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Please note that Andy Flatt has taken over from Michael Davies the task of keeping up to date with developments concerning UK taxation. Andy can be contacted at andrewjflatt@gmail.com. The latest information is provided on p.14 of this newsletter, and the BAFUNCS website (bafuncs.org) contains updates on a continuous basis. There is also a discussion group devoted to the subject.

Letters to the editor

I should like to thank very warmly all those who have written or spoken to me giving positive feedback on the new format of the newsletter. It has been very encouraging, and I hope we can continue to provide the sort of information that interests our readers. Please give me your reactions, either at the address shown below or by means of the new discussion group that has been set up on the website (bafuncs.org).

Photos from the 42nd Annual Reunion, 17–19 May 2019

A big thank you to our Photographer Emeritus, Geoff Ward, who gallantly rose to the occasion in spite of a very short warning. We have also had pictures taken by several other paparazzi, Sandra England, Nicky Rodgers and Richard Saynor. We have tried to include as many of these as possible in the various relevant articles of this newsletter and on the back cover, but there are many more that may be of interest to individual members. All of the photos can be found on the BAFUNCS website (bafuncs.org).

Contact the Editor

The final deadline for receiving contributions to the March 2020 issue is 31 January 2020, provided they are expected. The Editor should preferably be contacted no later than December 2019 to discuss an idea before writing: by phone at 01554 753217; by letter at 2B Harries Avenue, Llanelli, SA15 3LE; or, preferably, by e-mail (editor@bafuncs.org) easily accessed by clicking on the link on the contacts page of the BAFUNCS website.
Dear BAFUNCS Members,

After receiving very encouraging comments on my first newsletter, I can only hope that this issue will not disappoint. There is certainly no shortage of interesting new material, in addition to updates on ongoing matters.

The highlight is undoubtedly the publication of the fascinating book on the life and legacies of Eric Drummond, the first Secretary-General of the League of Nations, co-authored by four members of BAFUNCS. In this issue you can find: a book review; a personal reflection on the human aspects of the early years of the international civil service; an assessment of the historical importance of the League contributed by Sir Richard Jolly; and the report on the round-table discussion that took place in Stratford in May 2019. Together these should provide readers who were not able to attend the annual reunion with a flavour of the issues raised in the book.

The next major subject covered herein is the 42nd Annual Reunion, with an overview of the week-end’s activities and the report of the AGM, as well as a selection of photographs.

The long-serving Secretary of BAFUNCS, Annie Kean, has now handed over her onerous duties to Colin Davis. On behalf of all the membership, they both richly deserve a big thank you. Annie is not putting her feet up however, and she tells us about her activities in Life after the UN. Another member who keeps very busy on behalf of the international community is Martin Barber, who tells us about his engagement. I hope these contributions will inspire others to come forwards and tell us about their commitment to various causes, and their participation in diverse activities.

I hope you will enjoy reading all about these topics, and many others including another article on Health in later years, and more information on the forthcoming 2020 Annual Reunion in East Sussex near Lewes.

Mary Roll-Vallanjon
Friday 17 May

The UN flag welcomed participants on arrival at the Stratford Manor Hotel, a few miles outside the town in a pleasant rural setting. In all, around 100 BAFUNCS members took part.

While most people were settling in and having a welcome cup of tea or coffee, members of the various committees were already hard at work dealing with important issues. There were meetings of the Welfare/Member Support group, the Trustees of the Benevolent Fund and the regional representatives.

Before the buffet meal, participants enjoyed a welcome drink in the hotel bar.

Saturday 18 May

After brief opening remarks, President Sir Kieran Prendergast introduced Matthew Rycroft, Permanent Secretary, Department for International Development. A lively discussion followed, covering the many aspects of the guest speaker’s career with the Foreign Office and his experience with the UN.

The second half of the morning was devoted to statutory business, including: financial reports; elections to the Executive Committee; and reports of the Benevolent Fund and of the regional representatives.

In the afternoon, three excursions were offered (see back cover for pictures):
1. A walking tour of Stratford-upon-Avon led by an official guide.
2. A visit to Hidcote Gardens, that has been described as “the finest garden in England”, comprised of a series of “rooms”, each of which has its own special features.
3. A visit to Baddesley Clinton House, a typical Tudor moated country house dating from about 1482.

After a short rest, participants gathered in the bar while awaiting the traditional gala dinner. A lot of hassle was avoided by a new system that enabled people to choose their menu prior to the gathering. The innovation last year of having a quiz at the end of the meal was a great success, and this was repeated this year, thanks to our quizmaster Richard Saynor, who revealed another of his hidden talents. The subject was, obviously, William Shakespeare. Tables competed in filling the questionnaire, using a combination of very distant school-based recollections and the most recent knowledge acquired during the day’s visit to Stratford. Additional pictures can be found on the back cover.

Sunday 19 May

The first part of the morning was devoted to a round-table discussion of the new book *Eric Drummond and his legacies*, with the participation of Sir Adam Roberts, Emeritus Professor of International Relations at Oxford University, and the four co-authors of the book (all BAFUNCS members).

The session then continued with any other business, including a description of the venue and sight-seeing possibilities of next year’s annual reunion, to be held in East Sussex near Lewes.

A big thank you to Michael Davies and his indefatigable team who ensured the smooth running of this year’s reunion that combined very interesting subjects for discussion and a relaxed and friendly atmosphere.
Kent and Sussex Region will be hosting the 43rd Annual Reunion and AGM from 15 to 17 May 2020

Kent and Sussex Region and the KSX organizing committee would like to invite BAFUNCS members to join us at the 43rd Annual Reunion and AGM from 15 to 17 May 2020. We will meet at the East Sussex National Hotel in Little Horsted, near Lewes, for a weekend renewing friendships, conducting the business of BAFUNCS, hearing interesting guest speakers and experiencing some of the local sights and places of interest in our region.

We are excited to announce our guest speakers. On Saturday, this will be David Hannay, Baron Hannay of Chiswick, KCMG CH, former UK Ambassador to the then European Economic Community (1985–1990), and then Permanent Representative to the UN in New York (1990–1995). He was UN Special Representative for Cyprus between 1996 and 2003 and a member of the UN High Level Panel on Threats, Challenges and Change that reported to the Secretary-General in December 2004.

Lord Hannay’s session will take the form of a conversation with Sir Kieran Prendergast on ways to preserve and sustain the international rules-based order in an era of populist nationalism.

Sunday’s guest speaker will be Paul Myles, locally-based author of The rise of Thomas Paine and the case of the officers of excise. He will give a presentation on Thomas Paine, one of the Founding Fathers of the United States, who lived for some years in Lewes and wrote many influential publications, including the pamphlet Common sense and later the book Rights of man.

Three excursions are planned for Saturday afternoon:

- **A walking tour of Lewes.** This impressive town, dominated by the Norman castle and nestled in the South Downs, is the county town of East Sussex and has a fascinating history. It has seen a battle and executions, and the places of interest include an old priory and a house given to Ann of Cleves.

- **Tour of Brighton Pavilion.** This is a grade II listed former royal residence, redesigned by John Nash from a farmhouse to a seaside pleasure palace for the Prince Regent who became King George IV. It is stunning, exotic and beautifully restored to its original 1823 splendour of Indian architecture and Chinese interiors.
• **Tour of Wakehurst.** An outstanding national garden, Wakehurst has four national collections and is part of the Kew Botanic Gardens. It has specimens of trees from around the world, designed landscapes and the Millennium Seed Bank, where visitors can discover the mission to conserve 25% of the world’s plant species by 2020.

In addition, there will probably be places available on the coach for those interested in visiting Lewes at their own pace – there are several second-hand and antiquarian bookshops in the town, as well as antique shops featured on BBC programmes. It is also home to Harvey’s Brewery – unfortunately visits are not possible, but there is a well-stocked shop and the John Harvey Tavern is close by, beside the River Ouse. For those interested, a walk on the Sunday afternoon is also planned, to Ashdown Forest (home of Winnie the Pooh), or the Seven Sisters.

Our hotel has two championship-level golf courses so there is plenty of opportunity for those interested to form an *ad hoc* group, and the well-equipped health spa will be open to our members.

If you are planning an extension to the weekend, we have negotiated a special price with the hotel, and you will be able to make good use of your National Trust membership with many properties in the area, their gardens looking their best in the spring. Among these is Standen House, an arts and crafts home with Morris interiors, where you can actually stay in the Morris Apartment (but you will need to book early since it is very popular).

**We are looking forward to seeing you there**
Eric Drummond and his legacies - The League of Nations and the beginnings of global governance

David Macfadyen, Michael D.V. Davies, Marilyn Norah Carr & John Burley

London, Palgrave Macmillan, 2019 (361 pp including illustrations, tables, figures, text boxes, comprehensive references and bibliography). In the series Understanding governance (Series Editor R.A.W Rhodes, Professor of Government, University of Southampton).

The book first describes Drummond’s early life and character. Born in 1876 into a traditional Scottish family, he put into practice the motto of his clan, *Advance with caution*. His favourite pastime as a child was fishing, and it remained his main recreation throughout his life, especially when he was facing the stress of “the most impossible job in the world” (according to Trygve Lie, the first Secretary-General of the UN).

He left the League in 1933, and returned to the Foreign Office (as Ambassador to Rome until 1939). He retired in 1940. He had been a lifelong smoker and died of lung cancer on 15 December 1951. His eulogy was prescient: “Drummond will come into his full recognition as having conceived and then constructed one of the new, permanent elements of world life”.

The League helped to stabilize nations and to protect vulnerable populations in the years after the First World War. It demonstrated that the way towards building a better world was through nations acting together. The International Secretariat conceived by Drummond fostered a wave of new approaches and ventures which were ahead of the times.

His tenure was also associated with the “spirit of Geneva” and with the establishment of that Swiss city as the centre point of global diplomacy. The Palais des Nations was inaugurated in 1936. Unfortunately for posterity, Drummond’s own private papers were destroyed at the beginning of the Second World War, when it was feared that Switzerland might be invaded.

Part II of the book outlines in detail the work of the various sections, going in-depth into the personalities and successes or failures of their directors, and gives a careful analysis of the reasons for the League’s inability to prevent international conflict. The reluctance of the great powers to act through the League sealed its fate.

In spite of its political impotence however, it continued to have a strong influence in the economic and social fields right up to its dissolution.

Book review Mary Roll-Vallanjon

Eric Drummond and his legacies - The League of Nations and the beginnings of global governance

“The League of Nations did not fail because of its principles or conceptions. It failed because those principles were deserted by those States who had brought it into being.” 
_Winston Churchill, 1946_

The final Part of the book shows the large-scale absorption of League programmes, practices and staff into the United Nations and its specialized agencies, and focuses on the men and women who were at the heart of this “great experiment” in global governance. The issues covered include the essence of the multilateral system, and how the structures, functioning and management of the international civil service have borrowed much from the early days of the 1920s. The many continuities in the areas of political and humanitarian work are outlined.

Finally, there is a comparison of the life of an international civil servant then and now, and a description of the continued evolution of Geneva as a centre for multilateralism.

One hundred years later, the UN is an intrinsic element of the global world order. This book will tell you about the first person, and many people, who made it happen.

*Although this scholarly work was originally designed for use by academics and students of international affairs and governance, it is of particular interest to international civil servants, past and present.*
A great international civil servant

Mary Roll-Vallanjon

Eric Drummond’s most important legacy is summarized in his epitaph in Sweetheart Abbey in Galloway. It reads, quite simply: “A great international civil servant”.

This work of impressive scholarship is also an outstanding example of interagency collaboration, the authors being former staff members of four different organizations of the UN system. It demonstrates the unity of purpose of the UN at its best. One of the strengths of this book is that, beyond the careful record of facts and sources, it conveys the atmosphere that reigned in those early days of the League’s Secretariat, an atmosphere familiar to most former UN staff.

The themes emerging from the account of Eric Drummond’s life and the early international civil service should resonate with UN retirees, irrespective of their former organization. Some are highlighted below.

How did Drummond become the first Secretary-General?

Having spent his early life in Scotland (see Book review, p. 8), he remembered fondly the times spent as a child at Methven Castle, his mother’s old home, close to a loch. According to contemporary sources, he retained his quiet and thoughtful manner and “conveyed, in office, the impression of having just wandered in from the lochs or grouse moors of Scotland.”

Four BAFUNCS members co-author the new book on Eric Drummond
Many UN staff members have joined the Secretariat by chance rather than by design, and Drummond was the first. A case of being in the right place at the right time. After casting around for someone suitable to become the first Secretary-General, “Clemenceau turned to Balfour saying ‘Why not that quiet Scotsman, Drummond, you always have with you? He would be ideal’.” Having accepted the offer, he took time off to go fishing and think things through before proceeding with recruitment.

“The result was a body of staff who had allegiance to the organization, who advocated neutral solutions to politically charged issues based on identifying points of consensus, and who exhibited independence from their own governments.”

Working conditions and office space

It was in a backroom of his London house at 23 Manchester Square that Drummond “began to put together the group of men and women who would form the Secretariat’s nucleus”.

When they moved to other premises, working conditions were not much better. Cramped space and fighting for offices were apparently the lot of international civil servants from the outset. When they moved to Geneva, they were allocated the Hotel National, not really designed for the purpose. “In its early years, the League lived in hotels with its mountains of documents filed in bathtubs.”

Fascinating personalities and sense of mission

Women were able to come into their own, albeit they struggled to be recognized with the same status as men. Among them was Mary Mc Geachy (whose career is described in Box 8.2, p. 173 of the book). She is recorded as having said: “Everything in my life was connected – there was no separation of work and life. Every waking moment went to the League … It was an experiment. There were no precedents. We were all intense, and we had a sense of mission. Especially the British.” She is just one of the many personalities that are described in the book.

Women were already working beyond their grade in 1920. It is nevertheless encouraging to see an equal number of women and men on the photograph of the early core staff in 1922. The contribution of women was clearly valued, even if their status and salaries did not reflect it. This seems generally to have remained the case.

“Drummond will come into his full recognition as having conceived and then constructed one of the new, permanent elements of world life.” From his eulogy
Modern staff management methods

When reading about the management issues the first SG had with some of the staff, as a former international civil servant one has no problem picturing the scene. His style of leadership however was significantly ahead of his times, with a system of consultation of staff through representative committees. If one’s first and only work experience was with the UN, it is easy to forget that this is by no means the norm in the “outside world”, even to this day.

The social equality and teamwork encouraged by Drummond must have been unique in what was still a highly hierarchical society. Even in more recent times, it has been likely to differ depending on the supervisor.

Enriching experience of working with representatives of governments worldwide

“One notable feature of the Secretariat's work was the facility with which even relatively junior staff had access to a wide range of senior government figures”.

This has remained the case, depending on one’s position in the Secretariat. Certainly anyone seconded to support the governing bodies of the organizations will have enjoyed this most rewarding aspect, such as during the close collaboration on preparing resolutions together with the representatives of Member States. (See also p.12 for some more personal reminiscences.)

Finances

“From its inception the League faced budget constraints, particularly in respect of its technical programmes, and it had to respond to external events as and when they arose, placing great strain on its finances.”

In 1944, looking back on the League’s financial problems, Drummond wrote: “The League’s finances were, throughout its existence, held in a framework of economy which grew in rigidity as it grew in age … A vicious circle was thus completed: restrictive budget, ineffective League, ineffective League, restrictive budget.”

Arrears and withholding of contributions to exert pressure by some Member States and restrictive budgets have sadly remained a major hindrance to the smooth running of the UN and its specialized agencies. Perhaps it is comforting to know that it was a frustrating fact of life for international civil servants from the outset, yet still they did not give up.

The spirit of Geneva

“Geneva, with its rich history of independence, neutrality and as a refuge, was a natural host for the organization… The term the spirit of Geneva came to be used to describe the convivial interaction at the fringes of official League meetings and as shorthand for the pragmatic, upbeat atmosphere of the soft diplomacy of the League… Experts, academics, NGOs, and philanthropists all supplemented the modest staff and budgets.”

The greatest thinkers of the time, including Einstein and Marie Curie, played a role in the life of the League. Author Ian Fleming also worked in Geneva in the 1920s.

How much of that special atmosphere still remains today is difficult to judge objectively. To a young person arriving in Geneva in the early 1980s, it was an awe-inspiring experience and the memory of being part of something unique remains strong. As other international centres have arisen during the last part of the 20th century however, it is probable that Geneva's special status has been eroded.

“The country I know best”

“The League failed politically because one major power turned its back on its international responsibility from the start; other Great Powers failed to accept constraints on their own actions while requiring them of others.”

One of the eye-openers in reading this book has been a realization of how young the notion of an international civil service is. Having grown up with it, one thinks it has always existed. Yet it is still fragile and remains constantly under attack from the same forces that tried to annihilate the League from the beginning. The detailed descriptions of the early problems the first SG encountered with nationalist interests put the personal experiences one may have had during one’s UN career into perspective.

It is humbling however to realize that what we now take for granted would have been unthinkable 100 years ago. The UN is now so entrenched in the global system that it cannot be thought away, even if the majority of the world’s population does not understand the significance of what it represents.
UN pioneers

Eric Drummond and his early team were but the first in a long line of international staff tasked with setting up offices and programmes all over the world, in generally epic circumstances. Reading about their move from London to Geneva (no mean achievement 100 years ago) reminded me of my own adventures nearly 40 years ago.

While moving from Geneva to Athens in 1982 was doubtless not quite such an adventure, plenty of elements remained the same. I was part of an interagency team led by UNEP in the early days of environmental protection, to establish the Mediterranean Action Plan, an intergovernmental project uniting the Member States surrounding a sea that was threatened by pollution of every sort, bacteriological and chemical. Several UN agencies were involved (including FAO, IMO and WMO) and WHO had two staff members responsible for organizing meetings relevant to health-related issues. The Greek government offered to host the new programme.

Predictably the move from Geneva was delayed for over six months but when, after packing 17 tons of files and office equipment, we finally left in the heat of summer, we arrived in the middle of a general strike where everything was in lockdown. Most problematic was the closure of all banks that lasted several weeks. About 10 of us needed to find accommodation in a city with no taxis or transport, and to pay deposits if we did. At that time, the drachma was not convertible and one could not bring any cash in from abroad.

The single scene that has stuck most in my memory was of the team gathering around our very stiff and respectable Italian Director in a dark corner of a rather shady café, where he surreptitiously produced a very large brown paper envelope of cash (you needed a lot of drachmae), to provide us with an installation allowance. He had somehow managed to persuade a high-ranking minister to get access to the director of the central bank. We all signed our names on the brown envelope. I wish I could have seen the faces of the finance clerks back in Geneva when they got it.

And that was only the start of it. The offices we had been given were totally empty of even a chair or table, let alone a typewriter. In order to access our 17 tons that were sitting in the customs in Piraeus, we were told we needed an official rubber stamp. To get it, we had to fill in a form to submit to the government. The hunt was on for a typewriter with Latin script. One was finally located in the bottom of a cupboard in the neighbouring offices of a government laboratory, and they kindly also allowed us to use a table and chair in a steaming hot cubby hole in a dark corner. Being the most junior person on the team, it fell to me to type the form. Another life-changing experience.

For these reasons I particularly enjoyed the story about the first staff of the League keeping their files in bathtubs. It rang very true.

Another of the features highlighted in the book about Eric Drummond was the fact that the Secretariat mingled seamlessly with government officials, even rather high-placed ones. This has continued, certainly in my experience, depending of course on one’s job. Even in those early days in Athens, another funny memory is of fetching from the airport the Minister of Health of Malta and his aides, crammed into my small car (the only transport available, probably another taxi strike) with all their luggage. The Minister himself was a very easy-going man who thought nothing of sitting on the tiny desk in my equally tiny office while I typed the report of a meeting he had chaired that had been organized by WHO.

I am sure many readers will be able to cast their minds back to similar experiences of battling even greater odds in establishing a UN presence in challenging parts of the world. Please tell us about it!
This new biography of Eric Drummond, the first Secretary-General of the League of Nations by four of our BAFUNCS colleagues, all longstanding former UN staff members, makes an important contribution, well summarized in the review on p.8. The book, brilliantly written and based on most careful research, traces how Drummond, a Scottish Etonian with impeccable integrity and sense of public service, helped create the international system of which all BAFUNCS members have been part. Each of us has experienced something of the ups and downs, successes, failures and compromises of the UN and its different parts as they exist today. For us, the underlying message of the book is encouraging. It shows how long-run positive achievements may ultimately outweigh the apparent difficulties and failures of the short term, when international action gets swamped by political crises, economic disagreements and even war.

Drummond's early efforts to establish and defend internationalism from crude national interests are impressive. He was a pioneer in “achieving cooperation among nations and establishing the first international machinery designed to achieve political consensus, global economic advancement, social progress and better living standards; cooperative arrangements with sovereign governments to allow international personnel to work within their borders and respect and tolerance for other cultures”. This, the authors comment, “is the foundation for people living together in peace…”

Although Drummond was more of a secretary than a general, his steady, self-effacing style enabled him to achieve some impressive innovations, notably a vision of a truly international civil service, in which staff members of whatever nationality, were truly independent of their governments and expected to live by the highest standards of public decorum. This was often, then and more recently, one step beyond where governments were prepared to go. The book identifies 1927 as the first year of ‘the loss of innocence’ when these high standards began to erode.

Of great interest is their point that the rise of Hitler and the Nazi party did not mean the end of the League's successful endeavours. The achievements in extending the broader mandate of the League into areas of economic and social policy were bold, path-breaking and sustained, truly astonishing for an international organization of the time. Statistics on a standardized basis were recognized to be essential if negotiations were to be properly informed. James Meade and Richard Stone, each later to win a Nobel prize in economics, devised what became the SNA, the System of National Accounts, still in use today as the basis for GNP estimates. This was needed in the 1930s for implementing Keynesian policies to reduce unemployment and later, during the Second World War, for ensuring economic space for essential consumption while maximizing priorities for arms and military production.

The 1927 World Economic Conference can be claimed to be the first global economic conference in history, with the USA and the USSR actively participating in spite of not being members of the League. This conference paved the way for commodity agreements in the 1930s. The 1933 World Economic and Financial Conference, the last official event for Drummond, was less successful. By then, Hitler and the Nazi party were in power and Japan had withdrawn from the League. Efforts to tackle unemployment and the depression by global action were pretty much a failure.

Social policies of the League extended into health, nutrition, women and children’s needs, with more success. In each of these areas, the League was pioneering for its time and laid the foundations for the UN, including establishing predecessor programmes which led to the creation of WHO, FAO, UNESCO and UNICEF. The League also developed a system of technical assistance, providing experts when requested and developing practices later used in all parts of the UN, but especially in UNDP.

Although the League pioneered many of the arrangements adopted by the UN 25 years later, this was initially kept secret during war-time preparations of the UN, in order to ensure support for the UN. After all, the Americans had never joined the League and the Russians had been expelled.

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2 Sir Richard Jolly is Hon. Professor at the Institute of Development Studies of Sussex University and a former President of BAFUNCS. He served as an Assistant Secretary-General in both UNICEF and UNDP and was a co-founder of the UN Intellectual History Project.
One area mostly of failure was in the employment of women. The League was initially far ahead of its time in requiring that "All positions …shall be open equally to men and women". In practice, "Women from the Great Powers found that national quotas were filled by male compatriots who, unlike them, had essential experience in international politics…". Nonetheless some highly talented women did reach senior positions, though usually starting out in secretarial positions. (This will hardly be a surprise to many BAFUNCS members!)

Nancy Williams with First Class honours in Classics started as a stenographer just to get her foot in the door and was soon running "virtually single-handedly" the League's personnel division, albeit with the title of “second division clerk” and at a salary several times below that of the man who succeeded her some years later.

Gertrude Dixon had a Doctor of Science degree and experience as a biology lecturer. She had the job of private secretary to the great French internationalist Jean Monnet, Drummond's deputy – but she was only promoted in 1929. The American Florence Wilson, who had attended the 1919 Peace Conference, was taken on to establish the League's library but, the authors add, at a very low rank, even though she had the post of Chief Librarian.

Rachel Crowdy was perhaps the most influential and committed of the League's pioneering women. She had worked as a volunteer nurse in the First World War. When offered a job by Drummond, she modestly hesitated, but eventually accepted, believing that "even if there was only a 50% chance of the horrors I had seen in France being prevented, I must cut in on this League of Nations gamble".

In short, many BAFUNCS members will find this a fascinating and important book to read, with much to add to their own experiences when talking to others – whether to friends, grandchildren or even to schools. This book provides well-documented stories to include about the long-term effects of principled action and examples of the good results which may not come immediately but are important and path-breaking for the longer run.

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**Taxation in the UK** Andy Flatt

Following the article in BAFUNCS Newsletter No. 75 (March 2019, p.4), a number of members have reported success in utilizing the application of the UK/USA double taxation agreement to claim back income tax. As explained then, the double taxation agreement (DTA) allows the UK to tax the UN pension only to the same extent that it would be taxed under the US system.

For most UN pensioners in the UK, the effect of this is that the total of their own contributions into the Joint Staff Pension Fund during their career, along with the contributions of the employing agency on their behalf, form a "pension pot" which is now considered by HMRC to be exempt from UK income tax. The resulting tax rebate will be offset against the 10% foreign pension relief which was available on all foreign-based pensions up to the 2016–2017 tax year. For some pensioners, especially those who retired many years ago and/or with short service, this will mean that it may not be worthwhile to make a claim under the new DTA arrangements.

Thus, the application of the DTA is more likely to be of benefit to those who retired recently, especially because the resulting tax rebate will be offset against the resulting tax rebate will be offset against the 10% foreign pension relief which was available on all foreign-based pensions up to the 2016–2017 tax year. For some pensioners, especially those who retired many years ago and/or with short service, this will mean that it may not be worthwhile to make a claim under the new DTA arrangements.

That being said, some BAFUNCS members have over the past few months successfully obtained income tax refunds from HMRC for the previous six tax years (in at least one case, the refund runs into five figures). What is more, the tax-free deduction for some pensioners will extend many years into the future, until their pension pot is exhausted. So far as is known, most of these members have employed an accountant familiar with the US tax system to make the necessary calculations and deal with HMRC, but this should only be necessary on an initial one-off basis, and it is understood that at least one member has handled the process herself.

Since March, it has been confirmed that HMRC has notified its regional tax offices of the new arrangements, and at the time of writing nobody has reported any difficulties in their dealings with the tax authorities over the application of the DTA. Nevertheless, substantial case history is still lacking and members are encouraged to share their experiences on the relevant discussion group in the members’ area of the BAFUNCS website (http://www.bafuncs.org). It needs to be borne in mind that HMRC has 12 months from the date of submission to question a claim, so those members currently sitting on tax refunds might wish to avoid long-term investments – except, possibly, life membership in BAFUNCS.
**Item 1: Welcome and opening remarks**

The President, Sir Kieran Prendergast, welcomed participants to the 42nd Annual Reunion and AGM, particularly those attending for the first time, as well as a number of guests and speakers. He also extended a welcome to the Warwick representative of the United Nations Association (UNA), Elizabeth Richards, who took the floor to say that BAFUNCS members were always welcome at UNA events.

**Item 2: Matthew Rycroft, speaker**

See below.

**Item 3: Reports, accounts and budget**

The Report of the 2018 AGM (AR/2019/4), the Report of the Executive Committee for 2018–19 (AR/2019/5) and the 2018 Accounts and 2019 Budget (AR2019/6), which were contained in Newsletters 74 and 75, were taken as read.

Robert England, Chair of the Executive Committee (ExCo), introduced all members of the Committee who were present, and expressed his appreciation for the hard work that everyone did on behalf of the Association. He also expressed his appreciation for the work done at the regional level, which would be discussed later in the meeting.

In summarizing the past year, he noted the continued process of “progressive change” which he had been spearheading over the past three years, focused especially on developing the website so that a range of membership services could be provided to all members, not just the 20% who attended social events. He stressed that all members, including those not registered on the website (now representing only about 30% of the total) would continue to receive the biannual newsletter as well as communications from their region.

Robert also gave an update on the income tax rebate process, which is proving successful with the members who have used it. There is now good advice and guidance on the website and soon this will be collated into a single document which can be shared in hard copy with those members not registered on the website. He noted that Andy Flatt had taken over responsibility for this subject from Michael Davies, whose diligent work on the issue had been much appreciated. (See also p.14 of this newsletter.)

Robert also presented the Association’s 2018 accounts and 2019 budget on behalf of the Treasurer, Michael Davies. Highlighting the high costs of the newsletter, reflecting mailing costs in particular, and the continuing investment in the website and IT generally, Robert introduced the proposal to increase membership dues by 50% to provide the space for further investment in such member services; in doing so he noted that the annual subscriptions had not been increased since 2003, although life membership had been adjusted more recently in 2010.

In the ensuing discussion, there was overwhelming support for the increased subscriptions, with some members suggesting that a larger increase might be warranted. Robert agreed to keep the matter under review but felt that a 50% increase would be sufficient at this stage, while not deterring prospective new members.

Finally, Robert noted that there was a continuing change of the guard in ExCo. He paid tribute to outgoing members, Annie Kean, Clyde Reynolds and Enid Steward-Goffman, who had all served the Association very effectively and conscientiously over recent years. He welcomed Colin Davis as the new Secretary, Mary Roll-Vallanjon as the new Newsletter Editor and Coby Sikkens in the role of AR coordination and support.

**Item 4: Resolutions**

The resolutions concerning the following were approved unanimously:

(a) the report of the 2018 AGM;
(b) the report of the Executive Committee for 2018–19;
(c) the 2018 Accounts and the 2019 Budget;
(d) the proposal for an increase in membership fees (AR /2019/6a) as follows:

<table>
<thead>
<tr>
<th>Category</th>
<th>Old Fee</th>
<th>New Fee</th>
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<tbody>
<tr>
<td>Single</td>
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<td>£20</td>
</tr>
<tr>
<td>Joint</td>
<td>£21</td>
<td>£40</td>
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<td>Single life</td>
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<td>£500</td>
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<tr>
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<td>£750</td>
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<tr>
<td>Associate</td>
<td>£14</td>
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</tbody>
</table>

The revised fees take effect for new members from 1 June 2019; the annual subscription increase will apply to existing members from 1 January 2020.

**Item 5: Elections**

The AGM also approved the new Executive Committee, as nominated. A complete list of office holders is provided on p.2 of this newsletter (inside front cover).

**Item 6: Report of the BAFUNCS Benevolent Fund**

Cyril Groom, Chairman of the Fund’s Board of Trustees, presented the report for the year ending December 2018, introducing his fellow trustees who were present at the meeting: Susan Idreos, Terry Jezeph, Penny Ratcliffe and
Geoff Ward. He noted that the trustees had held two formal meetings during the year, although there was also extensive consultation by e-mail as necessary.

He reported that the Fund’s investments with CCLA/COIF Investment Fund had performed better than the overall average, despite the current volatile times; they were, however, slightly lower than for the previous few years.

Cyril went on to note the continuing challenge of identifying beneficiaries and welcomed the increased collaboration with Nicky Rodgers and the regional member support team; indeed, they had met together the preceding day. He hoped that this would enable the trustees to increase the level and quality of grants made in the future.

The AGM took note of the report.

**Item 7: Report of the meeting of regional representatives, 17 May 2019**

Sheila Macrae, Vice-Chair of the Association and Regional Convenor, presented this agenda item, based on the meeting which had taken place the preceding day, attended by regional representatives or their representatives from all but one region (WMW) and by the ExCo Chair.

Robert England (Chair), Sir Kieran Prendergast (President) and Sheila Macrae (Vice-Chair)

The main item for discussion at this meeting had been the possible adjustment in the distribution of members between the regions. Sheila noted that this was a continuation of last year’s AR decision that “ExCo should examine the issue and report back to the Annual Reunion in 2019”. Work on this had progressed throughout the year, in full consultation with the regional representatives.

Sheila stressed that, in principle, such marginal adjustments might affect all UK regions to some extent but that, because of its numbers, the London Region would be most affected. She noted that this had caused some concern in LON that the process be consultative and consensual. Sheila confirmed that this would indeed be the case and that, moreover, with increasing use of the website, members could easily sign up to participate in the social events of any other region, which were always open to all members of the Association. The issue was therefore one of a member’s “primary region” for the purposes of member support, etc.

After a spirited discussion, and noting that any changes proposed should be voluntary for each individual member concerned, the meeting agreed the following:

“Using the interactive maps, ExCo should continue to rationalize the distribution of members between regions in order to facilitate member support and to strengthen social activities”.

More information on the subject is given on pp.22–24 of this newsletter.

Regional concerns over channels — and sometimes the manner — of communication were discussed, as well as the roles of regional officers. Sheila stressed the importance of succession planning, noting that several regions were struggling on this score. She mentioned that guidelines concerning the responsibilities of regions would be prepared.

Regional subventions were also discussed, noting that they would be increased in line with the new subscription level. Each region could only keep a balance of 200% of the annual subvention; any amount over that had to be returned — and could perhaps be used to support regions that have exceeded their allocations.

**Closing session**

**Item 8: UNCRP and any other business**

Michael Askwith introduced this agenda item, and was very pleased to announce that UNCRP had recently launched a first supplement to the *Guide for researchers*. Michael expressed his appreciation for the continued work of Bill Jackson who had prepared it. It was already available on the website.

Commenting on the resource which the Project now constituted for scholars, he noted that, of the more than 500 contributors, well over 300 had contributed materials of ready use to researchers, covering a wide range of UN endeavours. However:

- assistance was required to make the Project even better known, and its material more widely used;
- urgent help was needed to assist the Bodleian Library to update its catalogue, thus making this resource available to all readers online. That would require some £50,000, towards which UNCRP had already received a promise of £20,000, but there remained a sizeable gap.

Maggie Heraty read the *Preamble to the UN Charter*, which was followed by a minute’s silence in memory of those who had given their life for the United Nations, as well as of those members of the Association who had passed on in the past 12 months.
The **Valediction and vote of thanks** was given by **Professor Ron Skeldon**. He drew attention to the high level of participation, the broad-based discussion, the excellent speakers and the efficient management of all the activities. On behalf of all the participants, he thanked the hotel staff and the WMW organizing team.

**Matthew Rycroft**  
**Permanent Secretary, Department for International Development (DFID)** in discussion with the BAFUNCS President*  

In his introduction, Sir Kieran recollected being a member of the panel that had appointed Matthew to the Foreign Office. Matthew began by recalling his role in 1995 as a member of the British delegation to the Dayton Bosnian peace negotiations, spearheaded by Richard Holbrooke, President Clinton’s Chief Negotiator. This initiative, announced at the last moment, took him to a disused airport “in the middle of nowhere”, which was reported to have been deliberately selected to hasten the resolution of the longstanding negotiations by removing the protagonists from their respective comfort zones. In the event, none of them achieved the results they had wanted from the process. The division of the country into two parts based on ethnicity had done nothing to transform it into a modern state, and subsequent attempts to improve the agreement had failed.

Asked by Sir Kieran to comment on his time as Private Secretary to Tony Blair on foreign policy matters (1992–1994), he felt that not all the criticism levelled at the Prime Minister had been justified. He had found all discussions handled in a very professional manner, balancing the weight of decision-making (Foreign Office vs. No.10), with no sign of the much-criticized “sofa government”. As to the Chilcot inquiry, while it had been a long time in the making, it was very comprehensive and provided an excellent checklist for similar exercises. He noted that the results of the inquiry, to which he had given extensive evidence, were available on the internet.

Despite some brilliant exceptions, Matthew felt that overall the Foreign Office was nowadays weaker in terms of its ability to coordinate the many strands of UK interests at country level. The problem was not so much in the field, where capability levels were high; the real issue was a vacuum in London, albeit with some notable exceptions. He and his (then) minister Rory Stewart were committed to applying the broad range of British interests to DFID programmes.

Sir Kieran noted that Matthew Rycroft had been the youngest-ever UK representative to the UN, which was a real tribute to his capability. He asked him about the current effectiveness of the five permanent members of the Security Council, central to the overall political effectiveness of the UN. Matthew’s blunt assessment was that it was broken; the main problem was the assertiveness of Russia.

Moving on to discuss UN reform, Matthew thought that it would be difficult to achieve major structural change in the current climate, although the new SG had been able to introduce several managerial reforms. Reform of the process for electing the UN Secretary-General had succeeded because it hadn’t required amending the UN Charter. Although the UK had hoped for a female SG, apparently that was not yet to happen. Nonetheless the selection process of the current SG had been a great improvement, introducing more transparency including the hearing of candidates’ statements and, most tellingly, the appointment of a highly capable candidate.

Looking to the future, the danger was that the effort needed to achieve the necessary attitude shift might become overwhelming. Overlaps between national, bilateral and international interests made this a very delicate task. Bearing that in mind, radical reform should always be supported where feasible, because the outcome would inevitably fall short of the ambition and it was essential that the UN evolve if it was to maintain its relevance.

In conclusion, Matthew Rycroft thought that a particularly challenging area for the UN system was human rights, where the current dynamic was unhealthy and the scope for manoeuvre much more limited, as many countries were pushing back against the UN’s normative agenda in this area.

A **panel discussion of Eric Drummond and his legacies, the League of Nations and the beginnings of global governance** moderated by the BAFUNCS President and featuring a commentary by Professor Sir Adam Roberts and a discussion with the authors*  

The President introduced Sir Adam Roberts, Emeritus Professor of International Relations at Oxford University, whom he had invited on behalf of BAFUNCS to prepare and deliver a critique of the above-mentioned book. He also welcomed to the meeting Viscount James Strathallan, great-grandson of Eric Drummond, noting that Lord Strathallan
had been very helpful to the authors in terms of access to family archives.

The session started with an introductory presentation by Michael Davies (one of the authors), who recalled that the League of Nations secretariat had started work exactly 100 years ago in May 1919, based in Drummond’s London home. Michael described the various resources used by the authors, and noted that Drummond’s concept for the secretariat was a structure based on functional rather than political lines. From the outset he sought to establish an independent secretariat, based on meritocratic recruitment rather than national delegations. His personality, particularly his modesty, also shaped the secretariat’s character.

The presentation also included some interesting thumbnail sketches of early League personalities, some flattering, others less so. One of these, Alexander Loveday, was a staff member throughout the League’s existence from the 1920 Brussels Economic Conference to the Bretton Woods Conference of 1944 that created the World Bank and IMF. Throughout the war, Loveday headed a group of economists working in Princeton. He was a pioneer of international statistics and the group maintained, albeit with difficulty, the League’s international statistical series, which eventually allowed the UN and IMF to continue them, resulting today, for some countries, in a 100-year unbroken statistical series.

Sir Adam commended the authors on an excellent archive-based research piece. He viewed the book’s central thesis as being “challenging”, noting that in academia the League had been widely viewed as providing many “negative lessons”, notably in terms of disarmament where the League was regarded as too ambitious as compared to the more realistic UN, which focused on arms control rather than absolute disarmament.

He acknowledged that Drummond had established an international secretariat – a significant achievement in itself – but it had failed to deliver its promise owing to a number of factors. First and foremost was the tendency of some (though not all) of his staff to take orders from their national governments rather than support the League. Drummond’s qualities of integrity, honesty and modesty had served the League well in its early days, but a climate of betrayal from within gradually took hold, although some remained loyal to Drummond and his vision.

John Burley (one of the authors) noted that from the outset, the UK was the principal source of power and budget in the League, as compared to the USA in the case of the UN; this inevitably generated some conflict between Drummond and London. Acknowledging the problems of politicization, John also pointed out that even in the early days of the establishment of the League, a number of decisions were delayed, partly for logistical reasons, but also owing to an unwillingness on the part of the USA to commit itself.

Nonetheless, as David Macfadyen (one of the authors) stressed, the principle if not always the practice of an independent civil service was established by Drummond from the outset, including the Oath of allegiance, which was almost identical to that adopted by the UN. Indeed, a thread throughout the discussion was the extent to which the UN adopted many of the principles, practices and programmes that were first established under Drummond, even though the League’s political failure led to such heritage not being acknowledged in the UN’s early years. In fact, the authors argued that their book was the first attempt to document all these many strands which were inherited by the UN from the League.

Marilyn Carr (one of the authors), whose remit in the team was documenting the role of women, said that developments in this area were not really a direct result of the League’s work. However, she went on to argue that the work of the League’s admittedly small Social Questions Division gave birth to a wide range of international programmes in the area of humanitarian affairs, refugees, health and child welfare – all of which took institutional form under the UN. In pursuing these concerns, Rachel Crowdy (who was responsible for these programmes under Drummond) was supported by a range of impressive women working outside the League and by a network of NGOs.

* A full video recording of this discussion is available on the BAFUNCS website under News, photos, videos and reports from AR2019. This also includes Michael’s Davies’ powerpoint slides and speaker’s notes.

Please remember to bring this Newsletter with you to the Annual Reunion in May 2020 as this report is a document required for the AGM. No spares are expected to be available.
Life after the UN

Most of us still have plenty of energy, especially in the first years after retirement, and all of us remain interested in world events and try to contribute to our communities and to international causes. Many of our members have hidden talents and invest their time and energy in artistic pursuits. Others take on new challenges in interesting locations.

In this new feature, two of our members tell us about their activities. I hope this will inspire others to come forwards and tell us about their “life after the UN”.

A beacon of French language and culture
Annie Kean

After 28 mostly happy years spent at IMO, I had mixed feelings about retiring. IMO was my extended family. I knew practically everyone and, as a linguist, the possibility of using the languages I knew on a daily basis was a real treat.

To make sure I would not be inactive, just before retiring from IMO, my husband and I had bought, in rural France, a very old house to renovate and I was looking forward to improving my DIY skills and restoring a little part of France’s architectural heritage.

Not to lose touch with the UN, I had also joined BAFUNCS and indicated, on my application form, that I would be prepared to help. This offer did not go unnoticed and I was soon invited to become the Honorary Secretary of BAFUNCS. My husband warned me that it could mean a lot of work but I saw this invitation as a challenge and as an opportunity to meet new and interesting people. I was not disappointed. The minutes of the Executive Committee meetings had to be drafted in English, which was a good linguistic exercise, and the members of the Executive Committee had had very interesting careers with the UN and had acquired invaluable experience and knowledge in their various spheres of competence, which they were kindly putting at the disposal of BAFUNCS. But I still had spare time and I have never been much good at relaxing.

In 2013, a friend invited me to join the Committee of the French Circle of Esher, where we had lived since 1993. My first task was to organize a party to celebrate the 40th anniversary of the Cercle. That was soon followed by an invitation to organize concerts and an annual programme of talks in French. Most of the lecturers I invited from then on were recommended and subsidized by the Alliance française de Londres. They were excellent and regular visitors to Esher, but they came from far away and needed lodgings and meals.

Three years ago, the finances of the Esher Circle were a little depleted, so I offered to give a talk myself, free of charge. My proposal was accepted and the talk was well received. It was followed, the year after, by another talk. My new career as a lecturer had been launched.

Having heard of the success of my presentations to our Esher Circle, other circles contacted me and last year, I applied and was accepted as an official conférencière by the Alliance française de Londres. I discovered that there were 36 French circles affiliated to the Alliance, which were spread all over the UK. I had limited to 50 miles the distance I was prepared to travel and was surprised to be invited by practically all the French circles within 50 miles of Esher and by a few beyond that limit, which persuaded me to travel a few extra miles (and in one case, more than double the distance) to meet their members.
It takes weeks and sometimes months to research a subject and prepare a presentation, but as I choose the themes myself, the research is very interesting and rewarding. I try to introduce two new subjects every year, which need to be approved by the Alliance. These subjects can range from serious topics such as major literary figures (Jean-Jacques Rousseau, Simone de Beauvoir), through historical subjects (Catherine II of Russia), to more light-hearted ones such as contemporary French film comedians and typical French humour.

I have enjoyed meeting new people who do me the honour of understanding my mother tongue and appreciating French culture. I have visited new places and discovered new parts of England. My last talk was delivered on the Isle of Wight to a small but enthusiastic audience. My next one is in Essex. I have acquired a projector and a sound system, so am now fully equipped and enjoying delivering talks all over the south of England. I have met, in three different circles, two ex-UN staff members and one League of Nations retiree.

So, if you too would like to join a Cercle français, visit the website of the Alliance française de Londres at: www.alliancefrancaise.london, and click on About/French Circles/ and the Circle you are interested in, to see the programme of lectures offered. These circles are very friendly, and a good way of meeting other francophiles and maintaining your knowledge of the French language.

Chan Ling does it again!

You may remember the review of Chan Ling Lofts’ fifth novel, Where the sunrise is red, in the March 2018 issue of the Newsletter – and indeed that of her third, New beginnings, in the March 2014 edition. Back then, the latter had won the Star Readers’ Choice Award for fiction. Now she has done it again – Where the sunrise is red has won from a shortlist of ten titles thrown open to all of Malaysia to vote on. Down the years no less than four of her novels have been shortlisted.

The photo shows the announcement of the 2019 award at the Kuala Lumpur Convention Centre on 1 June, where a book festival took place attracting over 600 000 visitors. The award, given in absentia, consists of a trophy, a Certificate of Recognition and prize money.

Her novels are published by Marshall Cavendish Editions, and are available through Amazon or bookshops, as well as in Kindle and e-book formats.
United Against Inhumanity (UAI)

We cannot sit back and accept this  Martin Barber

Shocked and outraged by the flagrant and unchallenged war crimes against civilian populations in South Sudan, Syria, Yemen and elsewhere, and the terrible loss of life among people trying to escape from wars by crossing the Mediterranean, a group of humanitarians came together in October 2018 to form United Against Inhumanity (UAI).

Faced with the failure of the UN Security Council and individual governments to stop the atrocities, the founders of UAI decided they had to make a stand. UAI’s *Call to action*, issued on 2 October 2018 (available on its website www.against-inhumanity.org) sets as its overall goal the challenge of changing the behaviour of governments and other warring parties, so that they fulfil their responsibilities towards the civilian populations in the areas affected by conflict, and bring the atrocities we are witnessing to an end.

The UAI initiative involves three core sets of activities. Firstly, an *Independent humanitarian watch* (IHW) will be set up to record, analyse, synthesize and publish data about the harms being done to civilians and civilian infrastructure during today’s conflicts and during the journeys that people make to escape these horrors. You might assume that this is already being done, but there is widespread recognition that, astonishingly, it is not, particularly in the case of those conflicts that are not in the headlines. Once the data available on IHW achieve a critical mass, work will begin on creating an Inhumanity Index, where common criteria will be used to rate the performance of governments, and other parties to conflicts, in fulfilling their responsibilities to protect civilian populations on their territory from arbitrary killing, forced displacement, discrimination and loss of livelihoods.

Secondly, UAI is encouraging groups of citizens around the world to come together and join a network of civil society groups to persuade their governments and politicians to take these atrocities seriously and to work much more energetically together to prevent and stop wars and hold perpetrators of war crimes to account.

The third component of UAI’s action plan is to build partnerships with other like-minded civil society organizations in pursuit of its goal.

To put in place the capacity to build IHW and to make its voice heard, UAI is encouraging groups to set up chapters. On 12 June 2019, UAI in the UK was formally set up as an Association, dedicated to promoting UAI’s agenda in the UK and beyond. Application forms to join UAI in the UK, either as a member or a supporter, may be obtained from Ms Gill Grunwald, Acting Secretary at grun187@aol.com. Members and supporters of UAI in the UK will be encouraged and assisted to organize events in their regions, make publicity and influence political parties. UAI in the UK intends to push the British government to take far more resolute action to prevent and stop war crimes than it is doing at present. UAI in the UK is planning a series of events in 2019–2020, which will be advertised on the BAFUNCS website. Topics are likely to include the inhumanity and dehumanization of detention centres in the UK and elsewhere; the destitution faced by some asylum-seekers in the UK; the criminalization of humanitarian action intended to help refugees; and a consultation on the Inhumanity Index.

On 18 June, a new UAI group was launched in Rome, with considerable publicity.

A recent focus for UAI has been to highlight the extraordinary way that people seeking asylum from persecution in Europe, North America and other parts of the world are being branded as criminals, when they are simply exercising their right to claim asylum. An important paper on *Asylum criminalisation in Europe* by Sarah Hammerl, can be found on the UAI website – www.against-inhumanity.org.

_BAFUNCS members interested in organizing events for UAI in their own regions are welcome to write to Martin Barber, Chair of UAI in the UK, at mjeparber@btinternet.com_
As readers know well, BAFUNCS is a national Association, established in 1977, with members both within and outside the UK. According to its Constitution, “The General Assembly has approved the establishment of Regions for the purpose of administration of the Association and representation of its membership”. The country was therefore divided into geographical regions, totalling nine in all, with another Overseas Region for those members living elsewhere. Members are assigned to the region where they live. Each region has an elected regional representative who acts as liaison between the Executive Committee and the members in his/her region, and leads a team of other elected members who together manage the social activities and member support in that region.

The Executive Committee agreed that it would be informative to have maps showing the geographical location of each member. These were kindly prepared in early 2018 by Anne Gunning (BAFUNCS Membership Secretary) and Duncan Barclay (NOR Treasurer). This was a major undertaking and we owe them a huge debt of gratitude. The maps were prepared for each region including the Overseas Region – although the latter is really only of interest for those clustered around Geneva, since several members are located all around the world. Further discussion in this article will focus only on the maps for members living in UK.

Each regional representative has online access to the interactive map for his/her region, and so has a wonderful source of information on the BAFUNCS community there. The regional maps show clearly both where there are clusters of members who could perhaps arrange social activities locally, but also where there are members living far from others. Knowing the location of a member also, more importantly, facilitates member support services. The regional map for the Cambridge Region (in 2018) is shown below as an example. When it is viewed only in static form, as here, it is generally interesting but not very revealing. However, when it is looked at on the interactive map website, it is very informative. As you zoom in on a map, the location of each member (some being joint members) becomes ever clearer. If you click on the pin representing a member, details of the member(s) appear. (Don’t worry – all is covered and protected by GDPR.

The regional maps have been combined into a national UK map, also reproduced here. This shows clearly the differences in regional membership – both geographically and numerically. In terms of geographical distribution, it can be seen that members in some regions – especially Northern (yellow pins) and West Midlands and Wales (green pins) – are generally widely dispersed. Conversely, probably as one would expect, there is a high concentration of members in South East England (a
Geographical distribution of BAFUNCS members, United Kingdom
map of this area is also available). It also becomes evident that there is some overlap between regions, with some members living in the geographical ambit of one region but assigned to another – for no apparent reason.

Numerically, there is also a noticeable difference in the size of regions. Most regions have a membership (which includes joint memberships) of 50–60, but the membership of Northern and London regions is far higher. These larger numbers make it more difficult for regional social activities and particularly for member support services.

The meeting of regional representatives at the 2018 annual reunion “agreed that the Executive Committee should use these maps to look into this issue further and to report back to AR2019”. The Executive Committee, at its meeting in March 2019, agreed to start this national review by focusing on the high number of BAFUNCS members in the London Region (138 members, of which 21 are joint members). It was suggested that those members who live in the outer reaches of the London Region could benefit by having their primary region changed to a neighbouring region – for example Surrey. Such reallocation would better reflect the Constitution, as it would help redress the balance of members between regions and strengthen the receiving regions for social activities, without detrimental effect on London Region’s social activities. It would also facilitate member support, which currently in London is a challenge, given the numbers. After this initial phase, other regional overlaps and anomalies may be looked at, with regions possibly being renamed to take account of their new geographical coverage. But these are thoughts for the future – one step at a time!

The Executive Committee’s suggestions were shared with the regional representatives and generally received enthusiastic support, although there were some dissenting voices. This debate continued into the meeting of regional representatives on 17 May at AR2019, but it was finally agreed that the proposal below be put to the AGM the following day:

“Using the interactive maps, to continue to make efforts to rationalise the distribution of members between regions in order to facilitate member support and to strengthen social activities”.

There was again much discussion of this at the AGM before the proposal was approved. The members understood that, while this is an administrative issue designed to address historical anomalies and thus to improve the situation of and support to individual members, the change proposed is entirely voluntary.

Based on this approval, the Executive Committee has agreed that the best way forward is to write individually to the relatively few members concerned, making the suggestion that their primary regional link be changed to another region. The benefits to the member would be explained. We would hope for their agreement and understanding, and in fact hope they will welcome this change. However, as this is being proposed on a voluntary basis, they would of course be free to decline. Those who agreed could, if they wished, also keep informal links with their current region and of course all members can join any activity in any region – and can be informed about these through the website.

This now continues as work in progress. We hope that it will contribute to the strengthening of BAFUNCS as a dynamic Association.

Report on **Age UK** Colin Davis

In June 2019, we heard that the BBC is going to stop providing free TV licences to the over 75s. This will affect 3.7 million people. The decision follows a long consultation and is the result of the government’s decision to shift the cost of free licences to the BBC. By 2021, the cost (i.e. lost revenue) of providing free licences to all over 75 year-olds would amount to £750 million. As a compromise the BBC are proposing to provide free TV licences only to those over 75s who are getting pension credits, which will amount to a cost of £250 million by 2021.

Age UK have been campaigning hard against this change and now ask that we write to our MPs to object. Age UK have a campaign department and ask for support whenever possible. Another current campaign relates to the inability of councils to provide adequate care for the elderly owing to budget cuts. This issue was featured in the TV programme Panorama on 29 May 2019. The government promised a Green Paper on the subject over two years ago, but have not so far issued one. Please check the Age UK website and follow what they are working on to see if you can help, even if only by sharing information on social media.

The Age UK organization is highly decentralized, and each county office has to fund and administer itself. In this regard I think of that famous sentence, “Ask not what your country can do for you, but what you can do…” Well, you know the one I mean! Ask Google to find your local Age UK office and go along and meet them, they will be very welcoming. Find out what work they do which might benefit you, but also if you could volunteer to help. One of the main things is to offer to be a “friend” to an elderly person who lives alone and perhaps who can’t get out and about any more. The befriending service can be a weekly personal visit, or just a regular telephone chat. You could also offer, perhaps, to talk about your career in the UN, which many people might find very interesting.
Balance disorders and problems in walking in older people  

Dr David Cohen

Whatever their specific causes, balance disorders and problems in walking are important risk factors for falls and thus represent an increased risk of hospitalization, disability and death.

**Balance disorders**

Common in older persons, such disorders must be taken seriously because they may be related to a neurological problem or other health condition. They are mainly experienced when walking or when the person stands up. They can be more or less severe (leading to falls), interfere with daily tasks, be associated with other symptoms (pain, muscle weakness, vertigo, etc.). They can be extremely handicapping in daily life and restrict considerably a person’s autonomy.

Their causes are numerous, and include:
- certain medicines, in particular psychotropic drugs (benzodiazepines, neuroleptics, antidepressants) antiepileptics/anticonvulsants, and drugs used in cardiology
- troubles of the inner ear, or the cerebellum (balance organs)
- neurological disorders
- muscular problems
- orthostatic hypotension – very common in older persons (drop in blood pressure when getting up)

In the event of **severe vertigo**, possible causes include:
- Ménière’s disease
- vestibular neuritis
- benign paroxysmal positional vertigo (episodes of dizziness with certain movements of the head)

Other possible causes
- hypoglycaemia (drop in blood sugar)
- intracranial hypertension (e.g. tumour)
- multiple sclerosis
- migraines
- epilepsy
- Parkinson’s disease
- decrease in visual acuity

The solution obviously depends on the cause, hence the need for a thorough medical evaluation.

When loss of balance is linked to the consumption of certain medicaments, the dosage must be lowered or the drug changed. In other cases, depending on the ailment, it will be possible to relieve the symptoms through medicinal treatment or re-education.

**The prevention** of falls is of utmost importance because of the risk of fracture and serious complications. The home environment must be adapted by getting rid of obstacles, removing rugs, and enabling the carers or emergency services to be rapidly alerted (e.g. by wearing an electronic alarm bracelet).

**Problems in walking**

These problems are also common in older persons. One-third of those aged 65–74 years and two-thirds of those over 85 years encounter difficulty in walking 400 metres. A recent study showed that over one-third of persons aged 70 years or more living at home had difficulties in walking, ranging from 24% in those aged 70–74 to 46% in those aged 85 or more.

Normal walking is automatic, unconscious and coordinated, resulting from interaction between the nervous and musculoskeletal systems. Characteristics of walk vary from one person to another, with a tendency to a 15% decrease in speed every decade after 70 years. This decrease seems to be mainly provoked by a reduction in the length of step rather than the pace of walking. In men and women aged 70–79 years in good health, walking speed is normally about 1.2m/sec and 1.1m/sec respectively.

Problems in walking are numerous, and include: unstable, uncoordinated, unsteady gait, motor
deficiency of osteo-articular origin, limping, foot drop, duck walk, small steps, hesitancy, decrease or increase in arm swinging, half-turn block, stiffness, irregular and unequal steps, arms wide open, cautious walking, shortening of steps, slowing of speed, difficulty in starting out, blocking.

They indicate a greater risk of subsequent adverse incidents, as well as being one of the principal risk factors for falls. According to a prospective study, a speed of less than 1m/second correlates with a 50–60% risk of a fall occurring within five years. These troubles also indicate an increased likelihood of cognitive disorders and functional decline.

In another study, problems with walking preceded the onset of non-Alzheimer type dementia within five years.

In general, such problems are an excellent indicator of fragility in older persons: it is important that they be evaluated because they can provide precious diagnostic and prognostic information. Such evaluation is easily carried out in a doctor’s surgery and enables appropriate treatment to be decided and the follow-up to be planned.

A range of pathologies can give rise to walking and balance disorders in older persons, including neurological and musculoskeletal problems, cardiovascular disorders (peripheral arteriopathy, orthostatic hypotension, cardiac insufficiency) or respiratory disease (e.g. chronic obstructive pulmonary disease, COPD). Certain medicines, particularly psychotropic drugs, can also play a role.

Evaluation of walking problems by diagnostic tests

Timed “up and go”. This very simple and rapid test consists of measuring the time required to get out of a chair, walk 3 metres, turn 180 degrees, return to the chair and sit down. Time more than 14 seconds is linked to an increased risk of falling.

Double task tests. These tests consist of evaluating walking while an additional task is being carried out, for example, talking, counting backwards, or carrying a glass of water. In a study conducted in older persons in a care home, the fact of stopping walking when a conversation was engaged predicted a fall within six months with a high degree of accuracy. This very simple test can, for example, be done while the patient is going from the waiting room to the consulting room.

When walking problems are detected what should be done?

Three types of intervention can be envisaged:

To improve walking
Depending on the causes of the problems, a programme of physical exercises, for example in the context of a “gym for seniors” group or under the supervision of a physiotherapist, may be proposed. Hospitalization for re-education in walking may also be required for the most fragile patients.

Treatment with certain medicines, in particular psychotropic drugs, should be adapted. Treatment of cardiovascular or pulmonary ailments can also improve performance. If necessary, specialized care for certain neurological, osteo-articular or muscular problems should be envisaged. Aids (such as walking sticks, walking frames or orthotics) that help to make walking easier and safer can be prescribed.

Prevention of falls
Walking problems being a major risk factor for falls in older persons, interventions for their prevention, whether of primary or secondary type, are an integral part of the management of such problems.

Prevention of functional decline
As older persons with difficulty in walking are particularly fragile and at risk of functional decline, measures to support and preserve functional independence for as long as possible are important. This includes tertiary prevention (reducing the consequences of potential falls), and can imply a comprehensive geriatric evaluation, associated with multidisciplinary interventions, in order to improve the functional prognosis of such persons.

Conclusion
Physicians taking care of older people are frequently confronted with problems in walking. Evaluation is facilitated by the use of standardized methods enabling patients at high risk of adverse incidents to be identified. Preventive measures and treatment can improve the functional prognosis of these patients. Therefore do not hesitate to consult your physician if you experience even minor problems with balance or walking.

Sources
Exactly how the UNCRP should be used

Bill Jackson

The recently issued first Supplement to the guide for researchers to BAFUNCS’ UN Career Records Project contains a prime example of how the resource should be used. A German researcher, Eva-Maria Muschik, has mined not one but three significant contributions of UNCRP material in pulling her own studies together.

John Alexander-Sinclair had served the UN system in a number of senior capacities and was one of the earliest contributors to the UNCRP. Muschik researched his account of an assignment in 1959–1960 as a social welfare expert to Iran, to advise on the issue of redundant labour in the oil industry. It was a controversial topic. Official Iranian statistics suggest that following his recommendations for “redeployment”, the workforce in the industry was indeed reduced by 19,000 workers. Securing comparatively generous severance benefits for retirees, however, did not protect the National Iranian Oil Company – and the régime at large – from becoming the target of workers’ grievances. These grievances would come to play a key role in the Iranian Revolution of 1979, as oil strikes paralysed the state and paved the way for the Shah’s downfall.

Ms Muschik has also contributed her own PhD thesis to the Project. It is entitled Building States through international development assistance: the United Nations between trusteeship and self-determination, 1945 to 1965. It explores how UN officials, in responding to Cold War constraints and the demands of decolonization, transformed the world organization from an intergovernmental forum to an operational agency that took an active part in the governance of its Member States – despite the UN Charter’s mandate of non-interference in domestic affairs. In instancing the example of the newly independent Democratic Republic of Congo she drew significantly on the UNCRP papers of Anthony C. Gilpin, and to an extent also on the memoir of Winifred Tickner. Among other roles, Gilpin served from 1960 to 1965 as UN Representative in Kasai and Assistant to the Representative of the SG. His valuable Letters from the Congo run to some 80 pages.

For her part, in 1971 Tickner wrote A spectator in the Congo – Memories from the diary of an onlooker at the violent birth of the Democratic Republic, where her husband Fred had been the UN Representative, also in Kasai, 10 years earlier. This unique 179-page document was apparently not published, despite a senior publisher’s view that it was the best piece of reportage he had seen in a long time.

This follows Teresa Tomás Rangil’s UNCRP research of the same period in the Democratic Republic of Congo, and is just what the UNCRP is designed for. More examples will certainly be forthcoming if we can secure the funds to have the whole Project fully catalogued and available online. So, please brush up your memoirs and send them in – and keep your eyes peeled for a prospective source or two to help fund that cataloguing.

How to contribute to the UNCRP

Contributions are sought from all former UN staff and their spouses, in the following ways, by:

- completing a simple questionnaire;
- providing a CV;
- submitting memoirs, in any style, format or length;
- providing photos of special events, unpublished papers, manuscripts, letters, UN reports, interview recordings (tape, CD), etc.

More information can be found on the website at bafuncs.org or from the Coordinator, Michael Askwith (contact details in Membership List).
The long life of a WHO “beetle”
Keith Wynn

No, not a new species of Coleoptera, but the Volkswagen variety, this one with strong links to WHO and BAFUNCS.

In 1973, WHO staff member the late Patricia (Pat) Marlowe decided to buy a new car. Apart from the usual considerations of purchase price and running costs, Pat also had one very special criterion (as I was to learn later). She particularly wanted to purchase a model that was available in the same blue as the WHO (and UN) flag.

Pat admired the pale blue flag, and as a loyal staff member wanted her car to match. After a tour of the Geneva showrooms, she settled on a new VW Beetle in marina blue, a good match to the flag. The car was much loved by Pat, but sadly in 1979 she had to return to the UK to nurse her ailing mother. Reluctantly Pat had to sell her car, and she put a “for sale” notice on the WHO staff notice-board.

The notice was spotted by me, a fellow WHO staff member, as I needed a larger car to carry an expanding family. A transaction was agreed and I purchased the car, and it was driven regularly for the next 15 years.

Then, getting a little tired, the car was pushed to the back of the garage. Fast-forward to 2012 when I decided to have the car completely renovated to its former glory, ready for its 40th anniversary, as it was by now officially designated a véhicule de collection. When the restoration was completed and the car looked like new again, I found Pat’s UK address in the AFSM directory and wrote to her enclosing photos of her beloved Beetle, looking just as it did on the day she first acquired it.

Pat was so pleased to know that her “WHO-blue” car was still on the road, and had all its life been in the ownership of a WHO staff member. She was also a member of BAFUNCS, and some readers will no doubt remember her. Sadly, Pat passed away a few years later, but the car keeps her memory alive.

Information note from AFICS, Sri Lanka

The 25th anniversary souvenir magazine of the founding of AFICS Sri Lanka was released on 30 May 2019.

The electronic copy has been posted in the FAFICS website and I should be pleased if you could kindly inform all your members.

The internet link is as follows:

George A. Michael
Assistant Secretary-General, AFICS, Sri Lanka
In Memoriam

David Payne, 1935–2018

With great sadness we report the passing from pneumonia of Dr David Payne, retired WHO Malaria Scientist, following a tenaciously fought battle against Parkinson’s, with the dedicated support of Theresa, his beloved wife.

In 1958 the WHO global malaria eradication programme suffered a shortage of laboratory field staff. Crash training was done by Professor Geigy, but five qualified staff were also recruited from the UK to boost programme implementation. David was one of the five.

His first assignment was British Somalia where he met, and married, Theresa. Later he would relate that following the wedding he and his new wife promptly joined a group of migratory nomads and “disappeared into the Somali bush”. Journalistic licence or not, this was typical of what some field staff did in those days of “the golden age of malaria eradication”.

Fast-forward to 1975: the global malaria situation, already serious, is worsening. The golden age is a distant memory to just a few. *Falciparum* resistance to standard malaria drugs is high and increasing. Something had to be done; or soon it seemed, no drug would work.

During his long service David’s dedication as a field worker and teacher *par excellence* was well known, highly respected and reflected his full range of methods and capabilities; and he was now where he was able to fully utilize them in WHO headquarters, Geneva.

Working there with Walter Wernsdorfer and colleagues throughout the malaria world, he established an *in vitro* microdrug sensitivity test kit, and a technique that enabled monitoring of the malaria drug resistance situation in given programmes.

David was rightly proud of his 34 years of service with WHO and the 45 countries where he had worked, acquiring and disseminating his wide experience in each and every facet of malaria, malaria control, diagnosis and training.

This is his lasting legacy.

*John Storey*

I would like to briefly add the memory of another aspect of David’s commitment to the welfare of others, namely his engagement as a staff representative. I got to know him in that capacity in the late 1980s, and greatly appreciated his calm, kindness and positive helpfulness. I particularly recollect his efficient management of the raffle that we organized on the occasion of the party held to celebrate the 40th anniversary of WHO in 1988. David could certainly turn his hand to anything, and was a pillar of strength to all. I will always remember those times fondly.

*Mary Roll-Vallanjon*
Membership news

Anne Gunning, Membership Secretary

The following changes to the BAFUNCS membership have taken place since those published in the March 2019 issue of the Newsletter; these cover the period to the end of July 2019.

Please let me know of any errors or omissions. My contact details can be found on page 2 (inside front cover).

New members

Ms Aubrey Botsford, formerly with IMO (Chief, Office of General Services), until her retirement in 2018. Aubrey currently resides in London SW (LON).

Mr Mark Bowden, formerly of OCHA, DPA, DPKO, UNAMA (Asst. Secretary-General, DSRSG/RC/HC Afghanistan) until his retirement in 2017. Mark currently resides in London SW (LON).

Ms Janet Bradshaw, formerly of DPO and FAO (admin. assistant) until her retirement in 2019. Janet currently resides in Northwood (LON).

Mr Clifford Craig, formerly of UNODC (Chief Technical Officer) until his retirement in 2005. Clifford currently resides in Holt, Norfolk (CAM).

Mr Simon Ingram, formerly of UNICEF (Senior Communication Adviser) until his retirement in 2019. Simon currently resides in Cairo, Egypt (OVS).

Ms Karen Jorgensen, formerly of UNEP and UNDP (Director in Afghanistan and Samoa) until her retirement in 2015. Karen currently resides in London W (LON).

Ms Yvonne Lumb, formerly of UNDP and DPKO (Chief, Contracts Management, UNMIK) until her retirement in 2017. Yvonne currently resides in Sunny Isles Beach in Florida, USA (OVS).

Mr Derek McLachlan, formerly with IAEA (Section Head, Division of Information Technology) until his retirement in 2004. Derek currently resides in Peebles in the Scottish Borders (NOR).

Ms Vivienne Robertson, formerly of FAO, UNESCO, IFAD, CTR, OPCW (archive officer) until her retirement in 2013. Vivienne currently resides in Bath (SWT).

Mr Barry Stride and Ms Monique Naufal-Stride. Barry is formerly of FAO (Chief Technical Adviser) until his retirement in 2012, while Monique is currently a Senior Policy Officer with UNHCR. Barry currently resides in Worcestershire, while Monique is based in Geneva. Both are assigned to the WMW Region.

Mrs Gabriella Veiera, formerly of OCHA (Humanitarian Administrative/Support Officer), until her retirement in 2015. Gabriella currently resides in Feltham, Middlesex (SRY).

Resignations

Dr Bob Boland
Ms Valerie Buxton
Mrs Judith Taylor

Lapses

There have been no lapses during this period.

In memoriam

BAFUNCS extends its condolences to families and friends of all these members who have passed away during the reporting period:

Ms Anne Avenell
Mr Henning Brathaug (spouse Elsa remains a member)
Mrs Marta Francis (membership assumed by spouse)

Ms Barbara Purvis
Mr Habib Zuberi (spouse Muzaffar Zuberi remains a member)

Dr Bob Boland OVS UN/WHO/ILO
Ms Valerie Buxton OVS WHO
Mrs Judith Taylor OXF UNCTAD/GATT/WTO

Ms Aubrey Botsford SRY ESCAP/IMO

Mrs Marta Francis SRY IMO

Mr Douglas Maitland NOR WHO
Mrs Veronica Mayaki LON Spouse

Ms Barbara Purvis SRY FAO

Mrs Karen Jorgensen SRY UNCTAD/GATT/WTO

Mr Simon Jones SRY UNICEF

Ms Karen Jorgensen SRY UNCTAD/GATT/WTO

Mr Simon Jones SRY UNICEF

Mr Ian Grant (2017) LON ILO/UNDP

Mrs Asha Singh-Williams (2015) LON WHO

Mr and Mrs Bassi (unknown) LON UNICEF

Mr and Mrs Bassi (unknown) LON UNICEF

Mr Francis and Mrs Phylis Simpson (2017) OXF DPKO

Mr Peter Park (2017) CAM FAO

In memoriam

Dr Roger Tatchell (3/2018) OVS FAO
Mrs Monica Tschappat (2014) OVS WHO
Ms Muriel Salter (8/2017) SRY UN/UNEF
Ms Elizabeth Shaban (10/2017) SRY FAO/UNDP/UN/UNEP/UNICEF

Mrs Joyce Bowen-Ashwin (02/2014) SWT Spouse

Mr Daniel and Mrs Harkin (4/2018 & 5/2010) NOR UNDTCD
Mrs Joan Judt (11/2017) NOR UNIDO

Miss Barbara Powell (2013?) WMW FAO

Historical changes

A concerted effort has been made by the Subscriptions Secretary and the Membership Secretary together with the regional representatives to update the membership records to take into account developments that may not have been recorded in the past, whether due to lapses in payments, loss of contact, or deaths reported post facto.

As a result of this work, the following shows membership changes that occurred prior to 2019, but which only came to the attention of BAFUNCS during the course of this year:

Lapses

Santhirasegaram (2015) SRY FAO
Mr Horace and

Mrs Carol Boyd-Scobie (2018) SRY PAHO/WHO
Ms Margaret Usher-Patel (2011) SWT WHO
Mrs B. Jennings-Landymore (2016) SCL WHO

Mr Wentworth Rose (2017) LON UNDP/FAO
Mrs C. Hornstein (2016) LON IMO

Ms Patricia Johnson (2015) LON UNICEF

Mr Ian Grant (2017) LON ILO/UNDP

Mrs Asha Singh-Williams (2015) LON WHO

Mr and Mrs Bassi (unknown) LON UNICEF

Mr Francis and

Mrs Phylis Simpson (2017) OXF DPKO

Mr Peter Park (2017) CAM FAO
Membership

BAFUNCS exists to facilitate communication between former UN employees both for social purposes and to provide practical help and advice. Members are urged to recruit friends and former UN colleagues. Members receive the Newsletter in March and September, and the Membership List in March. BAFUNCS has also issued the following information notes:

1. A guide to BAFUNCS
2. What to do when a pensioner dies
3. Accommodation for older people
4. Planning for retirement in the United Kingdom
5. Taxation in the United Kingdom
6. Personal information checklists
7. Guide to welfare and member support
8. Wills and succession
10. Guide to the BAFUNCS Benevolent Fund

Membership application forms and information notes can be obtained from the BAFUNCS website (bafuncs.org) or from the BAFUNCS Membership Secretary, membership@bafuncs.org

23 Schaw House, 69 Schaw Drive, Bearsden, East Dunbartonshire, G61 3AT.

Benevolent Fund

As at end-July 2019

Contact details for all BAFUNCS officials are in the Membership List

Regional officers of BAFUNCS

CAMBRIDGE
Regional Representative/Secretary Nicky Rodgers
Treasurer John Stares
Member support Therese Bruce

KENT AND SUSSEX
Regional Representative/Chair Joan Wilson
Treasurer Sheila Cooper
Deputy Treasurer Elsa Brathaug
Member support Kent: Joan Wilson
East Sussex: Sheila Cooper
West Sussex: Terri Jezeph

LONDON
Regional Representative/Chair Pauline Barrett-Reid
Deputy Chair Tekeste Ghebray
Secretary Nguyen Anh Ho
Treasurer Behrouz Shahandeh
Member support vacant

NORTHERN
Regional Representative Nikki Feirn
Secretary Duncan Barclay
Treasurer Sarah Mehta
Edinburgh sub-region Hossein Khermandmand
Member support Scotland: Nikki Feirn
Rest of NOR: vacant

OVERSEAS
Regional Representative (to be contacted on all matters) Coby Sikkens

OXFORD
Regional Representative Vicky Haeri
Secretary/Treasurer Cyril Groom
Member support (central) Latifa Noman

SOUTH CENTRAL
Regional Representative (to be contacted on all matters) Claudine Pichon

SOUTH WEST
Regional Representative (standing down asap)
Treasurer (standing down asap)
Member support Rosemary ap Rees
Eileen Wait
David Nott

SURREY
Regional Representative Ann Chaplin
Secretary Marilyn Carr
Member support/alernative: Alison Huaamnde
Assistant Social Secretary Stella Simmons
Membership Secretary Hazel Parsons
Committee Member Dell Tierney

WEST MIDLAND AND WALES
Coordinator ad interim Michael Davies
Treasurer Elizabeth Searle
Member support contact Coordinator Sheila Rashed-Angelini

OXFORD
Regional Representative Vicky Haeri
Secretary/Treasurer Cyril Groom
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Committee Member Dell Tierney

WEST MIDLAND AND WALES
Coordinator ad interim Michael Davies
Treasurer Elizabeth Searle
Member support contact Coordinator Sheila Rashed-Angelini
42\textsuperscript{nd} Annual Reunion, Stratford-upon-Avon, 17–19 May 2019

- Stratford Guildhall (Shakespeare’s schoolroom)
- Baddesley Clinton Tudor Manor
- Typical Tudor interior
- Visit to Hidcote gardens
- Group on walking tour of Stratford
- Impression of Hidcote gardens