



# The First 25 Years

1971 - 1996

## INTRODUCTION

At the 1996 half yearly meeting held in Wanganui, it was decided that the **25th Silver Jubilee** would be marked by many events, one of these was the production and publication of this magazine.

The "25th Silver Jubilee" publication was also to be a record of events from the past 25 years. To do so, many articles and information from the 'First 20 Years' have been incorporated in this publication along with articles covering 1991-1996. Some articles were written in a timeless style while others have been completely rewritten. Hence some of the information is the same, but the principles and sentiments remain the same some five years later.

# New Zealand Embalmer's Association

INCORPORATED

## CODE OF ETHICS

**As** an Embalmer I fully acknowledge my individual and collective obligations to safeguard the public health, especially of those whom I serve, and my mutual responsibility for the proper welfare of the funeral profession.

**I** will at all times and in all circumstances vigilantly support the laws of our country, and render service with absolute fidelity, observing the highest standard of competence and dignity.

**I** will at all times treat with confidence my business and professional relationships, co-operate with customs of all races, nationalities and creeds, observe the respect due to the deceased and ensure that all services are provided without any form of deception or misleading representation.

**As** a member of this Association I will share my knowledge and skill with fellow members.

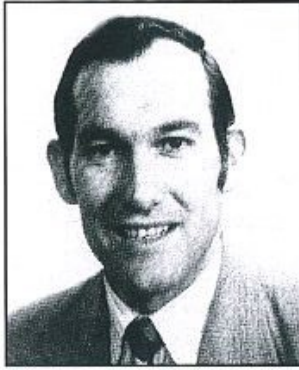
**I** will at all times support high educational standards, improve techniques and encourage scientific research, observe all rules of fair competition and maintain favourable personal relations within our own, and allied professions.

**I** will ensure at all times that public announcements are such as will not bring criticism to fellow members and disrepute to our profession.

**As** an Embalmer I acknowledge my duty to make myself fully conversant with the Rules of this Association and abide and adhere to them at all times.



## Foreword



When I look back over the last 25 years I feel filled with pride and humility to have been part of a positive progressive organization which has set such clear long-term and short-term objectives, and achieved them.

As an inaugural member, I have been part of that progress. It all started with the unselfish efforts of Alan Irvine to share his knowledge and raise the standards of embalming in New Zealand to the equivalent of the best available overseas. Members like Peter Strong, Roger Burgoyne and many others soon assisted in that process, and the need to set up our own organization to concentrate on embalming needs and develop our education soon became apparent. It was as necessary then as it is today, and the qualified professional embalmer and funeral director is the most important part of our funeral services. The high ethical and professional standards demanded by the association guarantee the public a standard of service they deserve, and have come to expect.

The development of an accepted training programme started with Alan Irvine's school in Wellington: this led us to the association with the Vocational Training Council for funding assistance for students, and through this course progress led to the establishment of our school at the CIT and the establishment of the FST Committee, to develop and promote all training within the whole industry.

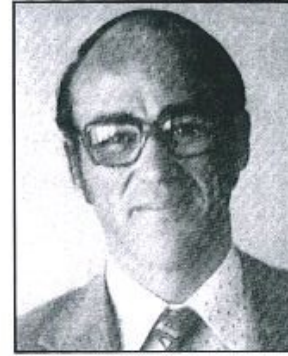
In our early years registration was investigated and it soon became apparent that education standards and qualifications are the most successful road to that course. The advancement in progressing the art and science throughout New Zealand has been continued with the specialist visitors from overseas, who conducted seminars throughout New Zealand and our members attending training programmes overseas.

Trade Suppliers are increasing their range of chemicals and products which has greatly assisted embalmers. There is still a long way to go so that we have a uniform standard of embalming throughout New Zealand.

My hope is that the next 25 years will see the same vision, determination and clear objectives as the last, and go from strength to strength.

**Francis H. Day**  
*Life Member*

## Foreword



### *An idea whose time had come.*

NZEA was formed out of the fervent belief that New Zealand funeral service needed to radically improve its standard of handling human remains, coupled with the belief that people were entitled to a sanitary and natural appearance and that viewing should be encouraged to assist people in their grieving process.

These beliefs, together with the need to be able to guarantee the preservation of remains for transport on public carriers, were foremost in our minds as we formed this association.

NZEA never intended to impose a rigid set of principles, but rather to provide the forum to foster growth and achievement amongst its members, and to provide a lobby to the industry and government agencies.

The enthusiasm of the founding members and those who joined NZEA in the early years was indeed an inspiration to me.

**Alan K. Irvine**  
*Life Member*





## **A WORD FROM THE PRESIDENT**

### **The New Zealand Embalmers Association**

The NZEA has grown and developed over its 25 years and is now in a position where it has matured and provides a stable basis and environment for its members to meet and share and express their views. In recent years this has meant addressing a number of issues. Maintenance of qualifications and entry requirements has meant the industry can be assured of quality and the maintenance of minimum standards from all the members of the NZEA. The NZEA has always kept a close link to its training organisation FSTT and the CIT, in particular the provisions of the Full-time Embalming Tutor and Practical Examiners, to ensure the standards are maintained. The ongoing maintenance of standards is reflected in the quality and variety of training seminars and courses that have been offered in the past years.

Transportation of deceased people has been a concern and led to a dialogue with the major airlines to recognize Certificates of Transportation and the NZEA to use Transportation reports to monitor both favourable and unfavourable comments. This will be especially useful in any future negotiations.

Critical Incident Stress Management has been recognized by embalmers as being an important area of concern and the NZEA has been wholly supportive of the development of the Peer Support Network which is presently available to all embalmers.

The Disaster Response Team concept was recognized as being important as early in the Erebus Disaster but took a number of years to come to fruition. It is now fully functional and available to be called upon at a moments notice, luckily it has only needed to be called upon on the one occasion so far and in some respect we hope it will never be used but this would unfortunately be wishful thinking.

The future will see the adoption of the Health and Safety Code of Practice and the development of the Embalming Practicing Certificate. The NZEA's emphasis will continue to be on the quality of its membership not just the number of members.

I have enjoyed being your President in the Silver Jubilee Year of the NZEA. It has been an especially busy year with the organisation and planning for the 25<sup>th</sup> AGM and the Celebrations but it all proved to be very worthwhile and I look forward to our future together.

As I see it the NZEA is a stable and mature organisation that is proving to be an important part of the funeral industry in the 1990's and will continue to be into the next millennium.

**Michael Hope**



## **MESSAGE FROM THE PRESIDENT OF FDANZ**

The Executive and Members of the Funeral Directors Association of N.Z. join with me in congratulating the members of NZEA, past and present, on achieving 25 years of incorporation as a most important industry organisation.

Our two organisations are closely associated, in many ways dependent upon each other and yet we represent quite different areas of interest and our membership is significantly different. The common bond between us however is very strong and the tradition of client care, the strong education ethics as well as our continuing search for Professionalism lends common purpose to all our activities.

On a personal note, I have been closely involved with the activities of NZEA since my acceptance into the organisation in 1982 and consider it a privilege to have been able to serve the organisation which has provided me with more insight and understanding of Funeral service than any other group I have been involved with.

I find it interesting too that members of NZEA have been strongly identified with the progress of our industry in many of the key developments in recent years.

I am proud to have been associated with you and wish NZEA continued growth and development and I know that members will continue to be involved at all levels of progress within funeral service in future.

**M.C. Wolfram**

**President**

**Funeral Directors Association of N.Z.**





*CIT Upper Hutt Campus*

## **The History of the Embalming Course at the Central Institute of Technology**

*by Michael Aro and David Dew*

It was in response to the notion that a proposed draft Health (Burial) Act would require Funeral Directors to be registered that in February 1969 Jack Ninness first mooted officially the suggestion that the NZFFD negotiate with the NZ Department of Education to establish a certificated Funeral service course, which would be held at the Central Institute of Technology (then on site in Petone). As a result, the NZFFD Education Committee comprising Jack Ninness, Colin Griggs and Albie Marker was empowered to investigate the idea. It was envisaged that such a course would cover all facets of funeral service and embalming was easily identified as an essential core subject.

At the same time, the inclusion of embalming was also seen as introducing many implementational problems which would not be easy to overcome. At first it was thought that the embalming instruction would remain under the auspices of one of the three existing "approved" schools of embalming (at The Wilson Funeral Home under Ian Irvine, NZ College of Funeral Science under Cedric Little and at Lamb

and Hayward under Albert Marker and Eric Maffey. This would allow students to study the embalming section at any time and also enable continuity in embalming instruction, which needed to be "at least up to the standard of the Certificate for Temporary Preservation."

Interestingly, the draft Health (Burial) Regulations were adamant that "it will be an offence for any person other than a licensed embalmer to treat a dead human body"

Music to anyone's ears?? Therefore it became apparent quite early on that the Department of Education would only consider a course that embraced both disciplines, because in the matter of registration and licensing, the Department was of the opinion that the initiative for instruction must lie with them. As far as I am aware however, they were prepared to entertain the use of "expert" tutors who were already proven in the field. These "expert" tutors would supplement CIT tutors. The course would be based around a six week period of tuition, and the subjects to be taught would include:

Histology, Osteology, Myology, Splanchnology, Angiology, Surface Anatomy, Elementary Pathology, Bacteriology, Embalming Chemistry, Cosmetology, Personal Hygiene and Embalming Theory and Practice.

Further, each student needed to have practical experience with 6 cases (including autopsied and non-autopsied).

Even in those early days the key factor of practical tuition was considered a major challenge. At first it was considered that the hospital mortuaries at Hutt and Wellington Hospitals may have been able to be used but a contingency plan involving the use of mortuaries at the local funeral homes was also devised. The companies to be approached were Wilsons, Morris', Clarks, Gee and Hickton, and Crofts. These companies also consented to supply cases for the practical tuition, provided that legal protection in the form of consent of the next-of-kin / executor be sought in each case. Thought was also directed toward insurance cover to protect against liability in the case of accidents when transporting the deceased to and from other mortuaries.

In the event, as we know, the legislation failed to require the embalming of deceased human remains by licensed embalmers, nor were Funeral Directors recognized a needing to be registered.

After the Education Committee of (the renamed) FDANZ presented its finding in January 1970, the CIT and FDANZ held further discussions, culminating in the first Funeral Directing course being offered in 1973. This was of 6 weeks duration in total and was held under the auspices of the Management Department.

After NZEA was formed in 1971, the training of embalmers in this country was given much serious thought. Prior to this time, embalmers would travel overseas if they wanted formal qualifications – to Australia or the UK for the British Institute qualification, or to America to study at one of the Colleges of Mortuary Science (such as San Francisco). We have several such members in our ranks today.

From 1971 until 1979, the NZEA was the only organisation in this country to offer a course in embalming and the graduates received a Preservation and Presentation certificate. Negotiations with CIT Management Department were continuing during this period, along with input from the School of Health Sciences.

Finally in August 1978, a proposal to offer a Certificate in Funeral Directing and Embalming was produced. The course was designed as pre-entry to membership of the FDANZ Register of Funeral Directors or NZEA. The basic structure of the course was 2 six week blocks in both disciplines, along with log books and case reports. The subjects too have changed little, being Anatomy and Physiology, Chemistry, Embalming Practice, Embalming Theory, Microbiology and Restorative Art. The industry would provide the "expert" tutors for embalming theory. They have included Francis Day, Peter Beauchamp, Peter Fleming and Lindsay Helson.

That proposal was prepared by:

Howard Vosper (The then Chairman, Education Committee, FDANZ), Peter Strong (representing NZEA and FDANZ), Barry McElwain (Secretary, FDANZ), D.G. Bolitho (Head of Department Health Sciences, CIT) and B.B. Townsend (Head of Department, Managements, CIT). Two others who played an important role in the introduction of the courses and subsequently the setting up of FSTC. They were Harry Hutchings, and adviser from the Department of Education and the Late Conor McBride from the Vocational Training Council, who proved to be an invaluable source of information about the provision of Government funding.

Thus it was in 1979, the first embalming course commenced at the CIT. In 1982 both courses transferred to the control of the School of Health Sciences where they continued to operate along the same lines until 1990. The problem of the practical tuition was solved through the beneficence of the proprietors of most of the Wellington mortuaries. All those who have been through the CIT embalming courses would have spent some time in either Gee and Hickton, Ninness Funeral Home, Lychgate Funeral Service, The Wilson Pailthorpe Funeral Home and latterly also Harbour City Funeral Home. Our grateful thanks must go to those who set up the initial scheme for practical tuition, such as Basil Gee, Jack Ninness, Alan Irvine, Lindsay Helson and the Late Ian McIntyre. They have given much to the training of embalmers in not only allowing their facilities, but also their staff to be used for teaching and (dare we admit it) comparison purposes. As some situations have changed, others also have willingly contributed and continue to provide for this most important aspect of training. Certainly it is acknowledged freely that the course could not succeed without their commitment and support.

Late in the 1980s it was seen that the CIT course could, with some modification, be offered to people who wanted to be embalmers and who were not already able to obtain employment. In fact it was necessary to make this change to keep the course going, and to allow for the employment of a full time tutor. This would mean that employers would then be able to recruit staff from a selection of candidates who would presumably include some who had paid for their own training, thus taking the onus of responsibility for formal training from the employer and placing it on the shoulder of those who wanted employment.

The Certificate in Embalming course was born and is a full year, full time course of instruction. The course, for "direct entry" students was based on the existing Award in Embalming and Award in Funeral Directing courses. The Award in Embalming has been a very successful and worthwhile course for funeral service and this country. It is recognized as being one of the best offered worldwide and graduates from the course have obtained employment in a variety of countries.

72 graduates had passed the course before 1990, and a further 7 Award graduates will be joined for the first time by 8 Certificate graduates, in being invited to membership of the NZEA at our AGM in November 1991. This makes the total of 87 qualified embalmers who graduated from the Central Institute of Technology.

On reflection, it seems to me that we have nearly come a full circle, to where those involved in the early groundwork 20 and more years ago wanted the industry to be.

**Michael Aro 1991**



In the years 1990, 91 and 92 approximately 30 direct entry students were trained, with most entering into full time employment within the industry. Approximately 50% of the direct entry graduates are still involved in full time positions with the funeral industry. In those same years, 14 students from the industry were proposed by their companies for the Award in Embalming, approximately 70% have remained in the industry.

In the last five years, we have seen the demise of the direct entry one year full time certificate in embalming course. At the end of 1992 this decision was reached after much negotiation and discussion within the industry, and has had the effect of placing the onus back onto funeral companies to supply students to the programme to ensure its ongoing viability.

Since 1993, there has been an Award in Embalming course held each year, with an average of 10 enrolments, which has kept the course functioning well. Of these students, 80% are currently full time within the industry.

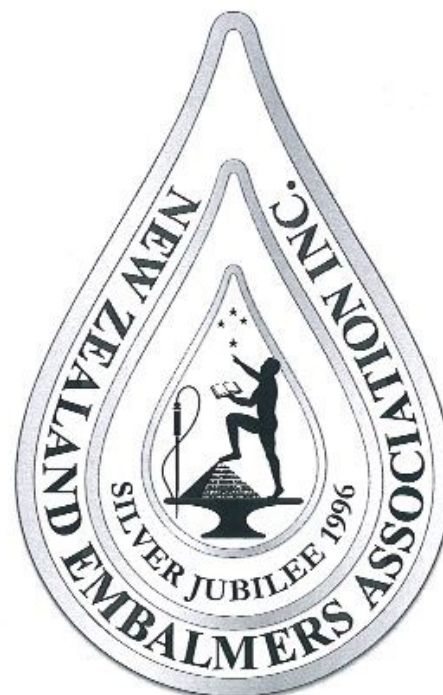
In the last 5 years, 58 embalming students have been through either the Certificate or Award in Embalming. Most of these graduates, have joined the ranks of membership of NZEA, swelling our ranks significantly.

The position of full time tutor and programme leader of funeral services has been maintained at CIT for the past 7 years. The first to hold this position was Michael Aro. Michael taught the course in 1990, 1991 and 1992, but a new career in detective work proved to be a strong drawcard for him, and after passing his police training as top student, he moved to Auckland to take up a position there.

In 1993 the position was vacant and senior embalmers from within the industry, Peter Fleming, Kelly Gillions and Peter Beauchamp took on the responsibility of teaching the course. At the beginning of 1994 David Dew from Masterton was successful in gaining the full time position. At the end of 1996 his term comes to an end, and at the time of writing the position is vacant.

CIT has been involved in short courses in recent years. The first being Critical Incident Stress Debriefing which was held at CIT in 1995, and the Facial Modelling course in 1996. Both of these courses were for experienced people within the industry. The feedback received was very positive for these courses, and, largely due to their success, encouragement must be given to the industry at large to propose and initiate training in advanced areas.

The future of embalming education seems to be changing, with the introduction of the unit framework by NZQA. There will be differences in delivery of training, but the basis of our work as embalmers remains the same. CIT will endeavour to deliver courses that recognize the need for competent, practical embalmers with sufficient theoretical knowledge to carry out the task of embalming to a high standard. We would like to see CIT's role as one that works alongside the industry, assisting in any way possible to help embalmers reach a standard that is acceptable to it and the clients you serve.





## **THE FUNERAL SERVICE TRAINING COMMITTEE**

### **The Formation of Formal Training in N.Z.**

By John Peryer, Secretary F.S.T.C. (1990)

The funeral Service Training Committee was formed on the 30<sup>th</sup> of April 1981 under the Vocational Training Council Act 1968.

Before looking at the current situation of the Committee and the recent moves that have taken place, I feel this is an opportune time to examine and reflect on the formation of formal training in N.Z.

#### **The Vocational Training Council**

The Council was established in 1968 and together with subsequent amendments was to carry out a wide range of functions and to make recommendations and conduct research in respect of training and persons for vocations.

Membership was made up of appointments from the Minister of Education and the Minister of Labour.

The objectives of the V.T.C. were to:

- Encourage the implementation of organised training and development schemes to ensure that New Zealand and the people at all levels of employment to perform their tasks efficiently.
- Ensure that people as individuals have the opportunity to continue to develop.
- Raise the standards of knowledge, skills and effectiveness.
- Encourage those directly responsible for achieving the foregoing objectives.

#### **Industry Training Boards**

In the 1971 Budget the Government gave its approval of the formation of Industry Training Boards. The function of the training Boards were the same as the V.T.C. but restricted to a particular industrial or commercial grouping.

In brief it could be said to ensure that training needs are identified and satisfied. The structure was, like the V.T.C. tripartite-representatives of employer, employee and appropriate government groups.

Funding in these early days was a mixture of Government and Industry. In the case of FSTC, NZEA and FDANZ contributed equally with a larger percentage from government.

#### **Introduction**

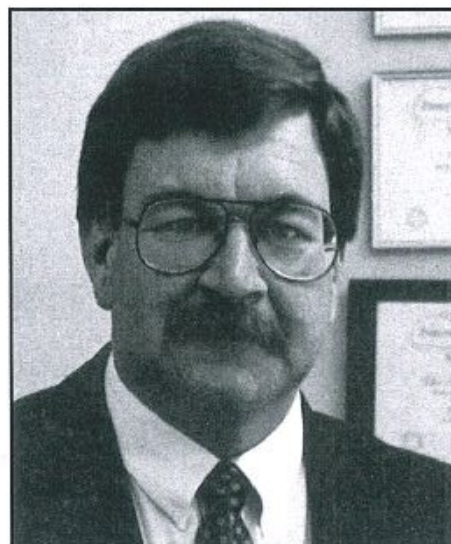
An industry Training Committee is to all intents and purposes an industry Training Board except that the Government Grant is half that for a normal Industry Training Board. The current level means that the Government funds available are approximately twice those previously available through the Group Scheme incentive. In addition the Committee may apply for Training Development Assistance on the same basis as an Industry Training Board.

#### **Background**

Funeral Director and Embalmer training developed rapidly during the 1970s in New Zealand. In 1973 a Funeral Directors course was established at the Central Institute of Technology (CIT).

One of the earliest Group Schemes established (1974) was for embalming. This was later extended to include Funeral Directing. The Embalming course commenced in 1979 at the CIT.

The CIT Courses are highly regarded as initial training for new staff and as training for existing staff who have previously only had on-job training. I understand that a number of Australians intend taking the Courses this year.



**The Group Scheme concentrated on:**

- a) Assisting in the development of C.I.T. Courses
- b) Promoting and organizing
  - i. New Developments training
  - ii. Training for Specialist areas e.g. Disaster work (This had a major benefit following the Erebus DC10 Crash) and Counselling
  - iii. Refresher Training
  - iv. Upgrading training for existing staff

**Structure**

**The following outlines the structure of the Committee:**

- a) **Name**  
The Funeral Service Training Committee
- b) **Area of Activity**  
On and off-job training of all personnel involved in Funeral Directing and Embalming.

**The occupations involved would be:**

- 1) NZSOC 5920 \* Undertaker and Embalmer
- 2) Others involved in Funeral Directing Companies particularly clerical staff.

**c) Membership**

- The Funeral Service Training Committee shall consist of'
- one member appointed by the Vocational Training Council
  - one member appointed by the Department of Education
  - two members appointed by the Funeral Directors Association of N.Z. Inc.
  - two members appointed by the New Zealand Embalmers Association Inc.

All appointed members shall hold office for a term of three calendar years, shall remain in office until their successor is appointed, and shall be eligible for reappointment.

**d) Finance**

The Funeral Directors Association of New Zealand and the New Zealand Embalmers Association have guaranteed to jointly meet the non government financial responsibilities of the Committee on the basis of an annual budget.

**e) Rules**

Detailed rules following the normal VTC pattern will be drafted for approval by the Committee as its first meeting.

\* New Zealand Standard Occupational Classification Number 5920.

Like most other things in life change takes place and training has been no exception. Towards the latter part of the last Government the Vocational Training Council was disbanded and government involvement on a formal basis was severed from the Funeral Service Training Committee. Government funding after a gradual reduction in the level of contributions received had been removed some time prior to this.

The Committee today is made of two representatives of FDANZ, two representatives of NZEA, the Principal of CIT and the Head of Health Sciences of CIT and a Secretary/Treasurer.

The Committee's requirement of representatives from CIT perhaps highlights better than any other example the status and profile that has evolved over the years. The esteem in which the courses at CIT are held is second to none and the Committee now acts as the review committee for the CIT and is the authoritative group for many of the other training providers in New Zealand and overseas.

With this disbandment came new challenges and like new challenges ways of overcoming these had to be formulated. In 1989 FSTC approached the members of FDANZ with a proposal for a training levy calculated on the number of Funerals directed in a year. This proposal was discussed at length and passed. This has given the Committee the support and strength to go forward and meet the ever increasing challenges with a vigour that can demonstrate to other agencies the commitment of this profession to formal and professional training.

In conclusion it is worth remembering that the formation of this Committee was due entirely to the vision, input and dedication of a few very far thinking persons who for the benefit of the whole profession progressed Funeral Service Education to a formal professional level that exists today.

# The Funeral Service Training Trust of New Zealand. 1990-1996

By John Peryer, Executive Officer FSTT.



In the years 1990-1996 The Funeral Service Training Trust continued to carry out the work of providing quality funeral service education to both the New Zealand Embalmers Association and the Funeral Directors Association of New Zealand.

With the introduction of the Industry Training Act in 1990 it was soon recognized that the role of the Funeral Service Training Committee was approaching the end if we as an Industry wanted to maintain a high profile training body able to access various government departments and services. The decision was made to disband the Committee and replace the structure with a legal entity able to be recognized by Government and utilize the different funding mechanisms available under the new Act. So began the Funeral Service Training Trust of NZ.

The structure of the Trust, set up under the Charitable Trust Act was almost identical to the Training Committee. Provision was made for additional Industry representatives should the need arise. To date this need has no arisen.

#### **Founder Trustees were:**

Francis Day (Chairman), Murray Hird, Howard Vosper, Brian Hope, Mike Marfell-Jones and John Peryer (Executive Officer). With the retirement of Howard Vosper and Murray Hird, Eion McKinnon and Stuart Wheeler replaced them as industry representatives. Recently Ian Parker and Andrew Malcolm replaced Eion McKinnon and Stuart Wheeler respectively.

The Trust continues to act as the Advisory Committee to the CIT and has developed a respect and understanding from members of the Institute for its diligence and hard work.

The Industry Training Act together with the Education Amendment Act brought with it new challenges and a huge workload understanding the new training initiatives of Government. The formation of "Industry Training Organisations" (ITO) was where the real challenge lay. By becoming the ITO for funeral services in New Zealand the Trust assumed responsibility for all Funeral Homes in NZ (Association members or not). However the Trust was now in a position to access funding for training programmes and completing a total re-write of the Courses to meet the requirements of registering "Unit Standards" on the new Qualifications Framework. The implications were enormous. Our new qualifications will be National Certificates and Diplomas recognized across NZ and overseas. It is sincerely hoped that the new qualifications will be available in 1997.

The Trust surveyed industry, carried out a training needs analysis and developed a Strategic Plan outlining a 5 year programme. Advisory groups were set up to develop the unit standards, debate and develop Assessment, Moderation, Accreditation and Marketing Plans and to package the new units into qualifications suitable to the Qualifications Authority. This was not an easy task and credit should be acknowledged at this time to members of the Trust and Cedric Little, Basil Gee, Graeme Rhind, Peter Cohen, Simon Manning and David Dew for work carried out in this area. The Trust also received input from Richard Shirley, Ramsay Joyce and Mrs Evelyn Solomon with regard to the Maori dimension.

These projects were professionally directed by our consultant, Mr Ken Harris of Harris Management Solutions of Wellington, capably assisted by Laura Lambie. At all times advice and guidance was received from our Industry Liaison Officer from the Education Training & Support Agency (ETSA), Mr. Pat Quinn and more recently, Mr. Doug Wilson. Further advice from Ms Lynaire Kingi-Wilcox and Mr. Joe Tepania of the New Zealand Qualifications Authority (NZQA) was of assistance to the Trust in the managing of these projects.

The projects were completed within the budget schedules determined prior to commencement and were part funded by the Education Training & Support Agency. All Audit requirements were fulfilled.

The on-going work of the Trust in developing and presenting high quality seminars and workshops to the funeral and allied professions continues to be a major focus and I believe a very successful one, if one examines the list of seminars promoted over the last few years.

Topics include: Bereavement Care (Bill Bates), Stress, Grief, Employment Contracts, Social Welfare Benefits, Difficult Embalming, Viewing & Final Presentation, Professional Cosmetology, Aramoana, New Skills, General Embalming, Infectious Diseases, Critical Incident Stress Management, Peer Support Programme, Computers, Doug Manning, Jack Adams, Children & Grief (Lois Tonkin & Lynne Tonkin). Not only some of the best speakers in New Zealand but also very professional and first rate presenters from the USA.

While the work of the Trust carried out over the last five years has been challenging, frustrating, interesting and rewarding it is by no means over. The on-going responsibility of the Trust as an Industry Training Organisation brings with it a commitment to implement and review current and future training modules and programmes to reflect and meet the demands of Industry and Society. The Trust has recently moved to establish a secretariat base in Wellington and this will be handled by Mrs. Joan Sawkins. The Trust is fortunate with its very dedicated and knowledgeable team, support of member companies and looks forward to the future with much enthusiasm and confidence to repeat the successes of the past.



# **Health & Safety in the Funeral Industry**

**By Michael J. Hope**

The funeral industry has always seen Health & Safety in the workplace as an important issue. By the nature of our work, in some instance we are placed in positions, where potential serious harm could occur and over time standard protection and control procedures have been adopted by the industry.

In 1992 the Government introduced legislation, "The Health & Safety in Employment Act: to highlight the need for preventative management of health and safety in the workplace, with employers being responsible for not only their employees but also for the public. This was designed to work in conjunction with the changes in the ACC legislation.

The FDANZ in conjunction with the NZEA set out to develop a set of written guides to be formalized in a Funeral Industry Code of Practise. All members of the industry have been consulted and allowed input to the development which has so far taken about two years.

The aim of this Code of Practice is to provide for the safety and protection of health of all personnel involved in the New Zealand funeral industry. This document is to encourage a safe and healthy environment and safe practices for those within the funeral industry.

Its purpose is to give guidance to members of the industry so that observation of the Code will be the guide for excellence in health and safety management. The intention is to display the approach needed to all aspects of design and operation of the service to make the services offered safe. Working in the funeral industry involves exposure to several areas of risk.

## **These areas of risk have been identified as:**

1. Harm from manual handling injuries.
2. Harm from poor infection control.
3. Harm from exposure to chemicals.
4. Harm from unsafe and poor work methods.

## **To comply with the Act and achieve excellence in health and safety Management, this Code sets out:**

1. What management, administrative and procedural controls need to be in place.
2. What technical and engineering controls are required.
3. What personal protective equipment needs to be supplied.

The Code is one of the most comprehensive documents written covering most aspects of funeral service. In its soon to be finalized form it will be distributed widely throughout the industry.

# Peer Support in the Funeral Industry

By M.C. Wolfram

One of the key developments for Funeral Service in New Zealand has been the creation of the N.Z. Funeral Service Peer Support Team which is now in its third year of activity. For a number of years there had been concern by some in the industry about the effects of the more stressful aspects of our work upon Funeral service workers and their families. After a series of major critical incidents in New Zealand in a relatively short period in the early 1990s, a proposal was made to the F.D.A.N.Z. about the possibility of developing a peer support team to provide help where required. F.S.T.T. provided funding for my attendance at the 2<sup>nd</sup> Conference of the Australian Critical Incident Stress Management Association at the University of Sydney and in the year following a series of seminars in C.I.S.M. was presented by Susan Murray Clinical Psychologist, Dr Geoffrey Glassock and myself to N.Z.E.A. and F.D.A.N.Z. meetings around New Zealand.

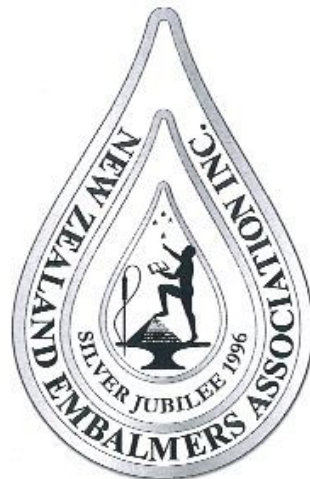
When F.D.A.N.Z. and F.S.T.T. committed funding for the programme, the selection and training of the initial group of volunteer supporters commenced at the C.I.T. under the guidance of Ainslee Martin. The volunteers were drawn from all sectors of the industry.

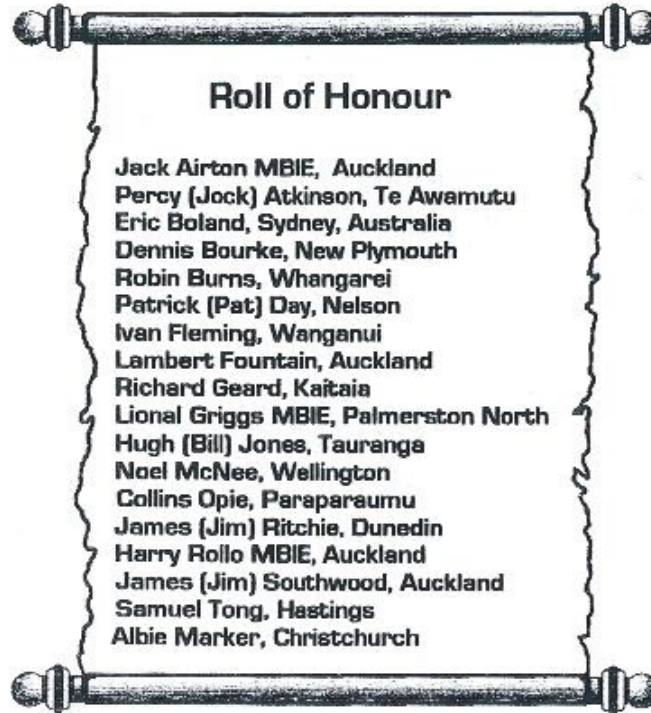
The Role of Peer support is to offer support to fellow workers experiencing normal reactions following involvement in a traumatic or critical incident. This will allow for the sharing of feelings of vulnerability and other emotions in a safe environment and without losing status. Peer support helps to validate what are normal but sometimes very difficult and unpleasant responses. The support also provides a referral system for further information and professional counselling if necessary.

In the NZ Funeral Industry Peer Support Team, we also provide defusing and debriefing techniques for the Disaster Response Team and to any group of Funeral service workers or their families where appropriate. Referrals to the team come from a variety of sources, from employers and from family members, as well as self referrals and those received from concerned colleagues.

In 1996 the team went through a further training period during an intense weekend of refresher and introduction to new techniques and it is hoped to find the means to continue this training for the future. All team members contribute greatly to the mental health of this industry by giving their time and expertise and it is of interest that many of the team volunteers are members of the N.Z.E.A. and their input is highly valued.

Peer Support is a key development for the whole industry but I believe has particular relevance for Embalmers who quite frequently in the course of their work are called upon to deal with difficult and unpleasant cases and the possibility of accumulating stress can be very high for these persons. Peer Support is also, I Believe, one of the increasing number of signals that the N.Z. Funeral industry has reached a stage of maturity that allows it to care for its members in the most professional way.





## Office Bearers

	<b>President</b>	<b>Secretary</b>	<b>Treasurer</b>
1971-72	Peter A. Strong	David H. Morris	David H. Morris
1972-73	Peter A. Strong	David H. Morris	David H. Morris
1973-74	David H. Morris	Graham T. Shirley	Derek I. Hope
1974-75	David H. Morris	Roger Burgoyne	Derek I. Hope
1975-76	Graham T. Shirley	Roger Burgoyne	Derek I. Hope
1976-77	Graham T. Shirley	Derek I. Hope	Collins A. Opie
1977-78	Lindsay Helson	Derek I. Hope	Collins A. Opie
1978-79	Lindsay Helson	Derek I. Hope	Peter J. Cohen
1979-80	Derek I. Hope	Barrie C. Head	Peter J. Cohen
1980-81	Derek I Hope	Barrie C. Head	Peter J. Cohen
1981-82	Francis H. Day	Barrie C. Head	Peter J. Cohen
1982-83	Francis H. Day	Barrie C. Head	Murray A. Hird
1983-84	Barrie C. Head	Peter A. Cohen	Murray A. Hird
1984-85	Neil F. Hickey	John F. Peryer	Murray A. Hird
1985-86	Neil F. Hickey	John F. Peryer	Murray A. Hird
1986-87	Eric W. Maffey	Vivienne Gill	Michael C. Wolffram
1987-88	Eric W. Maffey	Graeme Rolston	Michael C. Wolffram
1988-89	Michael C. Wolffram	Graeme Rolston	Simon Manning
1989-90	Michael C. Wolffram	Graeme Rolston	Simon Manning
1990-91	Peter Cohen	Gerard Boyack	Stephen Hilliard
1991-92	Peter Cohen	John Schipper	Stephen Hilliard
1992-93	Mark Pattinson	John Schipper	Michael Hope
1993-94	John Schipper	Mark Rowley	Michael Hope
1994-95	John Schipper	Mark Rowley	Michael Hope
1995-96	Michael J. Hope	Brenton Faithfull	Alistair Ferguson
1996	Michael J. Hope	Brenton Faithfull	Alistair Ferguson

## New Zealand Embalmers Association Inc. 1976-77 Membership List

47 Members, 9 Students.

Atkinson, P.; Beauchamp, P.; Bourke D.; Burgoyne, R.J.; Burns, R.W.; Gilvear, W.; Cotton W.J.; Day, F.H.; Day, P.; Elliot, N.; Fountain, L.R.; Graham, R.B.; Griggs, B.; Griggs, L.G.; Head, B.C.; Healey, A.J.; Helson, L.G.; Hickey, N.F.; Hill, J.K.; Hird, A.; Hope, D.; Irvine, A.K.; Jones, H.E.; Jordan R.C.; Levens, J.; Little, C.J.; Maffey E.W.; Montgomery, J.; Morris, D.H.; Opie C.; O'Reilly, J.P.; O'Reilly, M.P.; Pailthorpe, E.W.; Pattinson, R.F.; Peryer, D.A.; Richardson, M.; Ritchie, J.M.; Rollo, H.; Shirley, G.T.; Stout, S.; Strong, P.; Tong, S.T.; Vosper, H.A.; Warren, V.; Weston, R.M.; Yearbury, P.C.

**Students:** Chew, D.R.; Dil, W.T.; Doherty, W.M.; Longley, T.E.; McNee, N.R.; Ridley, T.; Seator, G.W.; Stead, D.W.; Thompson, P.H.

### MEMBERSHIP LIST NOVEMBER 1996.

ALLEN	Judith G	WHANGAREI
ARMSTRONG	Arlen C	KAIKOHE
ARO	David	AUCKLAND
BARNES	Kelly E	AUCKLAND
BATTERSBY	Mark	AUCKLAND
BAUMBER	Sheyrol	AUCKLAND
BEAUCHAMP	Peter	FEILDING
BEER	Ashley	INVERCARGILL
BEETSON	Craig	AUCKLAND
BELCHER	Robin	USA
BENTON	Max D	PALMERSTON NORTH
BLAKEMORE	Alison H	CHRISTCHURCH
BOYACK	Gerard	AUSTRALIA
BRITTENDEN	Jeremy J	WHANGAREI
BRODIE	Angus	AUCKLAND
BUTLER	Steven	WHAKATANE
CARIAN	Nicola	CHRISTCHURCH
CARPENTER	John	CHRISTCHURCH
CHEW	Denny R	CARTERTON
CHILDS	Brayden S	LOWER HUTT
CHRISTISON	Ian	TAWA, HONORARY MEMBER
COHEN	Peter J	WELLINGTON
COTTON	Norman	FEILDING
COTTON	Shane	FEILDING
COTTON	Walter J	FEILDING
CROOKS	Terry A	AUSTRALIA
CUMMINS	Graham P	AUCKLAND
DANDY	Sarah	PETONE
DAY	Francis H	NELSON, LIFE MEMBER
DAY	Stephen C	MOTUEKA
DEMLER	Rod	TAURANGA
DEW	David P	MASTERTON
DODD	Trudy	LOWER HUTT
DOWNEY	Wade P	AUCKLAND
DUNCAN	John	PORIRUA
EADIE	Iona	WESTERN AUSTRALIA
EDRIDGE	Graham	GREYTOWN
ERSKINE	Nicola	AUCKLAND



FAITHFULL	Brenton B	WHANGAPAROA
FEATHERSTONE	Adrian R	HAMILTON
FERGUSON	Alistair K	NELSON
FLEMING	Peter	WAIPUKURAU
FRASER	Wilson J	INVERCARGILL
FRASER	Brent	NEW PLYMOUTH
GEORGESON	Kirsty	JOHNSONVILLE
GILLIONS	Kellie	LOWER HUTT
GRACE	Ray	CAMBRIDGE
GRAHAM	R Bruce	TUAKAU
GREENSLADE	Ingrid	KHANDALLAH
GRIGGS	Barry	PALMERSTON NORTH
GUGLIETTA	Paolo	AUSTRALIA
HAMMOND	D M	TURANGI
HANRAHAN	Bruce	NEW PLYMOUTH
HARDING	Malcolm	HAWERA
HEAD	Barrie C	NEW PLYMOUTH
HENG	Irene N N	SINGAPORE
HEREMIA	Adrienne	UPPER HUTT
HICKEY	Neil	TAWA, LIFE MEMBER
HILLIARD	Stephen	LOWER HUTT
HOOK	Royna	ROTORUA
HOPE	Derek I	DUNEDIN
HOPE	Michael J	DUNEDIN
HURRELL	Grant J	DANNEVIRKE
HUTT	Annette	GREYMOUTH
IRVINE	Alan K	WELLINGTON, LIFE MEMBER
JOSEPHS	Blair	ROTORUA
JOYCE	Ramsay Jnr	AUSTRALIA
JUDKINS	Kelly	LOWER HUTT
KERR	Craig A	HUNTLY
KIELY	Anthony	KAITIA
KINVIG	Johanna E	DUNEDIN
KOOPERBERG	John	AUCKLAND
L'HULLIER	Paul	HAMILTON
LAKE	Clyde A	TAURANGA
LAMB	Alastair G	PORIRUA
LANGSTRAAT	Danny	WELLINGTON
LEVENS	John J F	LEVIN
LINDSAY	David J	MASTERTON
LITTLE	Cedric J	AUCKLAND
LITTLE	Craig M	AUCKLAND
LITTLE	Neil	AUCKLAND
LUCAS	Michael	CHRISTCHURCH
LYFORD	Simon	CHRISTCHURCH
MACEY	Bronwyn A	NEW PLYMOUTH
MacGREGOR	Teresa A	LEVIN
MackENZIE	Kirsty	PORIRUA
MacPHERSON	Hamish F	INVERCARGILL
MAFFEY	Eric W	WHANGAREI, LIFE MEMBER
MALCOLM	Andrew D	PARAPARAUMU
MANNING	Simon J	WELLINGTON
MANZE	Ruth	CHRISTCHURCH
MARFELL-JONES	Mike	HERETAUNGA, HOORARY MEMBER
McLEISH	Rory N J	AUCKLAND
McONIE	Aiden	AUCKLAND
MEREDITH	Phil	PALMERSTON NORTH
MILNER	Lisa M	AUCKLAND
MOOR	Kevin J	AUSTRALIA
MORRISON	Roger J	AUCKLAND
MOSSMAN	Derek J	TE AWAMUTU

MURPHY	Gavin J	ROTORUA
MURPHY	Jamieson	USA
MURRAY	Norman J	AUCKLAND
O'DONNELL	Justin	AUSTRALIA
O'REILLY	John P	TIMARU
PAILTHORPE	Ernie W	WELLINGTON
PARKER	David	GISBORNE
PATERSON	Sonia C	TIMARU
PATTERSON	A	PORIRUA
PATTINSON	Mark	GREYMOUTH
PATTINSON	Robert F	AUCKLAND
PERYER	Des A	HASTINGS
PERYER	John F	HASTINGS
PICKERING	Gary	MASTERTON
PROSSER	Tony J	WAIKANAE
RAIRI	Lance	AUSTRALIA
RICHMOND	Bernie	WELLINGTON, HONORARY MEMBER
RIDI	Robert	AUSTRALIA
ROEST	Antonius	WHANGAREI
ROLSTON	Graeme J	WAIKANAE
ROMANOFF	Stephen	CHRISTCHURCH
ROWLEY	Mark	AUCKLAND
SANSON	Blair R	LEVIN
SCHIPPER	John J	AUCKLAND
SEMMENS	Steven P	PAPAKOWHAI
SHIRLEY	Graham T	NELSON
SINCLAIR	Robert H	LOWER HUTT
SMITH	Lawrence W	NELSON
SMITH	Raewyn	GREYTOWN
SOLOMON	Robyn	TOKOROA
SOWMAN	Terry G	BLENHEIM
STANTON	Mark	AUCKLAND
STEANS	Murray D	RANGIORA
STEPHEN	Graham S	GORE
STEWART	Fraser	WANGANUI
STILL	David A	OREWA
STOUT	Stan	HAMILTON
STRONG	Peter A	TE PUKE, LIFE MEMBER
SWINNEY	Graham	CHRISTCHURCH
TAMBLYN	Sally Anne	CHRISTCHURCH
THOMSON	John A	INVERCARGILL
TIDMAN	John	AUSTRALIA
VOSPER	Howard A	NEW PLYMOUTH
WALTERS	Graeme	DUNEDIN
WARREN	Vern	MAIRANGI BAY
WEARNE	Todd	WELLINGTON
WHEELER	Stuart R	WELLINGTON
WILLIAMS	Peter	LOWER HUTT
WILSON	R H	AUSTRALIA
WINTON	Roy	PORIRUA
WOLFFRAM	Michael	TOKOROA
WRIGHT	Selwyn R	DUNEDIN
YATES	Elizabeth A	OAMARU
YOUNG	Philip	AUSTRALIA



Peter Strong 1971-73

# New Zealand Embalmers Association Presidents



David Morris 1973-75



Graham Shirley 1975-77



Lindsay Helson 1977-79



Derek Hope 1979-81



Francis Day 1981-83



Barrie Head 1983-84



Neil Hickey 1984-86



Eric Maffey 1986-88



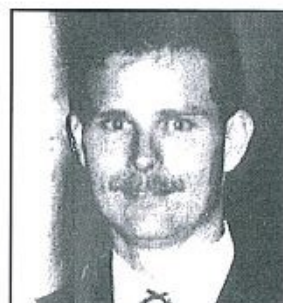
Michael Wolfram 1988-90



Peter Cohen 1990-92



Mark Pattinson 1992-93



John Schipper 1993-95



Michael Hope 1995-97



Sonny Sibun



Chub Sibun

### List of Qualified Embalmers of New Zealand, 1929-1969

Date	Name	School	Qualification
1929	Eric Scrimshaw	U.K. by correspondence	BIE
1933	Alfred (Sonny) Sibun	Worsham College of Embalming Chicago	U.S. Licence
1952	Lloyd (Chub) Sibun	Lear School of Embalming London	BIE
1953	Harry Rollo	U.K. trained	BIE
1954	NZ Federation of Funeral Directors set up a Special Committee to consider ways		
1955	and means to organize a School of Embalming in New Zealand		
1958	Albert Marker	Lear, London	BIE
1959	Albert Marker	San Francisco College of Mortuary Science	R.A. Course
1962	Cedric Little	San Francisco College	Dip. Mortuary Science
1962	Alan Irvine	San Francisco College	Dip. Mortuary Science
1962	Graham Shirley	Harold Wigley School, Melbourne	BIE
1962	Lional Griggs	Lear, London	BIE
1963	Jack Airton	Lear, London	BIE
1964	Graeme Little	San Francisco College	Dip. Mortuary Science
1964	Collins Opie	Harold Wigley, Melbourne	BIE
1964	Francis Day	Harold Wigley, Melbourne	BIE
1968	Eric Maffey	Lear, London	BIE
1968	Peter Strong	San Francisco College	Dip. Mortuary Science
1968	Wayne King	NZ College of Funeral Science	BIE
1969	David Morris	San Francisco College	Dip. Mortuary Science
1969	Roger Burgoyne	NZ College	BIE
1969	Terry Sowman	Allison, Melbourne	BIE
1969	Stuart Wheeler	NZ College	BIE



Eric Scrimshaw



Harry Rollo (founding member)

## Nelson Meetings

Nelson has hosted some interesting meetings during the first 20-year history of the New Zealand Embalmers Association.

The first half-yearly meeting was held in Nelson in 1973 – the subject of the seminar was Cosmetology, by Alan Irvine, which started a keen interest in the subject.

May 1981 – the highlight was a picnic lunch at the Centre of New Zealand – the hill-climb tested the fitness level of all members, and so started a new trend in the social programme with a difference.

In May 1989 members were unable to leave for home because of bad weather, This introduced many of them to Nelson's special hospitality at Vanguard Street. A sporting programme was a feature of this meeting also.

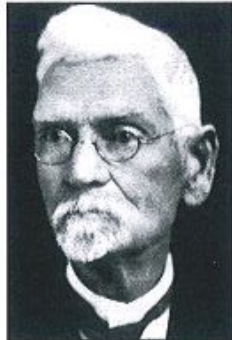
A highlight of the visits to Nelson has been the contribution to the Seminars by Pathologist, Dr Stephen Clark, whose presentations have always been well received and appreciated.

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*Embalmers in the Early Days  
Cornelius Little, Auckland*

*Awarded the Certificate in  
Embalming of the University  
Medical College of Sydney in 1896.*

*Established as C. Little,  
Victoria Street, Auckland, 1875.  
Died in Auckland, 1940.  
Aged 88 years.*



### **Two Pioneer Embalmers** Submitted by Cedric Little, Founder Member NZEA Dip.Mort. Sc. (Calif) MBIE

When one begins to think back over the past 20 years of the New Zealand Embalmers' Association, it seems only right to cast our thoughts back to those pioneers of embalming in New Zealand. In these days of highly organized training courses at the CIT and eager students graduating and keen to show their skills, how many of us know that students of embalming were travelling overseas to seek instruction and qualification before the turn of the century. Although New Zealand would lead the Southern Hemisphere in training and instruction as we approach the end of this century, New Zealanders were travelling to Australia at the end of the last century to further their skill.

One of these was the founder of John Rhind Ltd, one W. Langford, who, in 1888, graduated from the University Medical College of Sydney, followed by Cornelius Little of Auckland, founder of C. Little & Sons Ltd who, in 1896 was awarded his certificate in embalming from the same institution. When we consider the difficulties of the time and the standards of the day, one can only admire the enthusiasm of those people to improve the service they wished to provide for their clients.

The following is a transcript of a letter written by Mr. Langford to Mr. Little 95 years ago.

**"W. Langford North East Belt  
Furnishing Undertaker  
Telephone 387 Christchurch, September 10, 1896**

Dear Little, Your letter dated 6<sup>th</sup> I am pleased to say has been read and re read and it is very interesting also the Practical Embalmers Circular. I am more than pleased to hear how well you have got on in the matter especially the fat individual who must of given you trouble. Don't forget the vein is always blue and the artery white and round and elastic. I do not want you to think I am disponding of ever getting the matter introduced here not so I am getting on better every day. Our leading doctors say it will be a good thing and promise me lots of support when I get a case. Remember you have an advantage over me in having the hospital contract, which gives you more cases. At present I have a very stout lady in my store room from the hospital to be taken to the house in the hearse tomorrow and straight to the cemetery. I have just come up out of the shop having found the part we are most interested in when embalming. I have injected with syringe about a pint of fluid. We must not waste the material on jobs there is no pay attached to. It is now nearly 12pm. Mrs. L and family have just returned having been out attending a fancy dress ball. I am alone. Tell the girls our daughter is away at this fancy dress ball and the young man. I am tired but we have 3 funerals today and 2 tomorrow. I am very busy lots to do and not much sleep owing to working up this matter we are most interested in. Don't forget the price of certificate when you remit. I have received a nice letter from my teacher all about our cases and he is surprised. He says in future don't trust the arteries after Post Mortems but use the syringe freely and don't guarantee the body will keep long as the post mortem destroys lots of the small arteries and would cause the fluid to rush out the nose and mouth. I have read lots of books and papers on embalming. I have been warned by two doctors not to let go the mixture and not to teach it to many, as it is a question of time and the people will go in for it rich and poor. My teacher says we need not be afraid of the syringe work not keeping the body for at least a week. He also says if we put 20 Metholated and 100 water it will be strong enough. You can use your own judgement yourself.

I will keep you posted up in any matters of interest as it comes along. Tomorrow is Polling Day. I am up for a Councillor not a chance for me. Too busy. Good night.

More next time. Best respects to all.  
Goodbye, Yours, W. Langford.

When we consider the equipment they had to use and the embalming fluids available, made from experimental recipes, how many of us would be prepared to work under the same conditions? An example of fluid manufacture follows:

<b>Embalming Fluid</b>	<b>13 oz</b>
Arsenic Acid	13oz
Glycerine	30 oz
Carbolic (Calverts No.5)	8 oz
Pure Metholated Spirits	60 oz
Water	60 oz

Take the two first items and boil slowly in an enamel saucepan until perfectly dissolved. Then add boiling water then last of all carbolic and spirits.

NB. The liquid to be cooled before adding spirits.  
"SHAKE WELL."

And for anyone interested:

**Embrocation for Horses**

- ½ pint metholated spirits
- ½ pint turpentine
- ½ pint white wine vinegar
- 2 eggs

NB. To make white wine vinegar:  
1 part acetic acid  
2 parts water

Beat up eggs, put in bottle and add the vinegar. Well shake then the turpentine.

NB. If required strong add 1oz liquid ammonia first. Not to be applied to open sores.

Today we have the most up to date equipment available fluids for every situation that may arise, technical knowledge never dreamt of 100 years ago and education standards and courses at hand for anyone who may wish to take advantage of them.

Twenty years ago a small group of qualified embalmers got together and formed the New Zealand Embalmers' Association. They were a mixture of individuals, some of whom had studied in the USA, UK, Australia, and completed a small course here in New Zealand.

Don't let us ever forget the pioneers of our industry. Men of forethought who wanted to improve their standard of service. Men we trust will always be remembered.

**Circular To All Qualified Embalmers In New Zealand**

May 1971

Dear Eric,

It has been suggested, proposed, thought about, discarded and thought about some more, to form an association of Embalmers in New Zealand. Most of us are already members of the British Institute, but what we need is a local group from which benefit can be gained by all. To have an association between those with a common interest would be a definite advantage not only to those involved but to the art, science, and practice in embalming in New Zealand. We will be able to share and gain knowledge from each other thus improving the general standard at the same time enjoying the fellowship of a united group.

THIS CIRCULAR IS THE BEGINNING OF A POSITIVE STEP IN THIS DIRECTION.

As Embalmers, many of us work alone and easily fall into a rut and would relish the opportunity of meeting and sharing our work with others during the year.

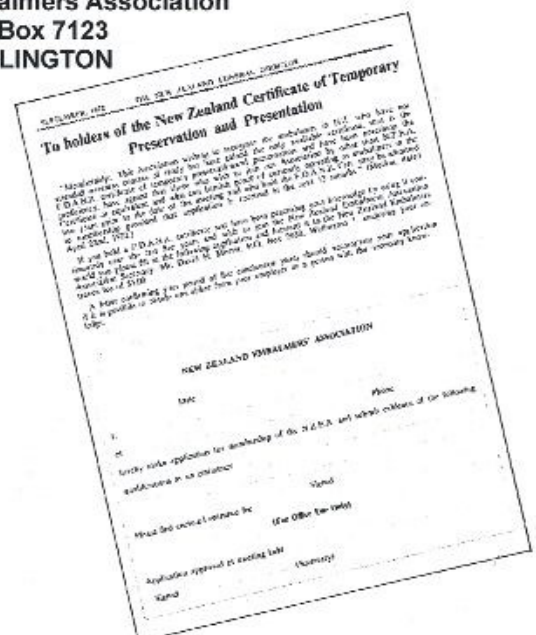
It is proposed to initiate this step on the 2<sup>nd</sup> October 1971, when we will all meet to decide just how this association will function. What better place than the Queen City, Auckland, and Cedric and Graeme Little have offered us their hospitality. So you can see that the idea is really happening and will in time become not only an accomplished fact but a functional and beneficial association.

We would appreciate a reply indicating your support of this programme and also if you would like your mailing address changed. We will contact you again in August with more specific details about our inaugural meeting.

Alan K. Irvine  
Strong

P e t e r

In the mean time, all correspondence to:  
**Embalmers Association**  
**P.O. Box 7123**  
**WELLINGTON**





## Inauguration of the Embalmers Association of N.Z.

The meeting to form an Association of Embalmers will be held in Wellington (not Auckland as first intimated) and all current members of the BIE are invited to attend. In response to our circular of May 1971 we have received enthusiastic support from: Lionel Griggs, Albert Marker, Eric Maffey, Jack Airton, David Morris, Harry Rollo, Roger Burgoyne and Cedric Little.

**The Venue:** White Heron Motor Lodge, Wellington

**The Date:** Saturday 2<sup>nd</sup> October, 1971

### The Programme:

Lunch at the White Heron 12 noon  
Business meeting at the White Heron 2pm  
Dinner at the White Heron 6pm  
Demonstration at the Wilson Funeral Home 8pm

### The Agenda:

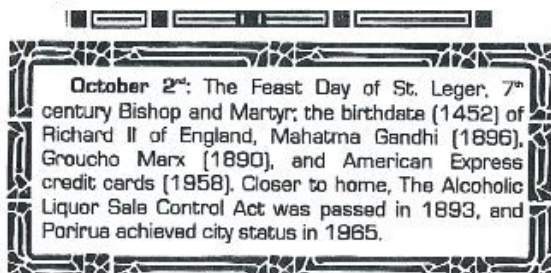
1. Formation and Name
2. Election of Chairman and Secretary
3. Nomination of Executive
4. Draft Objects and Aims
5. Draft Rules
6. Newsletter
7. Venue, date and form of meetings
8. Affiliation with FDANZ
9. Affiliation with BIE

### The Cost:

To assist those from out of town it is proposed that a registration fee of \$8.00 be paid. We can then offer free accommodation (for those who live away from Wellington) at the White Heron for Saturday night. Meals will be extra.

Think about the topics that are on the agenda, write down your thoughts, discuss them, write down some more, and bring them all with you. This first meeting of us all will set the tone of the future of all Embalmers in New Zealand.

Please complete the attached registration form and return with your \$8.00 as soon as possible to us in Wellington.



## Saturday, October 2<sup>nd</sup>, 1971

At 2pm, ten New Zealanders who were members of The British Institute of Embalmers, sat at the table in the White Heron Lodge, Kilbirnie, Wellington, and, as the Minutes of the day show, "..... after a short discussion, formed an Association under the name of "The New Zealand Embalmers Association".

### These "founding fathers" were:

Roger Burgoyne (Wellington)  
Francis Day (Nelson)  
Lionel Griggs (Palmerston North)  
Alan Irvine (Wellington)  
Cedric Little (Auckland)  
Eric Maffey (Christchurch)  
Albert Marker (Christchurch)  
David Morris (Wellington)  
Graham Shirley (Nelson)  
Peter Strong (Wellington)

Not present at the meeting, but accorded the status of "Founding Member" were: Jack Airton, Harry Rollo, and Stan Stout (all of Auckland).

The election of the first officers of the Association resulted in Peter Strong becoming the first Chairman. (This title was later changed to 'President'), on the proposal of Eric Maffey and Lionel Griggs; and David Morris taking the office of Secretary-Treasurer on the proposal of Lionel Griggs and Francis Day.

Of those founding members, sadly, Jack Airton, Lionel Griggs, and Harry Rollo have since died, and Roger Burgoyne, Alan Irvine, and David Morris have left the profession.

The aims and objects of the Association were (a) to unite all embalmers in New Zealand with the aim of advancing the art, science, education, and promote the best interest of embalmers in general, and of members in particular, to promote high ethical standards and to foster harmony and understanding within the membership.

Draft rules of Association were discussed at length and a final draft was approved. The annual subscription was set at \$5, and an entrance fee of \$3 was set for each application for membership. A resume of the formation of NZEA was forwarded for publication in **The New Zealand Funeral Director**, the FDANZ journal. A Code of Ethics was put in process.

It was agreed that two meetings a year would be held, a "Half-Yearly" meeting would be alternated around different centres, and the AGM would be permanently held in Wellington.

At the conclusion of the business meeting, a most enjoyable dinner was attended by all members and wives, and the group later visited the premises of Robert H. Wilson and Sons, where a demonstration

of new products was given by David Morris, with the assistance of Peter Strong and Roger Burgoyne.

The second meeting of the Association was held in the Grafton Oaks Motor Lodge, Auckland, on Saturday, April 22, 1972. Eight of the original members attended, and it was agreed to open the membership to holders of the FDANZ Certificate of Temporary Preservation who could furnish proof of practicing as embalmers for at least five years.

David Morris proposed that an Association newsletter be started, and at the closure of the meeting, Stan Stout demonstrated high-pressure injection techniques.

The third meeting was held at the White Heron Lodge, Kilbirnie, Wellington on Saturday, October 29, 1972. Chairman Peter Strong emphasised the need to plan for the future and to pursue formal recognition with the medical profession, in particular with Pathologists.

A draft Code of Ethics and a "Certificate of Embalment for Transportation" were proposed.

A letter had been received from FDANZ asking NZEA to provide a course standard for them. Thirteen new membership applications were accepted.

### **Embalmers Want Code of Ethics Sunday Herald 23.4.72**

New Zealand embalmers are to present a code of ethics to the Government in an attempt to have uniform standards accepted throughout the country.

At the moment anyone, qualified or not, can embalm a body, says Mr. Alan Irvine, press officer for the Embalmers Association, which is meeting in Auckland this weekend.

We hope that our standards will be accepted and that actions for embalmers will be taken up by the Government," he said.

### **Go overseas**

The eight representatives of the conference this weekend were airing the views of embalmers from Auckland to Christchurch – all of whom have qualified outside New Zealand.

"This is the ridiculous part of it all," said Mr. Irvine. "We have been forced to qualify overseas because there are no set standards yet in this country. But we hope to remedy that with our new code of ethics."

The association was formed in October last year as a move to protect qualified embalmers.

## **Embalmers 1972**

Mr. Peter Strong (Lower Hutt) has been elected chairman of the year-old New Zealand Embalmers' Association. The association's membership is now 15 and the embalmers hope it will be doubled in the next year. They say as there are more than 24,000 deaths each year there is an obvious need for a greater number of trained technicians."

## **Nelson May 1973**

The half-yearly meeting in Nelson in May 1973 saw 17 further members admitted, and moves were made to have the Association incorporated under the incorporated Societies Act. Membership applications were formalized, as were the setting up of schools of tuition, and an Examination Board.

The 1973 AGM saw the acceptance of the application of "Embalming School of New Zealand" approved. This school was opened in the Wilson Funeral Home in Wellington by Alan Irvine and Roger Burgoyne.

## **New Plymouth May 1974**

The half-yearly meeting at New Plymouth in May, 1974 was a resolution that Harry Rollo be made the first Life Member of the Association, and a certificate to that effect be presented at the Annual Meeting in October.

Keith Tongue addressed the meeting as a representative of FDANZ. The proposal he brought was that FDANZ, NZEA, and a "Guild" for funeral industry employees be combined into one organization, a suggested name for which was "NZ Federation of Funeral Service, Inc". Each association would control its own affairs and set its own standards for membership. An "Executive" would unite the three groups.

A great deal of discussion was forthcoming on this proposal, and members present expressed the desire that much caution be taken. It was decided to recommend that each Association remain independent, and this decision was ratified at the Annual Meeting in October. At the AGM a membership certificate was approved together with Association seal.

## **"Circulation": Good News for Embalmers**

David Morris had proposed in April, 1972, that a newsletter be started, but it was not until 1974 that "Super Troc" burst into life as the monthly publication. It was known by this somewhat tongue in cheek title for only one or two issues before reverting to the more formal "NZEA Newsletter" in April, 1975.



In the June 1979 issue, a competition was announced to name the newsletter. The prize was advertised as \$2 cash, and names were to be "short, snappy, and embalming oriented".

The "judging panel of experts" also contended that, "no, we do not consider 'Super Troc' to be in the running". Alan Irvine was the lucky winner of the competition. His entry, "Circulation," was judged the winner on two counts: (a) it was the best, and (b) it was the only entry received.

And so "Circulation" it became. The masthead for each issued announced it was "a newsletter of ideas and activities". These it most certainly did promote, and continues so to do today.

As always, with any newsletter, articles from members were in short supply, and members have had to be cajoled, bullied, and threatened over the years to turn their hands to their typewriters!

The size of the newsletter changed from Foolscap in June, 1981, to a more convenient A4 folded, to give a four page format, and the back page cartoon first appeared in the July issue.

By December, 1981, the masthead included the motto, "Good News for Embalmers". This was dreamed up the previous month in a Singapore bar-room "think tank" by the Editor, assisted by Francis Day and Peter Beauchamp. For ten years, this motto has graced every issue.

"Circulation" again changed format in 1986 when it was printed A4 size, but not folded in half. Simon Manning, of Wellington, took over as Editor from Eric Maffey when Eric was elected NZEA President in November, 1987, and publishing costs were sponsored by advertisers from this time.

In June, 1988, after producing some nine excellent issues, Simon retired as Editor, and Brenton Faithfull, of Auckland, was appointed to the position.

Another format change occurred in 1990 when the A4 format became A5 and contained 16 pages.

At the time of the 100<sup>th</sup> issue of the NZEA newsletter, in December 1990, the monthly newsletter had become a Bi-monthly issue, and taken on a slightly more formal look. Following the November meeting of 1991, a new Editor 'Andrew Malcolm' was appointed and with that appointment came his accepted suggestion to make the issue quarterly, and even more of a 'magazine style format'. One month later, in December 1991, the first 'new look' issue came out with a colorful Christmas cover. The contents of this 20 page magazine included a full report on the General and Annual General Meeting; Photographs of the meetings, the dinner, the certificate and award presentations, past presidents, and one of the founder members present; News from and about

members; Editorials of interest; A personal profile on Francis Day; and of course the funnies.

This magazine concept, as opposed to the more regular newsletter, was widely accepted and over the four years that followed it grew to include regular reports from the President; Treasurer; Secretary; and additional reports from executive members on important issues, and many interesting articles and events. In November of 1995 Editor Andrew Malcolm handed the 'Pen' over to Peter Williams. Peter has carried on the Editorship using much of the same format, but with his own flare and little alterations.

I'm sure the future will see many changes with the fast 'movement of the information highway, but for now may this information experience continue to 'circulate' amongst us.

## **New Zealand Embalmers Association Inc.**

### **Newsletter, November 1975**

#### **Dear Members**

Well, a busy month has been had by all, and a lot has happened since our last newsletter.

As always October – November are months of exams, and the students from the School of Embalming have recently sat the examinations set by the board, which providing they pass, will allow them entry into our Association. There were four students this year and the date for the theory examination was Thursday 23<sup>rd</sup> October.

The theory paper was set in two parts, each lasting three hours. The morning paper covered Anatomy, Pathology and Microbiology. It was the afternoon paper which I believe was a real beaut. It completely drained the grey matter from the poor boys craniums. The subjects covered in the examination were: Restorative Art, Chemistry, Angiology, Embalming and its history.

The practical examination was sat a week later. It was spread over two days and it concluded the boys' ten week course at the school.

THE ANNUAL GENERAL MEETING was held at the White Heron Lodge on Wednesday 12<sup>th</sup> November. The executive met on Monday 10<sup>th</sup> November and on Tuesday a one day seminar was held at the New Zealand School of Embalming. The seminar was extremely interesting and I am sure everyone who attended gained some useful knowledge.

An extremely thought provoking paper was presented by Peter Strong, setting out some very interesting facts about the word "embalming" and its terminology. Peter's paper took us until 12 noon and

we were then spoken to by Vern Warren about Munsell's theory of colour. His paper covered the subject of colour in depth. We heard a very interesting story about El Cid and his rival King Buka.

Apparently, as the story goes, El Cid led his devoted followers into battle, sitting upright and fully embalmed on his gallant steed. Vern carried on to explain to us the important role that colour plays in our funeral home. He concluded his paper with a practical demonstration in the art of cosmetising.

For the remaining two hours of the seminar, Alan Irvine presented us with the philosophies of arterial fluids. Alan covered an extremely wide field, presenting us with vital basic facts in each.

The seminar was followed by dinner at the White Heron Lodge. A total of 36 attended, comprising of members and their wives. This was a very good turn out and a good time was had by all.

The minutes from the AGM will be distributed to you as usual.

### **"STOP PRESS"**

I have just heard officially that the student embalmers have just passed their grades.  
Congratulations 'ex-students'

The following is an item presented by one of the graduates – Neil Hickey.

### **The Embalming School of New Zealand The Need For**

As a graduation student of the 1975 Embalming School, I was most upset to read of the remit submitted by the FDANZ at their Annual General Meeting to bring back the T & P Course after spending 6 months full and part-time of the subjects covered by the Embalming School of New Zealand. I was pleased with the standard of the course and tuition by both Mr. Alan Irvine and Mr. Roger Burgoyne.

At first it was a struggle, but after retaining the basics, it was just a matter of storing and recalling the information given. It is a pity that such individual tuition will not be used in the way it has been over the past two years and I am sure all students who have completed this course will agree. Unfortunately these men do not have the time, but I am sure they will continue in their own way. With the right facilities at hand and their knowledge I was thrilled to have been able to complete the course.

Once again, I would like to thank Alan and Roger for their efforts and patience.

If the FDANZ thinks' the Embalmers can't supply education, my notes are available any time.

Malcolm Harding of Hawera, designed the "fluid drop" logo which was incorporated on all Association publications, stationery, cuff links, and badges from June, 1980.

The design is composed of the pyramid, symbolizing the ancient Egyptian arts; the stylized table signifies the dignified and proper care of the deceased; the human figure depicts man's achievements surpassing the ancient arts and reaching for the heavens; the open textbook in the hand shows the quest for learning. The stars arranged in the Southern Cross to symbolize New Zealand, and the whole concept is surrounded by a fluid drop to signify modern arterial embalming.



## **The Air New Zealand Crash on Mt Erebus**

In 1977 Air New Zealand promoted the first of an annual group of non-stop scenic flights to circuit the Ross Sea area. The flights were described in the brochures as "Antarctic cruises", and they were made popular by the notable scientists and explorers who joined them as commentators.

At about 11.46 pm on Wednesday, November 28, 1979 Air New Zealand DC-10 flight 901, the fourteenth of such flights, and the last for the 1979 season, crashed into the ice covered slopes of the 3,794 metre high Mt. Erebus on Ross Island, some 3,700 kilometres due south of New Zealand.

The plane struck at a height of about 500 metres some 50 kilometres on the opposite side of Mt. Erebus from Scott Base, killing all 237 passengers and 20 crew on impact. This crash was numerically the fourth most serious in aviation history at the time.

From the very first telephone call between the then president of the New Zealand Embalmers Association, Derek Hope, and the eventual Disaster Team Co-ordinator, Peter Strong, it was evident that our Association could be of benefit to the authorities in the ensuing operation and it was decided that we would officially offer the expertise of our members to the authorities concerned.

The very nature of their training and daily function prepares embalmers for the handling, disinfection, preservation and presentation of dead human beings, the latter often involving the restoration of mutilated features in accident victims.

It was indicated that Air New Zealand would repatriate all the dead in the most professional manner possible, and as the company was most concerned that the relatives were accorded the best possible service, our Association was contracted to fully embalm all those victims who were being transported from Auckland to their home towns.

Because of weather and other conditions at the crash site, it was not until over a week later, on December 6, that the first airlift of bodies was made to the new Auckland Mortuary complex.

Autopsies were performed by forensic pathologists, and each victim was examined by a medical team, a dental team and a Police team. The work of the embalming team in those first days was limited to facial restorations for visual identification until the time that the Coroner released all bodies for full embalming.

New Zealand law does not permit preservation of the body before formal identification, autopsy, and subsequent release from the Coroner, who had total control over the body until this point. The mortuary refrigerators could not be reduced in temperature enough to protect those working constantly in the mortuary receiving area, and together with a time delay of up to three weeks in the whole procedure, the result was the partial decomposition of many of the victims. The products of this decomposition caused discomfort, especially to those young policemen and women required to work in that area.

### **For the purposes of this report Disaster Embalming is defined as:**

1. Returning the victim's body as near as possible to its original form and appearance;
2. Preserving the tissues of the body to maintain that form and appearance, and
3. Disinfecting the body to render it bacterially harmless.

The majority of the victims were grossly mutilated; all ankles were fractured, and there were usually compound fractures of the tibia, fibula and femur bones. Surrounding tissue of the extremities was severely torn and after straightening the skeletal structure, the tissue was returned to its original position and sutures in place.

The thoracic and abdominal regions were severely lacerated and required extensive suturing. In several cases, arms and legs which were attached by only a small fragment of tissue were completely sutured back in place. This practice assisted in the subsequent preservation process by making the location of arteries easier, as well as the moral responsibility of the embalmer to return the victim's body to relatives in the most presentable form.

Eighty percent of all the victims were unable to be visually identified and became so only through dental and pathological examination. Miraculously about eighty two per cent suffered virtually no facial damage other than surface burning, and were therefore easily identified. The remaining eighteen percent were prepared for visual identification by means of returning the cranium to its normal shape by wiring fractured bones together, intradermally suturing all the facial lacerations, cleaning the surface tissue, washing and drying the hair, and medically dressing the parts that were missing.

This created an acceptable appearance for those relatives required to identify the body. It was found that relatives anticipated a much worse appearance than that with which they were confronted, and often expressed their relief. Embalming preservation was achieved by the injection of a dilution of an aldehyde-based solution equivalent to a 5% formalin index. This injection was made arterially and where the arteries were missing, hypodermic saturation of the tissue achieved the same result. Exposed tissue and body cavities were dusted with a paraformaldehyde powder. The viscera was sectioned, washed and soaked in strong preservative solution and then replaced in the thoracic and abdominal cavities with the application of a preservative compound.

The preservative treatment together with the careful disinfection of all orifices bodies being bacteriostatic and negating the health hazard two hundred and fifty seven disaster victims create. Every member of the embalming team performed his task in the expected professional manner and although working very long hours, overcame fatigue and supported each other emotionally therefore successfully coping with the stress created by the physical condition and sheer number of victims.

It should be noted here that the core of the team worked at the Auckland Mortuary for 17 consecutive days with approximately half this time involving 12 to 14 hour days and making a total of 1100 man hours worked. For their expertise in preparing bodies for visual identification the embalming team earned the gratitude of both Police and Air New Zealand personnel, and when full scale embalming treatments were being performed, it was not uncommon to have Police and medical personnel stop by the operating room and show extreme interest in what was happening.

A total of 160 victims were fully embalmed, a further 43 victims were prepared for visual identification without embalming injection, and the remainder were partial bodies, or indeed, parts of bodies, which were treated separately. Over 200 professionals were directly involved as front line personnel in "Operation Overdue". The recovery team of 53 worked on the ice at Mt. Erebus, and the Auckland mortuary complex was staffed by 120 police, nine forensic dentists, seven pathologists, four mortuary technicians, four representatives of the Funeral Directors Association and 10 embalmers. The Auckland Coroner, Mr. Alan Copeland, confirmed the identities of 19 of the 20 crew and 194 of the 237 passengers. He said, "Completion of the mammoth recovery and identification task had been a masterpiece of organisation and co-operation," and then publicly commended the work of all involved. On Tuesday, February 12, 1980 Air New Zealand held an interdenominational burial service at Auckland's Waikumete Cemetery for the 44 victims whose bodies were not identified. At the debriefings held in Auckland at the conclusion of "Operation Overdue", the New Zealand Embalmers Association made a number of recommendations to the relevant authorities, one of which was, that, due to the delays in release for embalming, and the resultant deterioration problems, the bodies of disaster victims be prepared for visual identification and fully embalmed immediately after autopsy examination procedures are completed.

## **N.Z.E.A. AIMS AND OBJECTIVES**

**TO UNITE ALL EMBALMERS IN  
NEW ZEALAND WITH THE AIM OF  
ADVANCING THE ART SCIENCE  
EDUCATION AND PROMOTION  
OF EMBALMING IN NEW  
ZEALAND**

**TO PROMOTE THE BEST  
INTERESTS OF EMBALMERS IN  
GENERAL OF MEMBERS OF  
PARTICULAR TO PROMOTE HIGH  
STANDARDS AS DETAILED IN THE  
CODE OF ETHICS AND TO  
FOSTER HARMONY AND  
UNDERSTANDING WITHIN THE  
MEMBERSHIP.**

## Disaster Response Team

The Disaster Response Team was formed following a meeting in 1992 where there was instruction given from the New Zealand Embalmers Association to formulate a team of embalmers to respond in the case of a disaster.

During the setting up of the team, dialogue between the Funeral Directors Association of New Zealand and the New Zealand Embalmers Association occurred to a point where in the case of a disaster a team of both Embalmers and Funeral Directors will come together within a formal structure to ensure the professional repatriation of deceased persons will occur.

The Disaster Response Team is recognized by the New Zealand Police, and the Civil Defence authorities.

### **The team will be made up of a:**

National Co-ordinator, whose role is to co-ordinate and communicate between the organizations involved in the disaster. Mortuary Support, whose role is to obtain chemicals and equipment to the site.

Team Leaders, Embalmers & Assistant Embalmers, whose role is to embalm the deceased persons to a level allowing the funeral process to take place, and giving due consideration to the cultural and religious beliefs of the deceased persons and their families.

Logistics Team, which shall be supplied by the Funeral Directors Association of New Zealand and whose role will be to provide administrative equipment and staff, provide the caskets and transportation co-ordination to repatriate the deceased persons to their destinations.

The Disaster Response Team have the use of the Peer Support Team, who are specially trained industry personnel who will debrief each person involved and offer ongoing support to themselves and their families.

The Disaster Response Team is voluntary and because of this rely on the generosity of both the team members and their employers.

Contact with the Disaster Response Team can be made through the Co-ordinator: Simon Manning, Harbour City Funeral Home Ltd 387-8301, the Presidents of the New Zealand Embalmers Association, or the President of the Funeral Directors Association of New Zealand.

**Simon Manning 1996**

## **Richard John Geard**

**1953 – 1995**



Richard Geard, owner of W. Geard & Son, Kaitaia, died suddenly in his office on November 26 at the age of 42.

Richard, the only child of Iris and the late Clive Geard, followed his father into the family business, founded by his grandfather in the early 1930's.

Richard was a very well known and well liked member of the New Zealand Embalmers Association, and he was a registered funeral director with FDANZ. He was one of a class of 15 that graduated from the Central Institute of Technology embalming course in 1984, and there were some of his classmates present at the service. Some of the stories about Richard from that class are legend. A lot of great memories and great times.

Those who attended the FDANZ Bay of Islands Convention in March, 1989, will always remember Richard's hospitality. He arranged a hangi lunch in a woolshed at Paua which was probably the highlight of the convention. The woolshed was transformed into a restaurant, specially made trestle tables with white cloths, chairs, glasses, all the trimmings. Richard, Trevor Hall, Clive and friends had put down a magnificent hangi outside. He had set up a bar made out of an old metal-lined casket, full of ice and stubbies of beer, casks of wine and juice. It was a marvelous time, and is still talked about.

The funeral service in St. Joseph's Catholic Church was attended by over 300 people, including a good representation of funeral director colleagues. Representatives of the various churches in Kaitaia took part in the service, and eulogies were given by Anthony Kiely, Carol Geard, John Peryer, and Eric Maffey, Judith Allen read the Prayers of the Faithful, and the funeral was directed by Russell Cauty and Anthony Kiely.

The love and sympathy of both Associations was conveyed to Iris.

Richard will be remembered with affection by his colleagues in funeral service. He will be remembered for his high spirited and generous character. He will be remembered for the friendship he shared and the lasting friendships he made.

May he rest in peace.



### **Embalming Awards The Noel McNee Memorial Award**

This annual award, presented to the student who obtains the highest mark in the Practical Examination, is given in memory of Noel R. McNee, who died in September, 1982.

Noel served his apprenticeship in the furniture manufacturing trade, and then worked as a cabinetmaker on his own account for some 26 years, during which time he made caskets as part of his business. He commenced full time employment with Lychgate Funeral Services Ltd, in Wellington, in 1972, gaining his TP Certificate in 1973.

Noel attended many study courses in embalming in the ensuing years, and in November, 1980, was admitted to NZEA membership following his successful completion of the Five Year Plan course. Noel said at the presentation that NZEA membership was the highlight of his working career.

Being the oldest recipient of membership – no mean achievement – moving entirely from one type of skill to another so late in his life caused Noel to be held in very high esteem by his colleagues in funeral service.

The trophy was made by Cudby & Meade Ltd. of Lower Hutt from a piece of mahogany donated by MacDonald & Weston Ltd. of Invercargill. The design was by Peter Cohen. The first awardee was Laurie Rickard of Christchurch, who was presented with the trophy by Noel's wife, Joyce, in November, 1982.

#### **Awardees:**

1981/82	Laurie Rickard
1983/84	Graeme Rolston
1985/86	Johanna Kinvig
1987/88	Rod Demler
1988/89	Michael Hope
1990	Kirsty MacKenzie
1991	Colin Bull
1992	Adriene Heremia, Mike Lucas (joint winners)
1993	Doug Wallis
1994	John Tomson
1995	Sarah Dandy



Michael Aro receives top student award from President Francis Day and Watson Victor rep Bernie Richmond, the prize was the Watson Victor award. November 1982.

### **The Watson Victor Award**

Watson Victor Ltd., embalming trade suppliers have since 1982 sponsored an award for NZEA for presentation to students attending the CIT course.

The award is in two parts, the first, awarded at the end of Module 1 to the student who has shown the most progress and willingness to learn in all aspects of training, is two textbooks, while the second part of the award is a cash prize going to the top student from the course. The second award is made at the Annual General Meeting of the Association, following presentation of their certificates to the newly qualified embalmers.

The first award was made to Robert Laird, of Gore, Robert received his award from Bernie Richmond representing the company. Peter Strong, Chairman of the Funeral Service Training Committee was present to say a few words of encouragement to the other students, while NZEA was represented by President Francis Day.

A report in the September, 1982 issue of the FDANZ Journal stated that Robert had been greatly encouraged in his training by a NZEA past President, Derek Hope, of Dunedin. It was hoped that this award would provide new enthusiasm and incentive for future students, further raising standards. NZEA remains truly grateful to Watson Victor Ltd, and is most encouraged to see such awards being made by trade suppliers, who have been such good supporters of training programmes over the years.

#### **Most Improved Student – Top Theory Student**

1981 Robert Laird	1981 Michael Aro
1983 Brenton Faithfull and John Peryer	1983 Campbell Weston
1985 Ashley Beer	1985 Ashley Beer
1987 Bruce Hanrahan	1987 Rod Demler
1989 Nigel Greenwood	1989 Michael Hope
1991 Stephen Romanof	1991 Neil Little
1992 Wade Downey	1992 Norm Murray
1993 Craig Little	1993 Craig Little
1994 Craig Kerr	
1995 Murray Steans	1995 Alasdair Lamb



Danny Langstraat receiving the Regal Award from Ian Christison and Arnold Dodge

## The Regal Award

Regal Manufacturers have been suppliers to the funeral industry in New Zealand for over 40 years, it is only in more recent years we have had an involvement in the embalming supply field. In 1986 the opportunity arose for Regal to purchase Sirom Distributors who were at that time the New Zealand agent for the then Dodge Chemical Company, now known internationally as the Dodge Company.

Regal Manufacturers have been very strong supporters of education in the funeral profession, giving assistance to the Funeral Directors Association of New Zealand by sponsoring breakfast sessions at their annual conference, and also to the New Zealand Embalmer's Association and the Funeral Service Training Trust in providing expert technical personnel to visit and hold seminars throughout the country. Two of the Dodge Company's senior representatives, Don Sawyer and Dick Sanders conducted seminar programmes throughout New Zealand in 1989 and 1992 respectively.

More recently we have been privileged to have had the company of the President of the Dodge Company, Arnold Dodge, Arnold addressed members of the New Zealand Embalmers Association at their 25<sup>th</sup> Jubilee Conference. Accompanying Arnold on this visit was Jack Adams a faculty member of the Dodge Institute, and a member of the Dodge research staff. Jack has extensive experience in presenting educational seminars, those who attended his sessions were full of praise for his knowledge and professionalism. Jack has presented many seminars for state FD associations throughout the US, as well as seminars for the national FDA and the National Foundation of Funeral Service.

A decision was made in 1989 to offer an award recognizing the top direct entry practical student studying embalming at the Central Institute of Technology. Later the award was extended so that all students studying embalming should be eligible for the Regal practical award. This year, 1996, sees another change. The recipient will now be the top overall student, an accumulation of practical and theoretical marks gained. It has always been Regal's policy to provide a trophy that will further enhance the ability and ongoing career of the winner. This year as in the past the recipient will receive a Dodge Complete Cosmetician Kit. We have enjoyed our association with the NZEA and congratulate you all in achieving 25 years of solid performance and look forward to offering you our continued support.

### REGAL AWARDEES

1990: Kirsty MacKenzie, 1991: Ruth Manze, 1992: Glen Mitchell, 1993: Doug Wallis,  
1994: John Thomson, 1995: Danny Langstraat.



Danny Langstraat Receives Top Theory Student Award  
From Geoff Shapland

## **1996 Champion Awards**

**(Presented at the 25<sup>th</sup> AGM Dinner)**

### ***TOP THEORY STUDENT***

Danny Langstraat's chance meeting with an old friend led him to apply for a position at Harbour City Funeral Home. With no experience but expert guidance Danny learnt the basics of embalming.

The move to the Wilson Funeral Home furthered his knowledge and by the time Danny went to the CIT embalming course he had extensive practical experience. This experience allowed Danny to concentrate on the theory of embalming which was a winning combination.

### ***MOST IMPROVED STUDENT***

Sonia Patersons introduction to embalming came from work experience at Betts Funeral Service two years before she joined them as permanent staff. Sonia gained much from her first module at the CIT Embalming course and set her target on putting the theory into practice. The work Sonia was involved in at Betts plus a very hectic two weeks with the staff at J.R. Rhinds Ltd helped Sonia gain the award for "The most improved student for the 1995 course".





### **Presidential Memories Derek Hope**

My earliest memories are of being extended an invitation to join NZEA in 1972, with qualifications of the FDANZ TP Course gained in 1966, at Sibuns, under Harry Rollo, his last student.

This stemmed from an inaugural meeting held by Alan Irvine & Co. In 1971 to boost membership. Joining NZEA was one of the best decisions I have made. The first meeting I recall attending was in Nelson in 1973 (I think), where Albert Marker, who resigned his membership; something I've always regretted, because he was most helpful to me after my TP course in giving advice and encouragement.

1973 was the year The Embalming School of NZ held a Restorative Art Course. Myself, Francis Day, Collin Opie, Ernie Pailthorpe, Lionel Griggs attended this. What a tremendous week, learning and playing and lasting friendships made.

Since then I doubt I have missed any AGM's held in Wellington and many half-year meetings held all over the Country, coupled with many excellent seminars which have fostered learning within the embalming field. Served as Treasurer, Secretary and finally elected President for 1980-81, a term I thoroughly enjoyed; in fact the Hopes had control – Peter was also the FDANZ President!

Many events come to mind over the years. Will we ever forget that tragic day when the Air New Zealand DC10 crashed on the slopes of Mt. Erebus, Antarctic, which involved that tremendous team of embalmers from NZEA, so ably led by Peter Strong, who took part in 'Operation Overdue', assisting the NZ Police with visual I.D. before embalming and embalming all the remains. This was a most important development for embalming in N.Z. gaining recognition and much praise from all Authorities concerned with the disaster.

One Seminar of note that comes to mind, was the May 1980 Auckland Seminar 'Operation Overdue': a real eye-opener and most worthwhile exercise.

The Education was the other important scene, great strides being made; 1980 being the completion

of the first eleven students to complete the CIT Course and gaining full membership of NZEA the first Government sponsored course in the Western World in embalming.

The same year also saw the completion of the Five Year Plan Student scheme with six students gaining full-membership, a very gratifying result with seventeen new members admitted.

The other concern, of course, was the Registration of the funeral industry and a joint committee was formed with FDANZ and NZEA to meet and deal with the Director General of Health. This was a complex problem and I feel we did all that was required of us as a committee, of which I was a member, and Dr. Collins, the then Director-General, did give us some hope, but it was not to be. I think we honored all our requests for standards etc, but were let down.

1981 I led seven members with our wives to the IFTA – Fiat Conference in Sydney, to see how this organization worked. We had a marvelous time socially, business wise the outcome was that we resigned our membership upon our return to N.Z., after seeing no benefit in being members.

I have enjoyed my 24 years association with NZEA meeting many people, learning much from Seminars and meetings, making many friendships, some still in the industry, others moving to other employment. I find attending meetings these days, there are not so many familiar faces. We have had a lot of 'characters' within the Association, who in their way contributed much to NZEA. Alan Irvine, Peter Strong, David Morris, Roger Burgoyne, Lionel Griggs, Barrie Head, Eric Maffey, Francis Day, to name just a few. All have made and some still making great contribution to the Association.

I feel that the Association is in very good heart at this moment. Twenty five years on with 160 members and I think we can stand proud of the achievements in education and professional standards we have strived for. It certainly has not always been plain sailing, we have had a few waves on the way.

### **Neil Hickey, President, 1984-86**

Having been a member of NZEA since 1975, I have been privileged to serve as conference and seminar convenor, executive member and president for two terms. I have watched the steady growth of NZEA and made many friends and been able to share in knowledge and learn new skills, and have had total support from members while in office.

I must pay tribute to my employers and fellow employees over the years who supported me while in office, for it is these people who make the extra effort to 'carry' a person whilst engaged in association employment.

The highlight during my term as president was the visits by overseas experts Don Sawyer and Bob Inman who were both very willing to share their experience and knowledge of embalming. They quickly adapted to the Kiwi style and shared many of their past experiences with tact and humour.

It was pleasing to note that they both credited New Zealand embalmers with having high standards and good skills, which reflects in the education programme begun by association members back in 1974.

The association membership over the years has equipped itself to cope with major incidents and I believe rates very highly in the worldwide scene. Public awareness is improved with members promoting embalming in their local communities and are willing to share their vocation speaking to groups.

I have enjoyed attending meetings and seminars over the past sixteen years meeting new members and participating in workshops and education programmes. I look forward to the many years to come attending meetings, participating and joining in fellowship with members and wish future presidents and executive members every success for the future of NZEA.

#### **Mike Wolfram, President, 1988-90**

My term as president of NZEA is recalled as one of the highlights of my career in the Funeral Industry. A member of NZEA since completing the embalming course at CIT in 1981, I left the industry for a short time in the early eighties and really only became involved in the administrative side of the Association upon resuming practice in 1985. Service with the Executive came firstly as Treasurer and at the end of President Eric Maffey's term I had the difficult task of following in his footsteps.

NZEA represents for the grouping of professionals who seek to improve on standards adopted by the industry, through education and by the practice of their skills in a technically advanced manner.

During my term as President I was fortunate to be involved with an Executive which was made up of hardworking and dedicated members who were always keen to improve the knowledge and understanding of the principles and practice of embalming.

Two matters stand out as major achievements of the Association during this period.

Early in our term as executive we approached the Department of Health with a view to having some say in the formation of the "Health Burial Regulations", then under review. Thus began a process of meetings

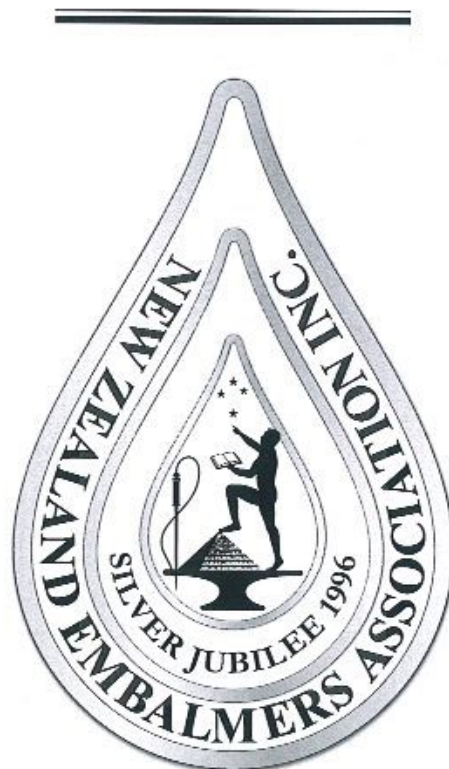
and exchange of ideas which eventually led to the publication by the Health Department of the booklet "Procedures for Embalmers Preparing Infectious Dead Human Bodies".

This joint effort between our Association and the Health Department was a landmark in our history in that it provided hard evidence of NZEA being accepted as the authoritative voice on Embalming in NZ. It is interesting to note, incidentally, as I write this nearly three years later, the Health Burial Regulations changes are yet to be passed.

The Executive took special interest in the planning and preparation of the first AIDS seminar which was to be presented by FSTC in Auckland. This very successful and necessary seminar, and those that followed was timely to say the least.

At a time when some Funeral personnel were subject to scrutiny by newspapers and being questioned by interest groups about their seeming tentative reaction to the handling of AIDS related diseases, NZEA led the way in the education of its members and the Funeral industry as a whole in showing that these cases may be handled with the dignity and respect shown in all other aspects of our work. For me there were to be a number of moments during the planning and preparation of the first of these seminars which proved to be emotionally poignant and were valuable lessons in the heroism of human beings in adversity.

Congratulations NZEA on your 25 years of growth, may you continue to grow and to be the fulfillment of the foresight of your founders.



## The Don Sawyer Seminars



The 13<sup>th</sup> AGM in 1984 featured the presence of Don Sawyer, of the Dodge Chemical Company, Cambridge, Massachusetts, USA. Don was in New Zealand along with his wife, Melba and son, Mark to present the Dodge Seminar in Auckland, Wellington and Christchurch.

The total number of people attending the three seminars was 114. Thirty registered for Christchurch, 44 for Auckland, and 40 attended in Wellington.

The Wellington Seminar took place in Wellington Hospital's Pathology Teaching Room where Don demonstrated his practical abilities on a number of cases.

It was worth noting that permission was sought from families to make their deceased available for demonstration. This permission was readily granted by the families concerned, who in fact expressed their appreciation that special care and attention by a leading embalmer was being accorded to their loved ones.

Don returned to New Zealand in 1989 with Seminars again in the main centres.



## FSTT Regal Dodge Seminars



With the help of Regal Manufacturers and the FSTT, the 25<sup>th</sup> Silver Jubilee year was marked by a series of seminars held in Wellington, Auckland, Christchurch, Dunedin and Hamilton, and featured the Mr. Jack Adams and Arnold Dodge of the Dodge Company.

Some 140 people attended nationally. Jack Adams treated all present to the most magnificent seminar. With some 30 years experience in the funeral service he has an awesome practical knowledge, backed with state of the art technical knowledge, and excellent communication and presentation skills.



Throughout the seminars Jack impressed upon all, the importance of communicating with the family.

He addressed the new difficulties faced by the modern embalmer. Such as swelling from IV's, organ donations and drugs that neutralize embalming chemicals. Jack used before, during and after slides in his well presented seminar. Demonstrating his practical technique with the aid of a large screen.



**Jock Atkinson**, long-time funeral director and NZEA member retired in November, 1987.

At his retirement function in Te Awamutu, Jock was presented with a scroll by President Eric on behalf of NZEA "...as a token of the esteem in which he is held by members of the New Zealand Embalmers Association and to mark the occasion of his retirement after 45 years of selfless and unstinting commitment to the practice of this profession.

The following article was printed in the local Te Awamutu newspaper.

***'Treat People As Family'  
Maxim of Retiring Funeral Director***

Treat a grieving family as your own was the successful maxim retiring funeral director Jock Atkinson worked by. The popular 70-year-old yesterday officially retired after 45 years in the embalming and funeral business, the last 34 years spent in Te Awamutu with Clark's Funeral Services.

Mr. Atkinson learnt his trade as an assistant embalmer for 11 years with the Wellington firm of E. Morris Junior before working for a brief period for Scrimshaws of Hamilton.

A chance discussion with some workmates were overheard a position was available in Te Awamutu saw him take up residence and work in this town. Although he will always be a 'Wellingtonian' at heart, Mr. Atkinson is particularly fond of the Waikato and Te Awamutu in particular.

He and his wife Maisie raised a daughter, now Margaret Lewis, in Te Awamutu and there would be few families in the area who have not come into contact with Mr. Atkinson one way or another.

At times the funeral business can be depressing according to Mr. Atkinson. He attributes his long service to an ability to 'switch off' when he finishes for the day.

"I have never been one to take the worries of my work home with me." Mr. Atkinson said.

## Loyal Support

Speaking of his wife Maisie, Mr. Atkinson said he would not have been in the job so long had it not been for her loyal support. "Maisie hates funerals, but she has been a great strength to me at home, answering the phone and lending support".

Mr. Atkinson also has special praise for his employers, Mike Doherty and Kevin Lalor, commenting they are a 'great pair' to work for. "They are always having me on and pulling my leg", he quipped.

Although yesterday Mr. Atkinson officially hung up his penguin suit, he will now have more time to devote to his fish, his family and doing what he enjoys a great deal, meeting and talking with people.

Jock died on 7<sup>th</sup> October 1995. And was buried at the Te Awamutu Servicemans Cemetery. Maisie now lives with her daughter and son in law Margaret and Gary Lewis in Auckland.

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## Obituary

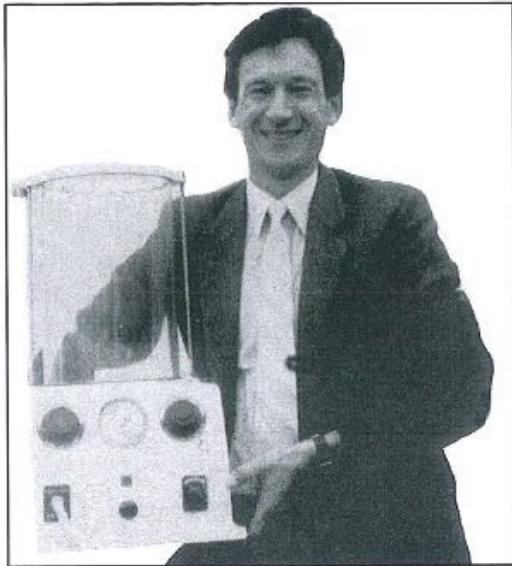
### Jack Airton MBIE

All members of the NZEA will be saddened to hear of the sudden passing of a foundation member, Jack Airton, MBIE, at his Auckland home on June 25<sup>th</sup> 1976, aged 55 years.

Jack came to New Zealand over 20 years ago from his birthplace of Accrington, Lancashire, where he was employed in the funeral service. During the war years he served in the Royal Navy and was an A.B. on "H.M.S. Repulse" being one of the few survivors when that ship was sunk at Singapore very shortly after Japan's entry into the war. Taken prisoner by the Japanese, he was forced to work on the infamous Burma Railway, where he remained throughout the war and the privations experienced had much to do with his health. On arriving in New Zealand he spent approximately 10 years with E. Morris Jnr. Before moving to Auckland to take up the position of embalmer for Watney Sibuns, where he had been for the past 14 years. It would be fair to say that the meticulous manner in which he kept his home, his car, and his clothing could be seen always in his mortuary and in the work he performed therein. He did not get the chance to smile very often, but his sense of humour was always evident.

Although he loved New Zealand and had settled in a delightful home at Bucklands Beach he always remained very much an English gentleman. Returning home for a short time, Jack studied at the Lear School of Embalming in London, and was admitted to the BIE in 1963. Jack was a highly skilled practitioner and his quiet, unassuming, gentle manner endeared him to all. His loss will be keenly felt by all his friends and colleagues in the profession in New Zealand.

The NZEA and BIE were represented at his funeral service held in Auckland June 30<sup>th</sup>. Burial is to take place in Rochdale, Lancashire, England, the place of his early life. This is the way that his devoted wife Joyce has wished it and she will take with her much love, affection and a knowledge that Jack, a good, honest man, has left his mark in New Zealand.



### **Have Porti-boy, Will Travel**

It was 6.30 a.m. one Saturday in 1987 when Mark Rowley of Auckland, received a phone call that a person had been killed on Niue Island and the family wanted the deceased brought back to Auckland.

A hurried call to the airport confirmed that a seat would be available if Mark was at the airport in time for the plane to leave at 8.30 a.m. So it was a scramble while a suitcase was filled with enough clothes to last a couple of days and a mad dash to the workplace, where an embalming machine was hurriedly packed into a cardboard box and then off to the Auckland International Airport with only a few minutes to spare.

As Mark fastened his seatbelt on the plane he mentally checked over the instruments he would need to embalm in a faraway island perhaps under primitive conditions.

Arriving at the island, after a three and a half hour flight, Mark explained to the captain, the purpose of the trip, but as the plane could only stay on the island for an hour, it was necessary to transport the deceased to Rarotonga for the embalming procedure.

The tropical heat in Niue and the delay in putting the deceased in a cooler made the embalming very necessary by the time Rarotonga was reached.

Mark was appreciative of all the help the officials on the island gave and also the employees of the hospital in Rarotonga.

There was very little time for relaxing in the tropical paradise, as arrangements had to be made for the return journey to New Zealand.

When Mark arrived back from the islands without having his passport stamped at either Niue or Rarotonga and so he will never be able to prove that he ever went to a Pacific Island Paradise. In fact it was all over too soon to leave any lasting impressions.

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### **Health Department and the Embalming of the infectious case.**

In the mid 1980's as New Zealanders became aware of the arrival of HIV and AIDS in this country there was a lack of understanding on the part of some, blind prejudice on the part of others and a media continually bringing scare stories to the attention of the public. The funeral industry like many others in the caring professions needed to adjust itself to working in this new environment.

For trained embalmers the embalming of infectious cases meant taking the necessary precautions to avoid infection and yet to allow wherever possible the desired interaction between the bereaved and the deceased.

In this new environment, however we were receiving conflicting messages, with the embalming fraternity saying that given the correct techniques, HIV positive cases may present substantially less risk than say some Hepatitis cases while some Health authorities were indicating that embalming could not take place under any circumstance where HIV was present. From Australia came horror stories of a person living with HIV or in the final stages of AIDS being refused treatment and with families and friends having to feed them in Hospital wards. In NZ some Funeral Directors were refusing to handle person's dead from an AIDS related illness and there were accounts of others who would place untreated remains in a plastic bag and insist that disposal took place at the earliest possible time.

NZEA could see the potential for major problems in disease transference where Funeral Directors untrained in universal precautions dealt with these people. The potential for a Public relations disaster was narrowly avoided on a number of occasions when the media questioned the professionalism of those Funeral firms who took a public stance of not embalming for AIDS cases.

Coincidentally, the Health Burial Regulations were at that time under review and the Executive took a proactive stance and approached the Health Department with a view to working together with them on the formation of new, sensible, modern regulations.

Needless to say the considerable effort put into this project by people like Simon Manning, Laurie Rickard, Graeme Rolston and others was rewarded with no action whatsoever and here we are eight years later still governed by these out dated and in some areas nonsensical regulations.

What did transpire was a co-operative effort together with the Health Department to publish the first booklet on the embalming of infectious cases and that work continues to be used and is a tribute to those involved in its preparation.

In 1996 NZEA together with FDANZ was consulted by the Health Authorities for comment on current treatment of cases dead of infectious disease and dialogue continues with them on a regular basis. This consultation is requested from NZEA as the organization recognized as the single authoritative voice on embalming in NZ. That recognition is due in no small way to the diplomacy and hard work of the Executive members who served their organization in the mid to late 80's and the Executives which have followed.

**Mike Wolfram**

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### Fully Qualified Lady Embalmer

Sponsored to the recently completed course at the embalming School of New Zealand by her employers, Gee and Hickton Ltd., Lower Hutt, Sheyrol Todd has succeeded in passing the theoretical and practical examinations instituted by the New Zealand Embalmers' Association. By her successful efforts she thus became New Zealand's first fully qualified lady embalmer.

Sheyrol is convinced of the total value of embalming, and finds tremendous satisfaction in being able to present to a bereaved family their deceased loved one in the best possible way.

To Sheyrol, who already does hospital removals on her own, this is the first major step in her ambition to become a qualified funeral director. Believing as she does that there is a place for women in the New Zealand funeral scene, she would encourage any younger women to enter this field.



**Sheyrol Todd**

Sheyrol's interest in embalming was initially one of simple curiosity, until a friend working for a funeral firm encouraged her to take a greater interest in it. However, on her first approach to a principal of a funeral firm seeking information as to a possible career in this field she was firmly discouraged from further participation. Nevertheless, with the helpful interest of the present employer she has won her first battle, and believes that all the study and hard work was well worth while. She deserves her place in New Zealand's embalming history.

Since this article was written in 1987, 24 further women have been admitted to NZEA membership; namely,

Judith Allen, Kelly Barnes, Ali Blakemore, Nicola Carian, Sarah Dandy, Trudy Dodd, Iona Eadie, Vivienne Gill, Kelly Gillions, Rae Grace, Adrienne Heremia, Annette Hutt, Kelly Judkins, Johanna Kinvig, Kirsty MacKenzie, Bronwyn Macey, Ruth Manz, Maureen Oulaghan, Sonia Paterson, Raewyn Smith, Robyn Soloman, Sally Tamblin, Joanne Williams, Liz Yates.

Students Nicola Erskine, Ingrid Greenslade, are awaiting full membership.



## A Woman's View

By Judith G. Allen, Regd.FD, MNZEA,  
MAIE



On July 3, 1978, I started my career in funeral service.

It has been an interesting 18 years: training at the CIT, becoming qualified, attending various meetings and seminars, enjoying the company of other members, and, dare I say it, putting up with no small amount of male chauvinism!

Within three weeks of joining the firm – at the lowest rung of the ladder – I was left on my own to run the business. This was probably my best learning experience as I had to swim or sink, and personally, I feel that I swam very well!

Later that year it was suggested that I undertook the CIT training. I started on the embalming course and overlapped it with the funeral directing course. This, at my age, was rather difficult, and I also had a young daughter and an ill father to look after.

My first day at the CIT was a rather harrowing experience, but one of the Wellington firms arranged a "get together" for all of the students, and this broke the ice. I was the only female on the course, and by far the oldest student.

I have to say that the support I received was wonderful. In fact, everyone on the embalming course supported each other, and we all made lasting friendships.

I feel that these courses are very important; the embalming course taught us, amongst many other things, to be careful, and to understand the problems that may occur in the preparation area. It has been said to me, by "practical" embalmers, on occasions, that "I can embalm just as well as you can, and I haven't any qualifications." I have no doubt that a number of them can operate much better than I however; they do not necessarily understand diseases and their consequences, or anatomy and physiology, or microbiology, or fluids.

The embalming tutors at the CIT were all qualified practitioners who gave up their time to form and run the courses, and who had to arrange for locums to run their various businesses. This is another thing I appreciated.

The embalming and funeral directing courses at the CIT are, in my opinion, on a par with those established in North America, and I only wish that all funeral service firms in our country would recognize this and send staff to Wellington for some of the best training in the world. Learning from these courses, and learning from each other as students, and attending the on-going seminars, are great ways to extend our knowledge and keep up to date with all that is happening in our profession.

I was very proud when I received my Certificate in Funeral Service. In 1986, I was appointed Manager of my company, and have worked very hard to help make it the success that it is.

I have thoroughly enjoyed 18 years in funeral service, and I have gained immense satisfaction from helping families and hopefully educating the public through the many talks and seminars with which I am involved.

I find this particular area of public relations heartening, as it is only in recent years that embalmers and funeral directors have started talking openly about their roles, and by so doing, have helped to allay many of the misconceptions and fears that are so prevalent in the public mind.

NZEA I salute you. I hope that a further injection of enthusiasm will bolster the Association, and that it will achieve much more in the next 25 years.





The first course on restorative art, left to right: Lionel Griggs, Collins Opie, Derek Hope, Ernie Pailthorpe, Francis Day, Roger Burgoyne



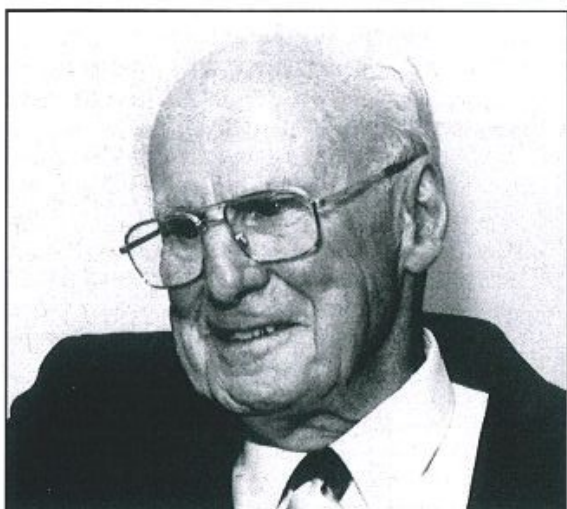
Half-Yearly meeting, Nelson, May, 1981.



Annual General Meeting, Wellington, November 1976.  
Front row, left to right: Peter Beauchamp, Eric Maffey, Neil Hickey, Derek Hope. Second row, left to right: Peter Yearbury, Robin Burns, Vern Warren. Third row, left to right: Lindsey Helson, Ernie Pailthorpe, Peter Strong, Barrie Head Robert Pattinson. Back row, left to right: Collin Opie, Francis Day, John Levens, Roger Burgoyne, Noel McNee, Alex Hird



Jenny and Peter Cohen, Half-Yearly meeting, Nelson, May, 1981



Albert Marker, Founder Member



Executive 1981-83. Back row, left to right: Neil Hickey, Peter Beauchamp. Front row, left to right: Barrie Head (Secretary), Francis Day (President), Peter Cohen (Treasurer).





1983-84 C.I.T Embalming Course.



Retiring President Neil Hickey presented his successor Eric Maffey with a gavel, for use in maintaining the expected decorum at future NZEA meetings!



Executive 1984-86. Back row, left to right: Laurie Rickard and Michael Aro. Front row, left to right: Murray Hird (Treasurer), Neil Hickey (President), John Peryer (Secretary).



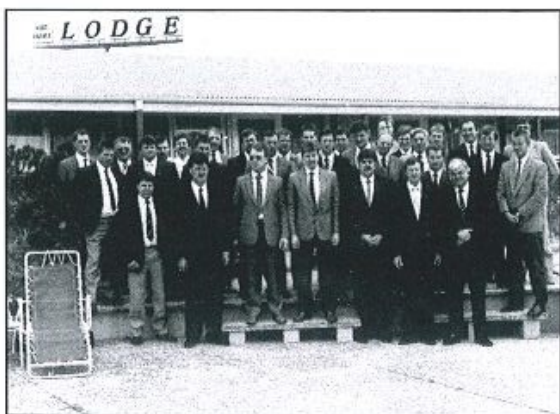
Members who attended the 1986 Annual Meeting of NZEA gathered at the poolside of Shaw Savill Lodge in Wellington. Pictured from left to right are (Rear) Peter Cohen, Ernie Pailthorpe, Barrie Head, Ashley Beer, John Peryer, Eric Maffey, Murray Hird, Peter Beauchamp, Graeme Cummins, Simon Manning, Derek Hope, Brent Fraser, Francis Day, Bernie Richmond, David Parker, Peter Williams, Joanne Piper, Stuart Wheeler, Michael Aro, and Wayne Askew. Front: Brian Rumble, Kelly Gillions, Campbell Weston, Neil Hickey, Johanna Kinvig, Vivienne Gill, Peter Graham, Mark Pattinson, and Bob Inman.



1985-86 Embalming Course. Students photographed with Mike Marfell-Jones Head of Health Sciences, C.I.T and Francis Day



In November, 1986, FSTC/NZEA in conjunction with Watson Victor Ltd., and the Champion Company, brought Robert Inman from the U.S to run embalming clinics in Auckland, Wellington and Christchurch. He presented Membership certificates at the 1986 AGM, and here is Shown with Ashley Beer, Mike Marfell-Jones, and President Eric Maffey



NZEA AGM, Wellington, Nov. 1988.



Executive, 1986-88. Back row, left to right: Graeme Rolston, Mike Wolfram (Treasurer), Laurie Rickard. Front row: Vivienne Gill (Secretary), Eric Maffey (President).



Peter Beauchamp pays tribute, on behalf of the membership, to the efforts of Neil Hickey in advancing the Association during his two years as NZEA President and three years as an Executive Member.



1987-88 Embalming Course.



1987-88 C.I.T. Embalming Course



Australian students with Francis Day 1987-88 Embalming Course.



Francis Day receiving his Life Membership Certificate from Past President Eric Maffey at the Annual General Meeting, Wellington November, 1989.



Sawyer Seminar attendees, Wellington, November, 1989.



Sawyer Seminar attendees, Dunedin, November, 1989.



FSTC Seminar Christchurch, May 1987.



Sawyer Seminar attendees, Christchurch, November, 1989



Dick Sanders Seminar, Wellington, 1992

# 20th JUBILEE



**20th Jubilee**  
Held at Plimmer Towers Hotel, November, 1991.



Peter Strong, Receiving Life Membership, AGM 1991



Founding Members 20th Jubilee  
November, 1991, Plimmer Towers Hotel



President Peter Cohen presents Basil Gee with birthday cake.



NZEA Executive 1990-91



Half-Yearly meeting, Wanganui, 1996



Most of the C.I.T Class of 1990.



FSTT Dodge Regal Seminar, Wellington, 1996



Eric Maffey receives Life Membership at the AGM dinner, 1995.



Dr. Mike Marfell-Jones Receives Honorary Membership  
25th Silver Jubilee Dinner.



Bernie Richmond Receives Honorary Membership  
at the Silver Jubilee Dinner.



Ian Christison Receives Honorary Membership  
at the Silver Jubilee Dinner.



Ron Foley President of the A.I.E presents meeting Bell  
(gift from A.I.E) at the 25th Silver Jubilee Dinner.



Sarah Dandy, Receiving The Noel McNee Award  
from Joyce McNee, 25th Silver Jubilee Dinner.



Neil Hickey Receives Life Membership  
at the 25th Silver Jubilee Dinner.



Arnold Dodge - Ian Christison - Jack Adams.



New Members. The students of 1995 at the 25th Silver Jubilee Dinner.



Terry Crooks, Sandra & Ron Foley, at the 25th Silver Jubilee.



Founding Members at the 25th Jubilee Dinner.



President Michael and the past Presidents at the 25th Silver Jubilee Dinner.



Life Members 25th Silver Jubilee Dinner

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The Second Edition was published with alterations and corrections in October 2011  
To Mark the 40<sup>th</sup> Jubilee

And was Produced and Edited by Ms Jenaya Pascoe Nat Dip Emb NZEA Member Christchurch  
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The opinions expressed in the first twenty five years are not necessarily those held by the NZEA Inc or its members or editors

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PLAZA INTERNATIONAL HOTEL

