

iCONTACT

for pensioners of the Reckitt Benckiser (formerly Reckitt & Colman) Pension Fund

No. 59, April 2014



IN THIS ISSUE WE DISCUSS

The Magnusdaile Culture



see pages 4&5

Election flyer



HEALTHY GROWTH KEEPS OUR PENSIONS FIT

l to r: Chris Eagleton, Brian Bradley, Phil Mayor, Kevin O'Berg, David Saltmarsh, Alistair Stewart, Phil Shearsmith, Trevor Clark and Tony Swell

The good health strategy driving Reckitt Benckiser's growth applies to your pension as well. The Actuarial Valuation as at 5th April 2013 has been completed subject to the formal signing off by the Company. The Company has agreed a schedule of repayments to pay off the deficit

Elections for the RB Pensioners' Association Committee are due this autumn. The current nine members are: David Saltmarsh, chairman; Tony Swell, vice chairman; Trevor Clark, secretary; Allan Chandler, treasurer; Brian Bradley; Chris Eagleton; Freddie George; Kevin O'Berg; and Alistair Stewart.

Brian, Allan, Freddie and Kevin are due for re-election for 2015 and are willing to stand again, but nominations can also be made on a nomination form obtainable from the Association's secretary or by submitting the name of the nominee with his or her signature and the addresses and signatures of five nominating members.

Send to: The Secretary, Reckitt Benckiser Pensioners' Association, c/o Pensions Department, Reckitt Benckiser plc, Dansom Lane, Hull HU8 7DS, to arrive before the end of July.

OLD TECHNOLOGY FRANKLY FAILED US

Apologies to readers whose postal delivery of Contact, the Pensions Update and the Christmas Card was delayed. We were printed, live online, envelopes "stuffed", labelled and sealed and everything on schedule when the franking machine broke down. So unfortunately it was after the holiday when the last batches went off.

The Reckitt Benckiser Pensioners' Association Committee, pictured meeting above just two days before we went to press, was given news of the deal and the details will be published in due course.

Contact will obviously report this in our next issue but we will also put the company notice on the news page on the website (www.icontactnewsletter.co.uk) immediately it is issued.

Company supportive

Giving the news to the committee meeting Kevin O'Berg, who as the Association's Trustee had attended the Trustee meeting a few days earlier, said the company continues to be very supportive of the RB Pension Fund.

As part of their duties, the Trustees of the Pension Fund are obliged to examine the financial strength of the sponsoring company (i.e. RB).

This is to ensure that RB is able to make good any deficit in the Fund. A presentation on this was made to the Trustee meeting and this confirmed the strong financial position of RB, which is outlined in our report on

the annual results on P6.

RBPA chairman David Saltmarsh, who attends meetings of the Occupational Pensions Alliance said the RB Fund situation was encouraging by comparison with the gloom and anxiety in other funds.

The committee meeting was a hail and farewell occasion for the two Phils, pictured above. There was praise and sincere thanks for Phil Mayor who is stepping down as Northern's Visitor Co-ordinator after nearly 20 years and a warm welcome for Phil Shearsmith, his successor.

Interesting footnote: An announcement which made the news in the financial and retail trade press on the day of the committee meeting was the appointment of outgoing Marks & Spencer IT director Darrell Stein to RB where he is also joining the executive committee. Following his complete renewal of the M&S website the move signals that IT is now internationally networked e-commerce.

 Carrow has a photo and obituary for all who died - see P6



**FOR
AT
LEAST
THE
110TH
TIME**

DIARY DATES 2014

Forthcoming get-togethers:

NORWICH

at 10.30am at the White Horse

Trowse on:

Tuesday, April 8, 2014

Tuesday, July 8, 2014

Tuesday, October 7, 2014

**Contact Ken Herbert
01379 852854**

DERBY

at 10.30am at The Orangery

Markeaton Park on:

Tuesday, April 15, 2014

Tuesday, September 16, 2014

LEICESTER

at 11.30am at The Oadby Owl

Glen Road, Oadby on

Tuesday, May 6, 2014

**Contact Brian Bradley
Tel: 01526 321575**

for Leicester and Derby

HULL

10.30am at The RB Bistro,

Dansom Lane, Hull

(Check in at RB reception) on

Wednesday, June 11, 2014

Contact Kevin O'Berg

Tel: 01482 869277

HIGH WYCOMBE

Wednesday 14th May 2014

12 to 3pm Venue to be confirmed

Contact Paul Gilliam

Tel: 01494 562843

With the development of a company culture being one of the topics of this issue of Contact, one of the most notable examples of Reckitt's community heritage is the annual "Gaffers Get-together". From all parts of the country (and from France and Spain - see Digital Supplement) 56 former managers and supervisors, from a guest list of nearly 100 people, made it to the annual reunion dinner at the University of Hull's Staff House. Those attending what was probably around the 110th dinner were: Bob Allison, Alan Brooke, Trevor Busby, Trevor Clark, Ken Copeman, Dave Copeman, Martin Craven, Tony Dale, Roy Farnill, Bill Foreman, Andy Forster, Phil Gibson, Janet Gibson, Joy Green, Janet Hargreaves, Peter Hessel, Trevor Hill, Alan Hitchcock, Brian Huggett, John Howden, Mark Hulme, Ken Johnson, Ian Jollisse, John Layden, Ian Mackechnie, Tony Martin, Bill Maxwell, Hazel Mee, Gill Morrell, David Nellist, Geoff Nicholson, David Payne, Tony Payne, Ted Parker, David Parker, David Price, Tony Pawson, Lilian Pooley, Peter Prothero, Maureen Prothero, Pat Quarterman, Bridget Rimmington, Steve Rial, Malcolm Ruddiforth, Pauline Settle, Michael Spence, Gordon Stephenson, John Smallwood, Joy Sutton, Adrian Robinson, Charles Trafford, Carl Tyson, Ron Watson, Babara Worrell, Andy Wright and Cyril Young. Dr Tony Pawson rounded off the evening with a few words about his exploits, along with others, in technical process development!



This second successful Northern Region get-together in Beverley's Norwood House in March is to be followed by a "Haven't things changed" occasion at the June meeting in the new Reckitt Benckiser canteen (now a bistro, see Diary, left). Let Kevin O'Berg know if you plan to attend.

DIRECTOR COUNT DOUBLES

After the festive season feasting the traditional coffee and sausage rolls at Eastern Region's first meeting of the year again proved a major attraction at the White Horse, Trowse in January.

A good turnout of 43 also welcomed two newcomers, one of whom doubled the number of former directors attending.

As part of its venues experiment Northern Region held its first ever get-together in Hornsea in the 'Cafe Chocolat'. The 15 who attended were more than had been expected, although most were not Hornsea residents. The trial Hull city centre meeting in the Kingston Theatre Hotel only drew five people which was disappointing, but not a complete surprise. More pictures on P20 of the Digital Supplement

IN MEMORY OF
THE MEMBERS
of the
LONDON STAFF
of
J&J COLMAN LTD
WHO FELL IN THE
GREAT WAR
1914 1918
BARNETT P.S.G.
BULLER A.J.
HEWENS R.C.
HOLDWAY E.W.
HOWLETT P.C.
INNES F.G.
NOBLE G.
NOBLE O.
RANDALL R.W.
RICHMOND G.L.
SMITH V.D.
WASHINGTON W.E

THE GREAT WAR CANNON AT CARROW

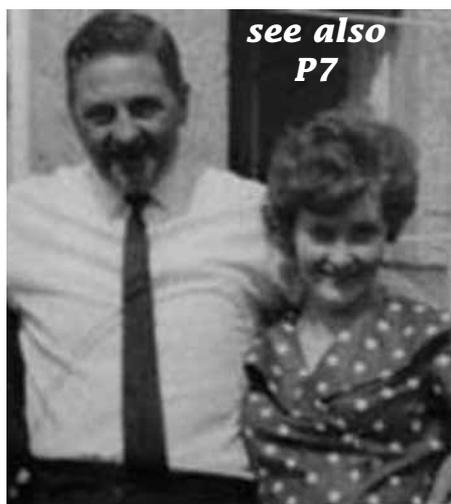
The national observance of the Centenary of WW1 has been building up since the start of the year and Norwich opens our contribution in this issue on pages six and seven plus a Roll of Honour in *iContact's* digital supplement.

The names on the Roll on the left are from the plaque, pictured right, which was placed alongside the 1914-1918 memorial in Carrow House in 1949 at the same time as the similarly designed

bronze plaque for Norwich's 1939-1945 fallen was dedicated.

For our next issue we will try to find out more about those named (some of our pensioners have the same names) and also the Cannon Street office which we have not had occasion to report on before.

Our archives will help but this Centenary Year is very much one for personal and family stories so, as the year progresses, we ask our readers to send us their own memories and photographs.



see also
P7

We found Phillipe - now how about Chuck Wilson?

In our last issue (No.58, December 2013) we reported on the successful quest for Phillipe Vigouroux's French pension and now we're calling on our High Wycombe Reckitt Industrial Division members, especially those who were in, or associated with, the sales force - does anyone remember Chuck Wilson?

Charles Wilson and his partner Nancy are pictured, above, in around 1963/64 when they lived in Dundee. Chuck, or those who knew him, might also, coincidentally, be on a picture on P7.

Stephen Wilson, who lives in Australia was born in Dundee in 1964 but knows little of his father apart from the fact that he worked for Reckitts, being listed as a Sales Representative (Floor Maintenance Machines) on Stephen's Birth Certificate in Dundee 1964.

iContact became involved when Steve Roberts, who organised

Peterborough Centenarian Frances packed peas, and...

Frances Cox-Parkyn, who worked at Joseph Farrow's food factory at Peterborough and had a long service history with them, celebrated her 100th birthday just a week before Christmas.

Derby visitor Brian Bradley called on her, right, with the Association's seasonal and birthday wishes and bouquet.

At Farrows Frances worked in all departments; the famous peas, of course, but also on products such as Gales honey, peanut butter, and an unusual product for today - mushroom ketchup.

Brian did a bit of net surfing to find the label we have reproduced here. Frances is still quite active and knits little wool dolls for charity. She also makes blankets which go to the Salvation Army and was working on one when Brian called to see her.



the Year 62 Apprentices reunion, reported in our December 2012 issue (No.55), received a surprise phone call from Anna Glue in Australia.

Anna, searching on behalf of Stephen Wilson, had come across our on-line edition and picked up Steve Roberts' telephone number from that. She had exhausted the possibilities through Dundee Council BDM, Stephen's contactable relatives and genaology websites.

Our Steve, using the experience gained in tracking down his apprentice colleagues, has trawled the Dansom Lane Heritage Centre and company house journals. He has also briefed *Contact*. Please pass any information you might have to Steve Roberts on Tel: 01482 659816 or e-mail: sadrob@sadrob.karoo.co.uk

iCONTACTABILITY

The story on the left illustrates the benefits of the world-wide web for pensioners of a world-wide business. We also have a brief note on the news page of:

www.icontactnewsletter.co.uk

which more of our members are going to now we are a nation of IAPs - that's Internet Age Pensioners according to the latest research by retirement home builders McCarthy & Stone (some of our readers live in their houses or apartments).

In our digital supplement we have listed our visitor/committee members' e-mail addresses to assess the digital visitor potential in the strictly private, personal tradition of the system pioneered by the legendary Martha Jones (see stories on pages 4 and 5). Details on P11 of this *iContact*.

Culture – refined understanding of the arts and other intellectual achievement; customs and civilisation of a particular time or people (Oxford Dictionary definition).

THE MAGNUSDAILE CULTURE

The city of Hull's success in being chosen City of Culture 2017 has won international attention and, as interest builds and plans develop, Contact readers at get-togethers and meetings with colleagues and families will find their and our company forebears' cultural contribution an interesting topic.

The dictionary definition of Culture is not only a refined understanding of the arts and other intellectual achievement, but also customs and civilisation of a particular time or people.

Members of the Reckitt family and company leaders provided the former (a University, libraries, an art gallery etc.) but, in achieving the latter definition. their workers shared the philosophy of creating a better society and developing good citizens.

Through the first Works Council employees planned and worked with the family and management to pioneer what they called welfare work and we now call corporate social responsibility.

These thoughts are brought to mind by the decision of Hull City Council's Riverside Area Committee in January that "Runton Walk, Colman Crescent, Reckitt Crescent, Simpson Crescent and Simpson Avenue be approved as the street names for the Barratt Homes development off Chamberlain Road on the old Reckitt's sports ground."

Is significance recognised?

Pensioner Barry Allison wrote in our last issue (No 58, December 2013) that "Reckitts employees had playing fields, a swimming baths, a social club, squash courts etc." adding that "the recreation field is a disgrace." The final verdict must await the housing completion, but the question is whether the significance of the field is being fully recognised.

The Riverside Committee was told that Runton was one of the designers of Garden Village and helped develop the sports ground and original buildings. An old street in the area was called Simpsons Lane (origin unknown), now called Woodhall Street.

The Chamberlain Road Recreation Ground, bought in 1907, was one of the elements of the unique work/life development of a Reckitt welfare system which included the Garden Village, social hall, evening classes

and the introduction of the 48-hour week after the August 1914 holiday.

Our readers might like to consider other names which might have fitted the coming cultural link, such as Martha Jones, appointed in 1906 as the first Womens' Welfare Worker or (bearing in mind we already have a James Reckitt Avenue) Ann Reckitt, wife of founder Isaac Reckitt, who visited the factory twice a week from the earliest days to run classes for the girl workers.

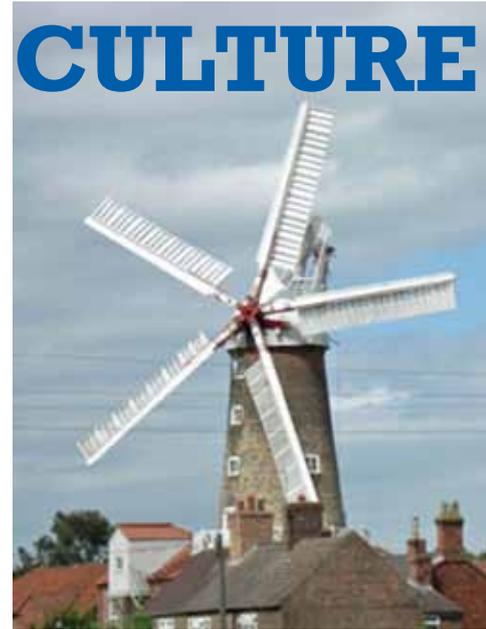
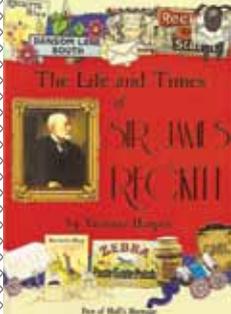
We went to Basil Reckitt's *The History of Reckitt and Sons Limited* for our headline title of this culture the company and its employees developed.

Farmers to millers

Magnusdaile ("the great share" or allotment), as the stretch of pastureland on the east bank of the River Hull was known as early as 1212, is appropriate enough in that original meaning, but the agricultural links give it extra meaning.

Graphically the windmill, above right, is also especially meaningful. It is the Maud Foster Mill in Boston, Lincs, built by farmer's sons Thomas and Isaac Reckitt in 1819 and operated by them in partnership until a series of bad harvests hit grain prices and the

The Life and Times of Sir James Reckitt, the newly-published, colourful and extremely readable company history we have reported on in recent issues, covers most of what we have written about here. Funded by the James Reckitt Library Trust, it has already been bought (via the City Library) by our readers in the UK and overseas. We have earmarked two copies for the potential Reckitt library wedding couple (see next page) – not a grand or expensive wedding gift but a meaningful one which says: "You are now part of this story."



milling business was sold.

Isaac eventually moved to Hull where he bought a starch business in Dansom Lane, originally a cattle trail which ran right through the middle of Magnusdaile. A number of mills had been built along the lane, including the Subscription Mill on the site of what was to become the Brasso factory, which had five sails like the Maud Foster Mill and was reputed to be one of the largest in England.

Roots established

By the start of Isaac Reckitt's business on October 1, 1840 the cultural roots had been established. The growers of food had progressed to processors for human and animal consumption and ever-increasing industrial applications – but unlike some of the "iron masters" of the accompanying industrial revolution theirs was a gentler, country-style community approach.

The "Seasonal Tradition" story on this page in our last issue (No 58, December 2013) sums it up. The by-products from the starch production fed the pigs on Isaac's nearby holding and, in the traditional rural community spirit, the pork end-product was shared with the workers.

The same happened at Colmans which, in the late 1840s, was recorded as offering stiff competition to Reckitt's growing starch sales but, by 1909, was sharing ideas which would lead to the amalgamation of 1938.

So while Norwich might not formally be a City of Culture, it is one with an equally significant rooted culture.

THE ROLE OF THE RBPA COMMITTEE

All retired members of the Reckitt Benckiser Pension Fund are members of the Reckitt Benckiser Pensioners' Association (RBPA). The Committee of the Association is elected by the members in accordance with the Constitution, copies of which are available on request.*

In summary, the role of the Committee is:

- To elect a Trustee to the Pension Fund to represent the interests of pensioners;
- To provide an evolving communication channel between pensioners and the Company/Trustees;
- To visit both elderly and sick pensioners, if they so request;
- To approve the content and assist in the production and distribution of the Contact magazine.

The Committee meets at least twice a year to discuss the above points as well as any other relevant matters, such as proposed changes to the Pension Fund rules or pensioners' entitlements. These may also include external matters which may or will affect pensioners, for instance changes in pension law. Chris Little, RB Pensions Manager, attends these meetings and provides input on the technical side as well as answering any questions from the Committee.

The RB Pensions Department provides administrative support to the RBPA and financial support is generously provided by the Company within a strict budget.

Kevin O'Berg is the current Trustee elected by the Committee and his term of office runs through to March

The Committee produced this summary for new members of the association and new directors and managers of the company. When it was planned to appear alongside our report on the City of Culture it was realised that the visiting and communications roles in particular are outstanding examples of our cultural inheritance. Much of this is attributable to Ann Reckitt, right, but Miss Martha Jones was an equally symbolic figure. As reported on the opposite page she was appointed the company's first Woman Welfare Worker in 1906 and "did fine work until her retirement in 1917." One hundred years ago it was most unusual for women, even family members, to be given managerial (as distinct from supervisory e.g. Forewoman Mrs M. Wilcock, 1884) roles so that was certainly a new "custom and civilisation" of the time.



2015. Kevin retired as RB Pensions Manager in 2005.

In order to more easily manage the visiting of elderly/sick pensioners, the country has been split into three regions, Northern, Eastern and Southern. Each region has a co-ordinator who allocates visits to the pensioner visitors, all of whom are volunteers. The Committee is always on the look-out for new visitors; if you feel that you might wish to volunteer as a visitor, please contact Tony Swell Tel: 0118 969 1390 who will be only too pleased to tell you what the role entails. The co-ordinators also arrange the various pensioner get-togethers.

For almost twenty years, John Davis has been retained by the Committee to edit the *Contact* magazine on behalf of the RBPA. He receives and collates all the articles and data that is submitted for each issue and produces a draft for discussion with and the approval of appointed Committee members.

We hope that this has provided you with a brief, yet meaningful insight into the workings of RBPA. If you have any queries or would like any further information, please let us know. *Reproduced in iContact this month.

Get married in the library

Our wide-ranging thoughts on names on packages, right, did not embrace matrimony – but the fact is you can now marry under the Reckitt label.

The first marriage ceremony has been held in the newly refurbished James Reckitt Reading Room at Hull Central Library and the signs are that it could become a popular venue.

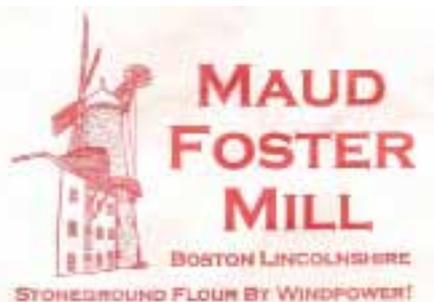
When Sonia Copey and Darren Squires became the first couple in the country to be married in a public library they felt the history and "opulence" of the room made it a uniquely special occasion.

Friendly feel - not intimidating

Sonia said she wanted an intimate, friendly feel rather than a formal ceremony and, with its mahogany bookcases and books behind glass, the room was exactly what one expects an old library to be. It was not intimidating like larger venues can be. See pictures P20, *Digital Supplement*.

The cultural legacy was the decisive factor. *Contact* has frequently written about the original James Reckitt library on Holderness Road and the philanthropy which extended beyond the provision of the city's first public library to numerous other examples of community support.

The story we now want to report on is the first Reading Room wedding of a couple with Reckitt worker family backgrounds. They may be children, grandchildren or even great grandchildren of our pensioner readers.



**WHAT
IT SAYS
ON THE
PACKET...**

A newly opened specialist bakery and teasshop in Beverley (Halshams Homemade Scones) offers a taste of the Reckitt heritage. Alongside tempting cakes and pastries, the shop's windows and shelves carry colourful packs of rolled oat products under the Maud Foster Mill label.

The packs explain that the oats are milled in the traditional way in the still fully operational mill (the tallest in the country) built for Isaac and Thomas Reckitt in Boston in 1819.

The name Reckitt on a product the company no longer makes leads us to the thought, when looking at the international scope of the present Reckitt Benckiser business reported on page six, that Reckitt could be the world's most widely published family business name.

Ford will doubtless run it close but RB will undoubtedly make and sell many millions more packs than the motor giant does cars. Another interesting cultural point to reflect on is that, although the brand names will predominate on the packs (and Reckitts were pioneers of both branding and advertising), Reckitt still features on the all important "made by" line.

After a couple of hundred years of takeovers and mergers in the international business world that must be something of a record.



WHEN CARROW ISSUED MARCHING ORDERS

Colmans was developing a social/work culture comparable to that of Reckitts when WW1 began. Employee communications were well established in both companies and our Norwich frontman Ken Herbert has drawn on his considerable archive to add to the national anniversary story.

Unlike the second world war there were no restrictions on paper in 1914-18 and *The Carrow Works Magazine* was able to publish quarterly, with photographs, in great detail. Consequently there is a photograph and obituary for all those killed in action plus numerous other wartime stories.

One rather typical but little-known company welfare gesture was described in the October 1914 edition under the heading "Marching Orders". This detailed the additional financial support the company would give to the families of those who enlisted.

The weekly payments by Colmans were: man and wife, five shillings (5/-); man, wife and one child,



The Post Office is issuing Centenary stamps in July

6/-; man, wife and two children, 7/-; plus 1/- for each additional child. With the government payment this totalled 22 shillings five and a half pence per week for a married couple; 25/11½ with one child; and 37/11½ with five or more children.

At this time the names and departments of all those enlisting were given. There were 163 men named and others waiting to be enrolled.

There is a photograph of the first group to enlist, all of whom survived the war. After 100 years we have not been able to track down family links but it is interesting to note that, of the 93 killed, 19 have the same surname as an existing pensioner.

Send us your memories

Such links may give readers the opportunity to contact us with their own Centenary Anniversary memories.

Ken Herbert will be happy to let relatives have a photograph (most are in uniform) and obituary of those killed in action.

He also has 133 letters from the front, some of them written by a soldier with the same name as one of our pensioners.

Contact Ken on 01379 852854.

RIP THE WAR HORSES



The 800,000 death toll of the Great War is the major subject of this year's centenary anniversary but in *Contact No.54 (June, 2012)* we carried this picture of Colman horses being entrained at Norwich at the start of their journey to the frontline - a sad reminder that a million horses died too!

Driving Health and Hygiene Powerbrands

"Our strategy for growth and outperformance through driving Health and Hygiene Powerbrands together with our focus on 16 Powermarkets is delivering results," says Reckitt Benckiser chief executive Rakesh Kapoor, right.



Announcing the 2013 trading results at a February investor conference Rakesh Kapoor said: "We are pleased with the continued strength of our ENA - Europe and North America performance. And while emerging markets continue to slow, we delivered very strong results in India and China."

Apart from the reassurance that comes from a strong performance by the company behind their Pension Fund, RBPA members will take extra pleasure in the soaring international sales. The century-old cultural inheritance recorded in the previous two pages of this issue also embraced the beginnings of Reckitt's international growth.

High quality, Health and Hygiene led 2013 growth, reported Mr. Kapoor. Durex, Mucinex, Strepsils, Dettol, Lysol, Harpic and Finish were particularly strong, offsetting planned streamlining of portfolio brands.

"In 2013, we invested an incremental £100m behind building our brands. We made excellent

progress with our acquired businesses. The effective integration of Schiff, BMS and Guilong once again reinforces RB's proven strengths in acquiring high quality businesses and delivering superior shareholder value.

"I am especially pleased with our performance on Schiff brands," he said. "Our decision to roll out MegaRed in 20 markets in 2014 is a reflection of our confidence in the future potential of this category."

Net profit for the year was slightly down at £1.74 billion compared with 2013's £1.83 billion although revenue was five per cent up at £10.04 billion.

The profits squeeze is attributed to uncertainties in emerging markets and analysts are wary of the future of the pharmaceuticals business following the fierce competition in anti-heroin drugs now that the market-leading Suboxone has lost patent protection.

Mr. Kapoor says the future of pharmaceuticals is still under review and the development of emerging markets is a long term strategy. History is on his side there - the Reckitt story proves it.



First World War memories of the men I worked with

From Ken Herbert, Norwich

I am writing this about the First World War in memory of two men I worked with for a short time before their retirement.

In 1957 I was transferred from the 'old' Mustard Mill to take over from Mr. Cecil Spight, who was retiring. Cecil was in the 1914/18 war in France with the Norfolks and seriously wounded in the leg.

After a time in hospital, he and others were sent by hospital ship to England. Lined upon the stretchers on the dock they were viewed with compassion by passers-by and virtually written-off as they looked so bad! However it had actually been a shocking crossing and Cecil survived to come back to Carrow with a permanent limp.

One day as we sat side by side at the desk he showed me his leg and moved the piece of shrapnel inside it about! Apparently it was better left inside as it went in red hot and was sterilised!

I was one of the very few people allowed to go into the "hot cellar" to see Dick Morley who made the secret additive to mustard. Dick was a great character and played for Carrow when the Australians (with Aborigine players) first came to England to play cricket.

He was seriously wounded in WWI and left outside the hospital tent in France as he would soon be dead according to the doctor who saw him. Later on, at another inspection of casualties, he was found to be alive and taken into the hospital, treated and later sent back to England.

EDITOR'S NOTE: Here and on P6 Ken has captured the commemorative and reflective nature of the Centenary Year perfectly. The underlying culture of our founder companies, which we plan to continue from our other locations in forthcoming issues, is demonstrated by the fact that a picture and obituary of all the Norwich fallen is available. One of the most moving WW1 stories must still be the one we published on Alfred Gooch, right, a member of a well-known Colman worker family who was sponsored by the company to start a new life in America but returned to serve his country and was killed going over the top at Norval in 1917.



Norfolk's How Hill Trust has decided to preserve the 80-year-old oak tree we featured last August (*Contact No.57*) because of its

"historical significance." The sapling was given to Christopher Boardman, who ran the seed department at Colman's Carrow Works, after

he won gold in the six-metre yacht event at the 1936 Olympics and became known as the "Hitler Oak". The How Hill tree is the only one left in Britain and is the last of four surviving around the world.

How Hill, then the Boardman family farm, is now a national nature reserve with the Trust (www.howhilltrust.org.uk) chaired by Christopher's nephew Peter Boardman.



From: Maureen (Mary) Warren, Stamford Bridge

I was very interested to read in *Contact No.58* on Page 5 the article about Phillipe Vigouroux who worked at High Wycombe.

I worked with Phillipe in the early 70's in the Export department of R&C Industrial Division at High Wycombe.

I remember it as a very happy department to work in – we were a small group managed by Bill Robinson who was the Export Manager.

From Phil Vigou, Palaiseau, France

Good and very nice! Thank you so much for your help.

The French pension accepted the HMRC pension statement and give me some right for my future pension (it's very important according the new 2009 French pension law) and since several years there is now an agreement between UK and France.

I hope we could find the family where I lived ? It'll be wonderful ! Thank you again everybody.

EDITOR'S NOTE: Back in December 2011 we were combing the archive to meet a request from High Wycombe's Paul Gilliam for pictures of oscillating floor cleaning machines and published a posher one from a catalogue rather than the sales conference one (above) we dug out at the same time. Now for Phillipe and Stephen (Page 3) it's people, not polishers, that matter – so let's have the memories!

Smooth new health growth

We have often wryly reflected on what the older generations of Dolly Blue and mustard line packing ladies thought of Durex becoming a powerbrand – now Reckitt Benckiser is giving it more power with the global rights to the K-Y brand, a leader in intimate lubricants.

The city analysts like the deal and see "sexual wellbeing" making RB an even greater force in the Health and Hygiene sector (see annual report story on P6). The product sells in 50 countries but no employees or fixed assets are included in the purchase from a subsidiary of Johnson and Johnson. The deal is expected to be completed by the middle of the year.

K-Y started as a prescription medical device in 1917 and switched to over-the-counter in 1980.

HEALTH DISCUSSION POINT – take a look at the Colmans "Birdman of Trowse" video on iContact's web site to see how thin and anorexic girls on the Carrow starch packing lines became "buxom and attractive" working there.

OBITUARIES

Artists gave both the Reckitt and Colman companies a nationwide visual presence from the late 19th century onwards and Hull's Ivor Teece, who died peacefully in Hull Royal Infirmary on New Year's Day at the age of 87, maintained the tradition.

Posters were the most powerful medium until well into the 20th century but Ivor, who ran the Art Studio at Dansom Lane, not only had the full range of market support work to handle but established a great affection amongst his workmates for his kindly caricatures.

These became a major feature of retirement and leaving parties and are a treasured memory for many families, including Ivor's own as it was "a biter bit" moment at his own retirement, pictured right, when his colleague John Bryce, also a talented artist, handed over the caricaturist's caricature.

One of the most notable marks Ivor left is the Reckitt House logo, right, which first appeared on the new Household Division Stoneferry office in this light blue version followed by the pink Toiletries version at Derby.

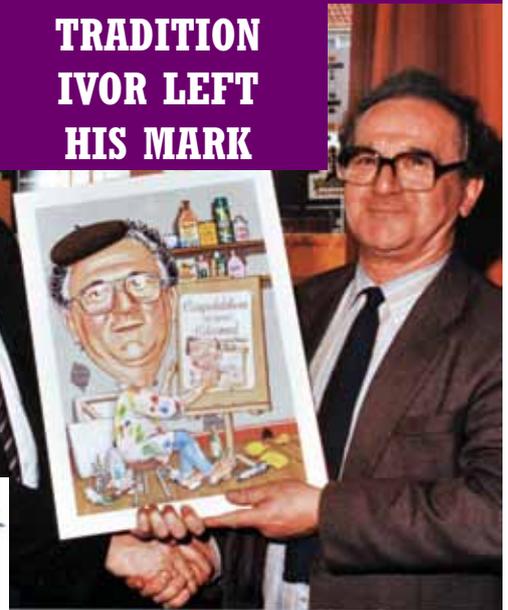


The further refined darker blue version came later when simplification was the latest in design and this was subtly woven into a company tie when ties, rather than open-neck shirts, were fashionable.

In addition to his regular work Ivor designed several award-winning floats for Hull's Lord Mayor's Parade. Wartime service also gave him a graphics role as a Fleet Air Arm photographer, left.



IN THE R&C TRADITION IVOR LEFT HIS MARK



We regret to record the deaths of the following Reckitt Benckiser pensioners.

NORTHERN REGION

(Hull, unless otherwise stated)

Avril Shaw, aged 91, 34 years' service; Edith Smales (88), 38; Hilda Bilton (88), 39; Joseph Mace (91), 28; Ivor Teece (87), 10; John Kemp (88), 27; Colin Barnett (68), 24; Frank Grice (82), 25; John Tattersall (80), 28; Alfred Kemp (86), 48; Michael Turton (72), 24; George Swales (88), 46; Graham Anderson (75), 15; Kathleen Anderson (89), 7.
International/Hessle - William Tighe (76), 26 (Director).
Derby - Albert Griffiths (83), 14; Leon John Reed (65), 21.
Newbury Depot - Dennis Edwards (88), 22.

EASTERN REGION

(Norwich, unless otherwise stated)

Bernard Francis (82), 26; Michael Clarke (74), 11; Kenneth Newby (90), 34; Henry Brayn (87), 28; Clive Smith (85), 18; Joseph Merz (88), 28; Patricia Taylor (78), 23; Hilda Ellwood (83), 37; Graham Terrington (79), 10; John Warren (83), 18; George Norton (88), 29; Frederick Cumber (82), 8; Frederick Bunn (84), 20; Beryl Beatty (85), 31.

SOUTHERN REGION

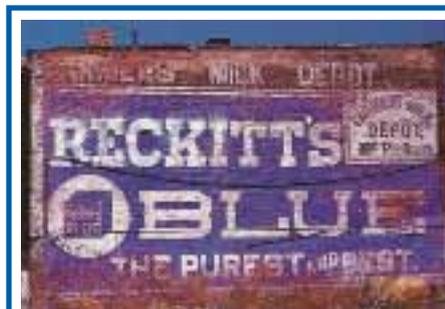
(Chiswick, unless otherwise stated)

Amanda Burton (89), 33; Margaret Murray (84), 12; Jane Edmonds (98), 29; Ivy Pollard (92), 14; Alan Bloxham (89), 32; Michael Barras-Smith (Director) (84), 23; Vera Moore (85), 14.

Fine Art & Graphics, Wealdstone - Sarah Franklin (93), 21; *High Wycombe* - Eileen Ingram (97), 11.

Jeyes - John Bazin (83), 14.

Industrial div., High Wycombe - Betty McGregor (86), 9.



This photograph of a 1890s poster painted on a New York building appears in the recently published Sir James Reckitt book (see P5). Two new websites (www.ghostsigns.co.uk and www.hatads.org.uk) have only a couple of Colman and Reckitt starch examples. Some of our silver surfer readers might make direct contributions. Let us know if you do.



99 homes for Trowse

It was a close run thing, but the protest posters and carol singing campaigners we reported on in our last issue did not quite win over South Norfolk Council's planning committee, which last month approved 99 homes and a primary school on land off White Horse Lane, Trowse.

The Keep Trowse Special campaign said 98% of villagers were against the plan, submitted by Norfolk Homes Limited, fearing it would harm their "model village".

Lyn Fabre, chairman of Trowse Parish Council, said the development would "overwhelm" what had been built by Sir Jeremiah Colman as houses for workers.

Plans were narrowly approved by six votes to five.

There is no further news on the fate of the Lakenheath cricket pavilion under threat of demolition to make way for another housing development; nor of Carrow House, home of the Colman war memorials, and now, as a listed building, back in Council ownership after being withdrawn from sale.

Miss M. Jones—A Tribute.

By PHILIP B. RECKITT (Director).

IHAVE been asked to write for this number of *Reckitt's Magazine* an appreciation of Miss Jones, and find it difficult to adequately express my own appreciation, and more so that of others.

It means, to some extent, a history of the Social Work of the firm, for it was from the coming of Miss Jones in 1906 that the work began to grow and develop on broader lines.

Before that time not much was done, and there were no Social Buildings, etc., such as we have now.

Miss Jones had had no previous experience of large works, and had no precedent to follow here, so the first few years were very hard work, finding out what was wanted, how to do it, and where to do it, getting to know everybody, and establishing herself amongst us.

How well she did this is seen by all, and in the many branches of Social Work now going on; the outcome of her energy directly and indirectly.

In time she undertook the engagement of all new girls, visiting their homes, and visiting the sick. Various classes, educational and physical, were started in the evening, now to some extent carried on in work-hours; also Morris Dancing, Saturday Evening Club, and Recreation Clubs, Swimming, Cricket, Hockey, etc.

Date of First Social Committee ..	13th July, 1905
Date of First Saturday Evening Club	Beginning of Winter, 1906

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Date of Opening of First Social Hall (now used as Hospital for Soldiers) ..	December, 1907 (Musical Society Concert the first public function)
Date of Opening of Recreation Ground	Spring of 1908 (about March)
Date of commencement of Morris Dancing	December, 1908
Date of opening of Hostel	April or May, 1913
Date of Commencement of Francis Reckitt Institute	1915

To Miss Jones' love of her work, her untiring devotion, and sympathy, her innate sense of justice, we owe the present efficiency of her department.

I think it was her sense of fairness, showing no favouritism, that established her position more than anything, and though latterly, as the work grew, more interest has been taken by others, in the early days Miss Jones alone was responsible for it. Now there are many ladies engaged in assisting the work of the Social Department.

She was also much interested in work in Hull, always for the betterment of those whose circumstances were not of the happiest, and her views and opinion were always much valued by the members of the various Committees on which she served.

She had a large heart, a great sympathy, and a sense of humour, all of which were used for the benefit of the Social Work, and she endeared herself to many, both to those who have left the firm and have put her teachings to practical tests, and to those who are still with us, and who will miss her very much; but I feel sure that Miss Jones' dearest wish would be that they should give a kind welcome to Miss Duncan, who has taken up the work Miss Jones so well carried out, and which she so much regretted having to give up on account of family reasons.

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iCONTACT

DIGITAL SUPPLEMENT

The social/work culture we have reflected upon in the previous pages is one which, in many respects, was shared by both the Reckitt and Colman companies. Was it, as we believe, a philanthropy shared by company and workers and not, as some cynics allege, a means of keeping employees loyal and not paying them too much.

You can reach your own conclusions from the published views of manager and employee at the time. The pages reproduced here are from the December 1917 issue of Ours, the Reckitt's house journal, on the retirement of Martha Jones, the first Woman Welfare Worker.

Philip Reckitt, the youngest son of Sir James Reckitt, had been appointed a director of Reckitt & Sons in 1904 and became the first chairman of the new Works Council the following year as Martha joined. As Sir Philip he became company chairman in 1930 and chairman of the newly formed Reckitt & Colman in 1938 – a post he held until he died in 1944.

In this centenary year of the start of the Great War the special mention of the Social Hall's use as a hospital for soldiers affirms the Reckitt work/social culture.

A Farewell Message.



WHEN last I wrote a few words for *Reckitt's Magazine*, I little thought that before another year had passed I should have left Hull. I hope all at Reckitts' will believe how bitterly I feel the separation that has come about, and that nothing but a sense of duty would have led me to sever a tie that has grown ever stronger and dearer during the past twelve years. I shall often be thinking in times to come of the Factory which I had learned to love so much; of the many workers, girls and boys, women and men, who have always been so loyal and helpful; and of the kind guidance, and friendship and strength of the Directors under whom I worked, of which I cannot speak as I would and which I can never repay; and of the unfailing kindness of all, rich and poor alike. And while I ask for forgiveness which I know I need for all that has been amiss on my part, I like to feel, in all humility, that though the work will henceforth go forward without my being among it, I still have my part in it, inasmuch as I can offer up, as I always do, my feeble prayers to God for it; and it is an intense satisfaction to me to know that, humanly speaking, it will be perfectly safe in the clever and practised hands of my successor.

I am glad to take the opportunity given by this *Magazine* to tell those readers who have become intimate and valued friends that it is hard indeed to part from them, and I would again express to them my heartfelt thanks and good wishes, and, with these, my earnest hope that at no distant date I may be permitted again to visit Hull as a guest, and renew something of the happiness I have so long enjoyed.

MARTHA JONES.

"Edymead,"
Victoria Road, Worthing.

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Constitution of The Reckitt Benckiser Pensioners' Association, adopted February 1, 2008

1 Name

The Association shall be called The Reckitt Benckiser Pensioners' Association.

2 Objects

The Objects of the Association shall be to promote and carry out activities solely for the benefit of the Members, such as, for example: the publication of a newsletter; the provision of a visiting service; the provision of a channel of communications between Members, the Company and the Trustees. The Association shall also nominate the pensioner trustee in accordance with the formal appointment procedure.

3 Members

The Members of the Association shall be those adults receiving a pension from the Reckitt Benckiser Pension Fund, whether living at home or abroad.

4 Committee

The Committee shall consist of at least six and up to nine members, at least two of whom shall identify with each of the three regions broadly defined as northern, eastern and southern. The Committee shall appoint from their number: a chairman; a vice-chairman; a secretary and a treasurer. The Committee may appoint a newsletter editor, who need not be a Member.

5 Committee Meetings

The Committee shall meet at least twice in each calendar year. Committee meetings shall be called by the secretary on the chairman's instructions or at the request of at least three Committee members.

At least seven days notice of meetings shall be given, together with an agenda.

A Committee member may appoint in writing any co-Committee member as his alternate to vote for him in his absence at any Committee meeting

The quorum for a Committee meeting shall be four members personally present.

The following shall be invited to attend all Committee meetings but shall not be entitled to vote: the Pensioner Trustee, the Reckitt Benckiser Group Pensions Manager or his representative; the newsletter editor or his representative, if not already a Committee member; the visitor co-ordinators, if not already Committee members.

The chairman of the meeting may exercise a casting vote.

In an emergency, a postal vote (including e-mail) may be taken.

The secretary shall record the proceedings and resolutions of all Committee meetings, and after approval by the chairman, circulate copies of these minutes to Committee members and others present as soon as possible after meetings. If no objection is received by the secretary from any Committee member within 14 days of circulation, the resolutions may be acted upon.

I am iContactable

A newsletter, a visiting service, and a channel of communication were the main objectives of the Association set out in our Constitution, above, published in *Contact No.40* in January 2008.

The front page story of that issue also recorded reader approval of the previous issue (*Contact 39, October 2008*) and the new channel of communication, its 60-page downloadable digital supplement, pioneered by the e-mailed .pdf versions from No 36 (*September 2006*) onwards.

Research then showed 1.5 million over 65s had computers and around four million had mobile phones.

We went fully on-line with *iContact* in October 2008 and, as reported on P3 of this issue, the latest IAP research by McCarthy & Stone shows that half of retirees now have tablet devices and 47% have smart

In exceptional circumstances, the Chairman may waive this period of notice.

6 Powers of Committee

The Committee may: promote and carry out any activities which accord with the Objects: operate bank accounts and disburse the Association's funds as required by any of the above activities; appoint sub-committees or working groups, not necessarily of Members, for appropriate purposes; fill casual vacancies in the Committee; subscribe to other organisations whose objects are consistent with the Objects, and/or appoint Committee members to join such other organisations; subject to a Members' Resolution (see 8 hereafter), inaugurate a membership subscription or a charge for the newsletter, or some other relevant fund-raising activity.

7 Election of Committee

All Committee members shall be elected for a three year period starting on a first of January and, if willing, shall be eligible and deemed nominated for re-election at the end of that period. Nominations for new Committee members shall be invited from Members each year. All nominations must be supported by at least five Members. If the number nominated would lead to a Committee of more than nine, voting forms shall be issued to all Members (which may be done together with or as part of the newsletter) and the nominees receiving the most votes shall be elected subject to the regional balance quoted in 4 above. Casual vacancies may be filled by the Committee at any time and any Committee member so appointed shall seek re-election in the ensuing year.

Officers will also be appointed for a three year period and shall be eligible for re-election if willing.

8 Members' Resolution

The Committee shall submit any proposal involving significant matters not covered by this Constitution or any proposal signed by at least 20 Members for approval in the form of a Members Resolution. If a Members' Resolution is required, details of the proposal and voting forms shall be issued to all Members (which may be done together with or as part of the newsletter) and the Resolution shall be carried by a majority of those voting.

9 Alteration of Constitution

A Members' Resolution is required for any amendment of this Constitution.

10 Winding up of Association

The Association may be wound up and any surplus funds disposed of in accordance with a Members' Resolution.

Final revised version as amended and approved by the committee of the Reckitt & Colman Pensioners' Association meeting on September 27, 2007 prior to submission for members' approval in January 2008.

phones. Three-quarters own a laptop and 61% prefer a desktop PC. A massive 96% of pensioners polled said they are far more savvy with technology than they were five years ago.

We see *iContact* as our Pensioners' Association noticeboard and, following on from some Northern Region research into the visiting service, we seek your help in assessing the digital prospects. All we ask at this stage is that you digitally send us the three-words of our headline (I am icontactable). It is numbers we are after so, if not direct, the message can be via family or friends to:

Chris Eagleton: christopher@eagleton.net or

Phil Shearsmith: alloa@alloa.karoo.co.uk

In the traditional personal and strictly private method of visitor contact only Chris and Phil will know who has responded. Nothing will be passed on and any further contact will be only by them and mutually agreed.

Carrow Works' War Memorial.

ON Friday, June 9th, 1922, at 12 o'clock the Unveiling and Dedication of the Carrow Works' War Memorial took place in the gardens below Carrow House—now the registered offices of Messrs. J. & J. Colman, Limited—as only in the open air was it possible for everyone connected with the Works to meet and take part in the service. Later the Triptych was removed to its permanent resting-place in the Carrow Works' Club House.

Very impressive was the appearance of the veiled Memorial with its background of evergreens and flags, and floral tokens flanking it on either side. Immediately behind stood a detachment of the Carrow Works' Police and Fire Brigade in full uniform. Along the gravel walk above stood the members of the Staff, and on each side of the Memorial were the relatives of the fallen men and the members of the Carrow Works' Councils. All the Directors of the Company were present, namely,

Sir Jeremiah Colman, Bart., Mr. Russell J. Colman, Mr. F. G. D. Colman, Mr. F. A. Bellville, Mr. Jeremiah Colman, Mr. G. R. R. Colman, and Mr. Alan R. Colman, accompanied by Mrs. Colman, Mrs. G. R. R. Colman, Miss Colman, Miss Ethel Colman, Miss Helen Colman, Mr. and Mrs. E. T. Boardman, Mr. and Mrs. E. B. Southwell, Mr. and Mrs. J. M. Barclay, Mr. A. W. Newman, Mr. F. I. Beales, Mr. C. R. Aldrich (of the London office), Mr. F. R. Widdows, and others.

The side and back of the lawns were allotted to the men and women, and boys and girls connected with the various Departments but not so directly associated with the special celebration of the day. Here was also placed the Carrow Works' Band, the members of which kindly assisted with musical contributions before the Service and with the accompaniment of the hymns. The centre part of the lawn immediately below the Memorial was reserved for the Ex-Service Men of all Departments, and it was indeed fitting that these men should stand in the forefront—facing the Memorial—for they had many of them shared in the hardships and faced the dangers under which their Comrades-in-Arms had fallen.



Photo. by]

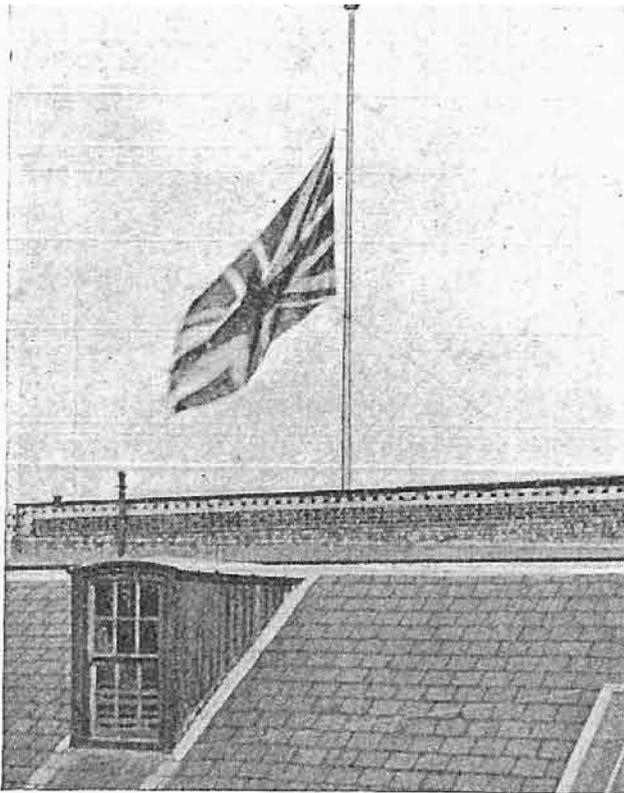
AT THE DEDICATION OF THE CARROW WORKS WAR MEMORIAL.

Ex-Service Men in the Foreground.

[Norfolk News Co., Ltd

ROLL OF HONOUR.

- 1915** Pte. William J. Beckwith, R.A.M.C.
Pte. Stephen W. Brooks, R.A.M.C.
Pte. Herbert Glover, Norfolk Regt.
- 1916** Pte. Stanley E. F. Abbott, Norfolk Regt.
Pte. George Breame, Durham Light Infantry.
Pte. Bertie Brown, Norfolk Regt.
Dvr. William F. Cannell, Norfolk Batt. E.A.F.A.
Sgt. Martin W. Clarke, Royal Engineers.
Cpl. Geoffrey R. Collins, Norfolk Regt.
Pte. Bernard Conyers, Norfolk Regt.
Pte. Walter A. Copland, Norfolk Regt.
Sgt. Ernest G. Doggett, Royal Engineers.
Pte. Harry Gosling, Norfolk Regt.
L/Cpl. Richard C. Goulder, Norfolk Regt.
Cpl. James A. Green, Royal Engineers.
L/Cpl. Ernest W. Howes, Norfolk Cyclists Regt.
Pte. Ernest King, Norfolk Regt.
Sig. Alfred J. Knights, Norfolk Regt.
L/Cpl. William H. Scales, Royal Engineers.
L/Cpl. Leonard Smith, Norfolk Regt.
P.O. Albert E. Thurston, M. Sweeper (Drumoak)
Pte. Arthur Tungate, Norfolk Regt.
Pte. Frederick Tungate, Royal Fusiliers.
Pte. George Way, Essex Regt.
Pte. Herbert M. Wicks, Durham Light Infantry.
- 1917** Sec.-Lieut. Francis P. Aldrich, Norfolk Regt.
Lieut. Thomas F. Preston, Royal Flying Corps.
Gnr. Charles Bloomfield, Royal Field Artillery.
Pte. William E. Clarke, Norfolk Regt.
Pte. William L. Cross, Norfolk Regt.
Pte. Walston Drake, Norfolk Regt.
Pte. Sidney C. Dix, Royal Sussex Regt.
Dvr. Arthur A. Edwards, Royal Field Artillery.
Cpl. Percy Fox, Norfolk Regt.
Pte. George J. Garrod, Bedfordshire Regt.
L/Cpl. William H. Graver, Norfolk Regt.
Gnr. Cecil Gooch, Royal Field Artillery.
Pte. Arthur Goreham, Norfolk Regt.
Pte. John A. Harvey, Royal Defence Corps.
Pte. Walter Haydon, Middlesex Regt.
Cpl. Joseph B. Hill, Northamptonshire Regt.
Pte. Albert Howlett, Royal Army Med. Corps.
Pte. Stephen W. Hunt, Lincolnshire Regt.
Pte. Robert T. Laws, Norfolk Regt.
Pte. Sidney Lincoln, Norfolk Regt.
Pte. Bertie J. Loveday, Essex Regt.
Pte. Arthur R. Lovick, Norfolk Regt.
- Sgt. James Mann, Norfolk Regt.
Pte. Ernest N. Nichols, Royal West Kent Regt.
L/Cpl. John Page, Norfolk Yeomanry.
Pte. Reginald E. Rayner, Machine Gun Corps.
Pte. Charles R. Read, Norfolk Regt.
Pte. Frederick Snelling, Northamptonshire Regt.
Pte. Charles J. Simmons, R.A.M.C.
Cpl. William H. Thorpe, Royal Field Artillery.
Pte. George Utting, Manchester Regt.
L/Cpl. Frank V. Vincent, Machine Gun Corps.
Gnr. Andrew Watering, E. A. Royal Field Arty.
Pte. Russell J. Wilkinson, Middlesex Regt.
Pte. Frank Woodcock, Worcestershire Regt.
Gnr. Walter Youels, Royal Field Artillery.
- Pte. Walter D. Amiss, York & Lancaster Regt. **1918**
Rfm. Frank Batch, Rifle Brigade.
Pte. Ashton H. Bellamy, Norfolk Regt.
Pte. Edward Betts, Suffolk Regt.
Rfm. Albert Brooks, London Rifle Brigade.
Pte. Arthur F. Brown, Middlesex Regt.
Pte. George C. Bullard, Cambridgeshire Regt.
L/Cpl. George Butcher, Manchester Regt.
Pte. Frank Coulsey, Norfolk Regt.
Pte. William H. Drake, K. O. R. Lancs. Regt.
Dvr. Wesley W. Eastman, Royal Field Artillery.
L/Cpl. Arthur R. Everitt, Norfolk Regt.
Sgt. Albert J. Farrow, Middlesex Regt.
Pte. William B. Green, Royal Sussex Regt.
Cpl. James Gibbs, Lancs. Fusiliers.
Pte. Ernest Gill, Royal Army Medical Corps.
Pte. Charles H. Guymer, Lancs. Fusiliers.
Pte. Sig. Joseph W. Guymer, M.M., R. Sus. Rgt.
Pte. George Howard, Royal Fusiliers.
Bmbr. Harry J. Kirby, Royal Field Artillery.
Gnr. Percy H. Loveday, Royal Field Artillery.
Pte. Alfred J. Mason, Lincolnshire Regt.
L/Cpl. Edward J. Poll, Essex Regt.
Gnr. Herbert R. Powell, Royal Field Artillery.
Pte. Geoffrey H. Quinton, Royal Army Med. C.
Bmbr. Henry Rushmer, Royal Field Artillery.
Pte. Harold W. Smith, The London R. (Queen's)
Pte. William E. Smith, Royal West Surrey Rgt.
Cpl. Percy Sword, Norfolk Regt.
Bmbr. Edward W. Waterson, Royal Gar. Artly.
- Pte. Albert E. Girling, Norfolk Yeomanry. **1919**
Spr. Edward J. Marr, Royal Engineers.



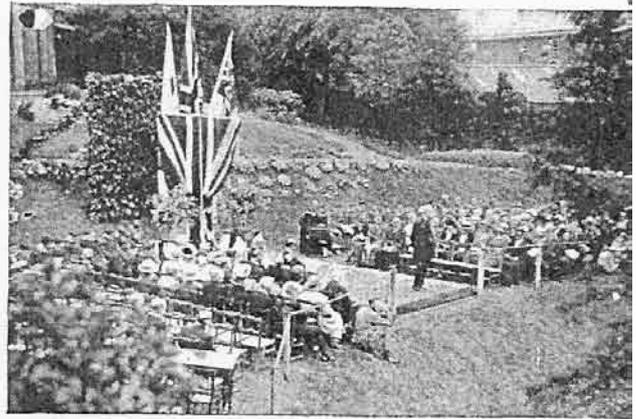
IN HONOUR OF THE FALLEN,
June 9th, 1922.

Carrow shares proudly in the National Remembrance of the countless acts of courage and unselfish devotion which, like links in an endless chain, carried on the high traditions of our race through all the terrible years of the Great War. Many of the links lie veiled from history in the Valley of the Shadow of Death; upon others the light of "Mentioned in Dispatches" and of Military Decorations has fortunately fallen, so that the stories may be known to generations yet to come; but countless unrecorded gems of valour, "link on link in the chain," now lie, we know, buried but not forgotten, in the memories of Comrades who fought side by side and in the hearts of proud women at home who alone shared in the knowledge of these courageous deeds.

So, instinctively, on the day when met to do honour to "Our Glorious Dead," did our thoughts turn with thankfulness to those who had been mercifully spared to return home again. For of old was it said, "The one shall be taken and the other left."

After the opening hymn, "O God, our help

in ages past," the following address was given by Sir Jeremiah Colman, Bart., who also later on, as Chairman of the Company unveiled the Memorial, and placed beneath it a wreath of bay leaves and lilies from the Directors.



SIR JEREMIAH COLMAN DELIVERING HIS ADDRESS.

Sir Jeremiah Colman said: "Thirty-nine years ago, within a few yards of the spot from which I am now addressing you, my cousin, Russell J. Colman, and myself were admitted Partners of the then Firm of J. & J. Colman. We did not enter upon our duties light-heartedly or unadvisedly, but seriously and anxiously, well aware that the path along which we were destined to travel led towards duty, care, and responsibility; and away from pleasure, comfort, and ease. I little thought then that it would fall to my lot and be my high honour and privilege, although my rather difficult duty, to endeavour to voice the heart-felt feelings of so great an assembly on the occasion of this solemn and touching ceremony which has brought together so representative a gathering of Carrow interests with a desire to do honour and to show gratitude to those who have made the great sacrifice in the war.

"Our seniors, Jeremiah Colman, Jeremiah James Colman, and Frederick Edward Colman, themselves faithfully carrying on earlier traditions, have long since passed to higher service. Others, Alan Colman, James Stuart, E. B. Southwell, have come and gone so far as the Directorate are concerned. They were ably backed by devoted women, Caroline Colman, Laura Stuart, Ethel and Helen Colman, Edith Colman, and others, all loveable men and women, prepared to sacrifice personal gain and ambition to duty's call and the well-being of the great Company and community whose destinies they were helping and guiding.

"As with the Principals, so with the Staff, and so with the Workpeople, the majority have

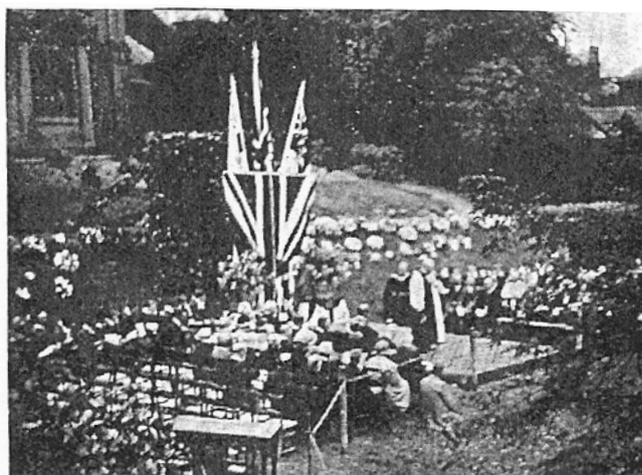
passed away or sought a well-earned rest. But their acts live after them, and the high traditions which they helped to establish have been handed down to us, the J. & J. Colman of to-day, as a sacred and cherished trust.

"Little wonder then, with such example and tradition before us, that when in 1914 the terrible upheaval came for which this country was so little prepared, and when unheard-of sacrifices were called for to save the world from the power of 'might against right,' and this country from the yoke of bondage of a foreign power, the Company of J. & J. Colman were found rendering the highest service. Could the individual and collective services be estimated, they would fill to the brim a very large measure. It is, however, not in my province to-day to dwell on those services as a whole,—which precludes me from a reference to the Ex-Service Men whom I see in such numbers before me, and who faced the same dangers and difficulties as those who fell. We are assembled to do honour to the dead, not to the living, to those attached to our Company who heroically went forth to face danger and death, who dared and endured for right and justice that we might continue to exist in safety and peace, that the weak and strong might look for equal justice, that right and reason might be placed above a reign of force.

"This representative gathering has assembled on a solemn and touching occasion with a desire to evidence our gratitude to those of our comrades who made the supreme sacrifice. The panel and scroll containing the roll of honour, which it will shortly be my privilege to unveil, and which the Bishop of Thetford has kindly come amongst us to dedicate, will be placed in the Carrow Club House, as a lasting memorial of sacrifice suggestive for all time of high ideals, goodwill, and useful service, which we would set before us to emulate, and giving us inspiration which comes from noble example.

"We hope that the relatives and friends of the 93 Carrow heroes whose names are inscribed thereon will feel that this simple but lasting memorial is appropriate and fitting evidence of our sorrow and sympathy, our affection, and our gratitude, and that the great sacrifice of their dear ones has not been in vain.

"We think with thankful hearts of these our comrades who at the call of King and Country left all that was dear to them: endured hardness: faced danger: and finally passed out of the sight of man by the path of duty and self-sacrifice. As they gave their lives that we might live in freedom, so may we, keeping their names in loving remembrance, prove ourselves worthy of a great and noble example."



THE BISHOP OF THETFORD DELIVERING HIS ADDRESS.

This was followed by a beautiful rendering of the anthem, "Crossing the Bar," sung by the Cathedral Choir under the leadership of Dr. Bates.

Passages from Ecclesiasticus and the New Testament were read by the Rev. W. Griffith Jenkins, and an address given by the Bishop of Thetford in which he said:—

"My friends and fellow-workers, we are all proud to be here to-day on this solemn, sacred, and important occasion. It is a great personal joy to me to be allowed to take part and to dedicate this beautiful Memorial. The Memorial is a fine piece of excellent work; reflecting the greatest credit on the artist; and worthy of the great Works to which you belong—Works that are known the world over, not only for the quality of the material that is produced but also for the spirit, from the point of view of the welfare of the workers, that has marked Carrow Works for many and many a year. As the Chairman says, we do not forget those who went out and have returned, by the mercy of God; we are proud of them; but we are here to-day for a single clear issue—to do honour to those splendid fellows from your Works who for God and for the King and for the Empire laid down their lives. What a wonderful brotherhood of the brave it really is; and how all over England, and nowhere more thoroughly than in our own Norfolk and in our own Norwich, has this spirit, with all its glory and greatness and magnificence been produced! The old prayer of the Christian Church comes into our minds when we think of these splendid fellows, and we say with all our soul: 'May they rest in peace and may light perpetual shine upon them.' And then, as the Chairman has indicated, our thoughts so naturally pass on to

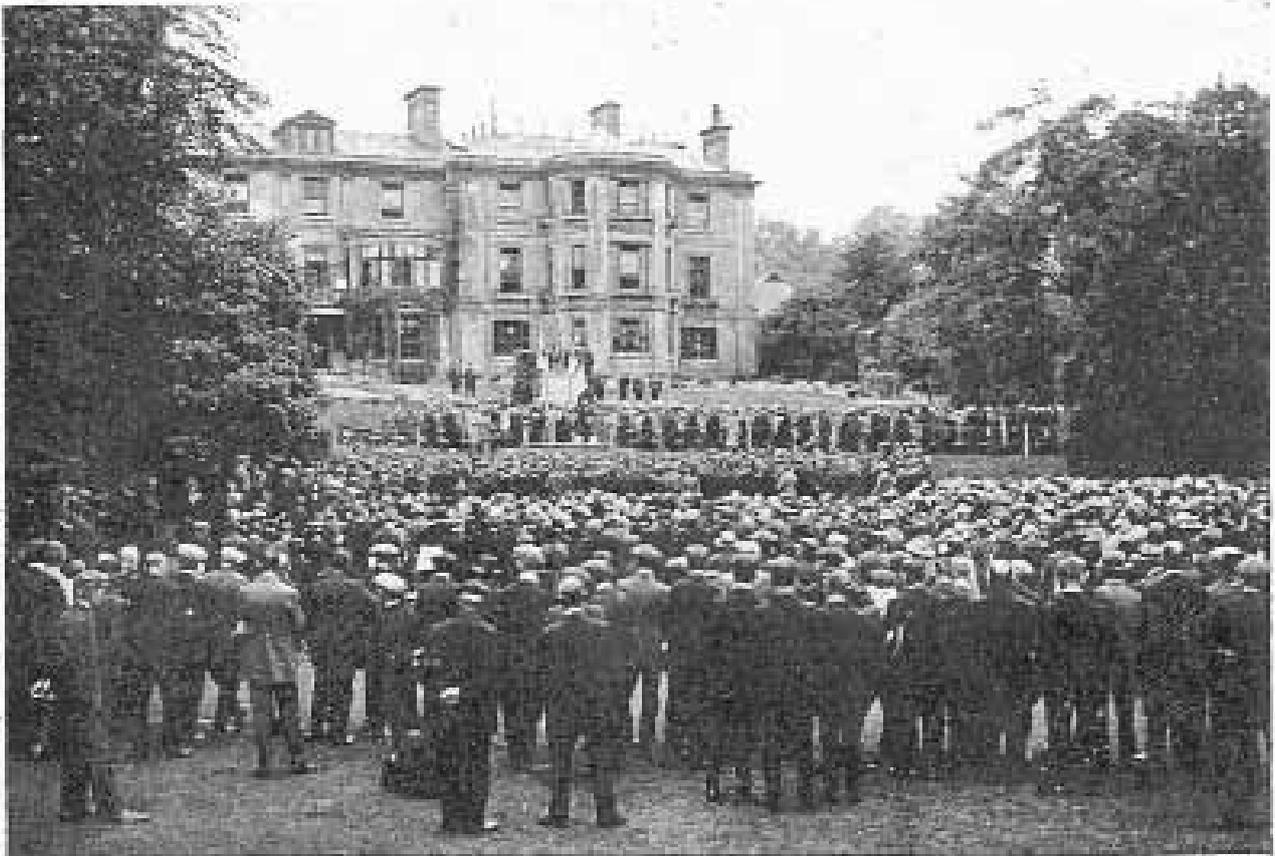


Photo. 32]

[J. Jones.

CARROW WORKS' WAR MEMORIAL.
UNVEILING AND DEDICATION.

their nearest and dearest, many of whom are with us to-day. Think what all this means, what it still means to the mothers and the fathers, to the wives and the children, to the brothers and the sisters, and the friends, yes, and the sweethearts as well. We offer them our respectful and affectionate sympathy; and we pray at this Whiteuntide that the Holy Ghost the Comforter will abundantly comfort and guide and bless them in the difficult times through which they pass. As we are gathered here we think of them as in the nearer presence of God, enjoying that nearer presence. . . You want to meet them again, do not you? It is character that is going to enable you and me to meet them again. What can I say to help you in the great job of building that character. I would just say this: 'Be thou faithful unto death'—not long, only a few years for any of us—'Be thou faithful unto death,' faithful to thy God, faithful to thy country, faithful to that dear place called home, and, above all, faithful to thyself, 'and I will give thee a crown of life.' . . Some of you know so well 'The Pilgrim's Progress.' You have got a little bit of it printed on your service paper. Some of you remember that wonderful chapter where

Mr. Valiant-for-Truth passes over the River of Death, which leads to the Life Eternal. May I just read to you Bunyan's fine lines on that? Here they are: 'When the day that he must go hence was come, many accompanied him to the river-side, into which as he went he said, "Death, where is thy sting?" And as he went down deeper, he said, "Grave, where is thy victory?"' So he passed over, and all the trumpets sounded for him on the other side.' Oh, how like your dear ones! May we, from this solemn gathering to-day, determine by the grace of God to live something of a life of preparation that you may meet with God and with them another day before the Throne."

After the Dedication prayers which followed this Address, the Bishop of Thetford dedicated the Memorial with the words:—

"I dedicate this work to the Glory of God—and in pious memory of the brave men from the Carrow Works—who laid down their lives in the Great War, for God, the King and the Empire—In the Name of the Father, and of the Son, and of the Holy Ghost.—Amen."

Then followed John Oxenham's Thanksgiv-
ing Prayers with responses, after which
Longfellow's hymn, "Life is real, life is
earnest," was sung. After the Benediction
was said, "God save the King" was sung, the
memorable service ending by the "Last Post"
and the "Reveille" being sounded by buglers
from the Depot of the Norfolk Regiment.

NOTES BY F. R. W.

The service conducted at the unveiling of
the Carrow Works' War Memorial was of a
deeply impressive character, and will not
quickly fade from the memory. Indeed, one
must have possessed an almost adamant
nature to have remained unmoved during the
ceremony. A solemn hush fell upon the big
gathering directly the meeting opened, and
a most reverent air was maintained throughout
the entire proceedings.

As I looked upon the faces of those who had
"loved and lost," and became conscious of the
escaping sigh that said all too plainly—

"O for the touch of a vanished hand
And the sound of a voice that is still,"

I realized, more than ever, the force of Hannah
More's pathetic question :

"O war, what art thou ?

After the brightest conquest what remains of
all thy glories ?"

But the next moment Longfellow's inspiring
sentiment dissipated the gathering mist, and
I found myself repeating—

"There is no death! What seems so is
This life of mortal breath [transition ;
Is but a suburb of the life elysian,
Whose portal we call Death."

And then, as if to block every crevice in which
a doubt could hide, came the words—

"Whosoever liveth and believeth in Me shall
never die."

* * * * *

A bright and comforting note characterized
the addresses, and mourners were invited to
seek consolation in the fact that the lives of
those whose names appeared on the memorial
had been sacrificed in the noble cause of
freedom, and in defence of King and Country.
"This way, 97th," cried Captain Hedley

Vicars, as he sprang from the trenches before
Sebastopol on that dark night in March, 1855.
"This way, Carrow," came the call from King
and Country, and in response to that call
there went forth from office, workshop and
warehouse, 894 brave men, 93 of whom laid
down their lives, whilst others returned to
Carrow bearing fearful scars that told, with an
eloquence more convincing than speech, their
own sad story of the battle-field.

* * * * *

The arrangements, and everything connected
with the ceremony, were most wisely and care-
fully planned, and those responsible for the
work are to be warmly complimented upon the
success of their labours. The addresses given
by Sir Jeremiah Colman, Bart. and the Bishop
of Thetford, were listened to with rapt
attention ; and the beautiful rendering of
"Crossing the Bar," by the Cathedral Choir,
was the subject of much favourable comment.
The background, formed by a detachment of
the Carrow Works' Police and Fire Brigade
in full uniform, with medals and decorations,
had a very striking effect and attracted general
attention. Nor must I omit to mention the
splendid service rendered by the members of
the Carrow Works' Band, and the marked taste
and feeling with which they invested their
work.

* * * * *

The final sentence of the address delivered by
Sir Jeremiah Colman fastened itself upon my
mind, and struck me as expressing in brief but
eloquent terms the effect that ought to be
produced on our own lives when we thought
of the lives surrendered. The address has been
reported elsewhere, but I make no apology for
giving this particular sentence again—

"As they gave their lives that we might live
in freedom, so may we, keeping their names in
loving remembrance, prove ourselves worthy
of a great and noble example."

Need I say that the third verse of the con-
cluding hymn sung by that huge assembly—

"Lives of great men all remind us
We can make our lives sublime,
And, departing, leave behind us
Footprints on the sands of time"—



IN REMEMBRANCE OF THE FALLEN

seemed to lay peculiar emphasis upon the words I have quoted.

* * * * *

The final note of the "Last Post" was still in our ears when the bugles sounded the "Reveille," and that arousing call said plainly, to sorrowing hearts—

"Take comfort! 'The morning cometh.' Your loved ones do but sleep 'Until the day break and the shadows flee away.'"

LIST OF WREATHS.

Fifty-two wreaths were sent, bearing the following inscriptions:—

In proud and grateful memory, from the Directors of J. & J. Colman, Limited.

From Mrs. Colman, Mrs. G. Colman, Mrs. Vivian Lockett and Miss B. Colman.

In grateful remembrance of those who gave their lives for others, from Ethel M. Colman and Helen C. Colman. "Through the ages one clear flame of sacrifice has burned and by its light men have seen God."

In affectionate remembrance of our honoured dead, from the Carrow Staff.

In loving memory of those who fell on our behalf, from Carrow Works' Council, Foremen, Forewomen, and Deputies.

In memory of our comrades, who lost their lives for their country, from the men and lads of the Mustard Department.

In grateful remembrance of our fellow-workers who fell in the Great War, from the women and girls of the Mustard Department.

"Lest we Forget." The Starch Packing Department, Carrow.

In kind remembrance of those who died that we might live, from the girls of Card Box and Scraping Departments, Carrow Works.

In loving memory of those who fell in the Great War, from the female workers of the Blue Department.

In kind remembrance of our workmates and pals, from Saw Mills and Box Shops, Carrow Works.

In affectionate remembrance of our comrades of the Tin Department, Carrow Works, who fell in the Great War.

In remembrance of our fellow-workers who lost their lives in the Great War, from the men and girls of the Self Rising Flour Department.

In grateful memory of our comrades who gave their lives in the cause of Liberty and Right, from the Building Department, Carrow Works.

In remembrance of our fellow-workers who fell in the Great War, from the members of the Printing Department.

Albert E. Thurston (P.O.), Mine Sweeper "Drumcak," from his comrades of the Carrow Works' Fire Brigade and Police, "Who do not forget."

In honour and respect, from Yard and Stable Departments.

In loving memory to the fallen, from Despatch Department.

In grateful memory, from the members of the Kitchen Staff.

Bunch of flowers (Anonymous).

- In memory of Walter David Amiss, 1/5th Yorks & Lancs, from Mother, Father, and Family.
- In loving remembrance of G. S. Butcher, killed in action March 21st, 1918, from his wife "Flo."
- In loving memory of our dear Son, from Mother, Father, Brothers and Sisters. Mr. Cannell.
- In loving memory of Walston Drake, from his Mother and Sister.
- In loving memory of our dear brother, William H. Drake, from his Brother Fred and Family.
- In memory of our dear son, Wesley William Eastman, from Father and Mother.
- In remembrance of Sgt. A. J. Farrow, from Brother Fred.
- In ever loving memory of Cpl. James Gibbs, Northumberland Fusiliers, from Mother and Father.
- In loving memory of Albert Girling, who died 7/1/19 at Salonica, from his Mother, Father, Sisters and Brothers. "Never forgotten."
- To my dear brother, Harry Girling, with love from Sister Maud.
- In loving memory of J. W. Guymer (M.M.), Trowse, from Father and Mother.
- In loving memory of Pte. John Arthur Harvey (R.D.C.), from his loving Wife.
- In loving remembrance of our dear Albert, Pte. A. E. Howlett, from Mother, Sisters and Brother.
- In loving memory of Cpl. J. Hill, from his sorrowing and loving Wife and Daughter.
- In loving memory of Bertie John (1st Essex Regt.), the dearly beloved son of Harry and Bertha Loveday, who was killed in action April 14th, 1917, aged 20 years, from Father, Mother and Sisters.
- In loving memory of Percy Harry (R.F.A.), the dearly beloved son of Harry and Bertha Loveday, who died of wounds October 19th, 1918, aged 33 years, from Father, Mother and Sisters.
- In loving memory of P. H. Loveday, from Wife and loving Children.
- In loving memory of my dear husband, Sgt. J. Mann, from his loving Wife and Children.
- In loving memory of my dear son, Edward John Marr, from his loving Mother, Brothers and Sisters.
- In ever loving memory of dear old Jack, from Brother Bob and Sister Ivy Page.
- In loving memory of Lance Cpl. Edward J. Poll, 14721 Royal Sussex Regt., killed in action, Belgium, September 18th, 1918, from Mr. and Mrs. Mann.
- In loving memory, from Mrs. Powell and Son.
- In ever loving memory of Reginald Edwin Rayner, M.G.C., who fell in France 20th November, 1917, from Father, Mother, Sisters and Brothers.
- In loving memory of Bdr. H. Rushmer, killed in action July 18th, 1918, from Father, Mother, Brothers and Sisters.
- In loving memory of dear Leonard, from Mr. and Mrs. Smith and Family.
- In loving memory of our dear son, William Edward Smith, died a Prisoner of War, Royal West Surreys. "Gone but not forgotten," from his loving Father and Mother, Sisters and Brother.
- In loving memory of my late husband, Pte. Fred Tungate, from loving Wife, Son, and Brother Len.
- In loving memory of our dear son, William, from Mother, Father, Sisters, and Brothers. "Until the day breaks and shadows flee." Mr. and Mrs. Thorpe, Beccles.
- In loving memory of my dear son, Frank Victor Vincent, from his loving Mother, Sisters, and Brother.
- In ever loving memory of Pte. George Way, killed October, 1916, from his loving Wife and Sonny, Mother, Father, and Family, with love.
- In loving remembrance, from Mother, Father, Sisters, and Brothers, of Russell James Wilkinson, who was killed in action, June 22nd, 1917, in France.
- In loving remembrance of Walter Youels, from Father and Family.

DESCRIPTION OF THE MEMORIAL.

The Memorial is in the form of a Triptych. The lettering and dates (Carrow Works, Memorial 1914—1918), and the Cross shown on the front are all gilded, and there is carving of oak leaves and acorns rimming the doors. When opened the Memorial shows three panels of parchment enclosed in a framing of oak. The centre panel, having a greater height, contains at the top the words in gold, entwined with roses on a background of blue, green, and paled vermilion :—

Of The Men Employed by Messrs. J. & J. Colman, Limited, At Carrow Works, Norwich. These All Gave Their Lives, For King and Country, in the Years of our Lord 1915-1919.

The names of the fallen are written in black in order according to the year in which they fell, their rank being given in blue, and their regiment in red. The names are enclosed in borders of oak branches and sprays of roses and honeysuckle supported by a gold band. Throughout, the artists have confined themselves to these types of English strength and sweetness, as more appropriate to commemorate the sacrifices of the wars than any conventional representations they could employ. Mr. Graily Hewitt, of Sussex, is the artist responsible for the production of the Memorial.



Photo. by]

CARROW WORKS WAR MEMORIAL.

[J. Innes.



*The wedding venue
with a friendly feel*

The history and "opulence" of the James Reckitt Reading Room in Hull Central Library made it a uniquely special occasion when, as reported on P5, Sonia Copsey and Darren Squires became the first couple in the country to be married in a public library.



Not a sunshine outing but seaside colour recaptured

In these digital pages, as well as on the website news page, we are beginning to see the effects of a wider ownership and use of digital cameras and smartphones by our members. The old saying of a picture being worth a thousand words is regularly played out as the photographs circulate at our get-togethers.

Northern Region's first new venue experiment at Beverley's listed Norwood House last September was a success as reported in our last issue in December and the trip to the seaside at Hornsea, which followed in January, found an appropriate colour scheme at (despite its name) Cafe Chocolat (above).

That echoed a cultural link with the East Yorkshire coast as the first Sunshine Fund visit to nearby Withernsea for employees and their families was in 1909. A tradition that continued until 2007.

There were some worries about last month's meeting at Norwood House when press reports said the restaurant was closing, but special parties and events will continue to be catered for and RBPA has been assured it falls into that category.

The next one at Dansom Lane will be particularly interesting as it will be something of a "homecoming" for our members. It is important to let Chris Eagleton know if you are attending, both for security reasons (check in at Dansom Lane reception) and also to advise catering on the numbers staying for lunch.



Quite a number of informal "get-togethers" are held by members in all three regions. The one above was at The Minerva – a pub at the old Humber Ferry terminal on Hull's waterfront – as we went to press with our December issue. Bill Forman took these "on my Nokia phone, it's an old model – runs on paraffin!" They went on the website.

CYRIL AND JOHN FLY IN TO GAFFERS GET-TOGETHER

Pictured in front of a portrait of Sir Basil Reckitt in the University of Hull are Cyril Young (left) who flew in from France and John Layden from Spain for the annual re-union dinner (see P2) at the Staff House.

Unfortunately Kevin Bertie, flying from Kenya collecting his son in Paris on the way, missed his connection to the UK and did not arrive in time to attend the dinner.

More pictures on P22 while below we have another overflow from P2 with more shots from the Northern Region's March get-together at Norwood House.



One we have been asked to dig out of the archive for another who remembers? look

It's that fireplace on the left of the picture (right) which helps give it that homely look but we've left it in because, for those in the know, it's the vital clue to location. Yes, it's Quarrybank at Hessle, near Hull, scene of many Reckitt functions in the past. At home on this occasion was the Overseas company as it was known. So now you know who and where ex-Overseas people can enjoy yourselves spotting familiar faces. We're not too certain of the exact date but it's around 1950 and, as always, Contact will be delighted to know from, or about, anyone pictured here.

A homely get together



The 110th



Everyone who had an invitation has seen, and could order, these photographs; but if you spot old colleagues and want to know more contact Brian Huggett on 01482 492709, e-mail: brihuggett@aol.com. As well as Cyril Young from France and John Layden from Spain; Joy Sutton flew in especially early from the States; Trevor Busby drove up from Chertsey; Tony Pawson from Liverpool; and Janet Hargreaves from Peterborough.