffered bomb damage in the early stages of the Second World War and, as was noted at the time, it was not easy to produce a Journal in an air-raid shelter. So, in September 1940, McPherson and his staff were evacuated to the safety of Cornwall where a temporary office in a disused railway carriage near Tintagel had been made available by a local quarry owner.

In June 1943 Simon McPherson and his staff returned to Salisbury Square, which, by this time, had been rebuilt. Also in this year, a sub-committee was established to start drafting the syllabus for the Institute's first examinations. The war years were a quiet time for the Institute as all branch activities had ceased in order to free up time for members to contribute to the war effort. Council meetings continued, however, so the Institute's aims could continue to be fostered. Also, the *Quarry Managers' Journal* continued to be published throughout the conflict, although care had to be taken over the technical content. ➤

Photograph taken in 1962 of the converted railway carriage which served as headquarters for IQ and QMJ during the Second World War



The industry after the First World War

The 1914–1918 war had been a considerable drain on both the nation's energies and financial resources, therefore the quarry industry remained highly labour intensive until the economy started to pick up in the 1920s.

At this time hand breaking of rock at the quarry face with heavy sledgehammers was the norm and the movement of rock from the face was often in jubilee tubs (small rail wagons) on narrow-gauge tracks. As neither the means of winning or working the stone were very safe, accidents were a frequent occurrence and often proved fatal. Also, as stone was a price-sensitive commodity, the demand for which ebbed and flowed, labour unrest was commonplace and strikes were a regular occurrence.

The American economy had been much less affected by the war and many of the engineering developments at this time originated from the other side of the Atlantic. During the 1920s, however, the UK plant manufacturing industry expanded very quickly as quarry owners sought to both increase production and reduce costs by the use of mechanization.

Crushers and screens of various types were developed along with early asphalt and concrete plants. As diesel engines were not in general use for mobile plant until the 1930s, the first excavators, such as the Ruston Navvy, were steam powered, as were the pre-1930 road trucks. Also, while some of the more advanced quarries did have some recognizably shaped fixed-plant buildings at this time, many were either built of or clad in timber.

Ruston No. 20 rock-loading Navvy - 1925

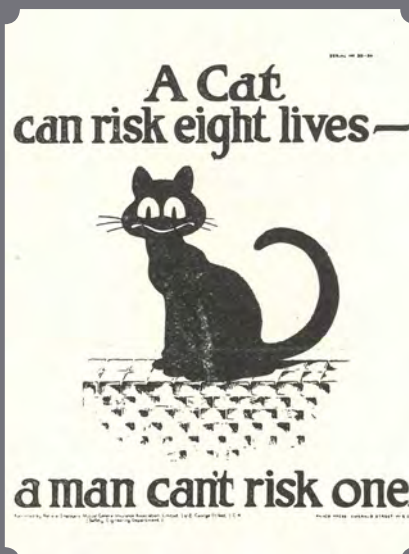


Section of road laid with 'Spragphaltd' slag macadam - 1921



Horses pulling wagons at Pen-yr-Orsedd Quarry - 1922

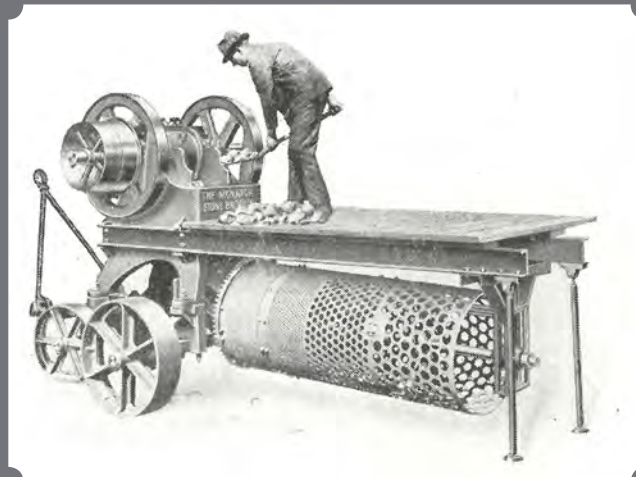
Safety poster - 1925



Wear your Goggles - 1923



Monarch portable stone breaker and screen - 1925



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Post-war Developments

In 1947 Simon McPherson's son John was engaged as Assistant Secretary and, in the same year, the designatory letters MIQ, FIQ etc were adopted. By this time the work on the examination syllabus had been completed and in 1948 the first 'Preliminary Examinations', as they were called, were held covering the following subjects: Electrical Engineering, Quarry Operations, Quarry Engineering, and Surveying and Geology. As teaching facilities did not exist until much later, the course was one of private study with the aid of textbooks lent by headquarters.

Unfortunately, all this educational effort was not sufficient to impress the Privy Council which refused the Institute's application for a Royal Charter on the grounds that an insufficient proportion of the corporate membership was professionally qualified. Following this disappointment it was decided that the time had come for the Institute to start thinking about 'putting its house in order' by forming itself into a limited liability company.

On the membership front, the Institute was now well established in all parts of the UK and by this time small groups of members had also developed in some of the Commonwealth countries. The first organized activity outside the UK took place in Sydney in 1948 with the inaugural meeting of the Australian branch, with Harry Griffiths in the chair.

In the first five years development here was slow until meetings became established on a regular basis around 1953. In 1961 the branch was formed into a Division with branches in New South Wales, Victoria, South Australia and Queensland. Michael Farley was the first Divisional President and in 1969 Harold Wenham Robinson became the first President of the Institute to be based outside the UK.

In 1955 the first of the short courses in Quarrying Practice was held at Ashorne Hill, the conference centre of the Iron and Steel Corporation at Leamington Spa. It proved to be a great success and, in due course, was moved to Nottingham University where it was a regular feature in the Institute's education calendar for many years until it was superseded by more subject-specific forms of training.

Towards the end of 1957, when he was still in office, the Institute's founder and guiding spirit Simon McPherson died at the

age of 80. In 1958 his son John succeeded him as General Secretary of IQ and managing director of the Journal company. John McPherson, 'young Mac', had trained as a journalist and taken over as editor of the *Quarry Manager's Journal* and its sister publication *Cement, Lime and Gravel* on his return to the business from wartime service with the London Scottish Regiment.

In the same year the long-awaited incorporation took place when the Institute became a company limited by guarantee, but with a special dispensation from the Board of Trade to drop 'Limited' from its title. Also, new bye-laws were adopted requiring every applicant for corporate membership to be qualified by examination. IQ still retains this legal status but has the additional benefit of being a registered charity, which, among other things, provides an exception from corporation tax.

In 1958 the Coat of Arms was adopted. Designed at the College of Arms in London (part of the Royal Household) by the 'Richmond Herald', Anthony R. Wagner, the arms themselves were a gift from the outgoing President, Hugh Symington of the Springbank Quarry Company, to mark the incorporation of the Institute as a limited liability company.

The 'armorial bearings' are meant to symbolize the origin, aims and scope of the Institute, and the three heraldic components of the coat of arms are the shield, the crest and the motto.

The shield consists of two 'jads', or hammers, representing the ancient tools of the trade, and the coronet between them is adorned with wattle flowers (left, centre and right), to acknowledge the section in Australia, with trefoils in-between for Wales. On top of the shield is the crest in the form of a quarry face with green-topped overburden surmounted by a lion to represent the Scottish branch, and in its paws is a key symbolizing knowledge and freedom.

The octagonal stone tower with two turrets represents the castle at Caernarfon, the Institute's birthplace, where the designer's inspiration was clearly drawn from the Eagle Tower that overlooks the Menai Strait on the western flank of the castle. This castle was

built by Edward I with work commencing in 1283 under the supervision of James of St George, the master mason and military engineer who was responsible for both the selection and extraction of the stone, which was needed in large quantities as the castle walls are 7-9ft thick.

He was certainly a good judge of stone because, instead of using the local material, he had high-quality granite shipped across the Menai Strait from the Isle of Anglesey. Thus, it is interesting to reflect on the fact that one of the UK's first great quarry masters inadvertently contributed to the design of the Institute's Coat of Arms.

The motto 'Terram Autem Filiis Hominum' is a Latin translation of a passage taken from Psalm 115, 'The earth he hath given to the children of men', and it originated from a competition promoted in the Journal to find a suitable motto for the Institute. The original patent of arms is kept on display at the Institute's Nottingham office and, following the creation of affiliated status for overseas sections in 1996, the Coat of Arms itself was registered as a trademark both in the UK and in the other countries where IQ operates.

More recently, the use of a modern 'IQ' graphic logo has been adopted for promotional purposes, which is similar in concept to the IQ car badge that was popular with members in the 1950s and 60s.

In 1960, less than three years after the death of his father, John McPherson also died. Mary Roberts, who had been personal secretary to Simon McPherson since she left school in 1934, succeeded him as Secretary. Mary liked to describe herself as a 'third-generation quarryman', as her grandfather had started the Clee Hill Granite Company in Shropshire and her father had been one of the earliest members of the Institute and was Chairman in 1933.

Although Mary was an experienced administrator, it was recognized that both IQ and QMJ needed a member of the permanent staff with a technical background and, therefore, the following year, Brian Fish, a mining engineer who had worked for Nobel's Explosives and the National Coal Board, joined in a dual role as technical officer for IQ and editor of the Journal.

Five years later he became the director of both organizations, a position he was to hold until his retirement in December 1984. During this period IQ moved on from its social origins and considerable progress was made in the field of education, coupled with a substantial growth in overseas membership.

The flexibility of home-based learning made the course accessible to anyone seeking to enhance their career prospects, and periodic weekend tutorials took place at college so that students could get face-to-face help ➤

AUSTRALIAN BRANCH.

Mr. Harry Griffiths of Sydney, who has been Hon. District Secretary for Australia for some years, informs the General Secretary that much interest is being evinced in The Institute, and that he hopes at an early date to have a number of new members and to be able to call the first meeting of the Australian Branch when officers of the branch will be appointed. He hopes to arrange for monthly or quarterly meets at which Papers on subjects of interest to the Australian Quarrying Industry will be read. Australian quarry managers who receive *The Quarry Managers' Journal* but are not members of The Institute should contact Mr. Harry Griffiths, 95, Springdale Road, Killara, N.S.W.

June 1948

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The logo features the word "Finlay" in a bold, black, sans-serif font, with "GROUP" in a smaller, grey, sans-serif font below it. To the left of the text is a stylized graphic of three horizontal bars in blue, grey, and red. To the right is a stylized graphic of two horizontal bars in red and blue.



IQ car badge

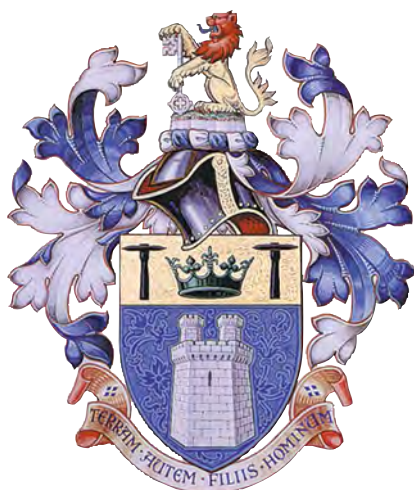
and support from staff members. This process was highly successful in getting large numbers of operational managers up to the recognized academic standard of the IQ Professional Examination and additional courses were subsequently developed to cover asphalt and, to a lesser extent, ready-mixed concrete.

In 1974 an arrangement was made with the Mining Department of Leeds University whereby successful Diploma students could take an extra year to obtain a degree in Quarrying.

In 1965 Brian Fish made the first of his overseas tours. His visit to New Zealand, where there were only seven members at the time, stimulated wider interest and in 1968 the New Zealand branch was founded with Dick Hassed as Chairman.

In 1969 the South African branch was founded at an inaugural meeting in Durban. Following his election as Chairman, Trevor Woollatt stated that the first aim was to build up the membership, setting an initial target of 100 that has long since been exceeded.

White ties only at the 1948 Annual Banquet in Bournemouth



Coat of Arms

The next overseas branch to be formed was Hong Kong in 1972 when, after a meeting at the Peninsula Hotel, Kowloon, an application to form the branch was supported by Council. A committee to run the branch was duly formed with Ron Roberts as the first Chairman.

In 1974, after 40 years' service with the Institute, Mary Roberts retired and was succeeded by Roy Oates. After this time she remained as correspondence secretary for the IQ Benevolent Fund and kept in touch with its elderly beneficiaries long into her own retirement.

In the same year the headquarters office was relocated from the West End of London, because of spiralling rents, to 7 Regent Street, Nottingham, which was to be the Institute's home for the next 38 years. Also in this year, the McPherson Memorial Lecture was introduced to provide a triennial platform for a lecture on a topic of wide-ranging interest to the industry to be delivered by a notable person.



Brian Fish

A revision to the constitution was made in 1978, making corporate membership available to those qualified in disciplines other than quarrying through the introduction of the Associate Member grade. Also, the Honorary Fellow grade was created at this time.

In 1980 the Citation Award was introduced to recognize outstanding service to the Institute. It is open to all grades of membership other than Honorary Fellows and those who have held senior honorary office.

December 1984 saw major changes of personnel on the staff at headquarters when Brian Fish retired from full-time employment as director of IQ and managing director of QMJ. At this point in time, Jack Berridge, formerly assistant publisher of the Journal and organizer of the Hillhead show, took over as executive director of IQ and MD of QMJ. In this role he was supported by Michael Arthur, previously senior lecturer in charge of the DAPS course at Doncaster, who became technical director with special responsibility for membership and education. ➤

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Plant and equipment after the Second World War

By the late 1940s process plant buildings in quarries had largely evolved into the form and shape we see today, but the same cannot be said for mobile plant. Hydraulic excavators were not introduced into the UK until the 1960s and rope excavators were in common use in the industry. At this time loading shovels were still derived from agricultural tractors and also dumptrucks betrayed their road-going origins.

Payloads for both on- and off-road trucks were very small by modern standards, but progress was being made by, for example, the introduction of the 'Big Bedford' range in 1950 when payloads of their road trucks were extended from 5 tons to 7 tons for a rigid and a whopping 10 tons for the articulated semi-trailer version!

By the 1960s engineering design had moved on and heavy loading shovels and dumptrucks were starting to take forms which are familiar today, although their scale remained modest by today's standards. At this time most of the crushing and screening plants were fixed but mobile crushers were also evolving, although these were either wheeled or skid-mounted units. The first crusher on tracks did not appear in the UK until the late 1980s.

Needless to say, this process of evolution continued in the 1970s when plant and equipment of all types became both bigger and better. And, with the major capital investment in the development of high-production units such as Mountsorrel in Leicestershire, the concept of the modern 'superquarry' was born.



Cat 944a wheel Traxcavator - 1960



ARC buy own rail wagons - 1972



10-ton Foden dumper - 1960

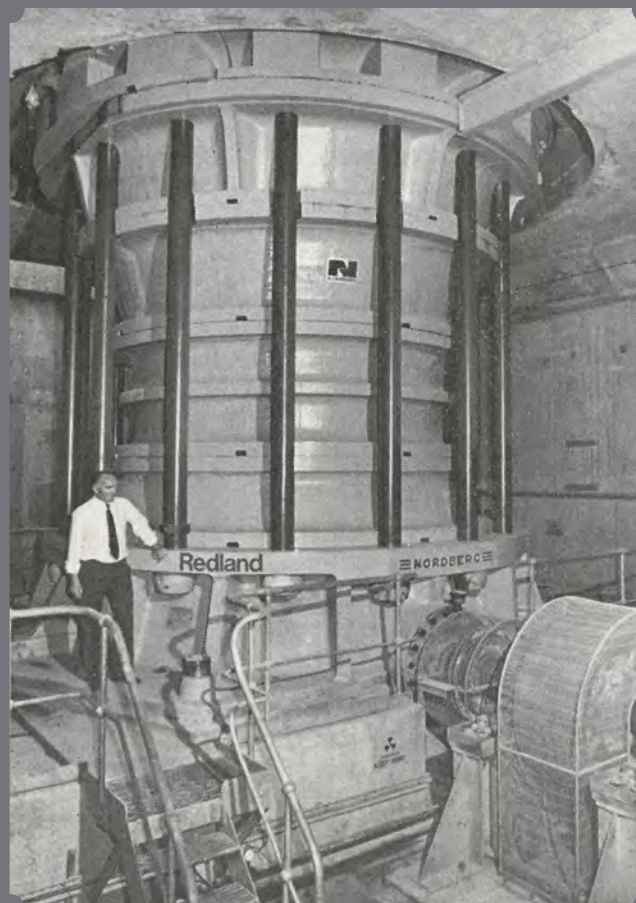


Vicars-Armstrong scraper - 1952

Parker Rock-Ranger at Hobbs Quarries - 1962



Nordberg gyratory primary crusher at Buddon Wood Quarry - 1974





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The Recent Past

During this phase of the Institute's development great changes took place in the industry in the UK. In particular, the ownership structure of quarry product-based assets became both heavily concentrated and dominated by foreign groups with significant cement interests. There was also a sea change in attitudes towards safety, health and environmental issues, which created a need for improved education, training and all forms of personal development.

This provided IQ with the opportunity to help to lead a movement to raise standards of professionalism within the sector through a range of education, training and CPD provisions, including branch meetings, conferences and special seminars. In addition, a range of eight Technical Handbooks on key subjects, such as Crushing and Screening, Health and Safety Law, and Sand and Gravel Production, was produced to allow both students and working managers to have access to industry-approved technical material set out at a greater level of detail than that provided by the individual learning unit at Doncaster College.

By the turn of the century, however, government policy was starting to turn away from providing funding for industry-specific courses in favour of those delivered to a standard required for inclusion within the National Qualifications Framework.

These changes, coupled with the increased pressure on industry to 'raise the bar' in education and training, resulted in a review of the educational course requirements and, in 2006, the decision was made to move the DAPS courses in Quarry and Asphalt Technology from Doncaster College to the University of Derby, so that they could be upgraded to Diploma status and delivered via the University's e-learning platform.

As a significant investment in new e-learning materials was required, a deal was struck whereby all the industry-specific hard-copy learning materials used at Doncaster were purchased by the two institutes (IQ and IAT) so the content of the individual learning units could be re-implemented and enhanced for online delivery.

Also, as part of this arrangement IQ and IAT undertook to keep the e-learning materials up to date in return for an agreed proportion of the course fees generated by the University from their use (previously all course fees had been retained by the College although the examinations were both owned and charged for by the two institutes).

The implementation of the new system was very successful and at the end of 2008 the partnership between IQ, IAT and the University of Derby received national recognition when it was featured in the CBI 'Stepping Higher' report as an outstanding example of workforce development through an employer-led higher education initiative.

The next development was designed to extend the use of the e-learning materials overseas through the introduction of an online Certificate in International Quarry Operations for students anywhere in the world. As most of the basics of quarry operations are common around the world, this involved the e-learning units being reworked with references to UK legislation and regulation replaced with a combination of international standards and good practice.

Also, to leverage value for its investment in e-learning materials, IQ created bespoke packages for engineering companies such as Powerscreen and Sandvik, who wanted access to specific subject areas for training purposes.

In any event, the e-learning provision at Derby has continued to expand and now extends to 18 industry-related courses covering quarry, asphalt, concrete and clay products at levels from Higher Apprenticeship to Honours Degree. These courses now attract an annual cohort of around 500 students from the UK and overseas, which represents a 100-fold increase on the original five pioneers who took the first IQ exams!

In addition to developing academic qualifications, the Institute was also heavily involved with the establishment of competence qualifications at management level for the sector. In the mid-1990s NVQs (National Vocational Qualifications) were starting to be trialled by some quarrying companies and the industry training organization, then known as EPIC (now MPQC), floated a proposal to launch an NVQ for quarry managers.

At the time there was some disquiet over this idea because early adopters of NVQs had reported difficulties coping with the complex and bureaucratic nature of the qualifications. An industry committee comprising

representatives of seven major companies was assembled to consider the pros and cons of the idea and, after discussion, it was agreed that the industry did not need NVQs at that point in time.

The IQ Education Committee, however, took a different view of the situation and concluded that some of its members would probably welcome the opportunity to gain a competence qualification relating to safety, health and environment if it were to be available as an addition to personal CVs.

Accordingly, consultants were engaged to produce a specification for what initially was an IQ Health and Safety Competence Certificate. This took a while to develop and, by the time a pilot scheme had been completed and the content had been extended to include environmental management, the HSE 'Hard Targets' initiative and other pressures conspired towards the industry adopting NVQs at management level, based on the development work that had already been undertaken by the Institute.

As EPIC Awarding Body was the designated awarding body for competence qualifications in the sector, the Qualifications and Curriculum Authority turned down a request for IQ to be allowed to deliver the awards. This meant that the ownership of the qualification, then under IQ copyright, had to be passed over to EPIC, which was agreed subject to a provision providing IQ with a share of the income from candidate registrations.

The rest, as they say, is history, and what had started out as an unwanted qualification very quickly became a 'permit to work' as employers saw the SHE Awards as the best way of demonstrating occupational competence for HSE-compliance purposes, as well as effecting practical improvements in the workplace.

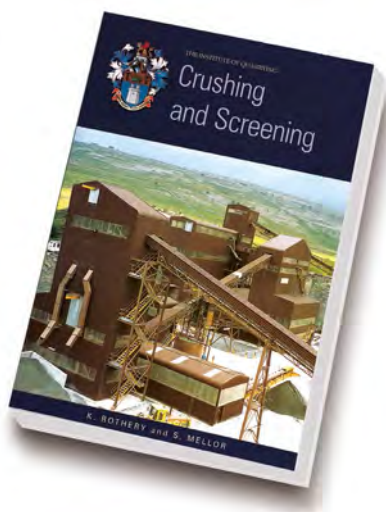
Competence, of course, has to be kept up to date and, to this end, the Institute introduced its CPD system in 2003 with guidance that members should be undertaking at least 30 hours of developmental activity during the course of a year.

As an extension to the personal CPD system, the IQ Corporate Professional Competence Scheme (CPC) was launched in 2009 to provide companies with the opportunity to demonstrate that the whole of the workforce with responsibilities for safety, health and environment was fully competent.

The three requirements to obtain this status were: first, to ensure that their staff held an appropriate competence-based qualification; second, maintained up-to-date CPD records; and third, that company staff records were made available to IQ for annual scheme audit purposes.

Needless to say, this scheme was quickly adopted by those companies who were both organized and committed to leading the competence agenda, and continues to be well supported. ➤

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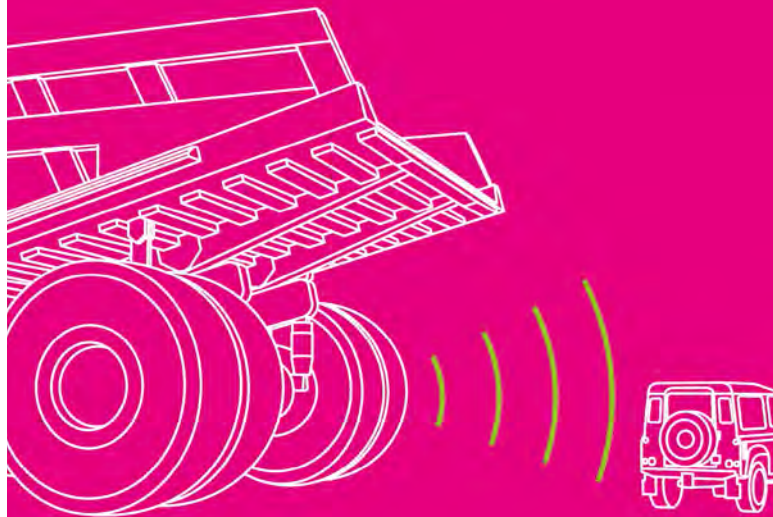
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David Bellamy gives the keynote address at the 1989 conference in Bristol



ECMP '99 — the second European Conference on Mineral Planning



University of Derby Enterprise Centre



Lord Coe speaking at the 2008 annual conference



Quarry Question Time



Aggregate Industries sign up to the IQ CPC scheme

Terex team members who took part in the IQ's pilot training programme



Mike Phillips, IQ's general manager, presents Ian Brown (right) with the first 1,000h CPD certificate



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Quarry Safety Day

Conferences and seminars have always provided another important educational dimension for IQ. And although the conferences held in the UK in the last 30 years or so were not quite as grand as those in former times when employers had a more relaxed attitude to social activities, they have still provided some memorable moments.

Over the years, annual conference themes have covered virtually every subject of interest and relevance to the industry, with safety, health and environment recurring on a regular basis. In addition, many high-profile speakers have given their time to address the industry, such as environmental campaigner Professor David Bellamy in 1989, who is remembered for praising the industry for the positive contribution quarries made to the natural environment.

The most famous speaker in this era took to the platform in 2008 when Lord Sebastian Coe gave a presentation on the sustainability planning for the London 2012 Olympic Games as part of the conference focusing on 'Developing London - meeting the green challenges'.

The most international conference was held in Harrogate in 1999 when IQ hosted the 2nd European Conference on Mineral Planning. The programme for this event consisted of 40 papers in three streams. It attracted speakers from 14 different countries and almost 100 international delegates.

During this period a number of international symposia were organized by IQ at the Palace Hotel, Buxton, on the day before the Hillhead exhibition opened. These seminars attracted delegates from all over the world but were eventually discontinued in favour of a range of on-site activities in the IQ marquee.

A series of seminars with strategic themes of importance to senior management were organized from the 1990s onwards in association with the London Business School and others. These events were well supported and attracted some very able speakers from the city, academia and management consultancy, as well as senior public sectors figures such as Sir Michael Latham and Sir Frank Davies.

The senior-management seminars were also followed up by a series of events for sales



Presidents' Committee - 1997

and commercial staff on sales management and negotiating skills, which collectively attracted several hundred delegates. In addition, a range of 'one-off' seminars were run by IQ when, for example, new legislation was being introduced to the industry.

During this period the local IQ branches mostly enjoyed a good level of support for both technical meetings and dinner dances, with the Scottish branch attracting more than 600 members and guests to its annual function in good times. In 1996, on taking office as President, Graeme Shove presented the Institute with a handsome trophy made from 6,000-year-old fenland bog oak inlaid with cut stone from quarries representative of the Institute's 13 UK branches as the prize for a new competition for the branch which was deemed to have delivered the best overall programme in the preceding year.

Another valuable contribution made to the industry by branch activities was the introduction of 'Quarry Safety Days', which provided a means of delivering health and safety training/CPD to participants at all levels within the workforce in a quarry site environment in which blue collar employees felt at home. Also, at a time when members' time is at a premium other innovations have been introduced to encourage involvement in branch activities, such as the annual 'Quarry Question Time' organised by the Derbyshire Branch in association with the University of Derby.

Outside the UK membership had continued to grow strongly once the overseas sections had become properly established, and by

President's Branch Trophy



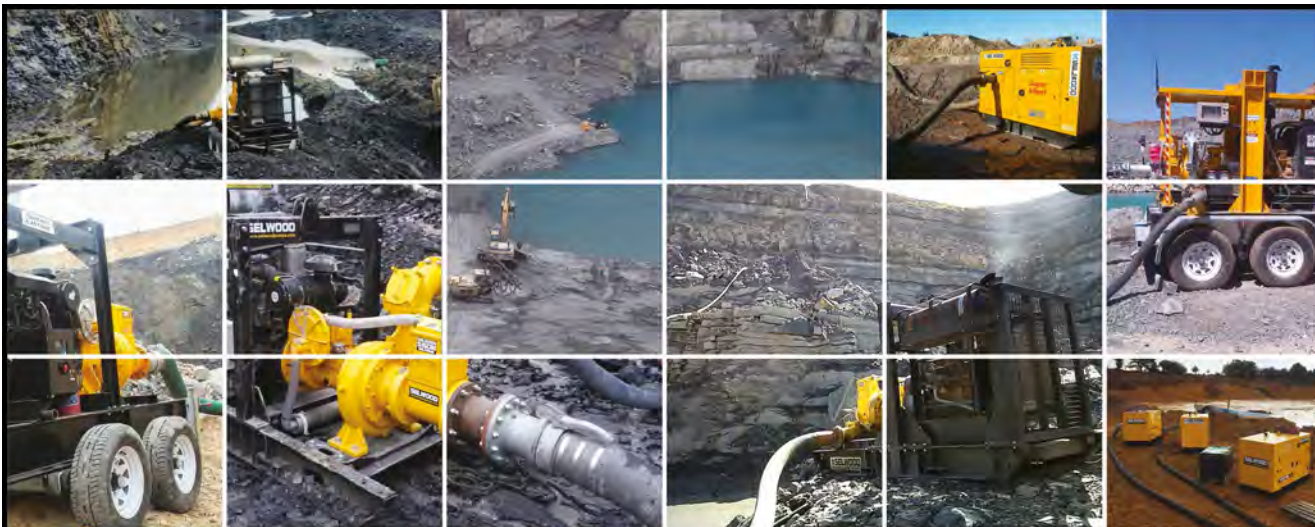
the time the Malaysian branch was formed in 1989, with Subrayan Subramaniam as Chairman, their combined membership was almost as numerous as that in the home country.

In view of the tyranny of distance, it had always been recognized that overseas branches would have to be both run and financed locally. Thus, for many years, the arrangement was that the bulk of subscriptions collected were retained in the country of origin and a per-capita fee was remitted to the UK. At this time all members received a copy of the Journal and were full voting members of the Institute.

As membership grew and the local organizations matured, the cost of subscriptions remitted to the UK became subject to discussion, particularly when exchange rates fluctuated and the pound sterling was strong! This issue ebbed and flowed for a few years until it was decided to offer the overseas Division in Australia and branches in South Africa, New Zealand, Malaysia and Hong Kong the opportunity of electing a lower-cost option of becoming a free-standing corporate entity in their own right, which was affiliated to the parent organization in the UK.

After some discussion this concept was agreed and the UK constitution was amended in 1996 to allow overseas groups to continue to use the name and identity of the Institute, provided that they maintained a constitution in parallel with that in the UK and paid a small annual fee per member. The arrangement also provided for overseas members to have voting rights in their own organization, rather than the UK, and the Journal was supplied only to those who opted to pay an extra charge.

In order to create a proper forum for discussion at international level, the Presidents' Committee was created with the intention of holding at least one meeting per year, with the six member countries acting as host by rotation. As the member countries are constituted as separate corporate entities (except Hong Kong), this committee has no executive power over the operation of the Institute as a whole and acts only in a consultative capacity.



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The modern era

In IQ terms, the modern era commenced in September 2012 when the Institute and its staff completed the move out of the office at 7 Regent Street, Nottingham, which it had shared with QMJ for 38 years, to a new building in Chilwell on the outskirts of Nottingham with good links to the road, air and rail networks.

The purpose of the move was to create a new education and training centre for the minerals industry to be shared by IQ and MPQC (Mineral Products Qualification Council), which by this time had also been operating out of the Regent Street office.

As IQ's finances had strengthened considerably in the previous 27 years, the freehold of the building was purchased by IQ and the office was officially opened on 9 October by Simon McPherson's niece, Mrs Julia Ayres, and named McPherson House in his memory. At this time, Phil James, a former quarry manager with wide experience of managing professional bodies, took over in the joint role as chief executive officer of both IQ and MPQC.

The co-location with MPQC lasted for three years by which time the growth of both organizations meant that McPherson House was no longer large enough to accommodate all the staff and MPQC moved to another office in the Nottingham area, leaving IQ as a standalone 'business' for the first time in its 98-year history.

In any event, a series of important initiatives have been launched by IQ since moving to its Chilwell base which have been aimed at improving the service it provides to both its members and the wider industry.

With regard to the former, a constitutional review took place in 2013 when it was decided to revise the Institute's governing body with a new Board of Trustees responsible for the strategic and financial stewardship of the Institute.

Following the necessary legal work, the new constitution was approved at the AGM/EGM in 2014 and Miles Watkins took over as Chairman with Anthony Morgan as President. Also, in order to provide input from a wider cross-section of the membership, an updated form of Council with half-yearly meetings was retained.

The main external initiative at this time was the launch of PRIME (Professional Recognition in Mineral Extraction), which was launched at the Hillhead 2014 exhibition with financial support from UKCES – the United Kingdom Commission for Employment and Skills.

As part of this industry-wide scheme, a new grade of membership was introduced for those with a technical qualification below management level and at least one year's experience in the industry. Needless to say, personal development through the maintenance of ongoing CPD was also identified as a fundamental component of the plan to upskill the workforce by properly recognizing training and developmental achievement.

A further initiative designed to attract new recruits to the industry was the introduction of a Higher Apprenticeship in Mineral Products Technology awarded by the University of Derby. This course allows young people to study for a university-level qualification whilst gaining practical experience with their employer, and therefore avoids the need for incurring high levels of student debt. Also, it provides a first building block for a successful career in the mineral products sector which is limited only by the student's own horizons.

On the international front, IQ set up a professional training and conference programme for operators in the United Arab Emirates covering subjects such as Health, Safety and Environmental issues at a number of venues. Also, on the other side of the Atlantic, IQ teamed up with the Washington-based National Stone, Sand and Gravel Association (NSSGA) to establish a local version of the e-learning programme for quarry managers for their counterparts in the US.

Back at home, a new CPD App was launched in 2015 to provide members with a simple and intuitive means of recording CPD activities on the move for onward transmission to a central database at IQ's head office.

Significant progress was also made in other areas of communication, such as the complete redevelopment of the IQ website into a more modern and user-friendly format. And, in 2016, IQ launched its Skills Wheel at the Hillhead show to help both individuals and quarry operators make informed decisions about investing in relevant vocational skills development. This was then followed up by the launch of its new Skills Academy by providing access to over 200 industry-specific development modules covering all levels of responsibility.

In August 2016 Phil James completed a four-year tour of duty as CEO of IQ and left to take up another senior post with a well-known professional body. And, in the early part of 2017, as the Institute was approaching the 100th anniversary of its inaugural meeting, he was succeeded by James Thorne, previously membership director of the Institute of Occupational Safety and Health (IOSH) and, before that, head of membership services at the Institute of Environmental Management and Assessment (IEMA).

The centenary year provided the perfect platform for a series of celebrations that fulfilled the Institute's objective of challenging public perceptions of the quarrying and mineral extractives sectors.

The IQ 'Quarry Garden' at the first ever RHS Chatsworth Flower Show in June encapsulated perfectly this brave new approach. It provided a platform from which to showcase the industry, bringing together major operators, independents and other supply chain businesses in the most unlikely of settings.

Aggregate Industries, CEMEX, Hanson and Tarmac each provided volunteers to help staff the Quarry Garden. They joined a group of Horticulture students from Nottingham Trent University, who were involved in the overall project from start to finish. All acted as compelling ambassadors for the sector, chatting with RHS members and visitors about the garden design, quarrying, sustainability and planting throughout the five-day show.

The Institute's bold approach was recognized by the RHS judges, who awarded the Quarry Garden 'Best in Show' and 'Best Construction', as well as a coveted RHS Gold Medal. The Institute also received warm congratulations from its centenary patron, the Duke of Devonshire, who personally praised the Quarry Garden for its design and positive message about sustainability and our responsibility as custodians of the countryside.

Staying with the theme of sustainability, a further prerequisite of the Quarry Garden project was that it should live beyond the five days of RHS Chatsworth Flower Show. The Institute needed a public space with the scale and scope to accommodate what was one of the largest ever RHS show gardens.

The National Memorial Arboretum (NMA) in Staffordshire is on the site of a former quarry and sits alongside an active quarry operation. The Institute was delighted that the garden was rehomed at the Arboretum. It was carefully redesigned to fit the specific needs of the NMA and will be enjoyed by visitors for generations to come.

Looking to the future

The Institute's centenary was also an opportunity to thank members and bring them up to speed with plans for the future. In October its member conference adopted the theme 'Inspiring for Generations', acknowledging both the Institute's legacy and its need to inspire young people to consider the sector as a valid, viable and invigorated career choice.

James Thorne guided the organization as it headed into a post-Brexit world. He said: 'Celebrating our first 100 years is right and fitting and it has been an extraordinary success. As we head into 2018 it is now time to look to the future. What that future looks like in the short to medium term is open to influence from economic factors and political policies outside of our control.'

'However, as a truly international membership organization we are looking at global opportunities for continuous improvement in the way our sector operates. That includes raising standards wherever we operate in terms of continuous professional development, safety, sustainability and environmental impact. We need to show that we are exciting and responsible employers so that we can attract the best young people to ensure our future prosperity.' ➤

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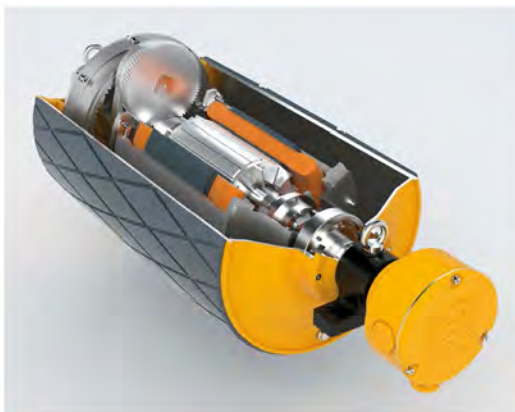
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The Presidents



Sir Henry P. Maybury — 1920-32



Miles Watkins — 2016-17

In its first 100 years IQ has had 66 Presidents. The first, Sir Henry Maybury, was the longest serving with 11 years, followed by W.F. Wilson who held the office throughout the war and completed seven years. The rest served for either one or two years with only John Hopkins completing three, while Bob Morray-Jones was the only person to serve two separate one-year terms as President.

Although the vast majority of Presidents have been British, prior to the introduction of affiliated status in 1996 the office was held by six members based overseas, four of whom came from Australia and one each from South Africa and New Zealand. Photographs of all the past Presidents can be found on display in the foyer at McPherson House.

1920-32	Sir Henry Maybury	1961-62	H.W. Jackson	1985-86	V.A. Kibble
1931-32	Sir Cooper Rawson	1962-64	J.E. Carleton	1986-87	E.S. McNaught
1932-33	W. Bryant	1964-65	F. Frith	1987-88	D. Taylor
1933-34	H.S. Pochin	1965-66	H.G. Marshall	1988-89	W.J. Hynes (Australia)
1934-35	J.M. Frith	1966-68	C.E. Marston	1989-90	J. Cook
1935-36	F. Russell	1968-69	D. Middleton-Walker	1990-91	E.A.G. Cash
1936-38	Brig.Gen. G M Jackson	1969-70	H.W. Robinson	1991-92	B.A. Bartley
1938-39	W. Shaw		(Australia)	1992-93	J.M. Hobbs
1939-46	W.F. Wilson	1970-71	B.J. Gee	1993-94	J.S. Ornsby
1946-47	H.S. Kirby	1971-72	N.G. Mulroy	1994-95	K.C. Mawson
1947-48	J.R. Middleton-Walker	1972-73	A.R. Hobbs		(Australia)
1948-49	N.F. Spence	1973-74	G. Henderson	1995-96	S.P.A. Savery
1949-50	J.S. Killick	1974-75	J.P. Adams	1996-97	G.R. Shove
1950-51	W.R.C. Hockin	1975-77	P.R. Harris	1997-98	F.S.C. Manson
1951-52	L.G. Sewell	1977-78	J. Stoddard	1998-01	P.E.K. Fuchs
1952-53	W.S. Johnston	1978-79	R.H. Morray-Jones	2000-01	D. Tidmarsh
1953-54	E. Marshall	1979-80	E.M. Shaw	2001-04	J.K. Hopkins
1954-55	A. Gray	1980-81	G.J. Mortimer	2004-06	T.R. Last
1955-56	W. Adams	1981-82	A.R. Groom	2006-08	C.C. Hollinsworth
1956-57	P. Valton	1982-83	R.A. Robson	2008-10	D.P. Sharman
1957-58	H.K. Symington		(Australia)	2010-12	M.K. Isles
1958-59	Lt.Col. S. Turner	1983-84	R.H. Morray-Jones	2012-14	C.R. Jenkins
1959-60	R.W. Coles	1984-85	E.B. Gezernick	2014-16	A. Morgan
1960-61	B.H. Marriage		(South Africa)	2016-17	M. S. Watkins