Messages of Condolence from Colleagues
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With sincere condolences from everyone on the management committee on behalf of all members of NAFAO across the UK

Trevor was “Mr NAFAO” to many people – having taken on the Chairman’s mantle following his challenge to the former management of the organisation and then working tirelessly to mould it into the organisation it is today – focused, respected, empowering and inclusive.

Stepping in as Chair, Trevor began steadily, but persistently, to raise the profile of the association, gaining credibility with partner organisations and the confidence of senior civil servants so that even those mysterious beings who walk the corridors of the Department of Health acknowledged the work of the group and engaged with us in consultation events – who can forget Crispin and Fairer Charging?

Trevor was the consummate public servant – hard working, committed and honest; a man whose integrity could not be questioned and who was dedicated to doing his best to serve the citizens of Durham.

Supportive of his colleagues at Durham County Council and fiercely proud of his staff but also much more than just an acquaintance to the many hundreds of NAFAO members across the UK who sought his advice. Some of those people may never have had the good fortune of meeting him personally but such was his presence and ability to communicate with people that we all felt like he was a “friend” – someone to trust and someone who could be relied upon to respond with his wealth of knowledge but also his great sense of humour.

He was a total professional; articulate and inspiring, someone who could command an audience and keep them entertained – even when the topic was something as dry as Fairer Contribution!!! Trevor had the rare ability to communicate in a way that made people listen and in a language that was readily understood – he didn’t believe in using jargon to try and disguise a lack of knowledge or common sense.

He respected the work of colleagues from the voluntary sector and was even prepared to “engage with the enemy” AKA the Department for Work and Pensions in an effort to achieve fully integrated services which would most benefit those vulnerable people that we all work with on a daily basis.

As a management committee we breathed such a sigh of relief when he told us earlier this summer that although he had finally managed to get his long-awaited retirement nevertheless he was willing to continue to work with us and were honoured when he accepted the members’ vote as Honorary President. Typically of Trevor – ever one to keep an eye on the association’s bank balance - he insisted that he would continue only if we agreed that it would be in an un-paid capacity; for him the sense of achievement he got from seeing the association develop and his contact with all its members was sufficient reward.
He provided the association with drive and focus and leaves a management group who can only aspire to continuing his excellent work. Because of Trevor’s hard work and dedication to NAFAO the association stands strong and ready to face whatever 2010 (and those dammed politicians and civil servants) will throw at us.

Sadly Trevor didn’t get to enjoy his retirement – although he had made plans for more days at the golf course or on his allotment, nights at the theatre, Sunday lunches at his local club and for lots more holidays – and in this Trevor leaves us with another lesson:

“Live for today because life is like a roll of toilet paper. The closer it gets to the end, the faster it goes!”

RIP Trevor – you will be a hard act to follow; a true gentleman and sage.

Please could you pass on my tribute and condolences to Trevor’s family and friends and his ex-colleagues at Durham? It was a great pleasure to work with Trevor and I held great respect for him and his work. I was delighted when he took on the additional role of steering NAFAO through difficult times and he has ensured an important role and contribution for the organisation. I always felt that his jovial manner and banter hid a genuine respect and concern for the more vulnerable and disadvantaged people especially of Durham. I envied his enthusiasm for work and life but perhaps not his love of musicals. I still haven’t seen Les Miserables, but will one day with fond memories. One of life’s treasures - with deepest sympathy

Mary Tuffin, Cumbria County Council

I’m so desperately sad to hear this awful and sudden news. As others have said, he deserved to have and his family deserved to have him for, a long and happy retirement. Trevor was always personally willing to share his wise advice and experience with anyone and everyone and was always willing to respond to queries, however basic (and they often were in my case). His years of work at Durham, and patient work to bring NAFAO into the government’s decision making processes can’t be underestimated. He was a truly great public servant; we’re going to miss him dreadfully.

Alasdair Bowen, Royal Borough of Kingston

Anyone who has ever attended a NAFAO meeting can’t help but to have been impressed by Trevor. He made an extremely difficult job look easy and his professionalism, commitment and, above all, good humour, were obvious for all to see. Sincere condolences from Staffordshire to his family and friends

Chris Alldritt, Staffordshire
What dreadful news, “Words fail, And we all hail, The memory of such a good man”.

So very sorry we won't see him again at the NAFAO meetings.

Angie Emmerson, Brighton & Hove

Many officers here at Ealing Council have attended the NAFAO meetings over the years and so many people here are very saddened at this news. Like others, I only spoke to Trevor at October's meeting in Leeds and again remember his happy and humorous attitude at all times, his tireless work to improve and develop policies for Local Authorities and his devotion to NAFAO which won't be the same without him.

Ann Duke, Ealing

We were shocked and saddened by the news this morning here in Stockton. It is difficult to comprehend why such things happen especially when he should have been looking forward to years of retirement.

Trevor was always extremely willing and helpful to provide sound advice and guidance. He was a very knowledgeable man and I particularly remember him steering us regionally in the very early days of Care in Community. He will be sorely missed as a member of NAFAO. Please pass on our sincere condolences to his family from us.

Regards

Janet Ballinger, Stockton on Tees

I am absolutely stunned. Trevor - a kind, warm hearted, clever, witty, selfless individual, who always gave his time and knowledge freely to all who asked - who would always steer people in the right direction when the DoH had us confused.

I will miss him greatly and offer my heartfelt condolences and sympathies to his family at a time when they should have all been enjoying his Retirement. This really is a very sad occasion ..............

Becci Barnes, West Sussex

Like so many other NAFAO members I feel incredibly sad about the news. Trevor's knowledge and pragmatic approach to the world, of charging along with his lovely sense of humour and willingness to commit so much time to NAFAO will be greatly missed.

Helen Bodell, Cambridge

Like everyone else who has posted a message, we too are shocked and very saddened to hear of Trevor’s untimely passing. He was a fantastic source of knowledge and the voice of reason, always dispensing advice with humour too. A great man with a great personality who will be sorely missed by many.

It's hard to imagine NAFAO without Trevor. Sincere condolences to Trevor's family and friends from all in Derbyshire

Mandy Brown, Derbyshire
I could not possibly add anything further to the torrent of accolades that has been pouring in since the tragic death of Trevor was announced. All I can do is ask that you forward the condolences of everyone in Rotherham who knew Trevor on to his family. It is obvious that, within the NAFAO community, he was universally respected and loved. Thanks

Andy Bucknell, Rotherham MBC

Everyone at Wigan is so very, very sad to hear the news that Trevor has passed away. We are so shocked. Trevor has been an inspiration to us all and held in high regard by all who met and worked with him. We have consulted with him on charging and community care issues many times and he always took time out to help and advise us. He was a very clever, kind, patient and caring man who will be very sadly missed.

Please pass on our sincere condolences to his family.

Christine Richardson, Wigan

My colleagues and I would all like to express are deepest condolences and echo the kind sentiments expressed by the NAFAO members. Trevor will clearly be missed by all. One of the things that will always remain in my mind is his willingness for giving his time, as no problem was ever too great or small. Our thoughts are with his family at this sad time. Regards

Claudia Johnson, London Borough of Tower Hamlets

I still can't believe that Trevor has gone and I will not see him at the next NAFAO meeting. Things will not be the same without him. He was a genuinely warm man, exceedingly patient and generous with his time. Obviously I too would like to pass on my condolences to the family.

Lynda Colangelo, Peterborough

Hi - would you convey our condolences and sympathies to his family? Our thoughts and prayers are with them at this time.

Colleen Smith, Leicester

This news is so difficult to take in. Trevor was such a warm kind caring man who would always offer advice and guidance and clarify any issues of concern. He did this with his customary good humour, friendliness and reassuring ways. He will be really missed by us all but we have been so fortunate to have known him.

Our deepest sympathies go to his family and friends.

Philip Cresswell, Derby City Council
On behalf of Manchester City Council may I offer our sincere condolences to Trevor's family? Attending the NAFAO meetings was always something to look forward to knowing that you were in the presence of such a knowledgeable, passionate and somewhat entertaining person. It will never be the same without him. Our thoughts go out to his family at this sad time.

Debbie Liptrot, Manchester City Council

We at Hounslow are shocked by this tragic news. Trevor was a very kind and caring gentleman who had time for everyone. He was totally dedicated to NAFAO which will not be the same without him. Please pass our sympathy to his family and friends.

Dinesh Thakrar, London Borough of Hounslow

Thank you for letting me know, it is such sad and shocking news. I only met Trevor on a couple of occasions, where he was most helpful and knowledgeable. He will be missed. Please pass on my condolences. Regards

Donna Crashley, Mouchel – Lincoln

We were very shocked and saddened to hear about Trevor. He offered such sensible and knowledgeable advice and was such a nice man; he will be really missed by us all.

Please pass on our sympathies to his family

Elaine Quantick, Central Bedfordshire

That news has made me go very cold and feel very sad. He was a lovely man and I’m sure will be sadly missed by all

Jan Evans, Telford & Wrekin Council

Sincere condolences to all of Trevor’s family and friends. He truly was an inspiration to those of us who knew he and he will be sadly missed. Chris and all at Medway.

Chris Gell, Medway

I am sitting here absolutely stunned by this sad news. Trevor was a huge asset to NAFAO. I know he will be greatly missed by all, not only for his wealth of knowledge but also as a kind, humorous and thoroughly nice man. Kind Regards

Sue Harrison, Portsmouth City Council

We are sorry to hear this news. He will be sadly missed. Please pass on our sincere condolence to Trevor’s family and friends.

Hema Bhatt, London Borough of Brent
I never actually met Trevor but over the last few years he has given me some very sound advice, which has been really appreciated. From all the messages relayed so far it is obvious that he was a well liked and respected man with a very warm personality. NAFO messages will definitely not be the same without his name included. Please pass our condolences to Trevor's family, friends and colleagues.

Maria Hughes Rhondda-cynon-taff

Please pass on our sincere condolences to Trevor’s family and to those who have worked closely with Trevor over the years.

Jill Pegrum, Mouchel-Lincoln

We would also like to send our sincere condolences to Trevor’s family and friends from all us that knew him at Tameside. To add to all the kind messages from NAFAO members we would like to say that he was one of a kind, his knowledge, kindness and humour will be irreplaceable and so dearly missed.

We can't imagine NAFAO without him. Our thoughts are with his family and friends at this sad time.

Jobada Rahman, Tameside

It is with much sadness that I write to offer my condolences Trevor was a well respected, knowledgeable and friendly man with a great sense of humour he will certainly be missed.

John Abernethy, Northamptonshire

Absolute tragedy – Trevor was a kind, caring bloke, totally dedicated to his job – just not fair that he did not have time to enjoy is long earned retirement for someone who worked so hard – hope NAFAO can organise something to pass on all of our sympathy to his family and friends.

Gary Johnson, London Borough of Barnet

I am absolutely gutted. Trevor was the only person I knew who could make financial subjects interesting, and injected a sense of humour into even the most boring of topics. He was an inspiration to everyone who ever attended a NAFAO meeting and had the pleasure of meeting him, showing unerring patience at the questions asked. He will be sorely missed.

Please pass on sincere condolences from all who knew him here at Sefton. Regards

Julie Roxburgh Sefton
Just like everyone that has already sent their condolences to Trevor's family, I would like to do the same on behalf of St Helens Council.

For me, Trevor has always been the driving force behind NAFAO going back to the very first meetings that we had in Birmingham and at Walsall Football Ground, and was the one who brought the Association through some considerably rough times in the very early years. I believe that it is because of his determination and commitment the Association survived that difficult period and has evolved into what it is today.

I attended my first meeting in October this year after being away from the world of Customer Finance for a number of years, and I found it comforting to see that the group was still being steered by Trevor's friendly smile.

Julie Waine, St Helen’s

It is a huge shock as it is sudden, we saw him in Leeds in October hale and hearty in full control. Our thoughts are with Trevor's family.

On a lighter note, what a fitting way to go, doing two things you love, preparing to attend NAFAO management meeting and queuing for your other love - watch a play (I wonder what they were playing). I am sure Trevor is looking down on us (from wherever he is) with his trademark smile with a nod of approval and a playful glint in his eyes.

God Bless Trevor, your memory shall live on and your legacy shall go on from strength to strength.

Khurshid Hasan, London Borough of Hackney

I would like to join with everyone else and pass on my condolences to Trevor's family and friends. Trevor was a lovely man with a wealth of knowledge that he was always more than willing to share - he made attending the NAFAO meetings a real pleasure and will be sorely missed.

Lynsey Thurgood, Sunderland City Council

I was very sad to here the news about Trevor. He was always so willing to help and knew so much! Sincere condolences from all colleagues at North Somerset Council to his family and friends

Mandy Gould, North Somerset Council

Just like to send Sandwell's sincere condolences to Trevor's family and friends. He was a great fountain of knowledge, extremely helpful, warm, kind and humorous. If we were really stuck we knew who to go to.

A sad loss.

Mark Painting, Sandwell
I would also like to offer condolences to the very sad news received today. The many kind thoughts and words already sent are a real testament to a very special person. I too would like to add to those views, Trevor was a real support to many of us in this complex world and he helped so many people with his cheery, wry manner showing a common sense approach. He was one in a million that will be greatly missed. From Helen and the team at Bury

Helen Marrow, Bury

I am lost for words. Very sad news. My condolences to his family from everyone at Warrington Borough Council

Marjorie McMahon, Warrington

We are all sitting here stunned this is unbelievable news, he will be greatly missed always went to him if ever stuck on anything his knowledge was so vast, he was also a fit man often spoke about his running, he will be missed.

Please send our condolences onto the family and let us know about any contribution for flowers.

Melanie Franklin, London Borough of Greenwich

I am very sad to here the news about Trevor. He was an excellent source of information, and a very nice man too.

Sincere condolences from all colleagues here at Lancashire County Council to all his family and friends.

Shirley A Oddie, Lancashire County Council

It was a real shock to hear the news. We consulted with Trevor on numerous occasions and he was always very patient, knowledgeable and very practical in finding a workable solution. Trevor was a true gentleman, he will be sadly missed. Please pass on our condolences to Trevor's family. Regards

Ian Rimmer, Salford

I've been reading all the wonderful tributes to Trevor and have just come across the email below whilst looking for something else. So sad - Trevor was unique and I will miss his emails. Regards Jo

“A friend in need .......
...... is to be avoided at all costs - Trevor Harding (October 2007)"

Josephine Rowe, London Borough of Barking and Dagenham

We are all in shock.

Please send sincere condolences from Havering Council to Trevor's family and friends. Trevor was a wonderful, kind and gentle man who will be greatly missed.

Sam Lewis, London Borough of Havering
Can we also add our condolences; he was a shining light at conferences and was always there to provide down to earth guidance and help. He will be sorely missed.

Siobhan Cuddeford, Denbighshire

Sad news indeed. I only had the pleasure of meeting Trevor once, at the annual event in Birmingham. I thought he was a very knowledgeable, charming and all-round thoroughly decent person. It's always the good guys.

Bill Smith, West Lothian

Such sad news - Trevor was Mr NAFAO to us, and future meetings won't be the same without him. We will miss his knowledge, leadership and his sharp sense of humour. He was a thoroughly nice guy and will be sorely missed. From Steve and the team at Stockport

Steve Taylor, Stockport

Awful news. His passing will leave a big hole both in respect of him as a person and his professionalism and knowledge. Notwithstanding he had retired he continued to be involved and to input and give advice as usual. I think the last email I saw from him was telling us he was going on holiday and the saddest part of this is that he and his family won't now enjoy a long and well deserved retirement together.

As has been said I would hope that a card, flowers etc goes from us all at NAFAO and that if anyone is aware of funeral arrangements and family wishes that these be made known to us all in case any of us are able to attend.

RIP Trevor you will be missed.

Steve Nelson, Middlesborough

We are all so sorry to hear this news - I don't think NAFAO would have been the great organisation that it is without him. More importantly he was a lovely man with a great sense of humour. He will be sadly missed

Sylvia Kerslake-Smith, Poole

I am saddened to hear of Trevor's passing and I am sure that everyone else who has worked with him over the years will feel the same.

On a personal note, Trevor was always a true gentleman, willing to share his knowledge to help us all and I doubt that he can ever be replaced. He was also great company. It would be appreciated if you could pass my condolences to his family along with those of Conchita. He will be greatly missed.

I don't know if this is a good idea or not, but perhaps these e-mails could be collated and passed to his family, so they can see how highly Trevor was thought of by us all, not only on a professional level but on a personal level too.

Terry Callaghan, London Borough of Waltham Forest
He was a driving force in the meetings and will be missed. Please pass on our condolences to family and colleagues.

Jackie Thomas, Pembrokeshire

Thank you for informing us of this sad news, please pass on our sincere condolences to Trevor's family from those of us at Warwickshire County Council who had the privilege to meet and deal with him over the years.

He was extremely knowledgeable and friendly guy who will be missed by many.

Darren McCafferty, Warwickshire County Council

Many officers at Nottinghamshire County Council are shocked and saddened by Trevor's passing. We offer our heartfelt condolences to his family. His knowledge, enthusiasm and humour will be irreplaceable. NAFAO meetings will not be the same.

Bridgette Shilton, Nottinghamshire County Council

Ann, you've summed up exactly how we at Stoke feel. It was a pleasure to have known Trevor; he never failed to raise a smile or answer a question.

(Responding to an email from Ann Duke at Ealing)

Vicki Walkaden, Stoke on Trent City Council

I am very sad to hear the news. I thought Trevor a very friendly, sagacious man with a brilliant but dry wit which livened up the NAFAO meetings. He was a massive asset to NAFAO with his tireless contributions, encyclopaedic knowledge and ability to analyse the real world implications of the various esoteric elements of charging policy.

He provided me with a huge amount of support (both moral and practical) when I was working with the DH last year on Fairer Contributions.

I was hoping that the next time I was up in Durham I would drop him a line so we could meet for a pint. He will be very sadly missed.

Will there be any plans to send flowers or a contribution on behalf of NAFAO, or is it possible to get any contact details so we can send individual condolences? Kind regards,

Adam Webb, Kent County Council

From Adam, Kent
Responding to an email from Jo Rowe:

On that note Jo, I found this email from when I was going through a difficult patch with designing Fairer Contributions guidance. We were talking about how a DH lawyer had made lots of 'DNs' across a draft of the guidance...
"From: Trevor to Adam October 2008

Subject: Re: DN
I think the Lord, Allah and Buddha combined isn't going to sort it but we desperately need some divine intervention. Perhaps the aliens from scientology will send you the answer.
Trevor

In response to an email from Adam to Trevor

Subject: DN
I was curious; DN stands for 'Drafting Note' by the looks of it. Either that or 'Dominus Noster' ('our Lord') perhaps used when praying for divine help, which is what I feel I need right now."

Those of us at Hampshire who knew Trevor are also saddened by this news and wish to pass on our condolences to his family.

We were most appreciative of the help and advice, development and sharing of good practice that he brought through NAFAO and the way in which it was done, with practical application and a good dose of humour. We will miss him.

Dave Lovett, Hampshire County Council

That is really very sad news indeed. Please pass on my sincere condolences to Trevor's family. It's very rare in my experience to find someone with the capacity to hit the nail on the head every time. Regards & best wishes, Marcus

Marcus Power, London Borough of Haringey

That's very sad news. Trevor was friendly, helpful and generous with his knowledge whenever I asked his advice. Thank you for letting us know.

Laurence Harper, Department of Health

Please can you pass on my condolences to Trevor's family? He will be greatly missed by all. Thanks

Gayle Bullet, Somerset

Very sad news indeed. Trevor was a real support to us all.

A warm and generous man who will be greatly missed. Sincere condolences from all the Wolverhampton team to his family and friends.

Sandra Jones, Wolverhampton
I have just heard from Michelle McDaid the really awful news about Trevor. It is difficult to believe – he only emailed the stakeholder group to sign up NAFAO to our response on the current consultation a day or two ago. I know he will be very sadly missed by all the members and the next meeting will seem very strange without him.

Let me know if there is going to be any charitable collection as will be happy to contribute.
Best wishes

Pauline Thompson, Age Concern and Help the Aged

Trevor, your commitment to fairness and openness made working with you a pleasure. You were always well informed, always cheery and had some cracking anecdotes. You did an excellent job of making sure you will be sadly missed. God bless. Liz

Best wishes

Liz Lambert, Nottinghamshire County Council

I'm really shocked and sad to hear the sad news which we have heard this morning about Trevor and I understand he was very much the life and soul of this group.

Sarah Batty, Middlesborough

I know Jan expressed her feelings at the management meeting however I wanted to express my own sympathies and ask if you could forward the condolences of those of us at Sheffield who had met Trevor. I, as with everyone else, always found him witty, helpful and supportive.

Trevor was a definitive source of information and was always happy to share the benefits of his experience. His presence at meetings and correspondence will be sorely missed. Regards

Charles Crowe, Sheffield City Council

All at Gateshead are saddened by the news of Trevor's death, I had not met Trevor as I have not been in post that long but always found him very willing to give help and advice, and he will be sadly missed. Please pass on sincere condolences to Trevor's family. Regards

Christine Miller, Gateshead

We were truly shocked and saddened to hear this new. Trevor was such a well respected and knowledgeable man who was always willing to give so much support to the NAFAO members, and who had the wonderful knack of injecting humour into the meetings. Please pass on our condolences to his family, friends & colleagues. Regards

Felicity Rees, Milton Keynes
The news of Trevor's death came as a huge shock to many of us - especially as he had looked so well when we last saw him fronting a NAFAO meeting in Leeds in October. It is difficult to find the words to describe Trevor and his contribution to NAFAO, there are many but they all seem inadequate somehow. His knowledge of all aspects of social care appeared infinite, his humour lightened the most serious of debates and his amiable nature never seemed to waiver.

He was always a professional, often a comic and forever a thoroughly decent bloke – “a man for all seasons.”

He was generous with his time - always willing to share his knowledge and experience - and an excellent communicator, articulate, professional and engaging. He will be sadly missed. Our condolences go to his family, friends and colleagues who played such a part in Trevor's life.

Judy Parker, Doncaster MBC

Myself and colleagues in Cardiff who had the privilege of meeting and getting to know Trevor would want to pass on our heartfelt condolences to his family, friends and colleagues. Trevor's patience, kindness but most of all humour were obvious to all and he invariably got people to smile or laugh whenever he responded to questions raised by NAFAO colleagues. We all hope that Trevor will rest in peace now in what he always referred to as "God's own backyard" - his beloved Durham.

Nos da a Duw a'ch bendithio (Good night and God bless) Trevor.

Gwyneth Winstone and colleagues at Cardiff.