

## Future Newsletters

We hope that you found this edition of Root and Branch useful and informative. The articles you have read have been submitted by Members of the Yorkshire Region. If you, or your planning colleagues, have any views, reports, articles or any other information (humorous or otherwise) which you feel would be of interest to other members, please forward them, preferably by email, (see below) to Paula Nolan at regional office for inclusion in the quarterly Newsletter. **The deadlines for 2007 are: Wednesdays 6<sup>th</sup> June, 5<sup>th</sup> September and 5<sup>th</sup> December.** The success of the newsletter depends on the Members producing the necessary copy. There must be things happening in your area that merit being communicated to a wider audience!

All enquiries to: [Yorkshire@rtpi.org.uk](mailto:Yorkshire@rtpi.org.uk)

### Useful links...

This edition and past copies of Root & Branch can be found on the Yorkshire Region website at:

<http://yorkshire.rtpi.org.uk/newsletters/>

Keep up to date with the conference programme and evening seminars at:

<http://yorkshire.rtpi.org.uk/diary/>

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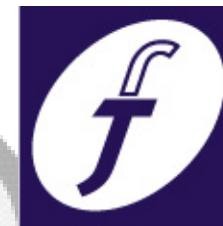
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**Yorkshire Region Website**  
<http://www.yorkshire.rtpi.org.uk>



**Judd Farris**  
property recruitment



**RTPI**  
mediation of space - making of place

**Spring 2007**

Royal Town Planning Institute  
Yorkshire Branch Newsletter

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## A word from the Chair



Welcome. I started thinking about the year ahead and this article a few months ago, well in advance of the AGM in December and before I was officially installed as this year's Chair. It is the privilege of the outgoing and incoming chairs to be able to speak at the AGM to pass on a few pearls of wisdom to those few intrepid members who attend – the outgoing Chair to reflect on what has happened over the preceding twelve months and how he or she has helped to shape the world; the incoming Chair to set out some ideas or themes for their tenure. At that time, three matters came to my mind – so sit back and let me harp on about them.

First, even though this article won't appear until later on this Spring I am writing this in early February while on 'holiday' in the south of France. The sun shines on the righteous some might say; most others wouldn't be so complimentary. But even though the sun is shining, the food is as good as ever and the wine enviously cheap, the fact that I have had to bring my laptop with me so I can write this and a good few other pieces of work does reinforce a view that I am living to work rather than working to live. And when I look at all of my colleagues in the planning world – whether you are in the public or private sector or in academia – I see very few of you who are any different. We are inundated with work, we are inundated with paper to do with work. The last time I returned from holiday there were PPS3 and PPS25 waiting for me. I dread to think what other planning or planning related paper/report/guidance/survey is awaiting my return this time.

And we are promised more of this. On the assumption that Mr Brown becomes Prime Minister there seems to be little promise that planning will be given time to settle down after the upheavals of recent years and to give us time to iron out all the problems any new system is bound to have. So my first theme is a message to those who give us these new systems and laws – hibernate for a few years. Let all those who practice planning, as opposed to just talking, writing and issuing edicts about it, try and get these systems to work then see if matters still need to be changed.

Secondly, in many ways related to the above, and probably a direct consequence of the ever increasing work load can we all remember, no matter what area of planning we are in, that planning is supposed to be about people and the public? As a consultant who used to work in local government my own, perhaps rose tinted view, is that customer care has suffered in recent years, particularly where the public sector is concerned. But as a long time Planning Aid volunteer the stories I have heard from many of our clients reinforces this comment so I hope this doesn't come across as a prejudiced viewpoint.

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Root & Branch



**Judd Farris**  
property recruitment



Placed 9th SME



MANCHESTER - 0161 834 8666

LONDON - 020 7494 2555  
BIRMINGHAM - 0121 200 0800  
BRISTOL - 0117 316 9000  
EDINBURGH - 0131 718 0783  
SYDNEY - +61 2 9321 5500  
MELBOURNE - +61 3 9600 1487  
HONG KONG - +85 2 2802 8062  
SINGAPORE - +65 6536 5850

## Exciting opportunities

### Partner Level Planner

---> LEEDS CITY - Up to 80k + Car Allowance + Share Options

Interested in developing a planning team of your own? A leading UK Property Consultancy is looking to appoint a Head of Planning within their Leeds office. You will benefit from working alongside a strong Regeneration & Development Team as well as a well-established Agency department. You will have previous experience of running a team, have excellent private sector contacts across a varied portfolio of clients and ideally be covering the Yorkshire market in your current role. Developing new business will be key to this role alongside developing an excellent market reputation.

[vicky.tipper@juddfarris.co.uk](mailto:vicky.tipper@juddfarris.co.uk) Ref: VT/10786

### Senior Planning Consultant

---> LEEDS CITY - Up to 85k + Car Allowance + Bonus

Looking to broaden your knowledge and improve your yearly earnings? Our client is a "Top Notch" Property Advisor who is looking to develop and strengthen their Planning Team at senior level. You will have experience of project management from conception to completion in order to secure permissions for a range of commercial clients. You will benefit from strong negotiation skills alongside a hunger to get involved with new business generation; all of which would be advantageous.

[vicky.tipper@juddfarris.co.uk](mailto:vicky.tipper@juddfarris.co.uk) Ref: VT/8603

### Associate Director

---> LEEDS - Up to 145k + Car + Package

One of the UK's largest multi-disciplinary Property Consultancies is looking to appoint an Associate Director. You will be professionally qualified, with experience of pre-acquisition and pre-disposal work. You will have experience of working with public and private sector clients and will advise on how best to achieve their aims. You will have managed projects from conception through to completion for a wide range of clients. In addition you will be focused, driven and determined to succeed within a busy, dynamic and rewarding environment.

[tom.mullaney@juddfarris.co.uk](mailto:tom.mullaney@juddfarris.co.uk) Ref: TM/10426

### Senior Planner

---> LEEDS - Up to 95k + Profit Share + Bonus + Car

One of the UK's largest independent multi-disciplinary practices is looking to appoint an ambitious and talented Senior Planner. You will be RTPI qualified, able to produce clear and concise written reports, possess excellent communication skills and have the ability to manage a range of complex residential planning projects on behalf of a broad client base. You will deliver solutions which meet an agenda of sustainability, integration and quality. They are seeking a commercially aware and motivated individual in order to join their rapidly expanding business.

[tom.mullaney@juddfarris.co.uk](mailto:tom.mullaney@juddfarris.co.uk) Ref: TM/11180

For our latest vacancies please visit [www.juddfarris.com](http://www.juddfarris.com)

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41 Botolph Lane, LONDON EC3R 8DL

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I have every sympathy with those who operate the planning system but who suffer from the ridiculous pressures put on them. But let us not forget that good manners, help and the personal touch should come a lot easier to all of us.

Thirdly, you are reading this only because other people, your fellow RTPI members, give of their time and effort helping to run the region. The region and all of its activities only exist because of a few dedicated staff, who take on more than they are contracted to do, and a few even more dedicated volunteer members. And invariably it is the same small bunch of volunteers who appear time and time again on the scene organising the regional activities, making sure that every other member gains from their work. No doubt we can all say how sapping a normal work day can be but this applies to the volunteers as well. So, for all of you out there, the branch/region could do with new blood and fresh blood. If anyone wants to make a contribution then please get in touch. No matter how much, or how little, every contribution will be welcomed.

Two words of congratulations. First to the planning authority at Leeds who won the regional planning award for their community planning work in the Woodhouse/Headingley area of the city. A real grass roots approach to planning/community involvement which seems to have caught the imagination of the public and local councillors. Secondly, to Steve Quatermain and his merry men at Hambleton, no doubt breathing a sigh of relief that their core strategy examination came up with the right result.

Finally, something apart from my right to have a moan, and something that you should have no problems joining in with especially as it is free and there is a prize at the end! For years the name of this publication has been Root & Branch, a name directly related to the fact that we were the Yorkshire regional branch of the Institute. As all of you should know last year we became a region, rather than a branch. Which begs the question as to whether or not Root & Branch is still an appropriate name for this publication? The choice is yours. Do we keep the R&B name or do we change it? If the latter, are there any suggestions as to a new one? Answers please to Paula Nolan at the regional email address by the end of April ([Yorkshire@rtpi.org.uk](mailto:Yorkshire@rtpi.org.uk)). If the vote is to change the name then the winning suggestion will be chosen at the next management board after this with the prize being two bottles of wine delivered free of charge. In the unlikely event of a tie the winner will be decided by the most democratic method, a toss of a coin.

#### Postscript

Having now returned from holiday and to be faced with the best part of 600 emails one in particular stood out – the very sad news that a good friend and colleague, Phil Fain, has died. There is a tribute to Phil elsewhere in this issue but I would like to add my own commiserations to his family and relatives. A genuinely nice bloke with a lovely twinkle in his eye. A sad loss and sure to be sorely missed.

**Harvey Pritchard, Chair, Yorkshire Region RTPI**

There was a great deal of public consultation, and a notable feature of the process was the high level of public support for the proposal. There was some opposition of course, but the fact that the site had been very heavily used for military air traffic for many years meant that there was a greater acceptance of the environmental effects than there might be in other places; and the economic boost which the new airport could provide was widely understood and supported. Nonetheless careful and complex environmental impact studies had to be carried out and mitigation measures introduced to deal with noise, the effect on wildlife, and so on.

The judges were impressed by the public transport provision which has been introduced in advance of the growth of the airport, supported by the developers, and utilising the new transport interchange in the centre of Doncaster. They were also pleased to see a high standard of design, provision of public art, the comprehensive health impact assessment which had been carried out, and the excellent training facility which had been provided on site to help local people into the skilled jobs in areas such as aircraft maintenance which will be provided on site.

The judges did have a couple of reservations. They would like to have seen more attention paid to the environmental impact of the buildings themselves, with greater use of the latest ideas for energy reduction, micro generation, and so on. And they were not entirely convinced that the intention to attract airport-related employment to the site – rather than producing a large out-of-town development attracting general employment – had been fully thought through.

Nonetheless the judges were very impressed by the way in which the Council and their partners had processed this very complex scheme, which is clearly not just of regional but of national and indeed international importance, in such a short time. There are very few such schemes; and the results of the efforts which have been made – especially in terms of the impact on the local economy – are there to be seen even at this early stage.

**For these reasons the judges consider the submission merits a Commendation.**

## THE RTPI'S NEW WEBSITE JANUARY 2007

"This website is a key part of the changes in the RTPI designed to raise the profile of planning, to support the development of effective planning policy and practice, to increase the resources available for planning and to improve the RTPI's services to members," said Clive Harridge, RTPI President, on the launch of the new site.

Harridge continued, "The new website represents a new era for the RTPI. It has the potential not only to change the ways in which RTPI members interact with the Institute and gain benefits from their involvement in it but will help to spread the message about positive planning and encourage people to engage more in it."

The website not only has a new look but a new content and a host of new features. As well as being far more accessible and logical than the old site, it explains clearly what planning does, it promotes planning as a career – including through profiling existing planners; it markets RTPI events more clearly to a wider public, it give quick access to planning advice and information and it has a special section for the media so that campaigns and policy positions can be highlighted; and it gives easier access to the on-line library and information service.

It adds to the value of membership by having specific services on the site that are only accessible to members including a members' directory that promotes the skills and knowledge of members and enables them to contact each other directly, improved areas for the RTPI's regions and nations and its networks and associations; discussion forums on policy and practice; instant polling of members; direct e-mails to members informing them of new content on the site that is relevant to them; and allows members to sign up for special access to the parts of the site that cover the topics or areas that interest them most

The new website will continue to develop. Clive Harridge said: "the website in front of you is only part of the story. Not only will the RTPI continue to add more information and services but we have allowed for newer forms of communication such as podcasts and blogs and we will be making full use of them in the future."

Please explore this site to the full and give us instant feed back by using the poll on the front page [www.rtpi.org.uk](http://www.rtpi.org.uk)

### Forthcoming Low Cost CPD Events

The Region's 2007 programme of Low Cost CPD events is beginning to come together. So far we have 5 seminars in the pipeline on a variety of topics/issues:

- 'PPS3' in May by Spawforths (date and venue to be confirmed, most likely to be Wakefield-based)
- 'Dipping into Design' on 10<sup>th</sup> July at Leeds Met University with The Planning Co-operative
- 'PPS25' in September by Arups (date and venue to be confirmed, most likely to be Leeds-based), and
- 'Transport' in November by Arups (date and venue to be confirmed)

A number of events are still in development so please check the Region's webpage for updated details over the coming months or contact Paula Nolan at the RTPI Yorkshire Office, The Green Sand Foundry, 99 Water Lane, Holbeck, Leeds.

Tel: 0113 237 8487. Fax 0113 237 8488. E-mail [yorkshire@rtpi.org.uk](mailto:yorkshire@rtpi.org.uk)

**Mick McLoughlin  
MJM Planning**

# RTPI PLANNING AWARDS 2006

Presented on Thursday 8  
February 2007



JUDGES' REPORT  
(Extract)

*The Royal Town Planning Institute established its Annual Awards for Planning Achievement in 1977. The purpose was twofold: to mark the 25<sup>th</sup> Anniversary of the Queen's accession to the throne; and to throw a public spotlight on the positive achievements of the town and country planning profession*

**.CITY AND METROPOLITAN AREAS (sponsored by Drivers Jonas)**

**Commendation for City and Metropolitan Areas to "ROBIN HOOD AIRPORT DONCASTER SHEFFIELD" (Submitted by Doncaster Metropolitan Borough Council)**

The development of a new International Airport is an unusual thing. It is also a controversial thing and the judges are acutely aware that there are obvious environmental issues which are raised by any growth of air transport.

This submission however amounts to much more than simply the development of the airport. Its strengths lie primarily in the fact that it is a "package" which includes residential and employment uses as well as the airport itself, together with a range of surface access initiatives; and also that it demonstrates that – contrary to popular belief - the planning system can be used to process a major infrastructure application quite quickly.

RAF Finningley closed without much warning in 1995, leaving a 367 hectare site some six miles from the centre of Doncaster. A Planning Brief was prepared and an application was submitted in 1999, the site having been sold by the Ministry of Defence to private sector developers Peel Holdings. The Council supported the development but the application was called in for a Public Inquiry. The First Secretary of State granted planning permission in April 2003. A start was made on-site in 2004 and the airport opened for business in Spring 2005. It now serves around 40 destinations worldwide.

The proposition that there should be a major airport in this part of Yorkshire was not a new one, and part of the justification for it is that it reduces the need for passengers and freight to travel to other airports, especially Manchester. But more importantly it was seen in the Regional Spatial Strategy as a catalyst for growth in the Doncaster area and more widely across the region. There are almost a million square feet of existing buildings, employing over 1,000 people in a variety of businesses, and permission has been granted for a further million square feet of commercial development around the airport which – with employment in the Terminal Building itself - could provide an additional 7,000 jobs, creating a significant boost to the local economy both in quantitative terms and in relation to the confidence and morale of an area which had suffered over many years from the decline of its major industries.

Clearly the planning and development of such a major facility required a great deal of careful planning work, and this was done in an impressive partnership fashion by the Council itself, Peel Holdings, neighbouring Authorities, and a variety of other organisations including Yorkshire Forward, the Passenger Transport Executive and many others.

## Student Work Experience at White Young Green



**Diana Thomson,**  
Geography graduate  
and Town and  
Regional Planning  
Masters student at  
Sheffield University  
takes us through her  
experience of

working with planners at White Young Green in Leeds and tells Root & Branch why she has chosen a career in planning.

**What made you choose a degree course in Geography at University and what do you enjoy about your course?**

I graduated from the University of Sheffield in June 2006 after completing an undergraduate degree in Geography and Sociology. I enjoyed the varied nature of the course, as I was able to develop knowledge in broad areas, as well as having the freedom to specialise in areas such as health geographies and European demographics.

I have recently started a 1-year RTPI accredited Masters course in Town and Regional Planning, also at Sheffield. I am thoroughly enjoying the transition from Geography to Planning, and feel that my Sociological background gives me a further insight into the social consequences that planning can have on the wider community.

**How did you develop an interest in town planning, why choose planning as a career?**

Throughout my undergraduate course in Geography I was always particularly interested in the spatial elements and implications of the discipline. This led me to find out about planning, and decided that my communication and analytical skills would be ideally suited to such a career. I think as a planner I will enjoy the diverse nature of the profession, and the strong problem-solving element.

**So what was it like working as a planner during your work experience at White Young Green in Leeds?**

I have previously worked at a small private firm of planners back at home in Oxfordshire as well as at a Local Planning Authority in South Yorkshire. Both experiences have fuelled my ambition to become a planner and so White Young Green offered another different experience. I have enjoyed working in a

vibrant, busy office and have undertaken a variety of tasks. I worked on a planning appraisal and was in contact with local councils with regards to the progress of Local Development Frameworks. This gave me a valuable insight into the constraints and pressures that planners must work with.

**So what are your plans for the future?**

I will finish my planning course in September 2007 so until then I will be very busy! After this, I plan to move to London to pursue a career as a planner in the private sector. Working at White Young Green has helped me to confirm my interest in working for a large interdisciplinary firm and has helped me in applying the academic knowledge from my course in a practical way.

**Bhupinder S Dev, MRTPI, White Young Green, Leeds & RTPI Yorkshire Young Planners Coordinator**

## Core Values in the North East

*Mick McLoughlin reports and reflects on the LDF Examination into the Redcar and Cleveland Core Strategy*

We all know that within the Profession opinions differ about the new LDF system. I myself have remained sceptical, retaining a certain fondness for the familiarity of single UDP and Local Plan documents, even though I regarded producing such Development Plans under the old set up as somewhat like being pulled through a thorny hedge very slowly indeed, only to find once you reached the other side that the world had moved on.

Over the past two years I have also attended several seminars and conferences on the new LDF system, including those organised as part of the Yorkshire Conference series. Furthermore I have written pieces for publication within the pages of Root and Branch (soon to change its moniker) summarising the views expressed and discussed at these various gatherings. Consequently, I am ashamed to admit that I never managed to attend either of last year's Examinations into our Region's first two LDF Core Strategies to reach that stage of preparation – Ryedale and Hambleton, despite them both being within relatively easy reach of my base in North Yorkshire.

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However, in early February 2007 I rectified this situation and improved my knowledge of the Examination process by attending one of the last sessions of the Examination into the Core Strategy of a Local Planning Authority in a neighbouring Region – that of Redcar and Cleveland Borough Council, whose Examination by then had been open for a fortnight. Apart from generally wanting to see what happens at one of these things, there was another driver for my attendance. I had helped the Council as an external consultant with the production of Topic Papers and Examination Statements, so I had a strong desire to see if all my hard work was proving to be of any use!

So what was my experience on the day? Well, the first thing to say is that the session was run very efficiently by the Inspector, so much so that the six strategic issues on the agenda had been discussed in the round by all participants within the space of 40 minutes. The session opened at 10.00 am and closed at 10:40 am with everyone having had their say. This was a major revelation for me contrasting with my previous experience of lengthy and antagonistic UDP and Local Plan Inquiries in the 1990s.

The second significant thing that struck me was the way in which certain participants' cases unravelled very quickly because they had no evidence to show that the Council's proposals were unsound and they failed to offer any realistic alternatives supported by evidence. To be frank, these participants looked rather foolish and were rapidly exposed by the new format. It seems to me that objecting to a Core Strategy just because you have what you think is a slightly better wording for a policy or because you have wish to add some bells and whistles is pointless, especially if, fundamentally, a policy or set of policies will serve your objectives. Some participants failed to grasp this subtlety and probably thought that if they simply turned up and said their piece, this would magically win out over the Council's preferred options. The Inspector was incredibly patient and kind to these people – hopefully next time they won't bother attending such an Examination!

As a consultant advising private clients, what I took away from the Examination was the lesson that 'if it ain't broke, don't try to fix it' – in other words, if the plan is sound and you can live with it, leave it alone and don't bother objecting – write in and support it instead. Otherwise you will be wasting your time and involving your clients in unnecessary fees.

As a consultant advising local authority clients, what I took away from it was - make sure you have all the answers to the Inspector's questions and the evidence, the lesson here being 'failing to prepare is preparing to fail'. Redcar and Cleveland Borough Council had the answers and the evidence. A well-prepared Core

Strategy or other DPD will not simply just 'survive' an Examination – it should sail through. The session I attended was nothing like the maulings I experienced as Local Government Planning witness at old-style Development Plan Inquiries – it was civilised, quick, and believe it or not, enjoyable. I certainly hope that Redcar and Cleveland Borough Council get the green light on their Core Strategy – we need as many examples of how to do it right as possible given some of the early Reports that have emerged from Bristol. Good luck neighbours, fingers crossed!

**Mick McLoughlin**  
MJM Planning



**INTRODUCING JIM ROGERS - YORKSHIRE PLANNING AID'S NEW CASEWORKER** (pictured in 'off-duty' mode at famous European landmark!)



There is an old Jewish story about a little boy who went to a prophet and said: "Prophet, don't you see? You have been prophesying now for fifteen years and things are still the same. Why do you keep on?" The prophet replied: "Don't you know, little boy, I'm not prophesying to change the world but to prevent the world from changing me."

In 2006 I clocked up a quarter century as a Planning Aid volunteer and 21 years in local government. After graduating I signed up as a volunteer with the South West branch to gain experience while I made a significant contribution to the success of the government's anti-inflationary economic policies. In 1982 a work experience job, set up by the Prince of Wales' Committee for the Welsh Environment, took me to Cardiff, where I joined the Steering Group of South Wales Planning Aid (as it then was). Then came my first 'real job' in Bromsgrove, which enabled me to become a chartered town planner in 1988. At last I could take on cases for myself as a volunteer. I helped to re-establish the West Midlands Planning Aid service in 1989 and benefited from training as well as helping to nurture new volunteers. Since 2002 I have been working in Middlesbrough Council's Regeneration department and been a member of the Planning Aid North Steering Group.

Some people see volunteering as a typically British thing, the need for which declined with the growth of public services; and the time for which is squeezed out by an ever faster pace of life. I see it as being neighbourly. That will mean different things to different people, at different stages of their life and career. Nonetheless it prevents the world from changing us.

I am delighted to be working with the staff, Steering Group and Planning Aid volunteers in Yorkshire, to

build on the success of the service. By the time you read this I should have my new office set up to work from home. I look forward to speaking to existing volunteers and getting to know other RTPi Yorkshire members over the coming weeks. Please call me if you have any questions or if I borrowed money from you in 1978!

**Jim Rogers**

## **OBITUARY NOTICE**

### **PHIL FAIN**

Phil died on 12<sup>th</sup> February 2007 aged 57 years. Family, friends and former colleagues paying their last respects packed the chapel at Rotherham Crematorium on 21st February 2007.

Phil studied Planning in Leeds before joining Rotherham Planning Department in 1975. Initially Phil worked on housing improvement areas, closely with local people and other parts of the Council. One of Phil's great strengths was being able to relate to people of all types. Phil was popular with everyone, - residents, colleagues and councillors. The work developed over the years into Area Action Planning and Community Development. This led to Phil eventually being seconded to a corporate role as Maltby Area Action Manager. It was a new initiative and a big challenge. Amongst his achievements, he won the trust and respect of the local community. It needed hard work, honesty and pragmatism. Phil came back into Rotherham's Forward Planning Team in 1997, bringing with him a good dose of realism and local community perspective. He wanted Planning to be close to the people and to bring results, and he was absolutely right.

Phil made an impact in many parts of the Borough and became the town centre specialist. He played a major part in setting up the renaissance of the town centre. Towards the end of Phil's career in Rotherham he became town centre manager and as always threw himself wholeheartedly into the role, summed up by him appearing dressed in period bathing costume on the saucy postcard of "Rotherham by the Sea".

Phil retired from Rotherham in 2003. In retirement he became the Chair of the Yorkshire Branch in 2004. During his term he re-launched Root and Branch, set up the corresponding members network and encouraged young planners. Phil then responded to an SOS from Corby who needed reinforcements in their Planning Department and until the end of last year worked part time helping them with their development plan. Phil was extrovert, funny, sociable, enthusiastic, astute, determined, brave and very generous. He had a love of life and people. He made friends in every circle of people that he encountered.

Phil loved his classic cars. He loved driving on the S Yorkshire lanes in his beloved MG. He equally loved his boats and spent his final years living on a narrow boat. [Featuring in the RTPi presidential visit in 2004.] He loved cruising the waterways and dared to navigate the Trent, Humber and the Wash; there were adventures and incidents galore, but Phil was always resourceful enough to find solutions. He had the guts and adventurous spirit to try things that most people wouldn't contemplate.

His hospitality and generosity were second to none. If there was a social gathering Phil would be there - life and soul of the party. But behind the jokes and laughter there was also a serious, shrewd, principled and very determined side to him. Phil was also a very caring person. He was a wonderful father to Ruth and Tim and close and supportive partner to Helen. Phil bounced back from the lows in his life and turned his experiences into positives by helping others, too numerous to mention.

Phil leaves his partner Helen, his children Ruth and Tim and all his friends and colleagues with a wealth of positives and good memories. Phil made a difference to places and people. We have all lost a very special friend and colleague.

**Alan Mitchell (Long time work colleague and good friend)**