

RECKITT & SONS LTD.

**AND THEIR
WELFARE WORK**



CONTENTS

| | |
|--|----|
| The Late Sir James Reckitt, Bart. | 4 |
| Foreword | 5 |
| Introduction | 6 |
| Directors of Reckitt & Sons, Ltd., 1924 | 8 |
| A Retrospect | 9 |
| The Late Mr. Francis Reckitt, J.P. | 20 |
| The Francis Reckitt Institute | 21 |
| Memorial Statue | 24 |
| Social and Educational Staffs | 26 |
| Social Welfare Committee | 26 |
| General Welfare Work | 27 |
| Health—Doctor | 29 |
| Dentist | 29 |
| Nurse and Sick Visitor | 30 |
| Junior Sick Club | 32 |
| Men's Sick Club | 32 |
| Convalescent Homes | 32 |
| Ambulance Division | 33 |
| Insurance Society | 34 |
| Recreation—Recreation Ground | 35 |
| Men's Cricket Club | 36 |
| Football Clubs | 37 |
| Cycling Club | 38 |
| Angling Club | 38 |
| Bowling Club | 39 |
| Lawn Tennis Club | 40 |
| Squash Racquets | 41 |
| Dramatic Society | 42 |
| Allotments | 42 |
| Men's Social Club | 43 |
| Boys' Club | 44 |
| Girls' Club | 46 |
| Sunshine Children's and Old Folks' Outings | 54 |
| Saturday Evening Socials | 55 |
| Employees' Orchestra | 55 |
| A Convertible Motor Lorry | 56 |
| The T. R. Ferens' Hall Swimming Bath | 57 |
| Men's Swimming Club | 58 |
| Education—Girls' Day Continuation School | 59 |
| Girls' Evening Classes | 62 |
| Boys' Day Continuation School | 65 |
| Evening Classes | 68 |
| Staff Association | 68 |
| Library | 69 |
| Works' Council | 70 |
| Works' Magazine | 71 |
| Pension Fund (Men) | 71 |
| Prosperity Sharing Scheme | 73 |
| Suggestion Scheme | 76 |
| Savings' Fund | 77 |
| Boot Club | 77 |
| Bath Rooms | 77 |
| Housing Scheme for Employees | 78 |
| Laundry | 81 |
| Garden Village | 82 |
| Girls' Hostel | 89 |
| Branch Factories—Bluebell, London | 90 |
| Liverpool Branch | 93 |
| Representatives' Memorial Cot | 94 |
| Typical Organisations | 95 |
| Certificate of Service | 96 |

Foreword.

I wish that this record of Welfare Work may go out as a help and an inspiration to all who are in any way connected with the Firm and to those who have not at present fully realized the aims that have been endeavoured.

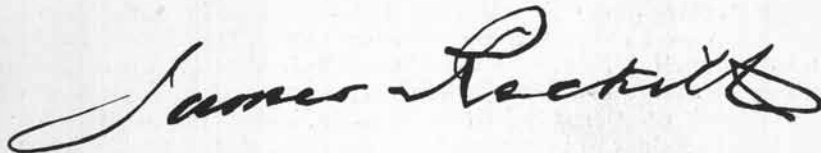
There are many ways of achieving these aims, and our way may not have been in all respects the best, but I feel that if failures have occurred they have been useful lessons, and that all connected with the work have honestly given of their best to the end that everyone concerned might benefit.

Many firms have larger organizations than ours, but few, if any, have such a long and successful history, and though now it is impossible to know each member individually, it is still possible to have and to keep that mutual trust and sympathy so necessary to the well-being, not only of this Firm, but of the whole community.

Wishing the work continued success,

Believe me,

Yours sincerely,

A handwritten signature in cursive script, reading "James Reckitt". The signature is written in dark ink and is positioned above the typed name of the signatory.

Chairman of Reckitt & Sons, Ltd.

January 1924



INTRODUCTION



THE history of the Social work of Reckitt & Sons, Ltd., is typical of the progress of Welfare work in this country, particularly in its newer and wider sense of representative council and committee development, and as such may have interest for the student of industrial affairs.

Some form of what is now called Welfare work has been carried on since the earliest days of the Firm, when the principals and their employees were in personal touch to a degree now impossible in so large a concern. It is a recollection of one of the Directorate, for instance, the Rt. Hon. T. R. Ferens, that in the early seventies he conducted, assisted by others, a night school established for girls who desired instruction in reading, writing and arithmetic, and later Miss Mary Reckitt, daughter of Sir James Reckitt, Bart., took an active part. The friendly feeling then existing between employer and employed, and the desire manifested by the Firm for the welfare of the workers, created an atmosphere and corporate sense of goodwill out of which developed the present Welfare work, of which this booklet is a brief record. Singing, dressmaking and sewing classes were afterwards formed, and by the appointment of the first lady Welfare Worker, Miss Martha Jones, in 1906, for the girls, and in 1907 a Social Secretary for the men, the social work was further extended.

To this stage the welfare activities had been initiated and developed by the Firm, and administered by the employers for the benefit of the workers. Now an important step forward was taken, and a secondary stage of development entered upon. The Directors recognized that the work must be based on co-operative effort if its fullest value were to be realized, and in an open letter addressed to all the employees in 1907, they introduced the idea of a Works' Council. To realize now the significance of this step it must be remembered that the principle was then a new idea, a pioneer development, in industrial relationship. The letter indicated the several forms of social Welfare which had to that time been introduced, but that, while the Company had been and was doing its share in the work, it was important that all the employees should do their part. It was pointed out that as progress of every kind can best be achieved by united and harmonious working, and as nothing of permanent value can be accomplished without systematic organization, it was proposed by the Directors to establish an elective body, to be





called "Reckitt's Works' Council," whose object should be (1) to put matured proposals before the Directors for the improvement of the surroundings of the employees, such proposals not to be in any way connected with the terms of labour, but to refer solely to the conditions associated with their daily work, and (2) to administer a Recreation Fund, acting generally as Trustees in the interests of the employees, and by means of this Fund to afford assistance to any scheme devised to employ the leisure activities of the employees in any wholesome pursuit, pastime, or work for the good of the community.

This principle of co-operative effort in harmony with democratic ideals—the establishment of a Works' Council—provided a means whereby the workers were to have part and voice in the social effort of the future, and a means of self expression. Whatever quality of benevolence and paternalism attached to the welfare work of the past was now to be merged into this fuller ideal, the development of co-operation between employer and employed. Committees of the various clubs and classes were formed by the Council, of which latter Mr. Philip B. Reckitt was the Chairman, and the practice of self government was introduced. At first these controlling Committees were appointed by the Works' Council, from its own members, to transact the business of the various branches of Welfare, but the principle of self government was further extended by the rule that each organization once established should manage its own affairs, with representation only on the Council.

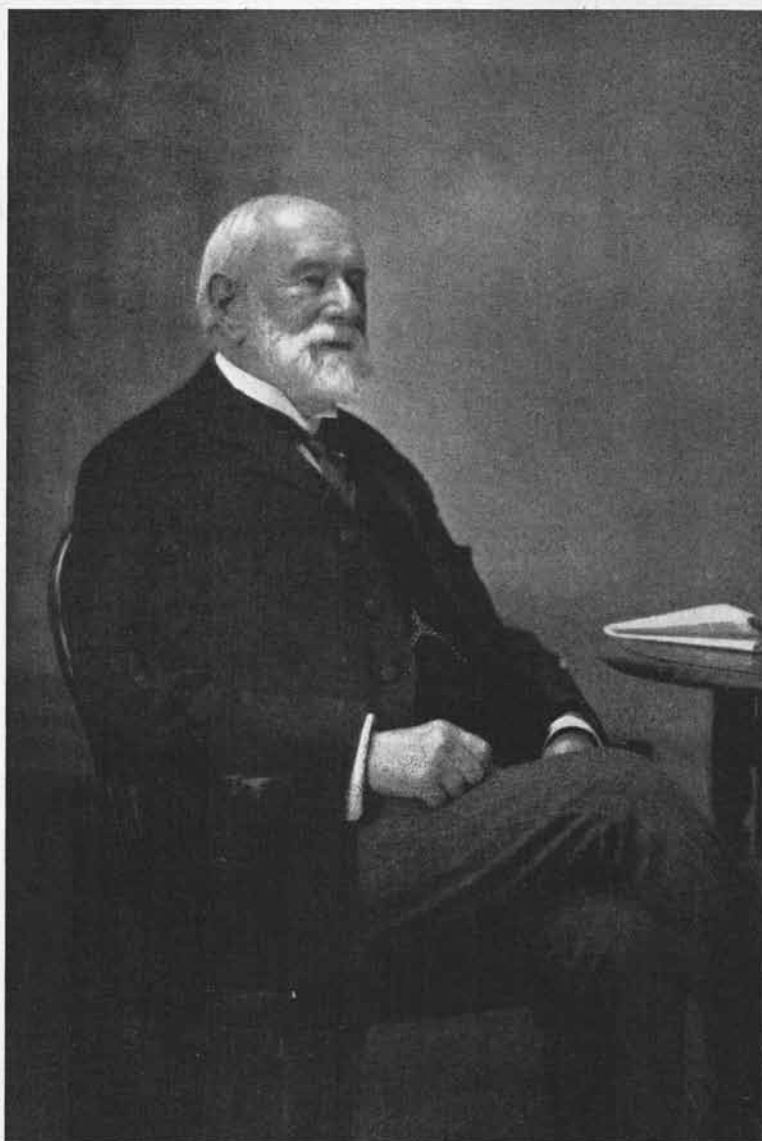
The new order of things proved successful, and has been the basis of the social activity since. The Works' Council, having fulfilled its specific function, of establishing the Welfare work on a co-operative and democratic principle, then ceased to be, but was again set up by the Directorate in 1919, in a greatly developed form, and with far wider sphere of activity, on the lines of the Whitley Report; a natural evolution of what had been already accomplished and in harmony with the new spirit of the times.

While much of the Welfare organization is under the committee management of the employees themselves, its success is also due to the sympathy and enthusiasm of the Welfare workers, who are a focus for the work and an energising power behind it.

As will be seen from the following pages the Company's "Welfare" work covers manifold activities. All such work in industry is more or less experimental, but the Company have faith in its value, and they look forward to future and even richer development, both within their own factories, and beyond, as the years pass by.

The story of the development of many great firms can be described as a romance, and this is true of Reckitt & Sons, Ltd. A brief outline of its history may appropriately preface the record of its social work.



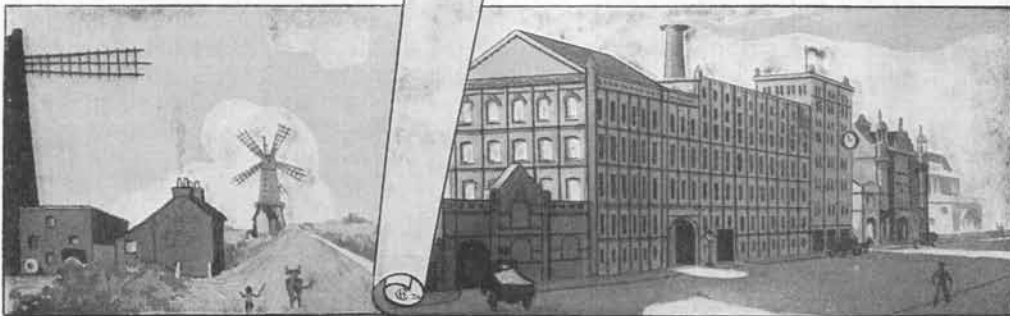


The Late Sir JAMES RECKITT, Bart.

DIRECTORS OF RECKITT & SONS, LTD., 1924.



Front Row: Mr. ARNOLD RECKITT, Sir HAROLD J. RECKITT, Bart., The Rt. Hon. THOS. R. FERENS, Mr. ARTHUR B. RECKITT, Mr. PHILIP B. RECKITT, O.B.E., Mr. ALBERT L. RECKITT.
Back Row: Mr. NEVILLE JOY, Major W. H. WILLATT, Mr. W. H. SLACK, Mr. A. R. CLEMINSON, Mr. C. H. HARDY



DANSOM LANE in 1804 and 1924.

A Retrospect.

ISAAC RECKITT, FOUNDER OF THE FIRM.



HE founder of the Firm of Reckitt and Sons, Ltd., was Isaac Reckitt, born in 1792. He was descended from a Lincolnshire family living at Lea, near Gainsborough, about the year 1660. They were engaged in agriculture, and became Quakers, George Fox, the founder of the community, having visited the district at that time on a preaching mission. One of the family, William Reckitt, born in 1709, left Lea and settled on a large farm at Wainfleet belonging to the Ecclesiastical Commissioners. He made two journeys to America as a preacher in 1756 and 1764. He followed in the steps of earlier Quaker missionaries who were to be found in the New England States, travelling up and down the country laying the foundation of the religious movement which had a far reaching influence through the American Colonies, and profoundly affected the course of American history.

Isaac Reckitt was a grandson of this William Reckitt. He was educated at a boarding school in Warwickshire, from whence he was sent for seven years to an uncle living in Suffolk, to learn the wool business. Here he met his wife, who "was better than anything else he got there," Sir James Reckitt once remarked.

After pursuing business at Boston and Nottingham, he



Mr. Isaac Reckitt.

finally settled in Hull in 1840, buying a small starch works, owned by a Mr. Charles Middleton, who also made nitric acid, nitrate of iron, and blue. It was a two storey building on the south side of Starch House Lane, off Dansom Lane. This latter was a muddy lane between ditches, which had been made in the middle of the eighteenth century for the convenience of driving cattle to and from a watering place at the end of the lane.

THE RECKITT BROTHERS ENTER THE BUSINESS.



Mr. George Reckitt.

For 22 years Mr. Isaac Reckitt continued the business of starch and blue manufacture, eventually dying in harness, in 1862. During this period his four sons entered the business, Mr. Frederic Isaac, Mr. George, Mr. Francis, and Mr. James (later Sir James Reckitt, Bart.). Mr. George and Mr. Francis spent their earlier business years in travelling for the Firm, joined some years later by Mr. James, whose school career at Ackworth had been cut short by a serious breakdown in health, and whose education was completed at home under his father's supervision.

The earliest history of the Firm is a record of hard uphill work. It was that toil, early and late, patient and persevering through years, combined with business acumen and strength of character, which was the root of the success that the future was to unfold. For twenty years from their first entry into the business as youths, Mr. George

and Mr. Francis travelled the country, Mr. George being the first of the sons to join his father in partnership.

AN EARLY ILLNESS WHICH BORE FRUIT.

By the late "fifties," Mr. James, then about twenty-five, had so far overcome that frailty of health to which reference has been made, that he was able to travel the country for orders, but another and still more serious failure in health than the earlier breakdown in his youth occurred. He has told the story of how, at the end of a hard week's work at Chester, he was enjoying a row on the river Dee with a boatman whose acquaintance he had made, and who set him to pull the boat home against the tide. He applied himself to the task with great energy, and after the strain of his exertion was over he was

conscious of a chill. A day or two after, at Manchester, he broke down. The illness developed into pulmonary consumption, and he was compelled to give up business entirely for three years, two of which were spent abroad. During his absence Mr. Isaac Reckitt died.

He was eventually completely cured, his recovery being due to open air treatment commencing at an early stage of the disease. Many years later he demonstrated his faith in this treatment by buying, jointly with his brother Francis, a large hotel in Withernsea, and converting it into a Convalescent Home. Later a sanatorium for consumptives was erected.

EARLY MANUFACTURE OF STARCH FROM WHEAT.

In the early days of the Firm starch was made from wheat in a rather simple "rule of thumb" method. After soaking in water many days a mash was made of the wheat, and when it was soft enough it was put through sieves, the wet starch passing through and leaving the bran in the sieves. The starch was then allowed to settle, the water was run off, and the starch was put into long boxes to further press out the water, afterwards being cut into cubes and dried in stoves.

The eldest of the brothers, Mr. Frederick Isaac, born in 1823, though never enjoying good health, took an active part in the manufacturing side of the business for many years. With scientific leanings, and with an inventive bent of mind, chemistry and engineering were more to his taste than the commercial part of the business. For nearly fifty years he was the sole chemist, and for the greater part of that period made the tests for the manufacture of starch, blue, and black lead.

In 1846, the Firm produced a starch from sago, which largely took the place of wheaten starches; and also from potato farina, a cheaper starch which was in vogue for several years. In 1851, the Firm attended the Great Exhibition of that year with samples of "patent wheaten starch, white and blue; patent soluble starch from potato flour; patent sago starch; potato flour; and wheaten starch powder used in perfumery and confectionery." After this, rice starch gradually superseded all other kinds, and in 1856 the Firm began the manufacture of starch from rice.

In 1856, Messrs. Isaac, George, and Francis Reckitt obtained a patent for improvements in the manufacture of starch. In this year they employed about one hundred workpeople.

BISCUIT MAKING.

Biscuit making was commenced in the "fifties," and was continued until 1866, when the biscuit works were burnt down. After the fire the goodwill of this part of the business was sold to Messrs. Peak Frean and Co.

THE STORY OF ULTRAMARINE.

The manufacture of washing blue was commenced by the Firm about the year 1850, and was prepared by mixing indigo with treacle and reducing materials, to form a paste. The paste was then shaped by the thumb and finger and was known and sold as "Thumb Blue." It was inferior to and much more expensive than Ultramarine, which was introduced later for washing purposes.

Early in the 19th century workmen and others had noticed, in the manufacture of soda, the formation of a blue colour, resembling Ultramarine, in certain parts of the process. Subsequent observers, on examining this formation, found it to be similar in composition to the natural Ultramarine, the beautiful blue pigment obtained from the precious mineral known as lapis lazuli, and much esteemed by artists on account of its purity of tone and permanence.

A Frenchman, Jean-Baptiste Guimet, discovered a process by which Ultramarine could be made, and in 1828 he established a factory in Lyons for the production of artificial Ultramarine on a manufacturing scale. In a few years this product was being used in many industrial processes such as sugar refining, linen bleaching, calico printing, paper-making, printing inks and paint making.

In the "fifties," the Firm introduced the use of Ultramarine for washing blue purposes, an epoch making event in its history. It was found that Ultramarine, while not soluble in water was of so fine a nature that its suspension in water acted successfully in adding just that delicate tinge of blue necessary to correct the slightly yellow shade of linen after washing, and thus produce the desired "snowy white" appearance.

An early form of Ultramarine laundry blue was manufactured in the form of small balls and known as "Ball Blue." The shape was obtained by pressing the blue paste between two brass cups and then rolling it down a long channel or spout. The resulting balls were dried and packed for sale. At a later date the blue was prepared in square blocks, these being obtained by placing the blue in powder form into a mould with a square hole, and pressing it down by means of a stick which just fitted into the hole, the operation being finished by smartly tapping the stick with a hammer.

In 1874 a new process was introduced when the first squares of Reckitt's Blue were pressed by power in a hydraulic press, the pressure of which was produced by means of a hand pump.

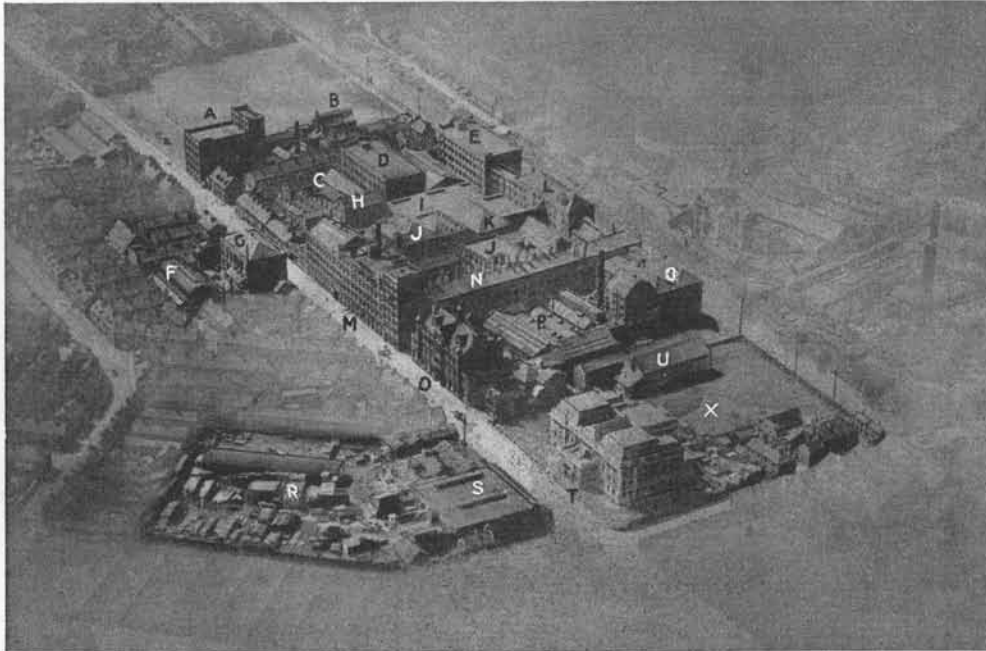
In 1883 Works were established at Stoneferry for the manufacture of Ultramarine, which have grown to large proportions.

Whilst other branches of manufacturing have been successful, a retrospective view shows that the fortunes of the Firm may be said to have been founded on blue.

Prior to 1914 very considerable quantities of Ultramarine were imported from the Continent, and the cessation of these imports during the late War gave rise to considerable apprehension amongst users of Ultramarine. The Directors took the long view, and spent large sums in extending the existing plant. They were thus able to help firms whose business would have been otherwise seriously affected.

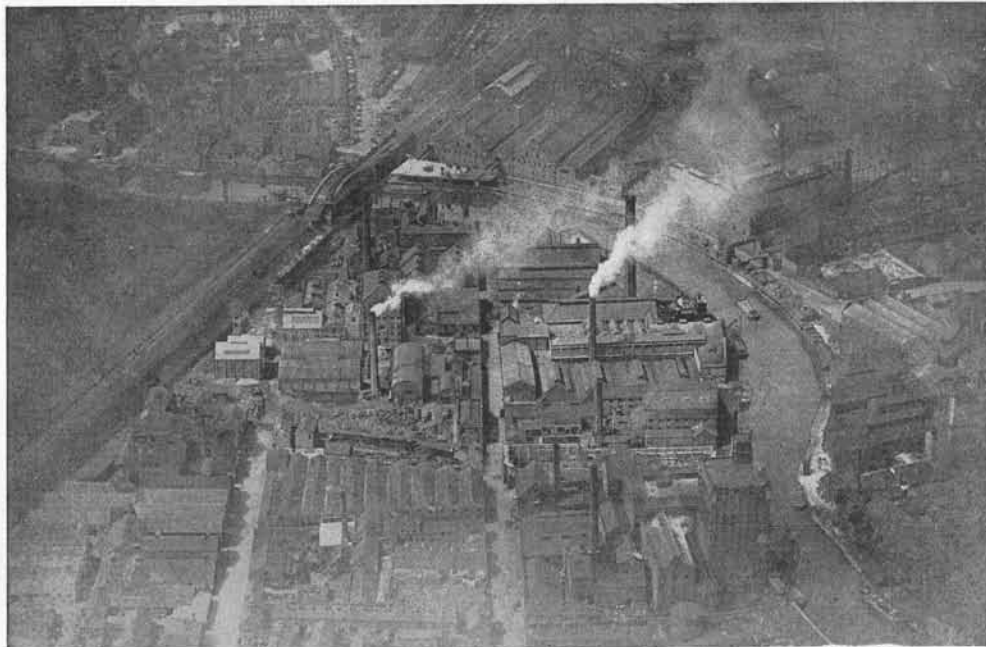
BLACK LEAD MANUFACTURE.

A few years after the introduction of blue, black lead or Grate Polish became part of the business of the Firm. In those early days some of the raw black lead came from Cumberland. Many forms of excellent old-fashioned block leads were manufactured, in the composition and use of which Mr. Frederick I. Reckitt was an expert.



Head Office and Kingston Works Hull (from the air)

- | | | | |
|----------------------------|------------------------------|----------------------------|-------------------------------|
| A. Brasso Building No. 1. | G. Silvo. | M. Lead Manufacturing.— | Q. Starch Works. |
| B. Mepo Building. | H. Warehouse. | Filling and Packing. | R. Timber Yard. |
| C. Warehouse. | I. Despatching Room. | N. Paper Stores, Cardboard | S. Sawmills. |
| D. Packing Building. | J. Blue Process and Packing. | Room, etc. | T. Francis Reckitt Institute. |
| E. Lead Paste—Packing and | K. Block Lead Wrapping. | O. General Office. | U. Timber Shooks Stores. |
| Stock. | L. Block Lead Boxing. | P. Cardboard Preparation. | X. Coal Yard. |
| F. Engineering Dept., etc. | | | |



Morley Street Ultramarine and Black Lead Works, Stoneferry (from the air).

The development of the Black Lead trade makes interesting reading. In the early days, and for many years afterwards, the article was sold in the familiar form of Circular Lead, highly compressed and prepared from Bohemian graphite. Later it was found that plumbago from Ceylon gave a better product if suitably prepared, and the small tablet or packet form was introduced. The next stage was the production of Black Lead in Paste form, packed in tins, and finally the now well-known liquid "Zebo."

The selection of the right kind of raw material is of the utmost importance, and the four corners of the world have been explored to secure the particular qualities required.



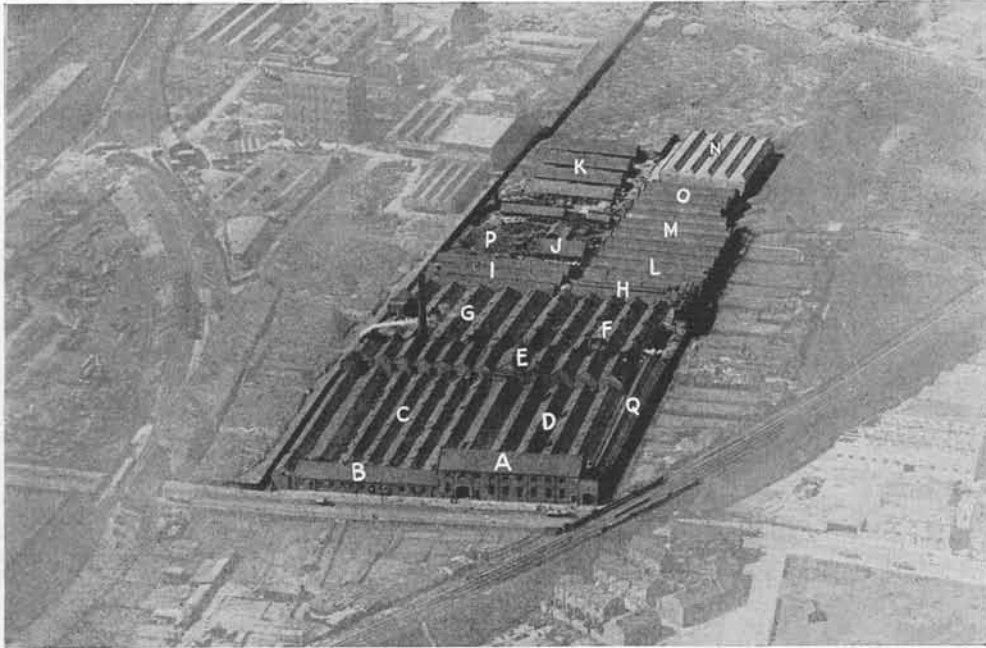
The Board Room of the London Offices, 40, Bedford Square

FIRST BRANCH OF THE FIRM.

The London House was the first Branch of the Firm, and was founded by Mr. George Reckitt, who left Hull for that purpose early in the "sixties." He was later assisted by his son, Mr. George Frederic Reckitt. The management at the present time is vested in Mr. Albert L. Reckitt, the younger son of Mr. George Reckitt.

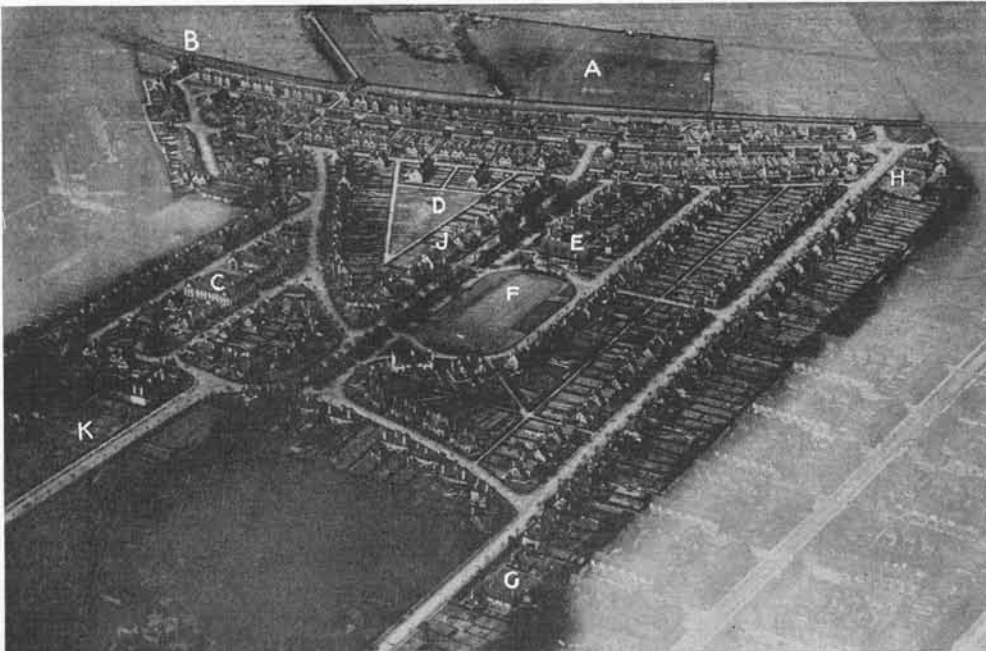
DEVELOPMENT OF THE HULL BUSINESS.

In the development of the Hull business, the great energising spirits were Mr. Francis and Mr. James Reckitt, and later, after the two brothers had retired from active management, Mr. T. R. Ferens (now the Rt. Hon. T. R.



Canister Works (from the air).

- | | | | |
|---|---|---------------------------|---------------------------|
| A. General Offices and Girls' Dining Rooms. | D. Zebra Paste Tin Dept. | H. Power Station. | M. Brasso Building No. 1. |
| B. Social Offices and Men's Dining Rooms. | E. Fancy Box Dept., and Printed Tin Stores. | I. Varnishing Room. | N. " " No. 3. |
| C. General Making-up Room (Old Mill). | F. Engineering Dept. | J. Girls' Drill Hall. | O. Scrap Dept. |
| | G. Printing Room. | K. Storage Sheds. | P. Coal Yard. |
| | | L. Brasso Building No. 2. | Q. Building Trades Dept. |



Garden Village (from the air) Founded by Sir James Reckitt, Bart.

- | | |
|--|--|
| A. Firm's Recreation Ground. | F. Tennis Courts reserved for the benefit of the inhabitants of the 600 houses which form the village. |
| B. Girls' Hostel. | G. Mr. Frederick Reckitt's Alms Houses. |
| C. Shopping Centre. | H. Miss Juliet Reckitt's Alms Houses. |
| D. Children's Recreation Ground. | J. Club House (Gift of Mr. Albert L. Reckitt). |
| E. Village Hall (Gift of Sir James Reckitt, Bart.) | K. Site of "The Sir James Reckitt Village Haven." |

Ferens). To their business ability, initiative, and creative force the wonderful growth and expansion of the business that took place during the forty years after the death of Mr. Isaac Reckitt, is due. They laid foundations strong and sure, upon which the continued success has been based.

In 1878 the business was turned into a limited Company. The first three Directors were Mr. Francis Reckitt, Sir James Reckitt, and Mr. George Reckitt. Mr. Ferens joined the Firm in 1868 as confidential clerk to Mr. James Reckitt. Within a few years, at the age of 27, he was appointed General Manager, and in 1883 joined the Board. In the same year Mr. Waring W. Tothill, who came as Works' Manager in 1872, was also made a Director.

Mr. Arthur B. Reckitt, previously the Secretary of the Company, was appointed to the Board in 1894, and for many years occupied the position of Managing Director. Mr. Harold J. Reckitt, at one time Member of Parliament for the Brigg Division of Lincolnshire, also became a Director in 1894. The Board was further strengthened by the addition of Mr. Philip B. Reckitt, Capt. Arnold Reckitt, Mr. Albert L. Reckitt and Mr. W. H. Slack in 1904.

One of the Company's most popular products had its beginning in the acquisition of the U.K. rights in 1897 of "Mack's Double Starch." Experiments were carried out with a view to improving Mack's Starch, and as a result of the work, "Robin," the "New" Starch, was launched upon the market. This new venture met with immediate success.

The manufacture of Metal Polish in liquid form was begun early in the present century. Later the businesses of the Shinio Metal Polish Co., Liverpool, and the Bluebell Metal Polish Co., London, at which places Branches are now established, were acquired. Works were acquired in Plymouth in 1905.

In 1922 the Company purchased the assets of Messrs. Hargreaves Bros. and Co., Ltd., including the old-established business of W. G. Nixey, Ltd.

CANISTER WORKS ACQUIRED.

Up to 1907 the Company purchased their supplies of tin containers for their various commodities from Mr. J. Wilson, who had established his works on the Stoneferry Road, Hull. The great expansion that had taken place in the Firm's trade caused the Directors to review the question of making their own tin containers and so controlling this important branch of their packing arrangements. In October 1907 they purchased the business from Mr. Wilson.

OVERSEAS BRANCH HOUSES ESTABLISHED.

In 1886 Mr. W. H. Slack, now a Director, but then a youth in his twenty-first year, sailed with Mr. T. E. Stericker for Sydney to open the first Overseas Branch House—the forerunner of many to be established by the Firm. In 1901, works were established at Sydney, and there are depots at Melbourne, Adelaide, Brisbane and Fremantle.



The late Sir James Reckitt, Bart., and Mr. Francis Reckitt, J.P.
taken in 1913.

The establishment of the first Overseas Branch House in Australia, marked the beginning of Colonial trade development, The second Overseas Branch House was opened in South Africa in 1888, Headquarters being in Capetown.

In 1891 the third Overseas Branch was established in New York. Owing to the expansion of the business it became desirable to commence manufacturing, and for that purpose a suitable factory was acquired in the town of New Brunswick, N.J., in 1905. To facilitate business a subsidiary Company—Reckitts (U.S.A.) Ltd.,—was formed in 1908, one of the Directors of which is Mr. Ernest Reckitt of Chicago, son of the late Mr. Francis Reckitt, J.P.

Expanding business in Australasia made it desirable to establish a Branch House in New Zealand in 1907, with headquarters at Wellington. A Canadian Branch was opened at Toronto in 1914, and in 1922 a Branch in Vancouver, British Columbia. In 1924 a factory was acquired in Montreal.

FACTORIES IN FOREIGN COUNTRIES.

In 1911 a Branch House, Reckitts (France) Ltd., was established, and later, manufacturing commenced at Choisy-le-Roi, near Paris. In Spain, the interests of the Firm are in the hands of the Proveedora del Hogar, S.A., a purely Spanish Company, and a factory is now in operation with main office in Bilbao. The whole of the trade in South America is controlled by Atlantis Ltd. A factory at Sao Paulo, Brazil, was erected in 1924.

GROWTH OF THE BUSINESS.

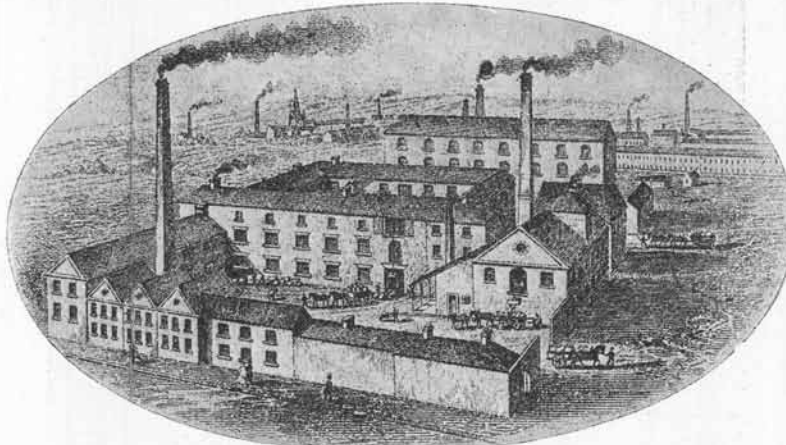
A walk through the Export Packing Department is full of interest, for here may be seen cases marked for all quarters of the globe. It is scarcely possible to touch a single point on the two hemispheres where the "Reckitt" label is not found—literally from China to Peru, in every state of North and South America, Asia, Africa, in every British Dominion, to the far Islands of the Pacific.

The present number of employees is between six and seven thousand, of which five thousand are engaged in the Hull works. The business, in its world-wide developments, has reached a magnitude which could have been little dreamt of by its founder, Mr. Isaac Reckitt, when he, 80 years ago, a benign and dignified figure, "a scholar and a gentleman," walked from his pleasant house with its charming garden, at the top of Dansom Lane, to his business at the little starch factory in the fields. There he laboured and builded better than he knew. Those who succeeded him have greatly developed the heritage bequeathed.

The present Board consists of the Rt. Hon. T. R. Ferens, J.P., Mr. Arthur B. Reckitt, Sir Harold J. Reckitt, Bart., Mr. Philip B. Reckitt, O.B.E., J.P., Capt. Arnold Reckitt, Mr. Albert L. Reckitt, Mr. W. H. Slack, J.P., Major W. H. Willatt, J.P., Mr. A. R. Cleminson, and Mr. Neville H. Joy.

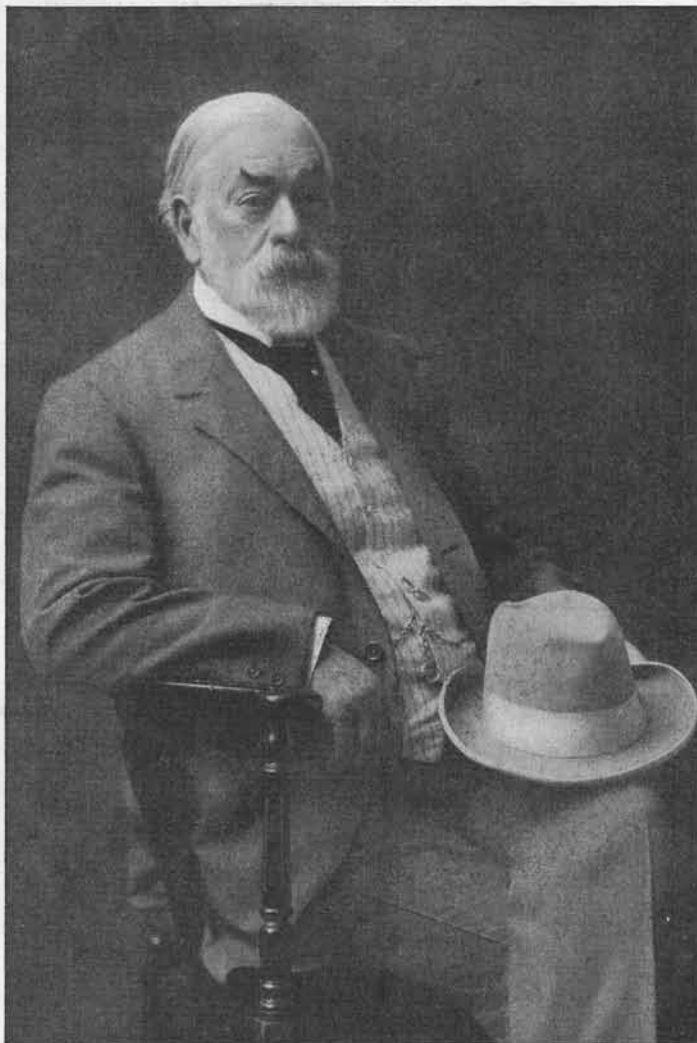
"GOOD DEEDS IN WIDEST COMMONALTY SPREAD."

We can make but passing mention here of the philanthropy of the late Chairman of the Board, Sir James Reckitt, Bart., who died in 1924, his provision of Homes for destitute orphans, of residences for convalescents, and of large expansions of the local Infirmary. He was the pioneer of Free Libraries in Hull, in recognition of which a Baronetcy was bestowed upon him in 1893. Sir James was also a pioneer in grappling with the problem of the better housing of the working classes, and the building of the Garden Village, Hull, is briefly recorded in these pages. His co-Director, the Rt. Hon. T. R. Ferens, represented the constituency of East Hull in Parliament for thirteen years. He also is possessed of the same generous spirit, as is shown by his gift of a fine Municipal Art Gallery with many valuable works of art, of £250,000 towards a University College for Hull, and to the Young People's Institute of a recreation ground consisting of many acres of land in area, and his many generous donations to charities, in Hull and elsewhere.



Kingston Works about the year 1864.

Foreground is Dansom Lane showing the Lead Works and the Blue Works on the left, and Packing Rooms in the centre. The detached building at the back was the Biscuit Works, which was destroyed by fire in 1866.



The late Mr. FRANCIS RECKITT, J.P.

□ THE FRANCIS RECKITT INSTITUTE □



The Francis Reckitt Institute.



HE Francis Reckitt Institute was erected through the generosity of the late MR. FRANCIS RECKITT, J.P. In the architectural style of English Renaissance, its ornamentation is simple, but dignified and distinctive, the architects being Messrs. F. Norman Reckitt and G. B. Carvill, of London.

The ground floor is occupied by the Dining Rooms, which provide accommodation for 800 employees. It is divided into dining rooms for women and men, foremen and clerks. On this floor are the kitchen, cloak rooms and lavatories. The payments for meals cover only the actual cost of the food and crockery, all the charges for cooking,



Staff Dining Room in the Francis Reckitt Institute.

attendance, light and heat, being provided by the Firm. The dinner for the men includes meat with two vegetables and pudding for 8d., and a similar but somewhat smaller dinner for the girls for 7d. It is the function of the Kitchen Committee elected by the Works' Council, to superintend conduct and elimination of waste in the Dining Rooms, to receive and consider complaints, to make or receive suggestions and to confer as to prices charged for meals. A well equipped Dining Room is provided for the use of the Staff, with lounge and smoking room attached.

The main staircase of the Institute, fronting Dansom Lane, gives admittance to a large Concert Hall, 100 feet in length and 50 feet in breadth, and accommodates about 1,000 people. The polished maple wood floor is laid for dancing. The raised tiers of the Orchestra provide for 150 choristers.

A cinematograph and lantern, used for entertainments and lectures, are in frequent demand.

On one side of the Concert Hall is placed the Employees' Memorial, consisting of two Tablets on which the names of the 153 who fell in the Great War are inscribed. The wish for such a memorial was expressed by the Works' Council. The employees, through

the Council, unanimously endorsed it, all employees subscribing to the cost. The Council proposed that a Competition for the best design be thrown open to all employees of the Firm, and a Sub-Committee was elected to adjudicate on the designs sent in. Two of them were judged by the Committee to be of outstanding merit, and these were placed in the hands of Mr. W. Aumonier, the designer of the Firm's War Memorial, who embodied the best points of both, while eliminating details not consistent with



Employees' Roll of Honour Tablet. This is one of two tablets on which are inscribed the names of the 153 employees who fell in the war.

sound artistic construction. The names of the two successful competitors are inscribed on a small brass plate between the two tablets.

The first floor of the south wing of the Institute contains the Girls' Class Rooms and on the other side of the same floor are the Men's Club Rooms, consisting of a Billiard Hall, Card Room and Refreshment Room.

On the second floor are Class Rooms suitable for Dressmaking, Cooking and Demonstration purposes. On the same floor are the Boys' Club and Class Rooms.

On the third floor are two Gymnasia, one for boys and another for girls, each 50 feet square, and showerbath for boys. A large airy workshop for the boys is also provided.

At the Ultramarine Works, and also at the Canister Works, Stoneferry, dining accommodation also is provided for the employees of the Works.

SIR JAMES RECKITT, Bart., MEMORIAL



AS the result of the desire expressed by the employees of the Company, initiated by the Works' Council, a Memorial to the late Sir James Reckitt, Bart. will be erected by the employees this year (1925), as an expression of their esteem and regard. It was designed by Mr. W. Aumonier, the sculptor of the War Memorial.

The Memorial is surmounted by a symbolic group of sculpture, representing Industry, exemplified by the beehive held by the seated figure. At the side stands a cherub with a garland—the fruits of Industry. It is a dignified and crowning tribute to a life devoted to the development and progress of a great industry. It is of Portland stone, with a marble plaque of the late Sir James.

At the corners of the grass plot on which it is placed are low stone pedestals, and on each of these, facing the centre figure is a cherub with garlands of flowers; these frame up the garden and compose the Court of Honour.

THE MEMORIAL STATUE



N artistic monument to the memory of the 153 employees of the Firm who made the supreme sacrifice during the late War has been erected by the Firm. The monument, which ranks as one of the finest artistic examples of the sculptor's art in the city, has been erected on a piece of land adjoining the Francis Reckitt Institute. The main inscription on it is as follows:—

“ERECTED BY RECKITT AND SONS, LTD.,
IN MEMORY OF THOSE
WHO GAVE THEIR LIVES IN THE GREAT WAR.—
GREAT DEEDS CANNOT DIE.”

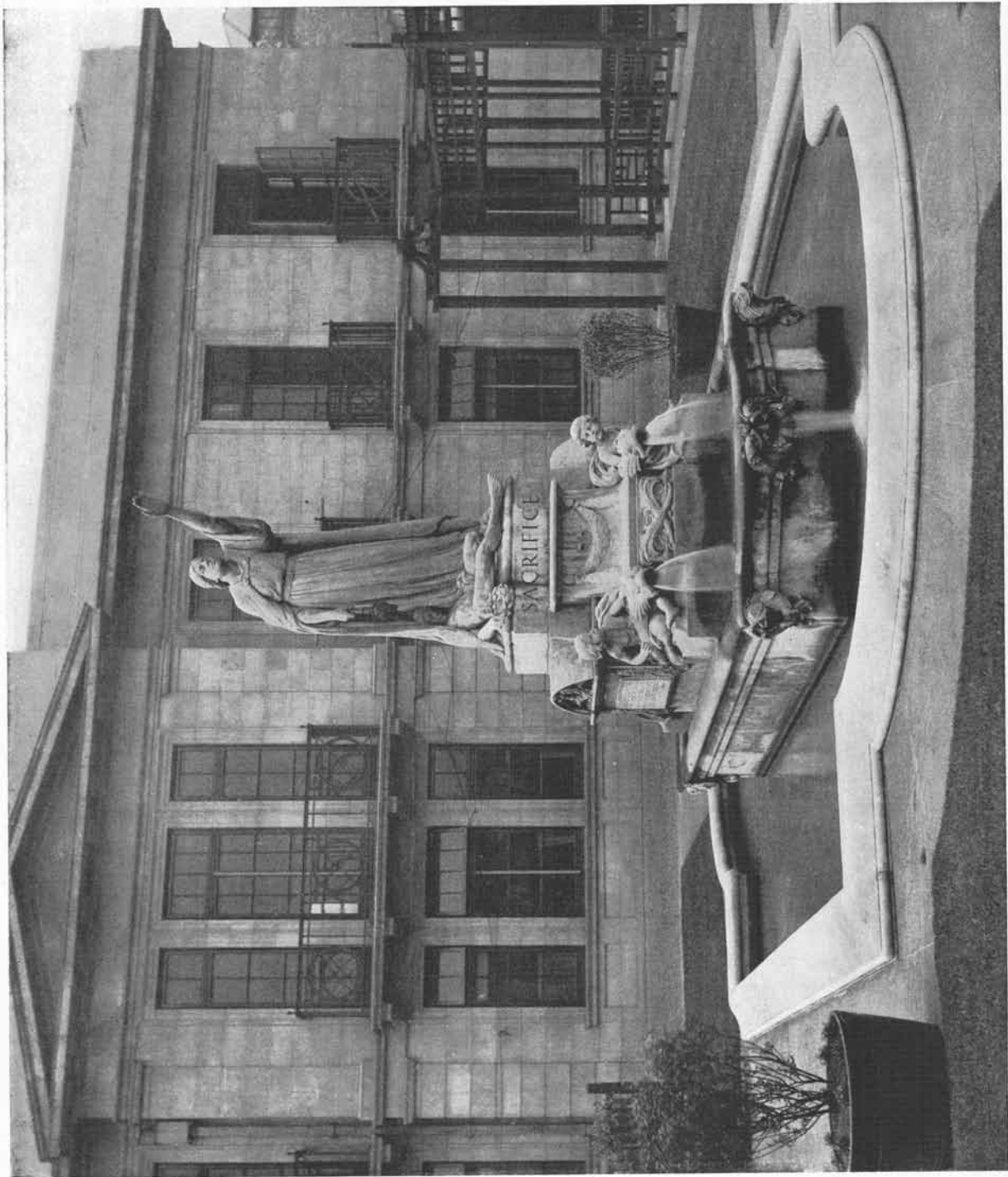
The central figure in the monument represents the symbol of sacrifice, a woman with a youth at her feet clasping a laurel wreath in his right hand. The left arm of the central figure is raised on high at the supreme moment of her pride and anguish—pride that her sons should have so gallantly laid down their lives in the defence of their country, and anguish at all her broken dreams represented by the dead youth at her feet. The right hand is lowered and holds a torch inverted though not extinguished, implying death, sorrow, and the tragedy of life.

At the four corners of the central pedestal, or base, are cherubs, symbolising the promise of early life, and they are holding dolphins, from which water flows into the ornamental pool with its blue tessellated base, which encircles the whole monument, while surrounding the whole is an artistic arrangement of grass, stone paths, and trellis work.



“In Grateful Remembrance.”

Mr. Wm. Aumonier, head of the Studios of W. Aumonier and Son, London, designed and executed the Memorial. He is of French Huguenot descent, and follows a long line of famous craftsmen settled in England.



MEMORIAL STATUE.

▣ SOCIAL AND EDUCATIONAL STAFFS ▣



Front Row :—Dr. A. R. Lambie (DENTIST), N. Dunn (WELFARE SUPERINTENDENT, Canister Works), J. N. Kaye (DOCTOR), E. K. Kerr (HEAD WELFARE SUPERINTENDENT, Kingston Works), P. Leech (EDUCATION OFFICER), M. Richardson (WELFARE ASSIST., Kingston Works), J. H. Noble (EDITOR WORKS' MAGAZINE, SEC. WORKS' COUNCIL)

2nd Row :—A. Midgley (NURSE, Canister Works), J. Creighton (SCHOOLMASTER), B. Linney (SEC. SOCIAL COMMITTEE), F. R. Harrison (MEN & BOYS' WELFARE SUPERVISOR), G. Anderson (ASSISTANT, SOCIAL DEPT., Canister Works), K. Du Pré (DOMESTIC SCIENCE), A. F. Maude (GYMNASTICS, Boys), M. Robinson (NURSE, Kingston Works)

3rd Row :—L. Walton (DRESSMAKING), E. Goll (HEALTH VISITOR), D. Akester (ASSISTANT, SOCIAL DEPT.), E. M. Corin (GIRL GUIDE CAPTAIN), E. Nicholson (EDUCATION DEPT. ASSISTANT), E. M. Ward (GYMNASTICS, Girls), V. Hart (EDUCATION DEPT. JNR. ASSISTANT).

▣ SOCIAL WELFARE COMMITTEE. ▣

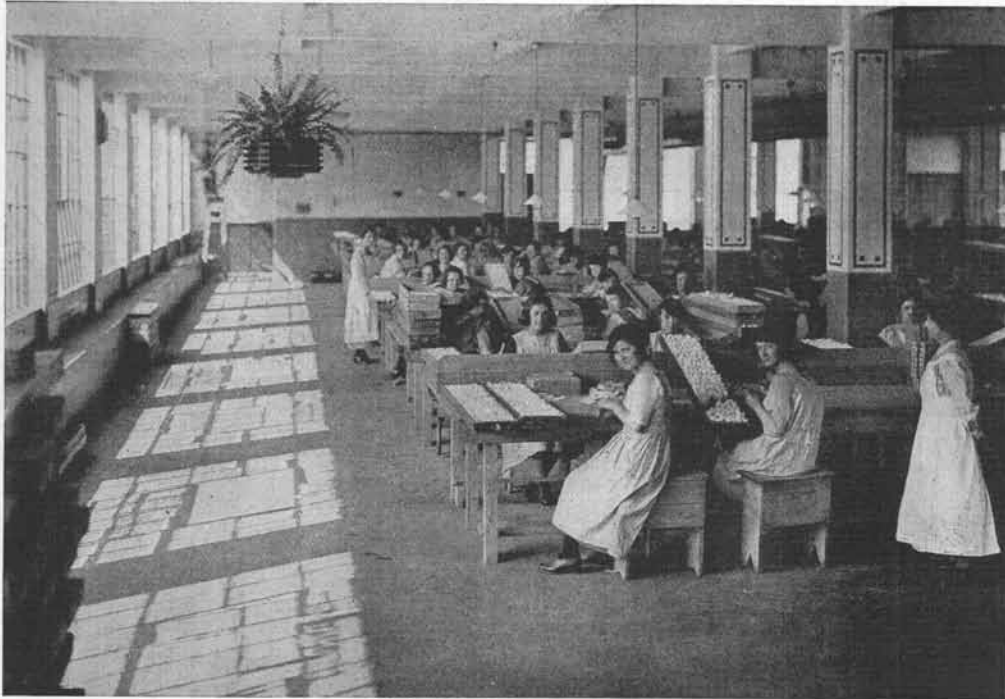


THE social welfare activities connected with the Firm are under the guidance and control of a Welfare Committee and Sub-Committee which meets fortnightly, when the minutes of the various Club Committees are read and recommendations are considered. This Committee consists of one or more Directors and representatives from all sections of the Works.

The Committee enquires into cases of sickness and hardship, and temporary assistance—either in money or in kind—is granted where the circumstances require it.

Educational matters are also dealt with by this Committee, and many other questions connected with the welfare of the employees. Much of the organizing and executive work has been delegated to committees of the employees, but there is still much that is done and inaugurated by the Social Welfare Committee.

□ GENERAL WELFARE WORK. □



One of the Work Rooms (Bag Blue)

GIRLS' EMPLOYMENT.



HE engaging of all the women workers is in the hands of the Lady Welfare Superintendent. Girls are interviewed, preferably in the presence of a parent or guardian. Particulars are taken regarding the family, relationship to past and present workers, previous employment, etc. In the case of younger applicants details of their school records are entered.

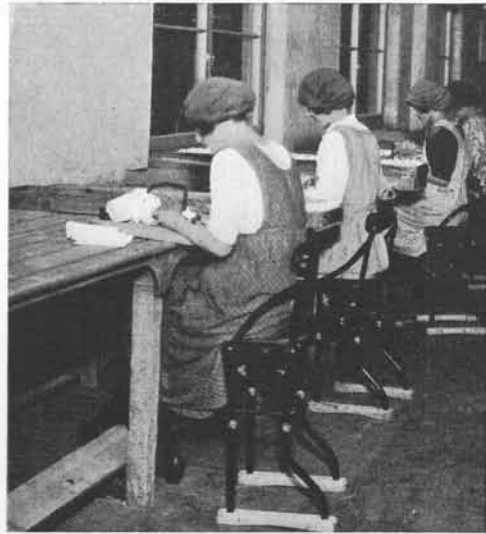
A high standard of health and cleanliness is required and every applicant before engagement is seen by the Works' Doctor and the Nurse. If the Doctor thinks an applicant unfit for factory work on medical grounds, the Labour Exchange is informed and the girl is advised to keep in touch with the Labour Exchange.

If the reports from both Doctor and Nurse are satisfactory and the applicant is considered suitable in other respects, she is asked to sign a form stating that she is willing to attend the day classes during working hours and to have her teeth attended to if necessary, by the Works' Dentist.

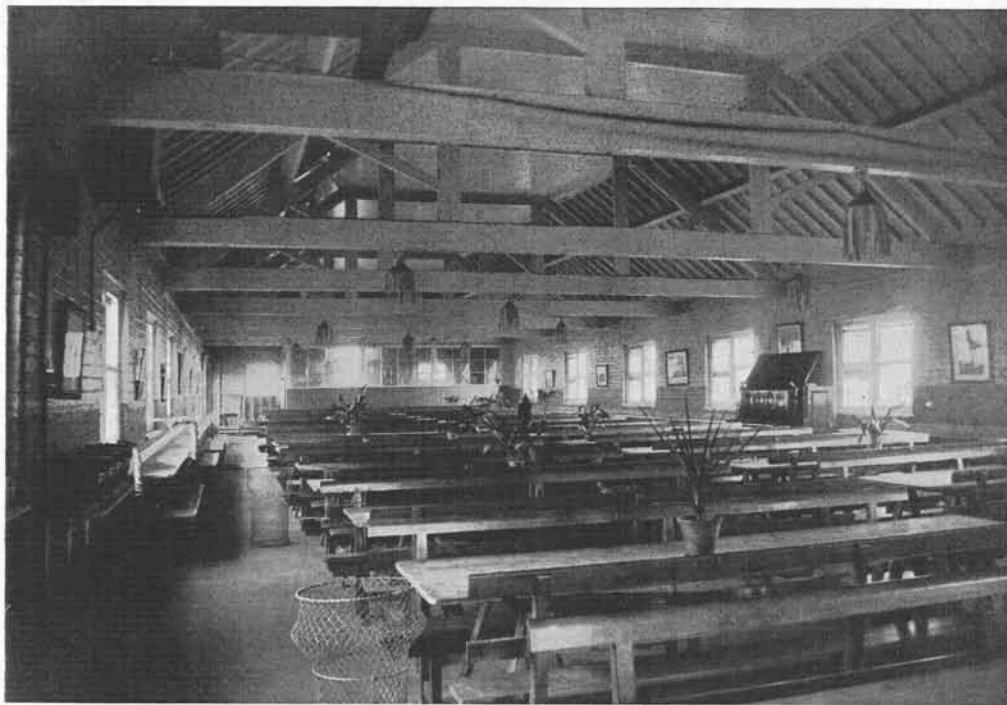
After engagement a worker is on probation for a period of 6 months. A further extension of the probation period may be allowed at the Management's discretion in cases where complete satisfaction has not been given.

Careful records are kept of the workers during the time they are employed by the Firm. Each worker has a card on which are entered records of her health, reports from teachers and from the room in which she is working regarding her ability and progress.

Female employees leaving to be married after 10 years' service receive money gifts from the Firm, and every girl leaving to be married is presented with a copy of "Mrs. Beeton's Cookery Book." Forewomen on leaving, receive in addition to the money gift, a handsome silver teapot, and also in case of long service a silver cream jug.



An experiment with Hygienic chairs designed to lessen fatigue.



Girls' Dining Room, Canister Works.

HEALTH.

Doctor.



IN Hull the Firm employs a full time doctor whose duty it is to look after the general health of the workers and to examine applicants for employment.

In the case of applicants, minor defects such as can be ascertained in a preliminary examination are pointed out and advice given as to best methods of remedy. Where necessary recommendations for treatment at the various local hospitals and dispensaries are given.

General observation is kept on the health of the employees in the Works, and cases of illness are reported by the forewomen and foremen and also by the teachers in the Works' Schools. Such cases are then examined by the doctor, and treatment, where possible, given at the Works, or they are advised to see their own medical adviser.

Accidents which occur on the Works are attended to, in the first place by the Doctor, or the Nurse in his absence, and subsequent daily dressings are undertaken by the Nurse if the worker's own panel doctor so desires.

Work is changed to suit the worker's physical condition, or temporary and lighter work is given if the Doctor so advises.

Free meals in the form of midday dinners and milk are provided for those workers deemed by the doctor to be receiving insufficiently nourishing food. He can also recommend a change of air when such a course will benefit a worker in poor health.

Dentist.



THE Firm employs a full time qualified Dentist.

Before engagement, a girl must agree to have her teeth examined and put in order by the Works' Dentist. All necessary dental treatment is done free of charge, except where artificial teeth are required, for which half cost price is charged. Each girl



The Dentist's Room.

is instructed as to the care of her teeth, and a tooth brush and dentifrice are provided at nominal prices. Re-examination is carried out from time to time, and for further treatment a charge of 1/- is made for extractions. Fillings are done free of charge with the hope of encouraging girls to have a tooth filled rather than to have it extracted.

Dental treatment is carried out for the male employees also.

Much good work has been done, and the general health has improved since dental treatment commenced.

□ □ Nurse and Sick Visitor. □ □

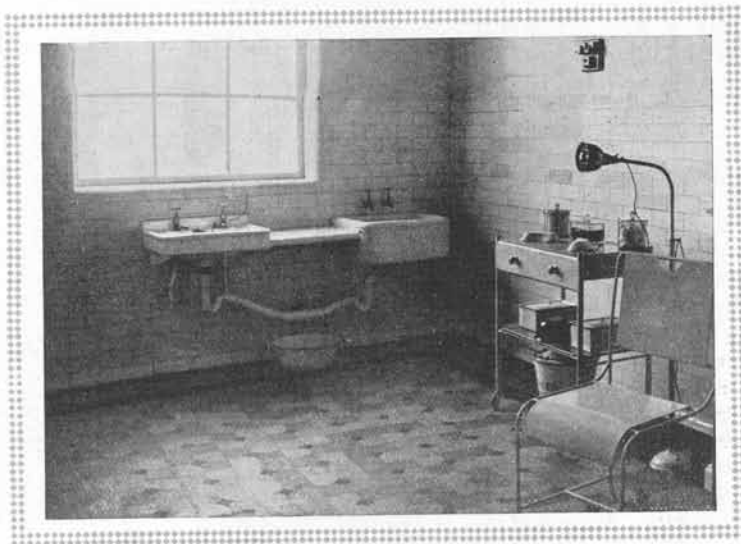


NURSE is always on duty during factory hours. She attends to all minor ailments and injuries, and assists the Doctor and Dentist.

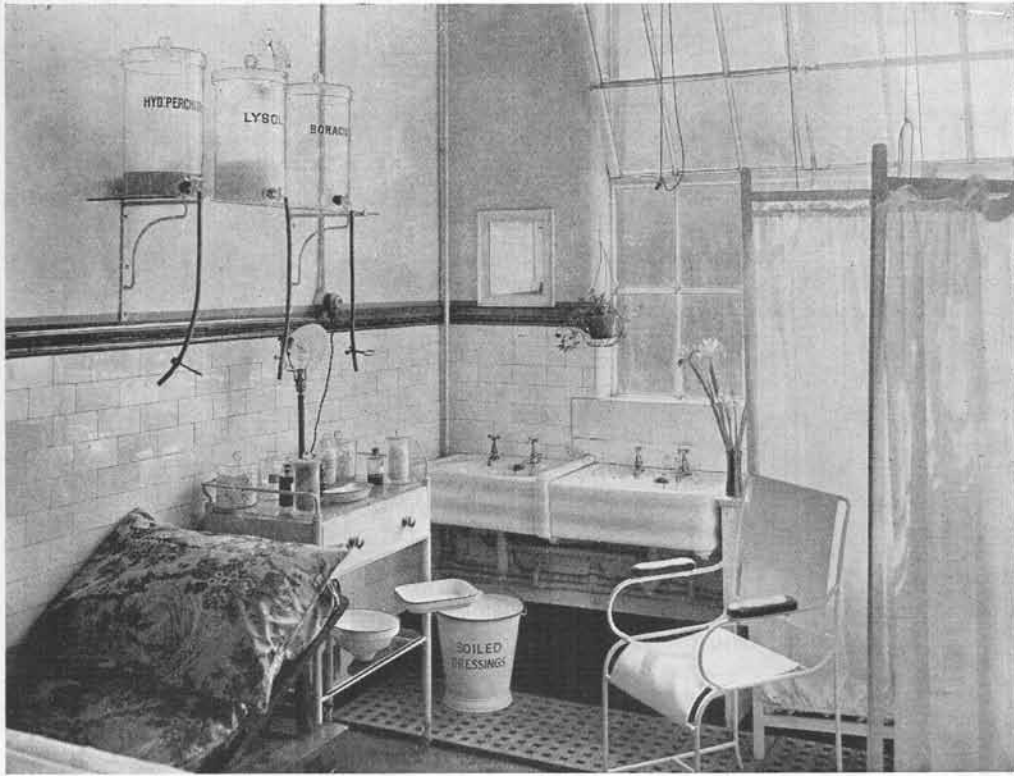
A Rest room is provided where girls are sent who are temporarily indisposed, and suitable refreshment is given if considered helpful. It is often found that after an hour's rest, a worker feels so much better that she prefers to return to her work than be sent home for the rest of the day.

Workers who are off work on account of illness or accident are regularly visited by the Sick Visitor in their homes, and their progress is reported to the Social Dept.

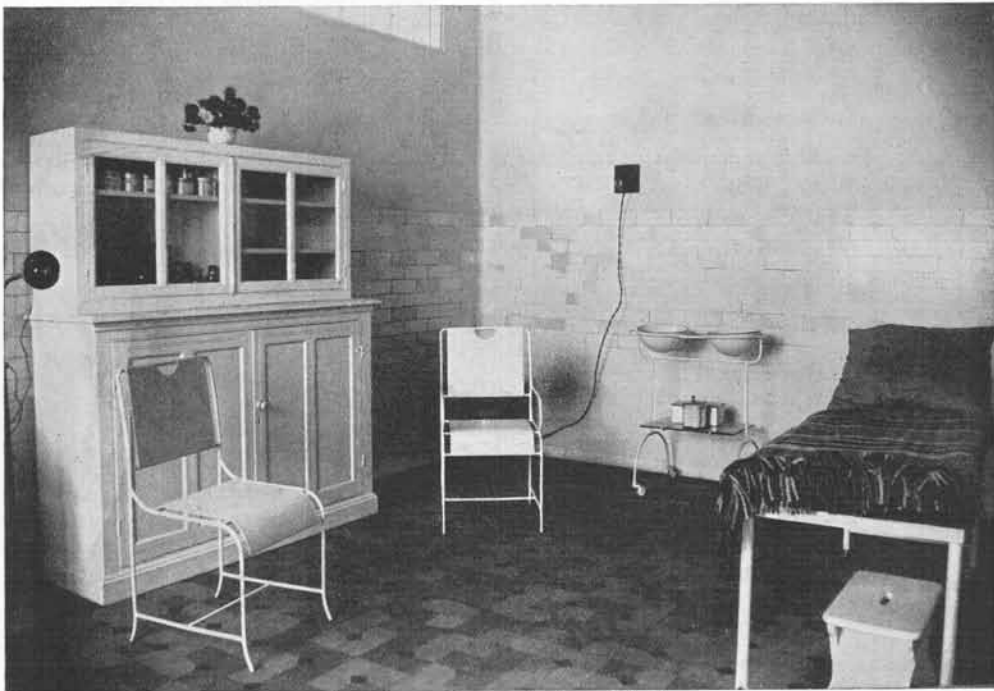
When necessary the services of a trained nurse are available to all employees. On request sent to the Social Department the nurse visits and attends to any employees who are sufficiently ill to require such skilled nursing.



A corner of the Ambulance Room, Canister Works.



Ambulance Room, Kingston Works.



Ambulance Room, Canister Works.

Junior Sick Club.



WORKERS under 16 years of age, who are not eligible for benefits under the National Insurance Act, are provided for by the Junior Sick Club. Members contribute 1d. per week each, which is deducted from their wages, and the Company adds a similar amount weekly.

Members are entitled to receive 3/- per week during sickness for the first six weeks in any consecutive twelve months, after which the case is considered by the Social Welfare Committee for further benefits.

Men's Sick Club.



MEN'S Sick Club was formed in 1882, managed by a committee of the members, with the Works' Manager as President. Owing to the National Health Insurance Act coming into force, the club was wound up. In 1919, through the Works' Council, another Works' Sick Club was suggested and organized. A Committee of the Council Members was formed and rules were tabulated.

Contributions are 6d. per week deducted from wages. All men and youths over 16 years of age are eligible for membership. Sick benefits are 12/- per week for the first 13 weeks, and 6/- per week for a further 13 weeks if illness continues. The Company subsidises the Club to the extent of half the liability of certain impaired lives of members, that is, members who on joining the Club were not in his good state of health.

Three months' membership is necessary before benefit can be received.

After 18 months successful working the members decided to alter the Club into a Sick and Dividing Club. With over £1,200 in hand, £500 was put to reserve, and each member with over ten months' membership received £1 as his share of the balance.

Convalescent Homes.



THE Company subscribes to several Rest and Convalescent Homes in Yorkshire and elsewhere, and a considerable number of employees are sent annually to these Homes to recuperate and undergo special treatment for rheumatism, phthisis, etc., as recommended by the Works' Doctor, or by their medical attendant.

On the average over a hundred recommendations are granted to employees each year for Harrogate Royal Bath Hospital, Buxton, Ilkley, Withernsea Convalescent Home, and Ventnor.

Ambulance Division.

FIRST-AID work has always received practical support and encouragement from the Firm, large numbers of employees having attended the various Classes and qualified for the St. John Ambulance Association certificate.

In 1912 an incentive was given to First-Aiders to continue their studies, by the formation of two Divisions—Ambulance and Nursing—which were incorporated with the Hull Corps of the St. John Ambulance Brigade. A revival of interest was thus created amongst the Firm's ambulance workers who promptly enrolled themselves as members. All the uniforms and equipment were supplied by the Firm, and this also applies to all new members who have subsequently joined either of these Divisions. In addition to rendering first-aid to their fellow workers, various public duties are undertaken in connection with the Hull Corps, and numerous calls are made on their services from time to time.



Members of the Ambulance Brigade.

On the outbreak of War in 1914, all offered themselves for service, and subsequently performed duties in the Military Home Hospitals in response to calls from the War Office. Later, many volunteered and were accepted for service overseas.



Members of the Division at Practice.

Reckitts' V.A.D. Hospital, organized by Mr. Philip B. Reckitt, O.B.E., who acted as commandant, afforded members of the Nursing Division ample opportunities to render useful service, and all were on duty as occasion demanded. Duties were also undertaken in connection with local Air-Raids.

Reckitt & Sons, Limited, Insurance Society.



WHEN the National Health Insurance Act of 1911 came into operation in July 1912, an Approved Society was formed, and is continuing and in a flourishing condition.

The Society is managed by a Committee composed of 7 Representatives of the Firm (5 of whom are Directors), and 21 Employees who are members of the Society, viz.:—11 male members, and 10 female members, together with the Secretary and Treasurer

On December 31, 1924, the Society's membership was 2,877.

In the year 1924, the sum of £2,717 5s. 9d. was paid out to the members in State Benefits.

A surplus was found on the Second Actuarial Valuation of the Society made up to December 31, 1922, and, as a consequence, the following Additional Benefits were included in the Society's sanctioned scheme which came into operation on July 6, 1925, viz. :—

INCREASES IN CASH BENEFITS ENABLING THE FOLLOWING RATES TO BE PAID :—

| | |
|---|-----------|
| | per week. |
| Sickness Benefit, Men, from 19/- to 22/6 | |
| " " Women, " 12/- to 15/- | |
| Disablement Benefit, Men, " 9/6 to 11/3 | |
| " " Women, " 7/6 to 9/- | |
| Benefit of Married Women (Class K) | |
| from 7/6 to 9/- per week. | |
| Maternity Benefit, Men, from 48/- to 55/- | |
| " " Women, " 40/- to 46/- | |

NON-CASH BENEFITS.

MEN.

A payment to members not allowed to attend work owing to infection.

A payment towards the cost of maintenance whilst in a Convalescent Home.

A payment towards the cost of maintenance whilst in Hospital.

A payment towards the cost of Surgical appliances such as Trusses, etc.

WOMEN.

A payment towards the cost of maintenance whilst in a Convalescent Home.

"ADDITIONAL" AND "EXTRA" CASH BENEFITS PAID BY THE COMPANY.

In addition to the State Benefits paid out as above, the members of the Society, during the year 1924, received in "Extra" Benefits from Reckitt & Sons Ltd., the sum of £162 14s. 3d., and in "Additional Benefits" the sum of £195 15s. 2d.

"ADDITIONAL BENEFITS" (being surplus on Administration Account) are:—

| | |
|---------------------------|---------------|
| Sickness Benefit, Men .. | 1/6 per week. |
| " " Women, 1/3 " | |
| " " Boys and Girls | 9d. per week. |
| Disablement Benefit, Men, | 9d. per week. |
| " " Women, | 9d. per week. |
| Maternity Benefit, Men .. | 4/- |

"EXTRA BENEFITS" are to cover:—

Sickness Benefit to new entrants who are not in benefit under the Acts until twenty-six contributions have been paid.

Sickness Benefit for the first three days of illness, which period is not covered by the Acts.

An allowance on the scale as set out in the "Extra Benefit" leaflet attached to the Society's Rules for Accident at work.

RECREATION.

Recreation Ground.

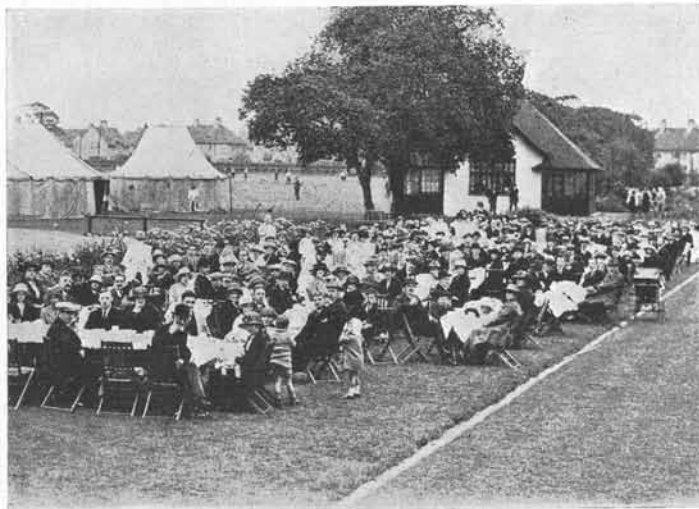


IN order that all the various sections should be able to play their games under the best conditions, the Firm purchased 15 acres of land for the purpose of a Recreation Ground, which has since been increased to about 20 acres. Here the Cricket, Football, Bowls, Tennis, Hockey and Netball enthusiasts are catered for, each Club having its own pavilion. A Tea Room with Buffet for refreshments has been erected, with verandahs providing seating accommodation.

A Groundsman's house and garden stand inside the Ground, and an Assistant Groundsman and two youths are also employed. An ornamental lake and flower beds have also been laid out. The Ground is connected with the Garden Village by a footbridge over the Railway.

The Recreation Ground is under the control of the Social Welfare Committee and under the supervision of a Ground Secretary. All Clubs connected with the ground have their own Secretaries and Committees who conduct the affairs of the Clubs.

No charge is made to any Club for using the Recreation Ground, nor for preparing cricket pitches, bowling greens, tennis courts, &c.



At Tea on the Recreation Ground

MEN'S CRICKET CLUB.

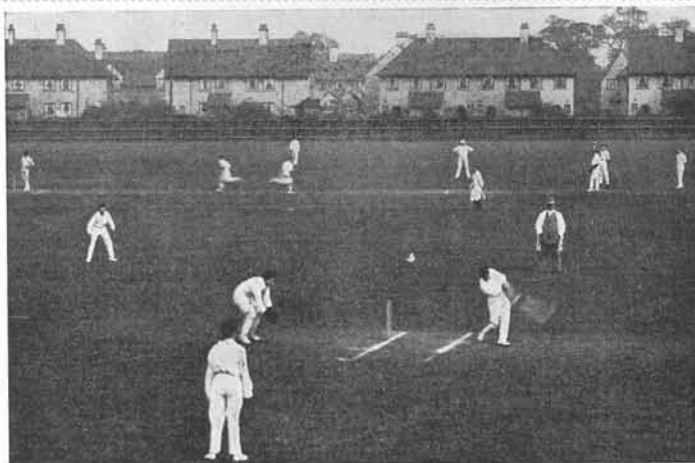


THE first Cricket Club was formed in 1887, and with the exception of a break of three years in its early days has continued to the present day.

The 1st XI have always been regarded as one of the strongest teams playing in local cricket. One of its greatest successes was the winning of the Hull Council Cup in season 1914. This was the most coveted trophy in Hull, but this competition is now extinct.

The Club offers a very attractive programme and every incentive is given to members wishing to make progress in the game. Matches are arranged with the chief teams in Hull and district. There are in addition to the 1st XI: the An XI, and 2nd XI.

Perhaps the most interesting of all the matches is that between Office and Works. This match has taken place for a great number of years, each side enjoying a fair share of successes. Members of our Representatives' Staff shew their interest in the Club by attending this match, these gentlemen being usually in Hull at that time for the purpose of attending their annual Conference.



Two of Reckitts' Cricket Teams at Play.

In addition to this match, a Departmental Competition takes place every season, teams entering from all the different departments of the Office and Works. A Shield is given by the Firm, presented to the winners and held for one year.

A great deal of the Club's success is due to the enthusiasm and loyalty of its members, a number of its officials and players having given their services for a great number of years. The Treasurer has held his position for twenty-five years, the late Secretary was in office for seventeen years, whilst several players can lay claim to have given between twenty and twenty-five years service.

The subscription is 7/6 per annum for Senior members, and 5/- per annum for Juniors and apprentices.

RUGBY FOOTBALL CLUB.



THE Rugby Club was formed in 1911, and now has a Junior Section. The membership is about sixty. The Firm presents a Shield for a seven-a-side Departmental Competition. Charity matches are played on occasions and a considerable sum is raised yearly in this way. The Club prides itself on having brought out players who have achieved a name in local football.

The subscription is 5/- per annum, and the Club is managed by a Committee.

ASSOCIATION FOOTBALL CLUB.



THE Association Club was formed in 1906. Two teams are run; the First eleven being in the First Division of the East Riding County League, and the Second eleven being in the Third Division of the same League. It is a proud record of the premier Team, still cherished by them, that they succeeded in winning the Beverley Hospital Cup in season 1909-10.

The Firm present a Shield for an Inter-Departmental six-a-side competition, which is competed for annually. An average of twenty Teams enter, consisting of 120 players.

The Medals for winners and runners-up are provided out of receipts.

The Club, to which the subscription is 5/- per season, is managed by a Committee of nine members, including the Captain and Vice-Captain of each eleven.



Winners of the Inter-Departmental Six-a-side Association and Seven-a-side Rugby Football Challenge Shield.

CYCLING CLUB.



THE Cycling Club was suggested and organized through the Works' Council, in 1921.

It is managed by a Committee of eight, with a subscription of 2/- for men and 1/6 for women and has a membership of between thirty and forty. Places of interest and beauty in the district within a radius of 25 to 30 miles are visited, and the runs are much enjoyed by the young men and women who participate in them.



An Evening Spin—Start from the Works.

ANGLING CLUB.



THE Angling Club is one of the oldest organizations, being formed in 1896. The Club gives a gold medal to the member obtaining most points during the season. A fine Challenge Cup which has been styled the "Peace" Cup, given by the Social Welfare Committee to celebrate the signing of

Peace, at that time is won by the member catching the heaviest weight of fish, and is competed for annually.

Special prizes are given to members catching the heaviest fish in a number of competitions.

Each member is registered with the Hull and District Amalgamated Anglers' Association, which gives certain privileges.

The subscription is 14/- per year; 3/- for privilege ticket and 2/- licence.



An Outing of the Angling Club.

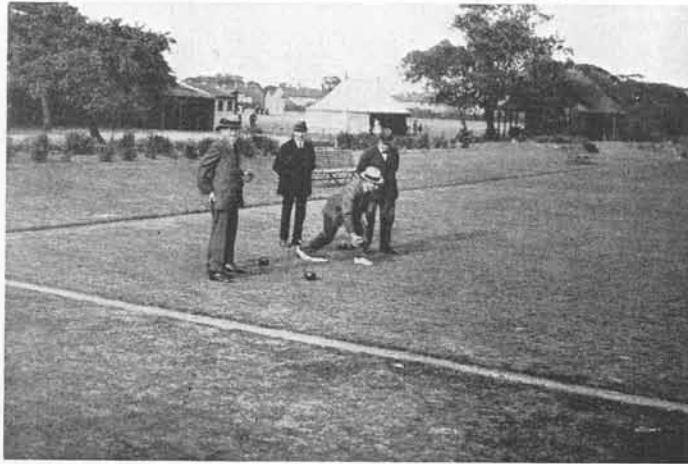
BOWLING CLUB.



THE Bow-
ling Club
was for-
med in
1908.

The subscription, 3/- per annum, was fixed at a low rate to encourage employees to become members, and at the present time the membership is 170.

The Recreation Ground furnishes two greens, one of which is the largest in Yorkshire.



On the Bowling Green.



A game of Bowls after lunch.

Competitions played yearly are the President's Handicap, two Club Handicaps, Club Championship, and Departmental Competition, for the last the Firm providing a Shield, and a Gold Medal for the Championship.

Two teams are entered for the Hull and East Riding League, the first team having the honour of winning the First League and Cup during the season of 1921.

The chief social events of the season are the President's Garden Party and Ladies' Tournament. During the winter the Club funds are augmented by Whist Drives and Dances, the profits of which make the Club self-supporting.



A Ladies' Bowling Tournament.

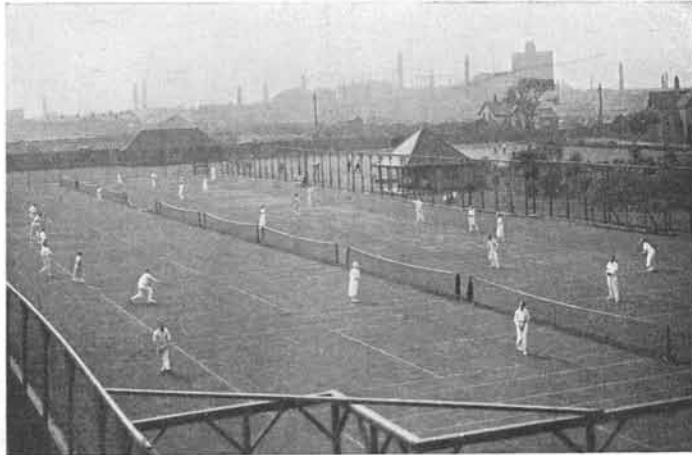
LAWN TENNIS CLUB.



THE Lawn Tennis Club was formed in 1909.

The membership at the end of that season was 23. Since then, there has been a steady increase in membership each season, there being at the present time 200 members.

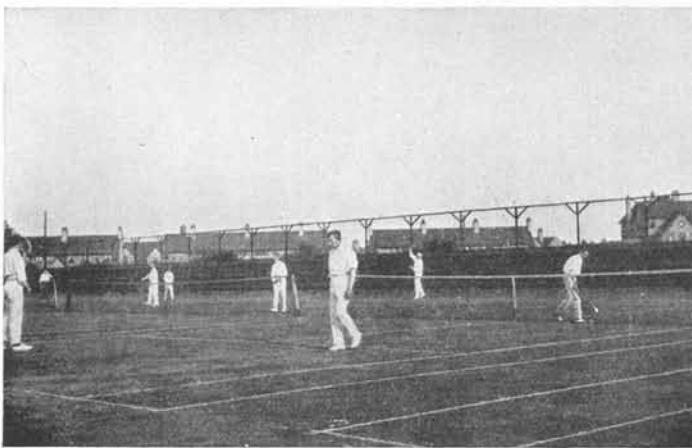
Membership is restricted to employees and their wives, the subscription being 2/6 and 5/- respectively.



The Tennis Courts—Recreation Ground.

The Club possesses 12 fine courts, two of them hard courts.

The Club Trophy for the Ladies' Singles' Championship is a handsome silver rose bowl, and the Gentlemen's Singles Championship Trophy is a silver shield. Both these trophies were presented by the Firm for competition, and the winners' names are inscribed each year. Prizes are given to winners of Ladies', Gentlemen's and Mixed Doubles. In addition there are two Junior Trophies for ladies under 25 and men under 23.



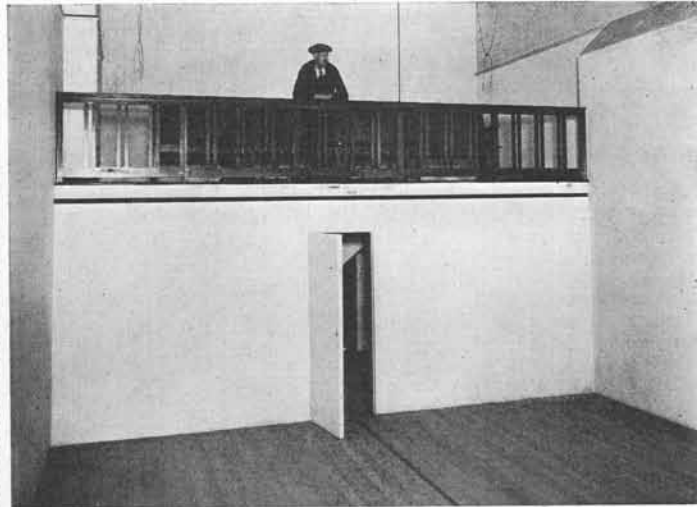
An Office v. Works Tennis Match.

Two popular social events in connection with the Club are the annual Tennis Dance, when prizes and Club Trophies are presented, and the annual Garden Party, when all members of the Club are invited by Mr. and Mrs. Philip Reckitt to Swanland Manor.

SQUASH RACQUETS.



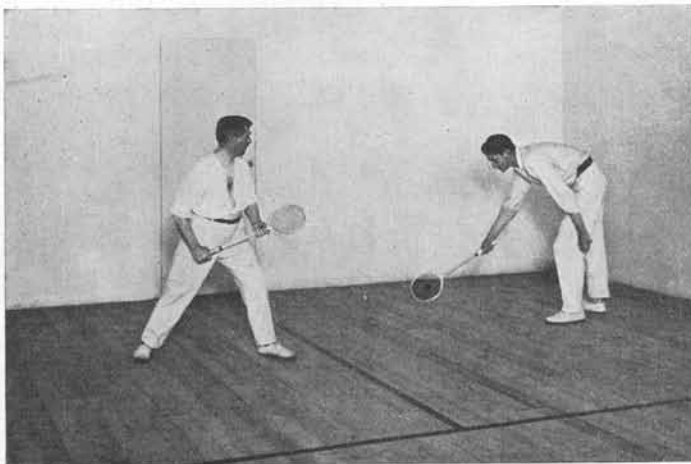
Gallery of Squash Racquets Court.



THE Squash Racquets Court was presented to the employees by Mr. Philip B. Reckitt, in 1923. The dressing rooms are well fitted with all necessities, including a hot and cold shower bath. A gallery at the rear of the Court provides a view of the game.

The game is played during the meal time, and in the evening by artificial light.

The Racquets Court is under the management of the Tennis Club.



The Squash Racquets Court—
Two Members at play.

■ DRAMATIC SOCIETY. ■



AN excellent performance of "A Midsummer Night's Dream" revealed good material and scope amongst the employees for the formation of a Dramatic Society. Later, an article in "Ours," in 1923, resulted in the calling of a meeting, the enrolment of members, and the election of a Committee. The Society has a membership of 70, and consists of Senior and Junior Sections. The Senior members have produced several well-known plays, including a dramatisation of Dickens' "A Tale of Two Cities," and the Junior members have performed light sketches. The enthusiasm of the members promises a successful career for the Society. The scope of the work becomes extended as the members gain in experience by actual practice. An excellent stage and stage properties are at the disposal of the members for practice and presentation of plays during the winter months, in the Francis Reckitt Institute. The membership fee is 2/- for adults over 18, and 1/- for juniors.



Light Sketch: Waiting for the 'Bus.

■ ALLOTMENTS. ■



ALLOTMENTS began to be worked by employees in 1917, but when the land was used for an extension of the Recreation Ground, it was found that there was a sufficiently large number of enthusiastic gardeners among employees to make it worth while purchasing a piece of ground for permanent allotments, adjoining the Garden Village.

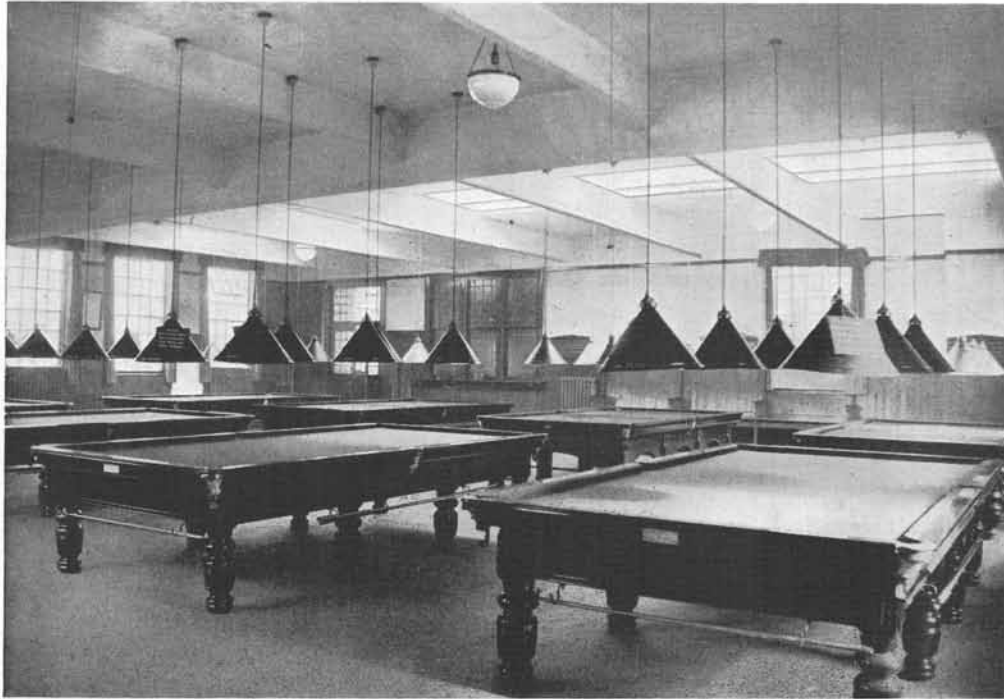
A Committee was formed, and an Allotment Holders' Society started. This Society has its own rules, and charges a small subscription for expenses.

The allotments average about 350 square yards in size, a rent of 5/- per annum being charged, and the letting is in the hands of the Committee. The number of allotments provided at the present time is 145.



A part of our Allotments.

MEN'S SOCIAL CLUB.



The Billiard Room—Men's Club, Francis Reckitt Institute.



THE Men's Social Club, one of the most successful of the Firm's social organizations, was started in 1910. It is open every week-day from 1 to 2.30 during the dinner hour, and from 7 to 11 in the evening. All male employees over the age of 18 are eligible for membership at a subscription of 3/- per year. Eight first-class billiard tables are provided in the Billiard Hall, for the use of which 8d. per hour is charged.

During the winter months Billiard Handicaps and Departmental Competitions are held, in which a keen interest is taken by the members. The Club usually competes in the Hull Billiard League, which brings the best players in the district to play in the matches, and some interesting games have been witnessed.

The Card Section has instituted a Departmental Whist League open to all employees. The Firm provide a Silver Shield to be held by the winners for one year. An entry of 17 Departmental Teams for this Trophy shows the interest that is taken in this section of the Club.

A Buffet is open in the Club room where members may purchase cigarettes, mineral waters and chocolates at reasonable charges

The control of the Club is vested in the hands of a Committee which is elected by the members. The membership is now over 200, and new members are constantly being enrolled.

A handsome new Billiard Hall was provided in 1923.

BOYS' CLUB.



IN 1908, a small band of enthusiasts in the Works, united by a common determination to help the junior employees, started the Boys' Club. The first venture was a physical culture class, and the prompt response of 60 boys led to an application for an adequate Gymnasium. This was provided by the Company and proved to be the foundation of the Club's success. At the close of the first season, over 100 boys had been enrolled, and during the Summer a successful Camp was held at Hornsea Mere.

During the second Winter, Reading and Games' rooms were added and occasional lectures on educational subjects were given.

The Club continued to make satisfactory progress until in 1914 the gift of the Francis Reckitt Institute provided the Boys' Club with well appointed commodious rooms, and from that time each succeeding year has witnessed an extension of the Club's activities.

The activities of the Boys' Club comprise :—

FOOTBALL.

Three teams are placed in the field each week. Two Association teams (Boys from 14 to 16 years and boys from 16 to 18 years).

One Rugby team (Boys from 16 to 18 years).

CRICKET

Two teams are engaged each week-end, and every night in the cricket season there is an average attendance of 50 boys for practice under the supervision of the Officers of the Club.

CAMP.

The Annual Camp is held either in Bridlington or Filey during August Bank Holiday Week, over 120 boys attending. The boys spend their time in organized games, rambles, bathing, boating, etc. One afternoon is devoted to Camp Sports, and in wet weather entertainments are provided under cover.



Boy Campers

CAMERA CLUB.

A Camera Club has been formed by the boys, and meetings are held for lantern slide making, developing, and printing. During the winter session lantern displays of members' slides are held at intervals.

GAMES' ROOMS.

The room for Juniors is provided with a small billiard table and a bagatelle table, and provision is made for quiet games. The "Old Boys'" Room has a full-sized billiard table and arrangements are being made so that the boys will manage and control their own section of the Club.

READING ROOM.

A room has been provided where boys may indulge in reading.

ANGLING CLUB.

A Boys' Section of the Angling Club connected with the Firm has been formed and a good membership has been obtained.

BANK.

The boys are encouraged to become depositors in the Boys' Bank, and about £4 per week is collected.

LIBRARY.

A library of 250 volumes is provided and over two thousand issues are made each year.

SATURDAY SOCIALS.

On Saturdays, throughout the winter, pleasant evenings are organized in the Social Hall, when the boys and girls are taught dancing.



"Fall in" for Bank.—An episode of the Annual Boys' Camp.

SWIMMING CLUB.

The boys take full advantage of the excellent facilities offered by the Swimming Club connected with the Firm.

OLD BOYS' SECTION.

In connection with the "Old Boys'" Section of the Club, which includes the youths from 18 to 21 years of age, a successful scheme of self government is established. They manage their own section of the Club, electing a Committee. Discipline is in their own hands, officers being appointed to take charge of the Club in turn. These officers see that the Section is conducted on proper lines, and have charge of the Canteen and receipts.

GIRLS' CLUB.



THIS Club started in 1917 as an Athletic Club. The Cricket, Hockey and Swimming Clubs and the Evening Gymnastic and Dancing Classes were formed into one general club with one subscription to cover all sections.

In 1920 the Club was reorganized under the name of Reckitts' Girls' Club, and in 1922 a house was bought by the Firm for the use of

Club members, and membership extended to all female workers of the Firm. The Club is very popular among the younger girls, and there is now a membership of over 350. The Club rooms consist of a large room used for dancing, games and sing-songs, and a smaller room downstairs reserved for reading, sewing and quiet games. The members are hoping to complete the furnishing of these rooms out of their own funds



At Supper—Girls' Club Party, Francis Reckitt Institute.



Group of Hockey Girls.

The management of the Club is in the hands of a General Committee consisting of officers elected annually by the Club members, representatives of the Sectional Committees, and members of the Social and Teaching Staff.

GIRLS' CLUB—continued.

Officers who have certain duties assigned to them are elected from among the older members at the Annual Meeting.

ATHLETIC SECTION.

Under this head everything of an athletic nature is included. The evening gymnastic and dancing classes also form part of its activities. The latter include Morris, Country and Fancy Dancing.



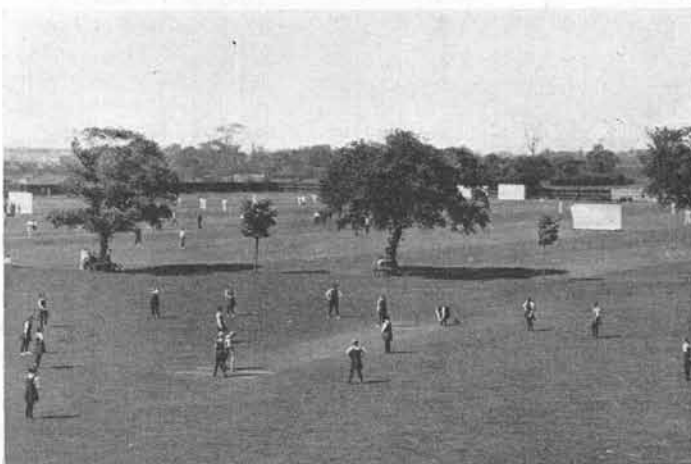
Lunch and Recreation Hour.

(a) Hockey.

This has always been a favourite game with the girls, and still greater interest has been shown since the Club joined the Hull Ladies' Hockey League which was formed in 1923. In addition to the League matches, friendly matches are arranged and there is a very promising 2nd XI which hopes to enter the League shortly.

(b) Cricket.

During the summer months the cricket pitch and practice nets are very much in



Girls at Cricket on the Recreation Ground.

demand every evening and on Saturday afternoons. Matches are played with various Hull Ladies' Clubs and occasionally with Clubs in other towns. Other popular matches are those arranged with the Boys' Club.

(c) Net Ball.

This game is also played during the summer months and offers opportunities for healthy and vigorous exercise and enjoyment for many employees.

GIRLS' CLUB—continued.

(d) Swimming.

The opening of the T. R. Ferens' Swimming Bath stimulated interest in this section, and the Club joined the Royal Life Saving Society. Already several of the girls have won the Bronze Medallion for Life Saving, and they are now competing annually for the Hull and District Life Saving Championship.

Great interest is shown in the Annual Sports, especially in the race for the Championship, for which the Firm has presented a Shield.

In addition to the Athletic Section the following new sections have been formed :

1. Helping Hand Section.
2. Entertainment Section.
3. Girl Guide Section.

HELPING-HAND SECTION

During the winter members of this section meet together once a week to make

toys and garments for some charitable purpose. Its principal work is to help in getting together the funds required for the Cot which the Club supports at the Victoria Hospital

for Sick Children. The maintenance of this Cot has been a sacred charge on the Club ever since its commencement in 1918.

It was named the "Ellen" Cot, in memory of Ellen Austin, one of the most active and beloved members of the Club who died in July 1918, shortly after the first Entertainment in which she had taken a prominent part.



The "Ellen" Cot.



Poster designed by an employee for play performed by the Girls' Club.



Final Tableaux of Musical Play given by Members of Girls' Club in the Francis Reckitt Institute.

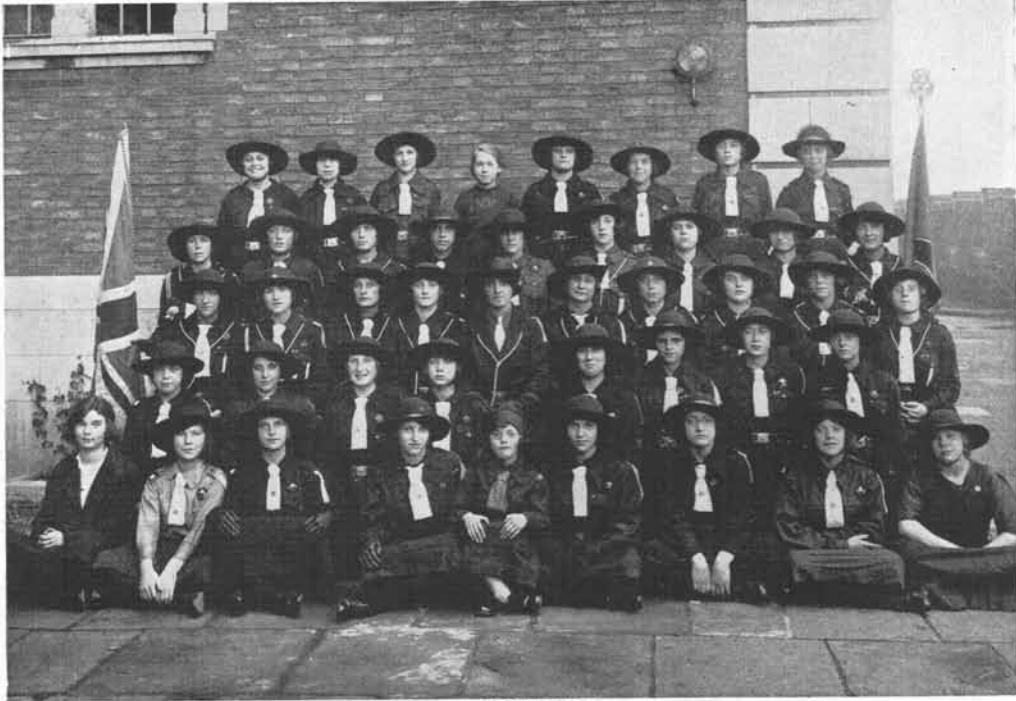
ENTERTAINMENT SECTION.

This section arranges concerts and entertainments to help the Club as the need arises. Performers are often drawn from among Club members, and recently an evening has been set aside for practising part songs.

GIRL GUIDES.

A company of Girl Guides was formed in May of 1921. Drill practices are held once a week, summer and winter; church parade twice a month; and there are rambles picnics, stalking and tracking, etc., when the weather permits, on Saturday afternoons. Week-end camps are held during the season. In 1925 the Company tied for the Divisional Shield.

Since its formation 130 Proficiency Badges, 5 all round cords, and 3 nursing sisters armbands have been won by the company.



Group of Girl Guides.

SUMMER CAMP.

In 1918, twenty-two Club girls were taken by the gymnastic teachers to Flamborough during the August holiday week. Some of the party slept in tents, the rest finding accommodation in a farm house. The holiday proved such a success that it was decided to have a holiday camp every year. The girls now all sleep and have their meals under canvas. During the last three years about 90 members of the Club have each year availed themselves of this opportunity of getting a healthy and enjoyable holiday. The Firm provides the camp equipment and also a cook and a man to look after the heavy work. In order to qualify for camp a girl must be a member of the Athletic Section of the Club. She must attend either 75 per cent. of her evening gymnastic classes or put in at least one attendance a week on the Recreation Ground and take an active part in a game. If a member of the Swimming Section, eleven attendances out of a possible sixteen at the Baths make her eligible.

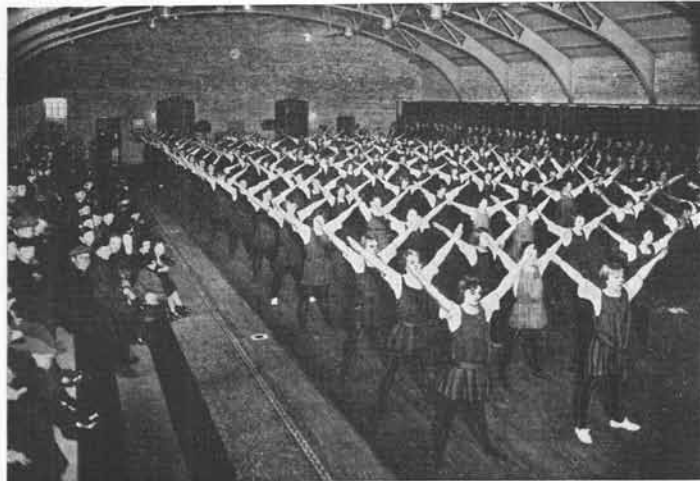
The Firm gives a grant towards the fares for girls who make 75 per cent. attendances at the Classes.

GIRLS' CLUB—continued.

SUBSCRIPTIONS.

Members under 17 years of age pay 1d. fortnightly; older members 1d. weekly. These sums may be deducted from wages if the members desire.

Each section may charge a small additional subscription which can be used entirely for the purpose of that section.

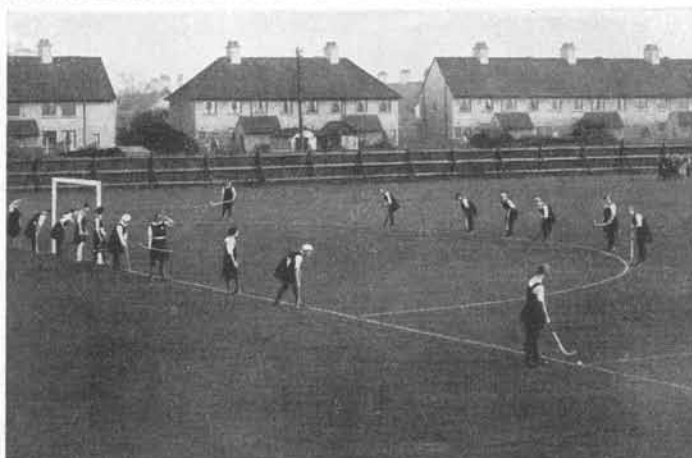


Demonstration of Physical Training (Girls' Evening Classes).



A Corner of the Girls' Club Room.

Girls at Hockey



GIRLS' CLUB



The Handyman of the Camp.

SUMMER CAMP



The "Baptismal" Tent—Unlucky No. 13 after a wet night.

Morning Ablutions.



A Reading Hour



Neighbouring visit from the Boys' Club.

SATURDAY EVENING SOCIALS.



Old Folks' Outing (see page 54).



As far back as 1905 Saturday Socials were organized for the winter months. They were then arranged only for the benefit of the younger girls.

During the War these Social Evenings were dropped as other activities were engaging the time of all in war work, but later were revived. In 1919 the Boys' Club asked if its members might also attend as they wished to learn to dance. This was agreed to, and proved so successful that the invitations were extended to all employees. The younger employees are thus enabled to enjoy a very pleasant evening, at a nominal charge of 1d. for those under 16, and 2d. for those over that age. (See bottom illustration, page 57).

EMPLOYEES' ORCHESTRA



The services of the Orchestra, composed of members of Office and Works, is in much demand among employees for their various social functions.



"Our own" Orchestra.

□ A CONVERTIBLE MOTOR LORRY. □



IN connection with the social work, a convertible motor lorry is much in demand by all branches of sport, and by organized parties, being usually booked up six months ahead to ensure its service on particular dates. It is a "Bristol" 4-ton 40 h.p. chassis fitted with interchangeable lorry and charabanc bodies. It has all the comforts of a charabanc proper, and has seating accommodation for 32 persons.



Loaded with 4 tons of Goods.

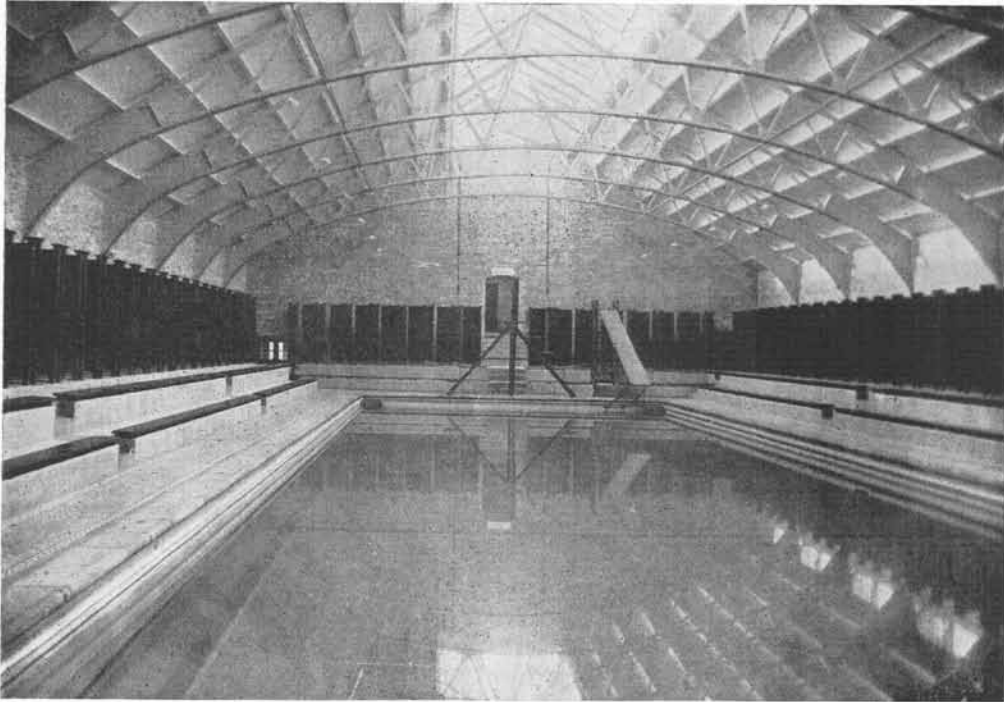
The photographs show the vehicle loaded with 4 tons of goods ready for despatch, and later in the day converted into a charabanc, with a party of happy workers looking forward to the enjoyment of an evening in the fresh air and the beauty of the country.

This vehicle was used during the visit of the British Association to Hull, and to show the quickness with which it can be converted from a goods lorry to a passenger vehicle it is interesting to record that on one occasion it arrived at 2.45 with the visitors to the works, and at 3.10 it left with 4 tons 5 cwts. of goods for despatch by steamer.



The Motor Lorry used as a Char-a-banc.

The T. R. FERENS' HALL SWIMMING BATH



The Ferens' Bath.

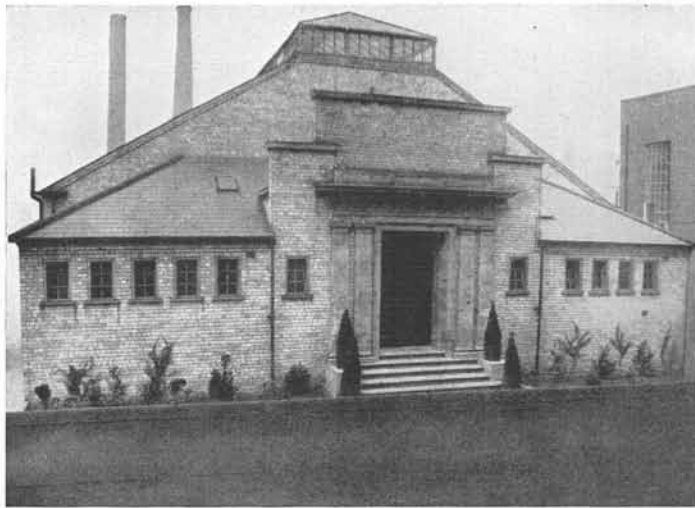


THIS splendid Bath, much appreciated by swimming enthusiasts and others, was presented to the employees of the Firm by the Rt. Hon. T. R. Ferens on August 29, 1922.

The Bath is 112 feet long by 60 feet wide, and the swimming tank is 90 feet long by 30 feet wide, with a depth from 3 feet 9 inches to 6 feet. Various marks are worked in the mosaic lining and on the stone curb, round the top of the tank to indicate distances for plunging, polo, etc. Along three sides of the tank are fixed scum channels, while at the deep end a spray pipe is fixed from



The Ferens' Bath used as Dancing Hall.



Entrance to the Ferens' Hall.

which a curtain of finely divided cold water is sprayed, cooling the air in the building when it becomes too hot. as on gala nights.

The water in the Bath is circulated, filtered, warmed and aerated by continuous process. The Bath is equipped with a diving platform and chute. There are 82 men's cubicles of polished teak round three sides of the main hall. Dressing cubicles are also furnished

for the ladies at one end of the hall. The women's and men's lavatories are provided with shower and foot baths. On three sides of the Bath, below the men's cubicles, are arranged tiers of seating for spectators.

In winter the Bath is emptied and a board spring floor is fitted over the top of the tank. The Hall is thus available for dancing and concerts. (See page 55.)

MEN'S SWIMMING CLUB.

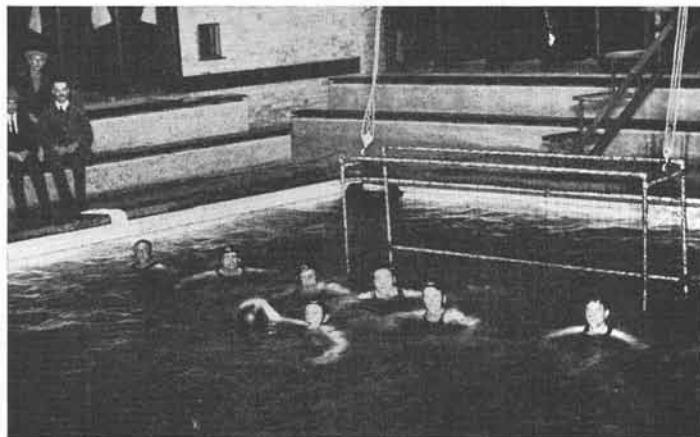


THE Men's Swimming Club was formed in 1905, when the first Gala took place. This is now an annual event. Instruction in the art is given by a qualified instructor.

The present membership is 70 seniors, and 30 juniors (under 16). The subscriptions are, seniors 1/6, juniors 1/- annually.

The Club is affiliated to the Yorkshire Amateur Swimming Association. There is a Club Championship of 4 lengths (134 yards) for a Shield, presented by the firm. Diplomas are presented to members of the senior and junior sections on their successfully performing the necessary tests.

A Polo Club is selected from members of the Swimming Club.



Swimming Club Polo Team

EDUCATION.



THE Firm's educational activities are under the direction of a body of Managers which includes four Directors. On the Staff are an education officer with clerical assistants, a headmaster, five whole-time teachers for the Boys' and Girls' Day Schools, and about twenty teachers for the evening classes.

The schools are provided with two Gymnasia, fully equipped with apparatus for Swedish Gymnastics, also class and sewing rooms, a kitchen for cooking and housewifery, and a workshop for the Manual Instruction classes.

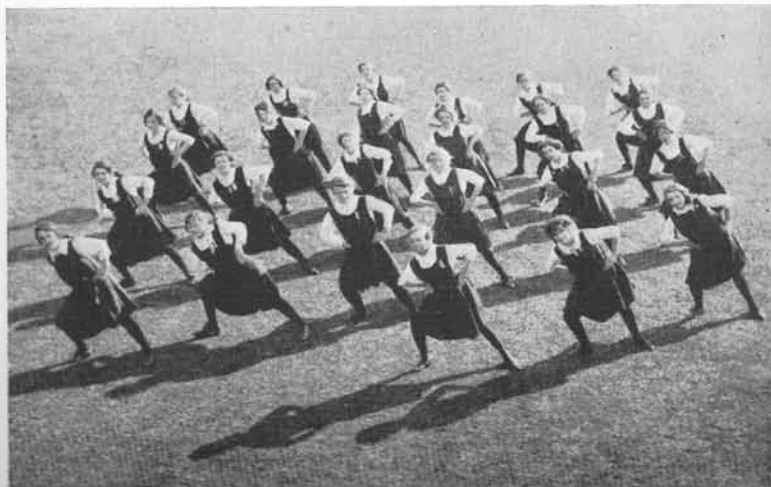
Girls' Day Continuation School.



ESTABLISHED in 1910, the Girls' Day School is attended by all girls from 14 to 18 years of age, numbering about 400 students. These students attend a course for 4 hours per week during work hours. The school is run in accordance with the regulations of the Board of Education. The course comprises :—

| | Hrs. |
|---|------|
| Physical Training | 1 |
| English | 1 |
| Needlework or Dressmaking, or Housewifery | 2 |
| | — |
| | 4 |
| | == |

The Ling System of Swedish Gymnastics is taught. Costumes are lent, if required, though many purchase or make their own. During the summer months, swimming is included in the Physical Training Course, the Classes practising in the Ferens' Swimming



Girls exercising on Recreation Ground.

Bath. Girls are trained for the examinations of the Royal Life Saving Society.

In the Needlework classes girls are taught to make their own undergarments; many also make their own gymnastic costumes. The Educraft system of decorative stitchery is occasionally used as a method of interesting backward girls.

Students taking the Dressmaking course make simple blouses and skirts, dresses, costumes, long coats and gymnastic outfits.

Materials used in the Needlework and Dressmaking classes are purchased and sold at cost price less 10 per cent.

The Housewifery course includes theoretical and practical instruction in the care of the home, cookery, laundry, hygiene, and infant care.



Awaiting their turn—Girls' Continuation School.

A fully equipped kitchen is used for the cookery lessons, and foodstuff can be purchased at cost price.

Girls working on "time" are paid for the time spent in school



Girls' Dressmaking Class.



One of the Housewifery
Classes of the Girls'
Continuation School.

Physical Training classes are also held at the Canister Works. These classes, although run on identical lines to those already mentioned, are not under the Board of Education.



The Canister Works' Gymnasium.

Girls' Evening Classes.



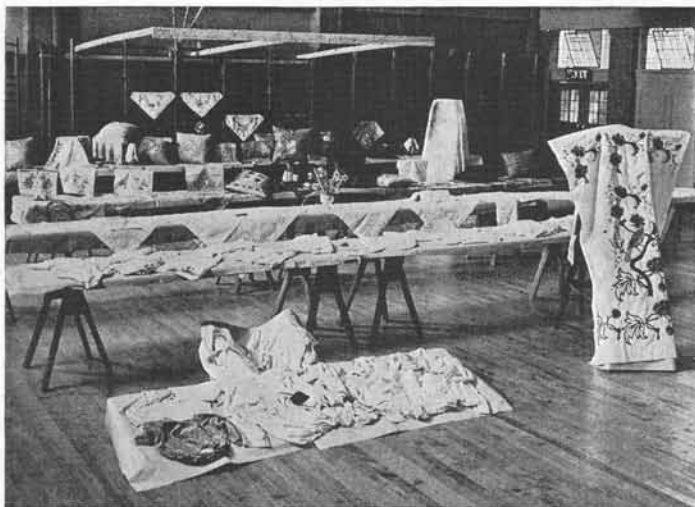
THE evening classes, which were commenced some thirty years ago, are entirely voluntary, but various privileges induce large numbers of girls to attend.

Materials are sold at the same rates as in the Day School. Prizes are awarded in each class, and a tea and entertainment are arranged for the annual Prize Distribution. Regular attendance at the evening Gymnastic class is a necessary qualification for admission to the Summer Camp.

The subjects taught include:—Physical Training, Fancy and Morris Dancing, Plain Sewing (undergarments, trousseau, infants' clothes), Dressmaking (blouse and skirt, fancy blouse, lined winter dresses, summer dress, long coat, tailored coats and skirts), Knitting, Millinery, Cookery, Elocution, French, Choral Singing, First Aid, Nursing.

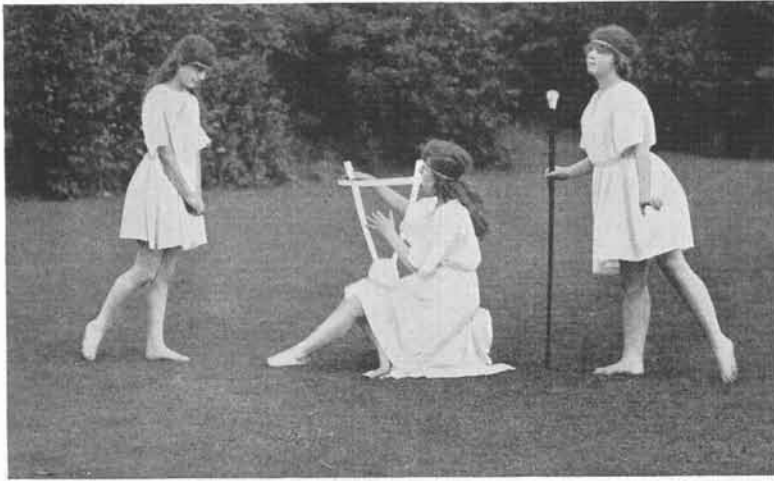


A Portiere.



Exhibition of Fancy Embroidery.

The number of students attending the Girls' Evening School is about 800. The class fee for all subjects except Ambulance (free) is 1/- for students under 16, and 2/- for those over that age.



"The Wedgwood Jug."

A Fairy Dance



Æsthetic Posing.
"Cupid and Psyche."



"The Fountain"



Morris Dancing



Other Poses

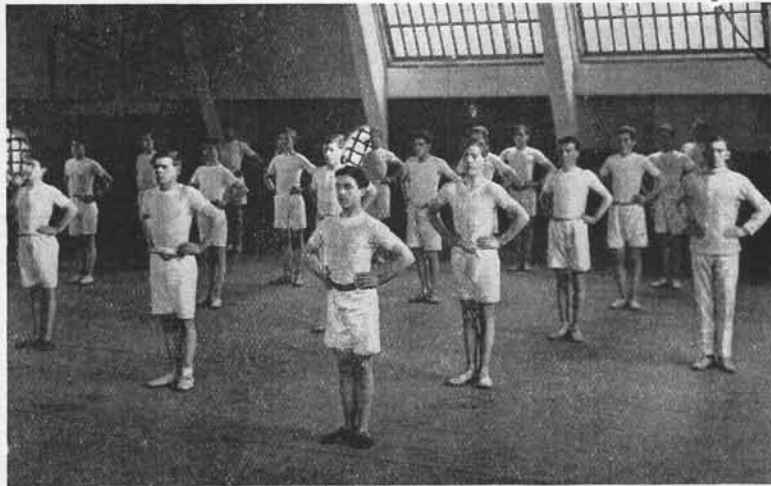
Boys' Day Continuation School.



DAY Continuation School for boys was opened in September 1919.

The School is attended by all boys employed in the Works between the ages of 14 and 18, for a period of 4 hours per week.

Of this time, one hour is devoted to Physical Training (Ling system of Swedish Gymnastics), or Swimming during the summer months, when the boys are trained for the examinations of the Royal Life Saving Society. Costumes and lockers are provided by the Firm, and adequate provision is made for shower and slipper baths.



Physical Instruction Class for Boys.

During the remaining three hours the boys are instructed by the Head Master in English (Literature, Citizenship, Economics) and Mathematics. The classes are small enough to allow individual tuition to be given as well as class instruction.



Class in English

The curriculum is entirely non-vocational, the object of the school being to develop intelligence, foster initiative and widen the boys' outlook. Nevertheless, unsolicited testimonials from foremen prove that the instruction and discipline of the school are turning out better boys, and giving them an opportunity for development.

A strict record is kept of each boy's school work and conduct, and half-yearly physical measurements are taken. School records are taken into consideration when making promotions.



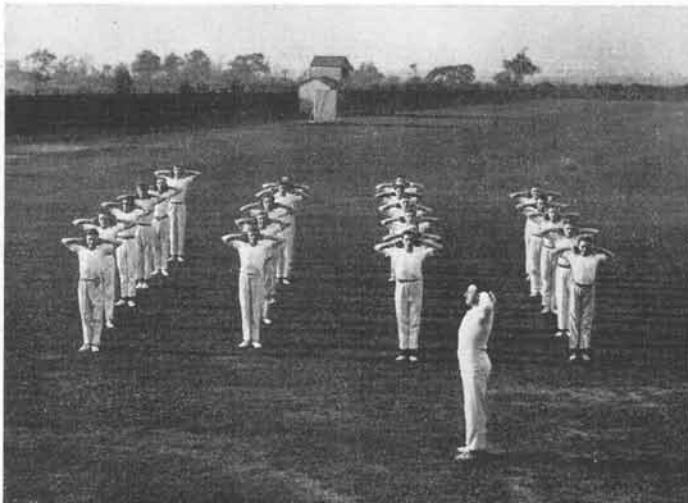
Manual Instruction Class for Boys, Francis Reckitt Institute.

Boys are paid for the time spent in the Day School.

Careful note is taken by the Head Master of talented boys, who are given special opportunity for development.

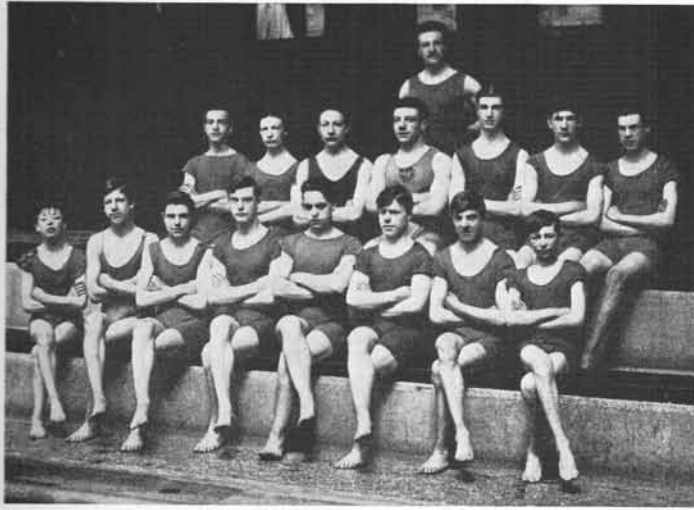
About 170 students attend the Day and Evening Classes.

A Boys' Dramatic Society has proved to be an attractive feature of the Winter Session, and at the Annual Prize Distribution the boys present some form of dramatic entertainment.



Outdoor Physical Training on the Recreation Ground (Day Continuation School).

A scheme of self-government for the younger boys has been inaugurated. The Committee of boys deal with all branches of management relating to their section of the Club, as previously mentioned in connection with the Old Boys' Section.



A Morning's Swimming
Class, Boys' Continuation
School.

The two photographs represent one of the Day Continuation School swimming classes.

The classes, eight in number, meet morning and afternoon during the swimming season and are under the tuition of the Firm's instructor who is an expert swimmer. All the boys who are coached for the Royal Life Saving Society's Certificate and Medallion in the past have been very successful. During the swimming season 1923, twenty-nine entered for the Society's test, and all passed with full marks. Displays of swimming and Life Saving are given by the boys at frequent intervals and are much appreciated by the parents and friends who are invited to see the work done in the classes.



Life Saving Class—
Release, first method.

Evening Classes.



VENING classes for Boys have been conducted since 1911, and are still held during the winter, for Physical Training, Manual Instruction, Ambulance, Knots and Lashings, Wireless, &c.

Prizes are awarded in each class. Timber used in the Manual Instruction classes is supplied at half cost price. Attendance at evening classes is one of the qualifications for admission to the Summer Camp.

The Boys' Evening School has earned the Government Grant since 1911.

APPRENTICES' EDUCATION.

All office and works apprentices are required to attend classes in approved courses at the Municipal Technical School. Fees are returned to all students who attend regularly and sit for the examination. Prizes also are awarded, according to examination results.

CLERICAL STAFF.

Every encouragement is given to clerks, and members of the Works' staff, who wish to qualify for promotion. Correspondence school fees are paid in advance by the Firm, the students refunding the amount, less 20 per cent., which is remitted to those who complete the course satisfactorily and take the examination. An important examination success is recognized by an increase of salary.

THE STAFF ASSOCIATION.



HIS Association was inaugurated in December 1919, and was the outcome of a series of lectures delivered on "Man Management" by Mr. W. J. Deeley, B.A. (author of "Labour Difficulties and Suggested Solutions"), to those acting in an executive capacity.

The main object of this Association is to "strengthen social relations, and to discuss matters of general importance to executives," and this is attained by meetings, held twice monthly during the winter, at which lectures are given on business principles as well as upon matters of more general interest, by some of the principal lecturers in the United Kingdom. The discussions which take place have done much to bring together the heads of branches of the business, thus establishing a more intimate understanding of one another, as well as the opportunity of acquiring educational knowledge from outside.

The membership is limited to the Executive Staff comprising Directors, Managers, Heads of Departments, Foremen and their Assistants, and the Association is controlled by a Committee and Officers elected annually.

LIBRARY.



Corner of the Canister Works' Library.



FOR several years there have been collections of books, lent by the Hull Public Libraries, available at the Works for the employees, and these have been much appreciated.

Books were often asked for which could not be supplied from this source, so the Canister Works started a small private library. A few books were presented as a nucleus, and for the loan of these 1d. per fortnight per volume was charged. Soon many more were added by generous donors, until now a collection of over a thousand books has been gathered together. The money received by subscriptions is expended in the purchase of further and up-to-date literature. The majority of the books are works of fiction, but the more serious side of literature is also well represented.

WORKS' COUNCIL



THE present Works' Council was formed in 1919. It is elected from the members of Committees of Departments, into which the three Hull Works are divided. Every Department has its Representative on the central Council, and every employee of the three Works has his or her Departmental Representative.

The Council consists of 69 members, including 13 representatives of the Directors, Management, and Social Staff, and six representatives of the Foremen and Forewomen.

The meetings of the Council are held monthly. Tea is provided by the Firm before each meeting, which commences at 4.45 p.m. The Board's Representatives and the Employees' Representatives each elect a Chairman, the Board's Chairman and the Employees' Chairman presiding alternately at meetings.

Suggestions and recommendations which may affect the interest of any Department or Departments are referred by the Works' Council to the Committee or Committees concerned for consideration. The Departmental Committees have power of initiative, and many of the Men's Departments have excellent Committees. Their usefulness to the Management has been readily acknowledged by the latter, and foremen are realizing that the Committees of their Departments can be made valuable allies in their task of control, and as a medium of suggestion and expression of feeling.

The Works' Council is invested with both opportunity and responsibility, and its work has extended as its experience grew. Among Committees appointed by the Council are:—Wages, Suggestion, Kitchen, Holiday, Charities and Working Men's Committees.

The terms of reference of the Council are :—

1. OBJECT.

To foster a spirit of closer co-operation and sympathy between the Company and its employees for the benefit of all, and to afford the workpeople a greater opportunity of participating in the discussions about and adjustment of those parts of industry by which they are most affected.

2. WORKING CONDITIONS.

Health.
Cleanliness.
Prevention of accidents.
Breaches of discipline.
Investigation of complaints.
Waste of materials and time.

3. WAGES.

(a) To consider points of difference that may exist or arise between the Company and employees respecting wages ;
(b) To approve and facilitate any new method of paying wages, such as new bonus schemes, etc.

4. TECHNICAL METHODS.

General improvement of processes and factory operations, and elimination of waste.

5. WELFARE.

To discuss catering, recreation, holidays, education, various charity collections, and other matters of social welfare.

6. NEW LEGISLATION.

To facilitate the adoption of new factory legislation.

7. TRADE UNION RULES.

No action shall be taken by the Works' Council contrary to Trade Union Rules or customs, except with the concurrence of the Trade Union concerned.

8. GENERAL.

To consider all other matters of general interest to the employees.

The suggestion that a Presentation of a Clock together with an Address on Vellum should be made to the Directors and Shareholders, in recognition of the introduction of the Prosperity Sharing Scheme, and the Contributory Pension Fund, was made by the Works' Council and heartily endorsed by the employees. The Presentation took place at the Shareholders' Meeting of March, 1922.

WORKS' MAGAZINE



HOUSE organ, "OURS"—A Magazine of Reckitts', is published monthly and sold considerably under cost price, at 2d. per copy. It is published for the benefit of employees everywhere, at home and abroad. It is well illustrated and contains Company news, Works' notes and jottings, Works' Council reports, biographical sketches of old employees, accounts of sports, pastimes and matters relative to the social work generally. It seeks to foster a spirit of comradeship among all ranks, helping in some measure to link up all employees at home, on the road, at the Branch Factories, and overseas in a sense of unity. Its circulation representing the majority of our people, indicates that it meets with a real and considerable appreciation. It is intended as a Magazine of interest to employees and is not used in any way to advertise the Firm's manufactures.

The Editor of the Magazine spends most of his time on this publication, and is also Secretary of the Works' Council.

PENSION FUND (Men)



HE Company started a Non-Contributory Pension Fund in 1890 wherein Employees on obtaining the age of 60 years were granted a Pension equal to half their wages. This Fund was continued until the end of 1910, when owing to the large increase in the number of employees, it was considered necessary that the Scheme should be amended. The principal change was the advancement of the retiring age from 60 to 65 years, with the exception of the Male Employees who were in the service of the Company prior to 1898.

In 1918, the Directors recognised that owing to the alteration in the economic conditions, the provision hitherto made was inadequate, and as a new Scheme was desirable, an Actuary was consulted.

After serious consideration, the present Contributory Fund for Male Employees in the United Kingdom was evolved and put into operation. A vote of the male employees was taken to see if they desired a contributory scheme. It had been decided that such could not be undertaken unless 75 per cent. voted for it. The result of the voting showed a considerable majority over 75 per cent.

Seven Trustees were elected to control the Fund, four of whom are Directors of the Company, and three Employees and Subscribers. Mr. Arnold Reckitt was appointed Chairman of the Trust, and Mr. Louis E. Clinton, F.I.A., of London, was appointed the Actuary.

Contributions by the Employees to the Fund commenced on October 1, 1920, and the Company pay to the Fund an amount equal to the Subscribers' contributions, except in the case of certain Subscribers (Class A) who were in the service of the Company prior to 1898, where the Company pay approximately three times the contributions of the Subscribers.

The Fund was started with a payment by the Company to the Trustees of £213,717, representing the value of the back service gift to the Subscribers up to July 1, 1919 according to the calculations of the Actuary, together with a further payment by the Company to the Trustees of £40,932 to cover the contributions of both the Company and the Subscribers from July 1, 1919, when the Fund was inaugurated, to September 30, 1920, making a total payment of £254,649.

The membership of the Fund on September 30, 1924 was 2,103, viz. :—

| | | | |
|---------------|---------------|----|--------------|
| SUBSCRIBERS : | Class A | .. | 119 |
| | „ B | .. | 1,253 |
| | „ C | .. | 144 |
| | „ D | .. | 470 |
| | Honorary | .. | 60 |
| PENSIONERS : | Classes A & B | | 57 |
| | | | <hr/> |
| | | | <u>2,103</u> |

The accumulated Funds as at September 30, 1924, amounted to £423,164 19s. 6d.



Group of Reckitts' Pensioners. Collectively they have given about 700 years service to the Company.

A Pension Fund on similar lines to the United Kingdom Fund has been formulated for the male Employees, OVERSEAS, who are paying contributions as from April 1, 1922.

□ PROSPERITY SHARING SCHEME. □



OR several years prior to 1920 the Directors had paid a Bonus to the Company's employees, but in that year they initiated the Prosperity Sharing Scheme, by which Managers, Clerks, Foremen, Forewomen, and other Employees at home and abroad, benefited directly in proportion to the annual Dividend on the Ordinary Shares.

The basis is an allocation of £10,000 for each 1 per cent. in excess of 12 per cent. paid as Dividend on Ordinary Shares, the amount being distributed proportionately according to salaries and wages.

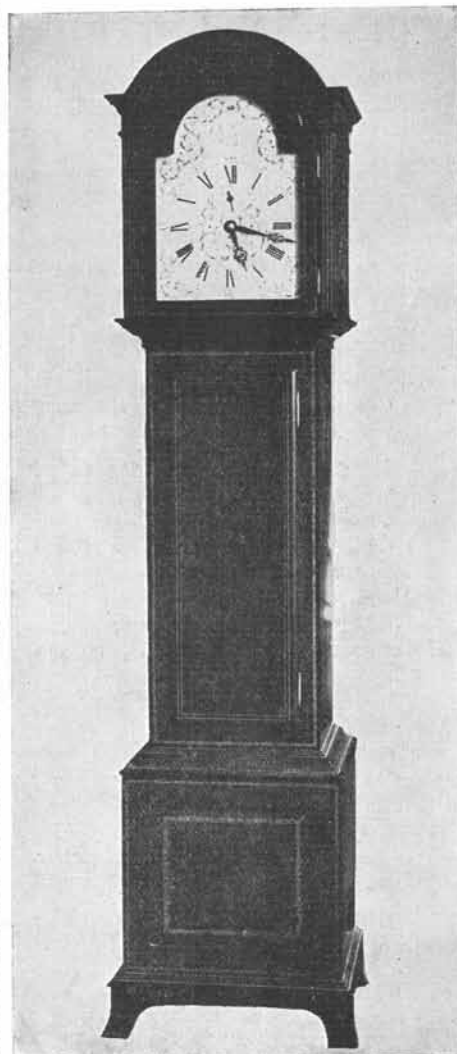
In ascertaining the salaries and wages of each employee on which the Bonus is paid, the value of long service is recognised and brought into account in the following manner :—

On the completion of 5 years in the service of the Company at December 31 in any year, the sum equal to £5 for each complete year of service is added annually to the actual salary or wage earned during the year by the employee. Thus at the end of five complete years at December 31 in any year, the sum of £25 is added to the actual salary or wage earned for Prosperity Sharing purposes; at the end of 6 years £30 is added, and so on.

The amount distributed for 1924 was £80,000.

Including 1924, the total amount distributed over five years was £250,000.

As previously mentioned (page 70), a Grandfather's Clock, with an address on vellum, were presented by the employees of the Company to the Directors and Shareholders.



Presentation Clock to Directors and Shareholders.

The wording of the Address is as follows :—

TO
the
Directors and Shareholders of
Messrs.
RECKITT & SONS, LTD.

THE EMPLOYEES

of the Company, at home and overseas, desire to tender to you their sincere thanks for the introduction of the

PROSPERITY SHARING SCHEME,

by which the employees directly benefit in the success of the business.

They wish also to place on record their high appreciation of the formation of the

CONTRIBUTORY PENSION FUND,

established by the Company at a cost exceeding £250,000, relieving the members of some of the anxieties incidental to old age.

In tendering you their thanks for these generous efforts for their welfare and advantage they desire you to accept this Address, together with the accompanying CLOCK, assuring you of their loyal co-operation and of their best wishes for the continued success and progress of the Company.

Signed on behalf of the Employees,

W. F. RIMMINGTON,
Employees' Chairman of the Works' Council.

J. H. NOBLE,
Secretary to the Works' Council.

Hull, March 1922.



Address on Vellum presented by the Employees of the Company to the Directors and Shareholders.

SUGGESTION SCHEME.



SUGGESTIONS for improvements or economies in regard to machinery, labour or material, are welcomed by the Firm and are rewarded according to merit.

The system adopted for many years was that of numbered suggestion slips with counterfoils attached, collected weekly from Suggestion Boxes placed at various points in the Works, and considered by the Social Welfare Committee.

A more developed scheme was instituted through the Works' Council. It is open to all employees except Foremen and Heads of Departments.

Forms for Suggestions are in duplicate, numbered consecutively, with lines for Department of suggestor and date, and space below for the suggestion. These are obtained through the Works' Council Representative. Suggestion forms when completed can be placed in collecting boxes which are fixed in prominent positions in the Works or forwarded direct to the Management, the suggestor retaining the duplicate in his own possession. The suggestion boxes are cleared every month, and particulars of the suggestions recorded in the Works' Office.

The suggestions are considered by the Works' Management, who interview the suggestor and discuss the matter with him.

The suggestor can, if he wishes, be accompanied by his Works' Council Representative at this interview.

If the suggestion is approved, awards varying from 5/- to £5 are given by the Suggestion Award Committee, although this latter figure is not necessarily a maximum. The Committee consists of a Director as Chairman, representatives of the Works' Management, and three employees appointed by the Works' Council.

If the suggestion is not approved, the reasons are fully explained to the Suggestor. On occasion awards are given even when it is not advisable to carry out the suggestion. If the value of the suggestion cannot be estimated at once, a preliminary award is made and a further award given later when the value of the suggestion can be estimated.

When a suggestion is approved the Management issue instructions for its adoption.

Particulars of suggestions with amounts of awards are posted on the notice boards and also printed in the Magazine.

SAVINGS FUND.



THE Savings Fund has been in operation many years. It is open to all employees. Deposits of 1d. and upward are received by the Foremen and Forewomen on Saturday mornings. Each depositor receives a card on which are entered all sums paid in or withdrawn. Interest of £5 per cent. per annum is given on sums up to £30 which have been on deposit not less than three months.

On reaching £30 deposits are transferred to local Savings' Banks. The number of depositors is about 1,500, and the amount collected each week is approximately £150. The assets of the Savings Fund of the three Hull Works, to the year ending May 31st, 1925, were £11,962 16s. 2d.

BOOT CLUB.



HIS has been instituted principally for the younger workers, though older employees are not debarred from becoming contributors should they desire to do so. Deposits of not less than 6d. are received and the Firm allows one penny on every 1/- subscribed. When members have contributed sufficient money to buy a pair of shoes or boots, they are given official orders of the Firm to present to the local boot shops.

BATH ROOMS.



HOT baths are provided, and women workers, on application to the forewoman, can have baths during working hours, or they can use the bath rooms in their own time, a small charge being made for the use of soap and towels.

The men workers on Lead and Blue manufacture have facilities for baths every day at the close of working hours.

HOUSING SCHEME FOR EMPLOYEES.



THE Directors of the Company, having in mind the poor housing conditions under which some employees are living, and to meet the most urgent cases, initiated a scheme for the erection of 72 non-parlour and 20 parlour houses. Applications were invited and these were carefully considered, and the needs of employees were met according to the necessity of the applicants.

As will be seen from the plans, the houses of the non-parlour type give a living room and scullery on the ground floor, and three bedrooms and bathroom on the upper floor.

Later it was decided to erect twelve of the larger size houses.

NON-PARLOUR HOUSE A.

The non-parlour house is designed to give the necessary accommodation required for a man and his wife and one or two children.

The Living Room is of good size and has a Yorkist range (or similar), with low well fire, and this room can be made into a cosy sitting room when not used as a dining room. A kitchen dresser is fixed in one recess by the side of the fireplace.

The scullery is large enough for the cooking and washing and has a concrete floor.

The external treatment of the houses has been kept simple in design but a pleasing appearance has been aimed at without any unnecessary ornamentation.

Each house has approximately one-eighteenth of an acre of ground including the house area.

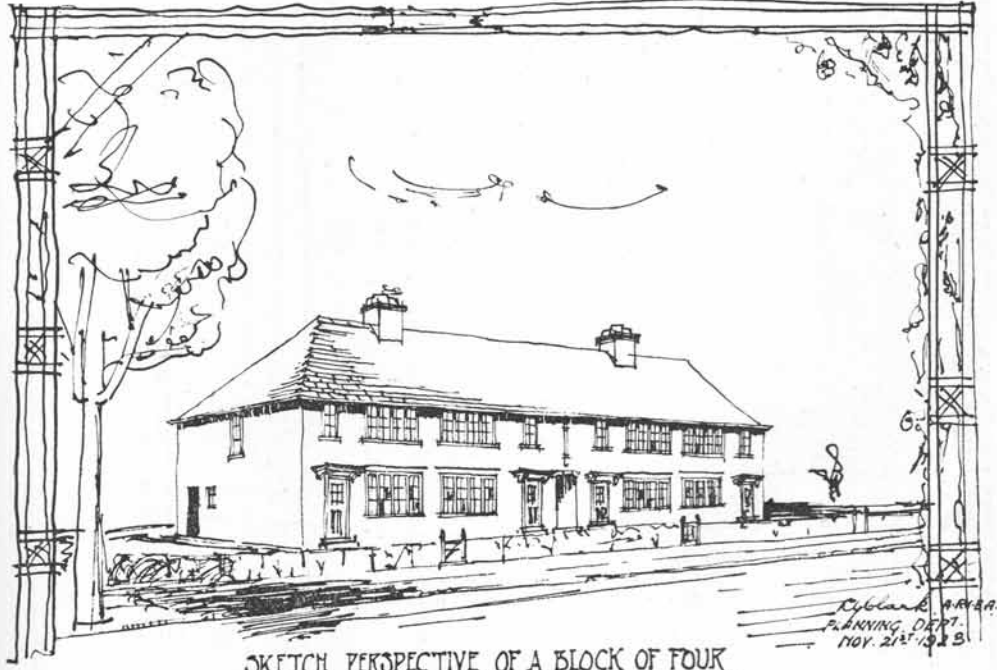
PARLOUR TYPE C.

This is a better type of house having an entrance hall, from which the stairs lead to the first floor.

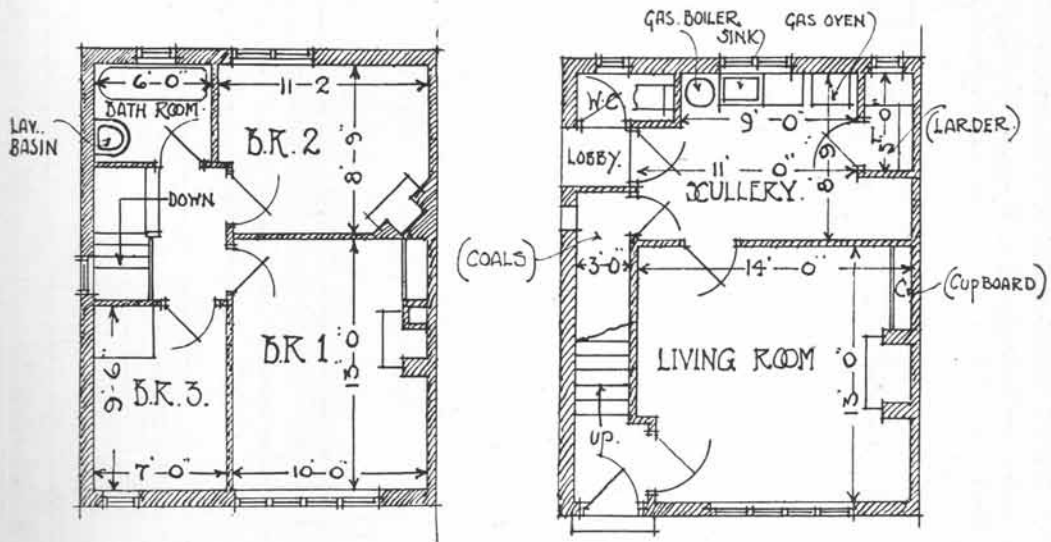
The parlour has a large bay window and living room with cupboard and drawers in one recess by the fireplace.

There are three bedrooms and bathroom. Each bedroom is large enough for double beds.

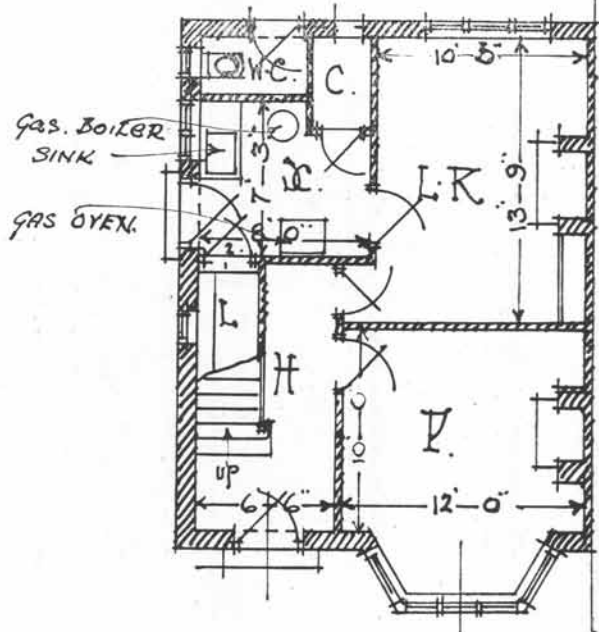
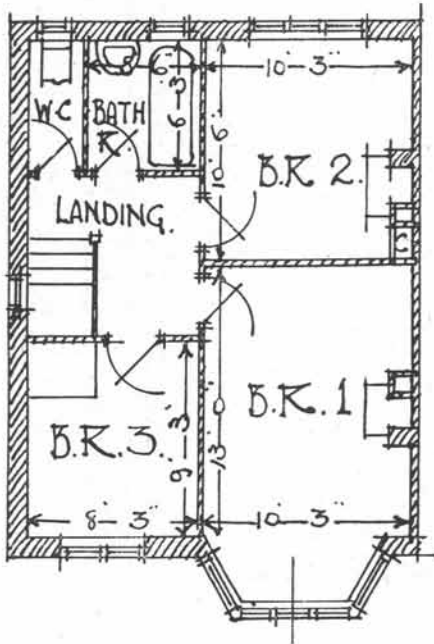
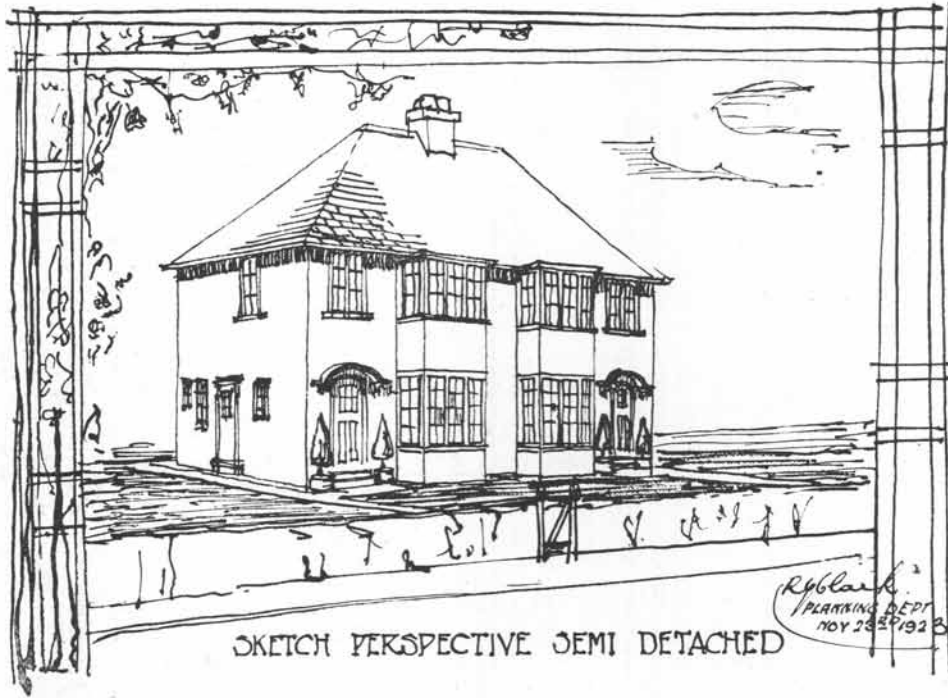
NON-PARLOUR HOUSE A.



SKETCH PERSPECTIVE OF A BLOCK OF FOUR



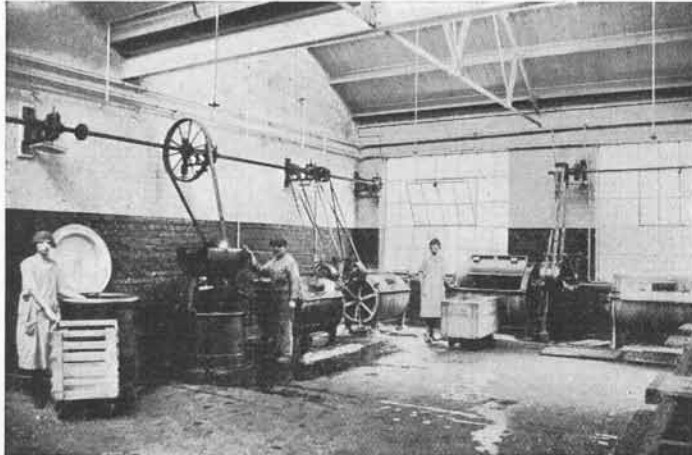
PARLOUR TYPE C



LAUNDRY.



IN the well equipped and spacious Laundry, an adjunct to Social Welfare Work, the overalls, caps, aprons and pinafores for the girls and Forewomen, and hand towels and tablecloths used in the Baths and Dining Rooms are washed, including washing from the Girls' Hostel.



The Laundry "Washhouse."

The clothes are kept moving about at a lukewarm temperature in the electric washers, loosening the dirt in the fabric. A further boiling by means of steam, and the mechanical and alternating motion of the machines finally separates the dirt which is carried away in the water. The wash is now ready for the rinse, the blue then being added to impart to the articles a good colour.

As the clothes are very wet when taken out of the washers, the drying is accelerated by putting immediately into a spinning machine which revolves about 1,500 times a minute. This expels a large amount of water. The articles are then put in a dryer, the

air of which is heated by steam pipes and circulated by electric fans, and are finished off by an ironing machine and electric irons. Between three and four thousand articles, each week, pass through the Laundry.



The Laundry. Drying Machine in the centre.

A Sewing Room is attached to the Laundry for the making and mending of garments used by the workers.

THE GARDEN VILLAGE.



The Shopping Centre, Garden Village.



THE Garden Village was inaugurated by Sir James Reckitt, Bart. The estate comprises 130 acres. The total number of houses is about 600, and the population is slightly over 3,000.

"The objects of this Garden Village," said Sir James Reckitt, in opening the

Village in July,

1908, "are to provide a House and a good Garden, in fact a better house if possible, and a garden attached for the same rent as is now paid for inferior houses with no garden at all." That the undertaking had fulfilled the hopes of its founder was shown by the fact that the occupiers of the houses a year or two later presented Sir James with a beautiful album



A Corner of the Village.

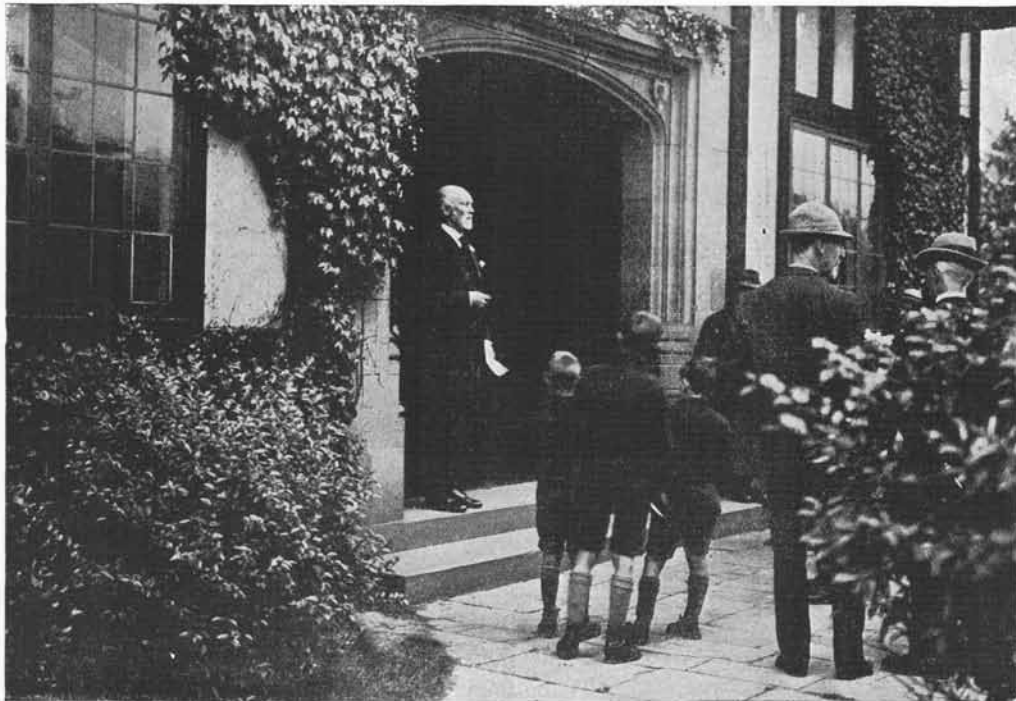
containing an address and photographs, expressing their deep appreciation of the conditions under which they were living. The Firm are large debenture holders.

The Village Hall, the gift of Sir James Reckitt, is available for religious services, public meetings and social events; its organ was the gift of Lady Reckitt. The Village Club of which Mr. Albert L. Reckitt was the donor, in memory of his father, Mr. George Reckitt, is the centre of the social activities of the Village. The Village Green known as the "Oval" is used for recreative purposes in the form of tennis and bowls. At the rear of the Club is a Children's Playing Ground. In a quiet corner of the Village is situated a block of eight Almshouses, the gift of Miss Juliet Reckitt, daughter of Mr. George Reckitt, reserved for aged employees of the Company, or residents of the Village. The Houses are allotted rent free to the occupiers. In another corner there is a block of twelve similar Homes, the gift of the late Mr. Frederick I. Reckitt, with similar facilities.

A Horticultural Society of the Village holds annual Exhibitions, and Prizes are given annually by the Right Hon. T. R. Ferens for the best gardens in the various classes.



Part of the Shopping Centre.



The Rt. Hon. T. R. Ferens opening an Exhibition of the Horticultural Society at the Village Hall.

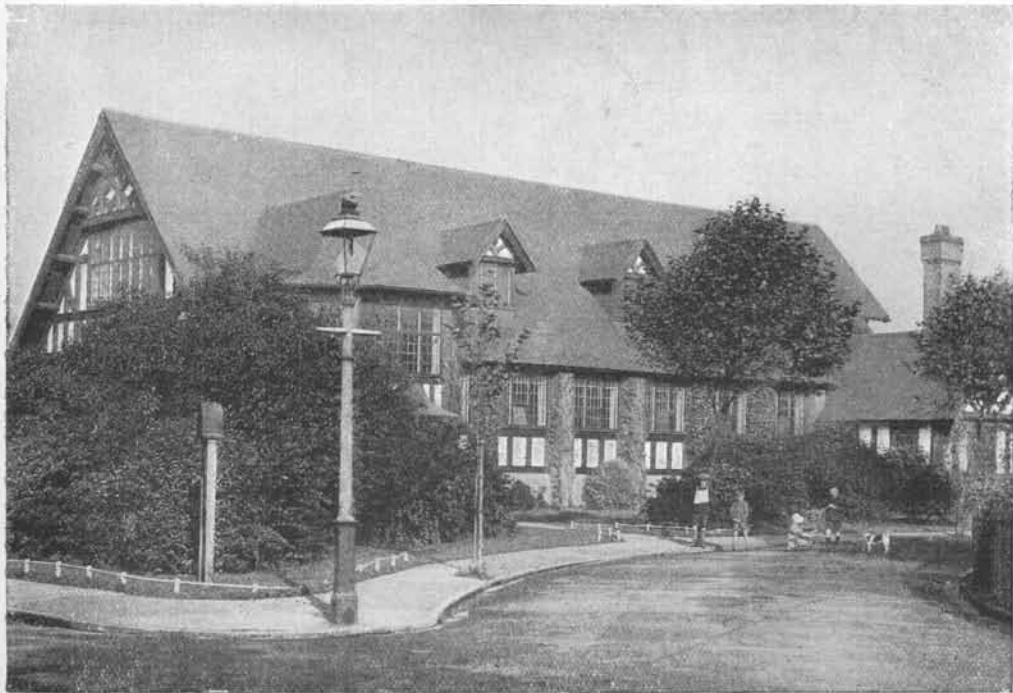


Some of the Almshouses known as "The Sir James Reckitt Village Haven."
The last gift of the late Sir James Reckitt, Bart., to the aged.

On the occasion of his ninetieth birthday Sir James Reckitt, Bart., made the gift of a dozen almshouses, known as "The Sir James Reckitt Village Haven," erected on the Garden Village road which is the main approach to the Village. "The Haven" consists of twelve self-contained houses, designed to give the maximum amount of comfort and requiring the minimum amount of domestic work. Each house has a light cheerful living room looking on the Village road, with comfortable bedroom annex, separate bathroom, and scullery, with hot and cold water service, and the usual conveniences all contained under one roof. With half-timbered gables and red-tiled roofs, the houses are in keeping with the Village architecture.

Boating Lake, adjacent to the Garden Village, gift of the Rt. Hon. T. R. Ferens. It is greatly appreciated by the young people of the city.

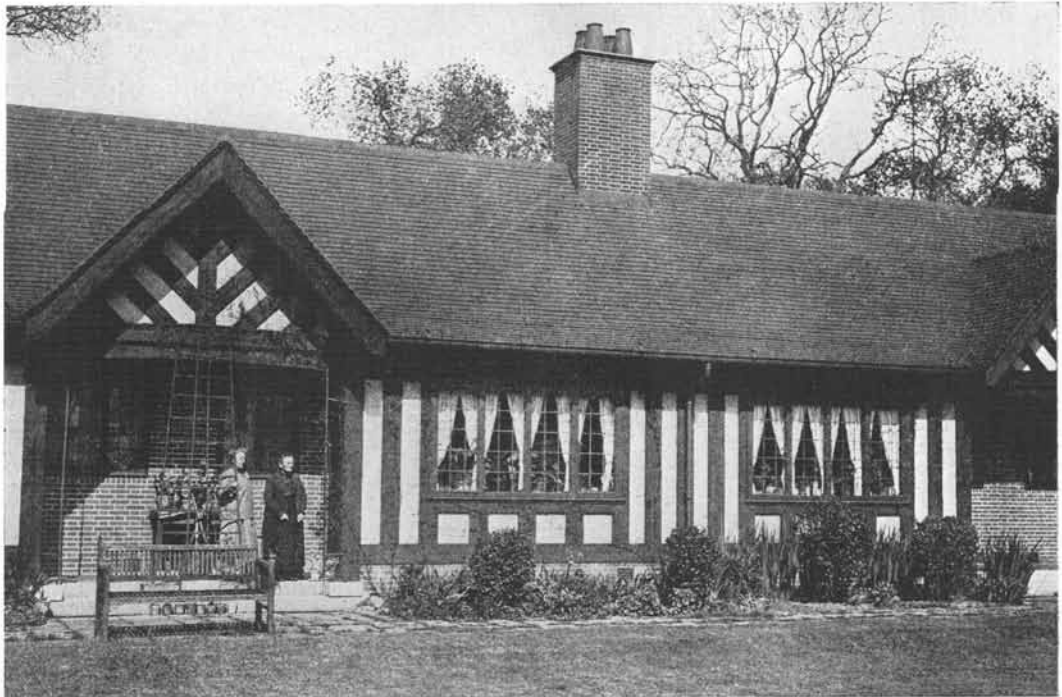




The Village Hall, gift of Sir James Reckitt, Bart.



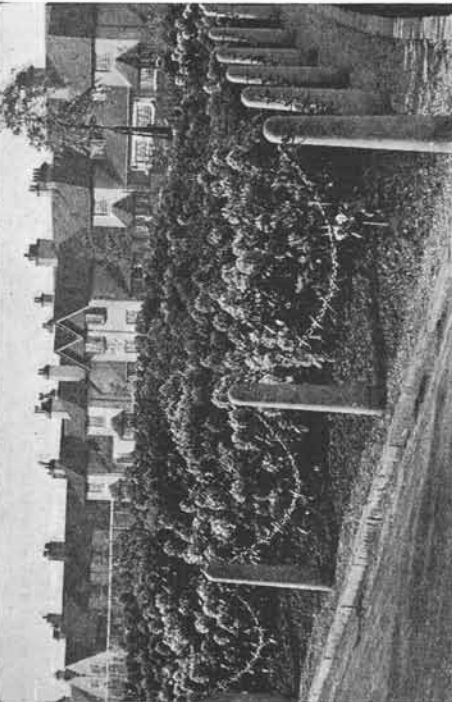
The Village Club, gift of Mr. Albert L. Reckitt.



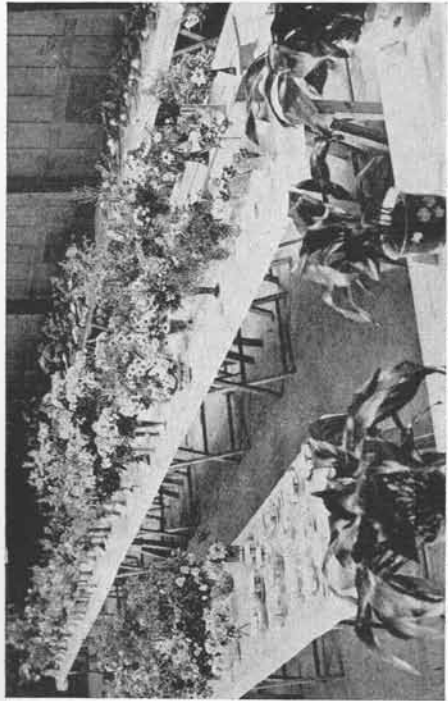
Part of block of twelve Almshouses for Aged Employees of the Firm and residents of the Garden Village, the gift of the late Mr. Frederick Isaac Reckitt.



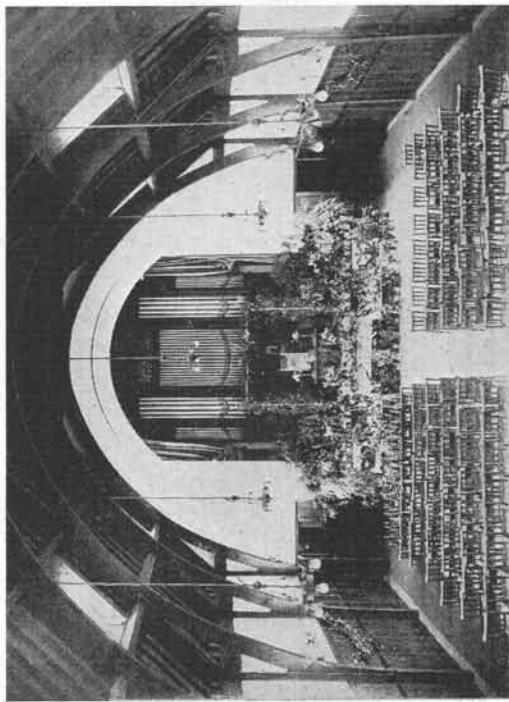
Portion of block of eight Almshouses, the gift of Miss Juliet Reckitt, in the Garden Village.



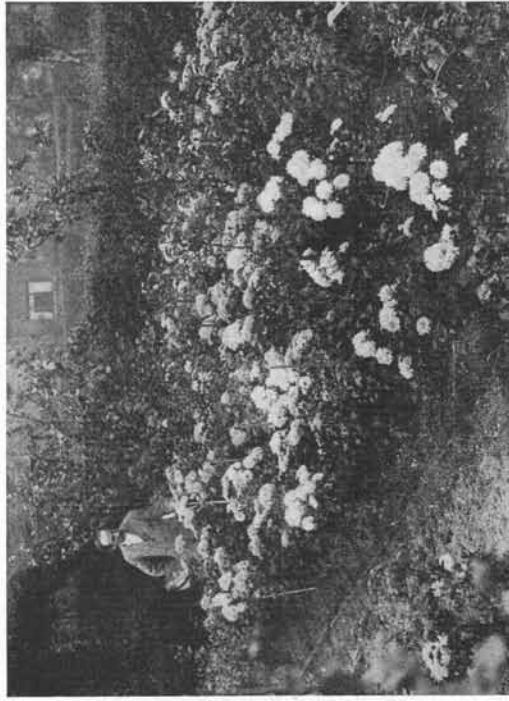
A "Corner" in Rhododendrons, Garden Village.



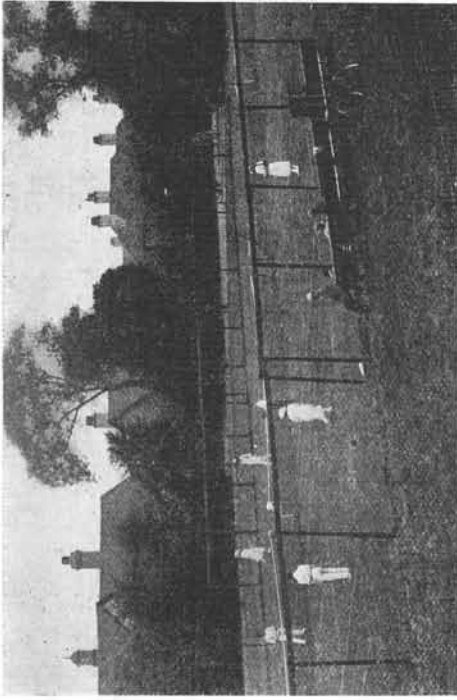
Some of the Exhibits at the Annual Show of the Horticultural Society.



Garden Village Hall Decorated.



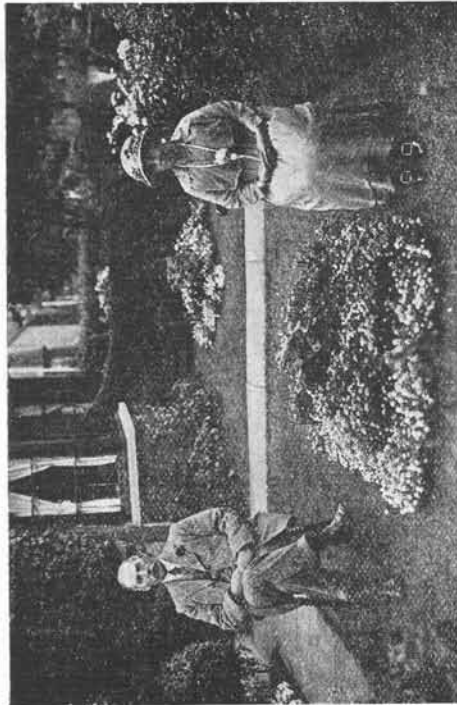
"Chrysanthemums"—A Garden of an Employee.



Tennis in the Garden Village.



Another little enthusiast, winner of a Prize for the best "Childrens Patch."



Winner of Prize offered by the Rt. Hon. T. R. Ferens for the prettiest garden in the Garden Village, in connection with Annual Show of the Horticultural Society.



Roses grown on the Village.



One of the little Villagers, winner of the Rt. Hon. T. R. Ferens' Prize for her "patch."

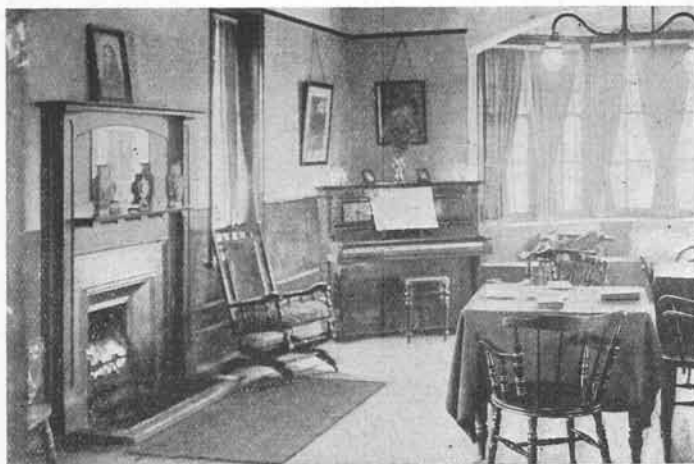
GIRLS' HOSTEL.



The Girls' Hostel.



IN 1904, the nucleus of the above was formed when two girls were provided for who formerly had to live in lodgings. Later a Home was provided for sixteen girls and in 1911 the present Hostel was built in the Garden Village with accommodation for 24 girls. Every inmate has a separate room with hot and cold water laid on. Two bathrooms are provided and there is a large and very pleasant dining-room which is also used as a common-room. The Hostel is in charge of a Matron. The charges are less than cost.



The Sitting Room.

BRANCH FACTORIES

Bluebell Factory, London



H E
Welfare
W o r k
i n t h i s
F a c t o r y
w a s

started in February 1910, and is under the direction of a Lady Social Worker.

Larger and more convenient Social premises were completed in 1923, consisting of large and lofty Social Hall, flanked by a corridor out of which lead doors to Cloak Room, Staff Dining Room, and Kitchen. At one end of the Hall a stage is

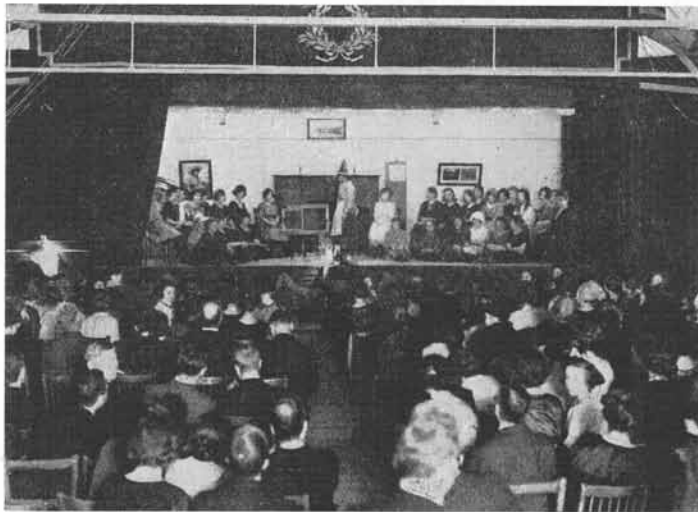
erected, which, when not in use, by an ingenious arrangement folds up against the wall. Movable partitions divide the Hall into four sections, gymnasium, dining rooms for the girls, the forewomen, and the men. These sections make admirable class rooms for

dressmaking, needlework, and other classes.

A tablet erected in the Hall commemorates the names of those who served in the War.

Tariff for meals varies from 3d. to 1/3. The Firm pays all expenses for attendance, light, heat, cooking, kitchen utensils, etc.

A Sick Club was formed in 1910, which is now run entirely for the benefit of girls under 16. The members pay 1d. per week, and their



Stage of the Bluebell Social Hall (Bluebell Ladies' Choir).





Fancy Dress Dance and "Social" at Bluebell Works.

contributions are supplemented by an equal amount from the Firm. During illness a member receives an allowance of 5/- per week.

A Dentist was appointed in 1911, and the workwomen and girls can now have their teeth extracted (under a local anaesthetic) at a charge of 1/-. Fillings are free of charge, and new teeth are supplied at half the cost price.

A branch of the National Savings' Association has been formed, through which Savings' Certificates may be purchased by weekly instalments, and members have the additional advantage of obtaining certificates which were actually purchased some time prior to their last payments.

With a view to encourage each worker to get a complete change of air and rest annually, a Savings' Fund has been opened, and sums from 1d. upwards may be deposited, interest at the rate of 5 per cent. per annum is allowed by the Firm on all deposits up to £30. On reaching that amount, deposits are transferred to the Post Office.

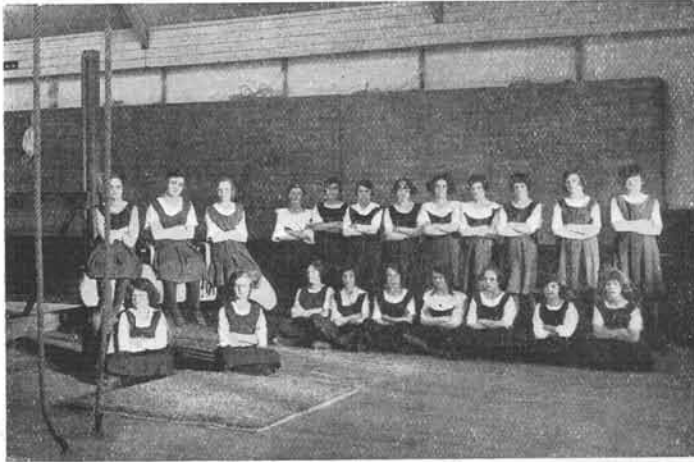
During the Winter months Evening Classes are held in Dressmaking, Plain Sewing, Millinery, Cookery, Dancing and Physical Drill once a week.

In October, 1921, a Singing Class was started, and the members now number 40.

The attendance at the various evening classes average about 80 girls.



The Staff of the Bluebell Factory join their colleagues of the London House in a Social evening of music and dancing.



The Gymnasium, Bluebell Works.

Social Evenings, Dances, and Whist Drives are held frequently during the year, except in the summer months.

A Christmas Party is held each year, when a tea is given to all employees, followed by a concert, dancing and whist.

Fairies—
A "Bluebell" Concert.



Fancy Dancers.

Liverpool Branch.



THE Liverpool Branch Works are situated on the outskirts of the town within a few minutes' walk of a stretch of open country. The manufacture of Blue, "Shinio" Metal Polish, and the making of Tins and Cardboard Boxes is carried on, and all the rooms are light and airy.

Owing to the limited number of employees, its social activities are restricted in many directions, but as a Branch Works, the Staff participates in most of the schemes which the Firm have instituted for the benefit of their employees, namely

a 44-hour week, the payment for Bank Holidays, a week's holiday with pay, Savings Bank, Prosperity Sharing, and the Pension Scheme for men.



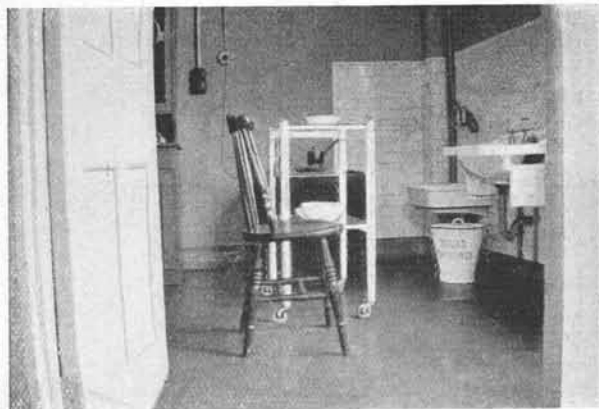
Liverpool Rounders Team.

Dental treatment, including extractions, dressings and fillings, is free to employees, and new dentures are supplied at half cost; medical advice may be obtained in cases where it is advisable and desired. Girls away ill are visited, and when necessity arises, are sent to a Con-

valescent Home for two or more weeks before returning to work. There is an Ambulance and Rest Room, where accident and emergency cases of sickness are treated.

A light, airy room has been fitted up as a Dining Room, and meals at cost prices are provided. There is a piano and the girls enjoy the use of this in the dinner hour. This room is used also for social purposes.

A Works' Library was instituted a few years ago, and by arrangement with the authorities, the advantages of the local Lending Library are available for the employees within the Works.



A Corner of Rest and Ambulance Room.



Liverpool Works—Girls' Dining Room.

A Social Committee, elected by the workers, has arranged a winter's programme of Concerts, Dances and Whist Drives, and the Dining Room is available for this purpose. There is also a Girls' Club which meets weekly.

Classes are held during the Winter under trained Teachers, for Drill, Singing and Needlework, as the response from the workers justifies.

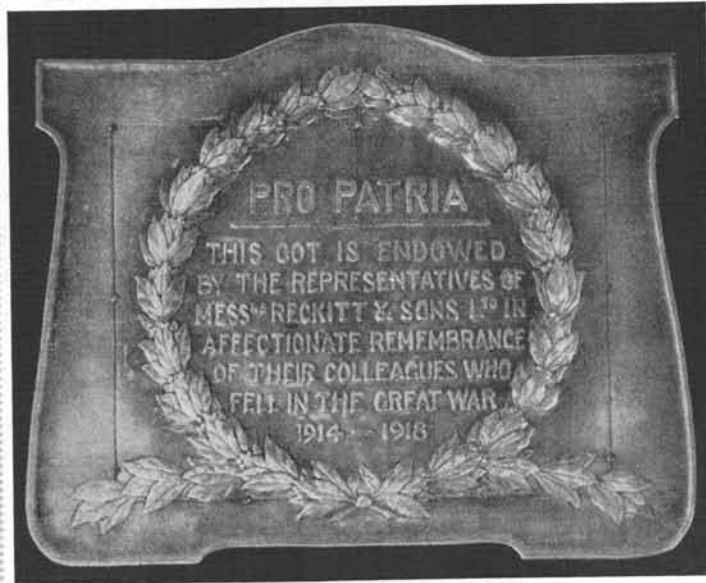
The Firm has acquired a plot of land adjoining the Works, part of which is available for the recreation of the worker.

REPRESENTATIVES' MEMORIAL COT



HE Representatives of the Company have endowed a

Cot at the Royal Commercial Travellers' Schools, at Pinner, to perpetuate the memory of the Representatives who made the supreme sacrifice in the War. A handsome tablet is placed above the Memorial Cot, and was designed and executed by Messrs. W. Aumonier and Son, the designers of the Statue of Sacrifice, the monument erected by the Firm in memory of employees killed during the War.



Memorial Tablet.

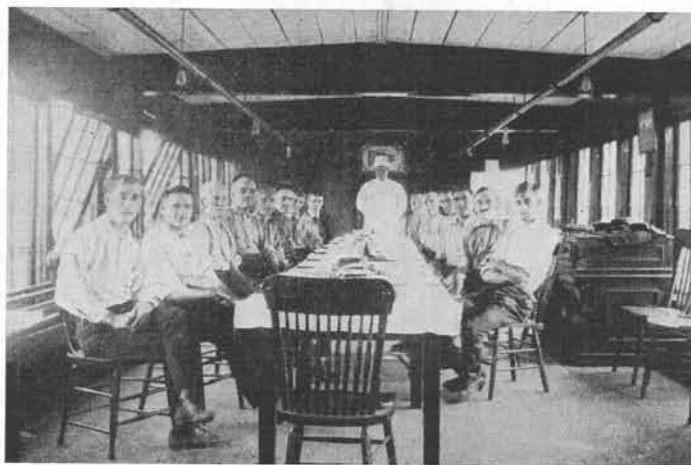
□ Typical Organizations (Foreign and Overseas Branches) □

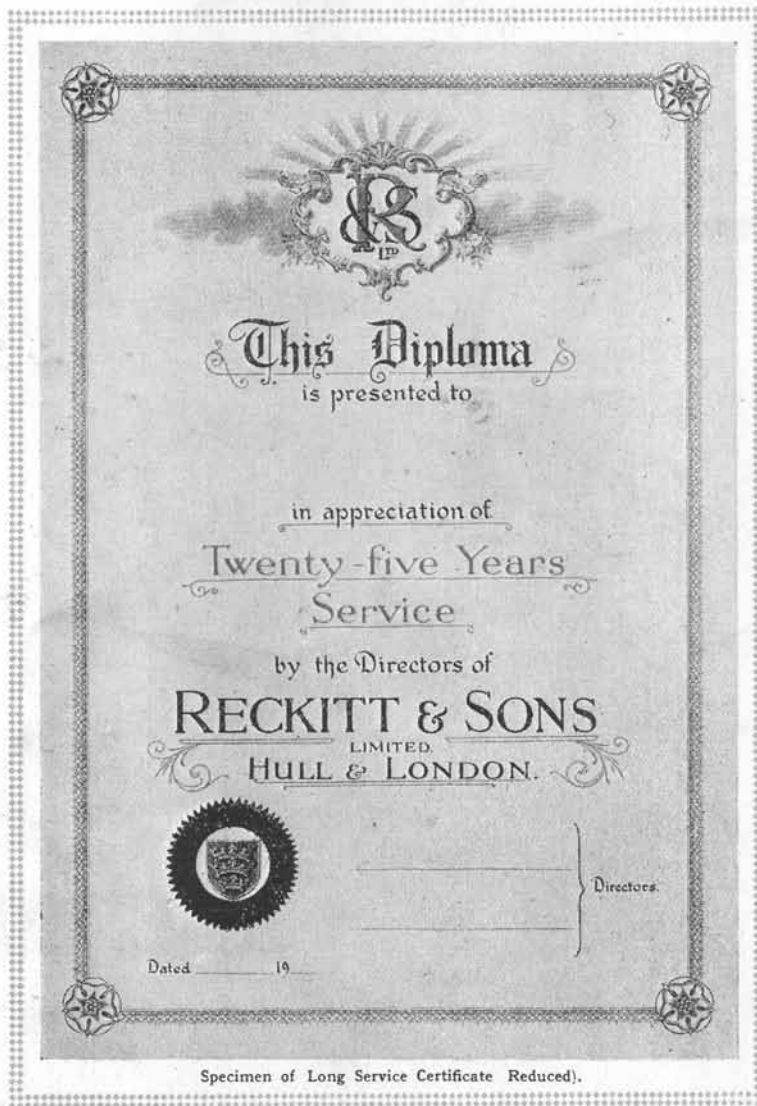
Group of Staff and Employees of Sydney House (Australia). An excursion on Sydney Harbour, the occasion being the visit of two Directors to Australia.



Factory employees of Spanish House, Bilbao, enjoy a trip to the sea.

A feed in the Club Room of the Athletic Club, New York House. The Athletic Club has its own Baseball Teams (men and women), Bowling Club and Rifle Team.





LONG SERVICE CERTIFICATES.



IN the suggestion of the Works' Council, Long Service Certificates are presented to employees, the design of which is here illustrated. For men with 30 years' service, the Certificate bears a silver seal, and for 35 years' service a gold seal. For women with 25 and 30 years' service, Certificates are also awarded, with silver and gold seals respectively. Employees with 40 years' service are presented with gold watches.

