

iCONTACT

For Pensioners of the Reckitt Benckiser (formerly Reckitt & Colman) Pension Fund

No. 71, April 2018

PENSION NEWS

It's "All Change" in 2018

One in ... One out. All change in the Pensions Department

New Manager

From March 12th, the Pensions Department will have a new manager, Jackie Campbell, who will replace Chris Little as UK Pensions and Benefits Manager.

Jackie has over 30 years' experience in the pensions industry having worked in both consultancy and in-house roles for companies such as Mercer and Scapa Group plc, working in administration, management and finally as head of pensions & rewards at NG Bailey.



Jackie is an Associate of the Pensions Management Institute.

Chris goes global

The Company will not lose Chris, as for some time he has been looking after global benefits; this change will allow him to give that role his full attention.

We wish Chris the very best in his new role and thank him for his support of the RB Pensioners' Association and we look forward to meeting Jackie at our next meeting in April.



Closure of the final salary pension scheme - explained

Assurance for pensioners

We want to let you know about a change to the final salary/defined benefit (DB) section of the Pension Fund but firstly we need to assure you that these changes have no impact whatsoever on the pension that you receive currently, or on your future pension. The trust deed and rules of the RB Pension Fund protect your rights.

This also applies to anyone who has a deferred DB pension i.e. those who have left RB (or R&C) but have not yet started to take their pension.

The change affects ...

The change only applies to active members of the DB scheme. Active members are those people who are currently employed by RB and who have been contributing to the DB fund.

For these people (212 employees), the ability to contribute to the DB fund stopped as of the 31st December 2017, and as of the 1st January 2018 they were transferred into the defined contribution (DC) section of the Fund. Essentially these employees have now become deferred members of the DB scheme and the trust deed and rules also protect the benefits they have accrued under the DB scheme.

Committed

The company remains committed to supporting the Fund and continues to make the scheduled payments to cover the deficit (£25m in 2017). The trustees, who oversee the trust deed and rules, will continue to manage the interests of pensioners and deferred members, as well as those in the DC scheme.

2018 Pension Increase

RPI for the year to December 2017 was 4.1% and this will form the basis of the RB pension increase in April 2018. As in previous years, the Pensions Department will send each pensioner a detailed breakdown of the application of this increase and this letter should be received towards the end of April.

IN THIS ISSUE

Flo Bilton

Sporting Legend

A local Hull girl, celebrated for her commitment to Women's Football with a Lord Mayor's centenary plaque.



Five generations of the Bays family

Read all about the fascinating history of links to Reckitts that go back to the 1860s.

And more ...

CSE update

New look web-site

Obituaries

In Touch & Get-togethers

Fascinating facts!



DIARY DATES 2018

Forthcoming get-togethers:

CHISWICK/LONDON (W)

Thursday, April 12th and October 11th,
both at 12 noon at
The Wheatsheaf Hotel, Virginia Water.
Contact Peter Moores,
Tel 01276 34778
petermoores@ntlworld.com

HIGH WYCOMBE

Wednesday, April 11th at 12 noon,
Brewers Fayre, Loudwater,
High Wycombe.
Contact Paul Gilliam
Tel 01494 562843

DERBY

Tuesdays, April 10th and
September 11th, both at 10:30am at
The Potting Shed Cafe,
Markeaton Garden Centre,
Markeaton Lane, Derby.
Contact Lorraine Mugleston
Tel 01159 733753

LEICESTER

Tuesday, April 24th, 11:30am at
The Oadby Owl,
Glen Road, Oadby, Leicester.
Contact Brian Bradley
Tel 01526 321575

NOTTINGHAM

Tuesdays, May 29th and Sept 18th,
both at 12 noon at
The Shepherds, Stragglethorpe,
Radcliffe-on-Trent, Notts.
Contact Brian Bradley
Tel 01526 321575

NORWICH

Tuesdays, April 10th, July 10th and
October 9th - all at 10:30am at the
White Horse, Trowse.
Contact Alistair Stewart
Tel 01603 436391

HULL

Wednesdays, April 25th, June 20th,
Sept 12th, Oct 24th and Dec 5th - all at
11am at Cheval Cafe, Willerby.
Contact Phil Shearsmith
Tel 07858 137 178
alloa@alloa.karoo.co.uk

Norwich News

It seems there's been a winter break for most of the regions as far as get-togethers are concerned. Only the Hull and Norwich groups have braved the winter weather to meet up. Many regions have get-togethers planned in April.

The Norwich group, who met in January, were without a photographer; so sadly there aren't any photos of those who turned up but Alistair (Stewart) has promised that he's organised a photographer for the next time they meet!

Alistair has however been busy and has supplied us with the obituary for Maud Stevens (Page 8) and the update on the Carrow closure (below). Both of these topics would have been under much discussion in January.

CONFIRMED - Colman's Factory at Carrow Road to close.

Two hundred years of mustard production at the Norwich factory will end by the close of 2019

Britvic, who produces soft drinks in part of the factory, announced in December that they were moving their production away from Norwich.

Following this announcement, Unilever, who share the site with Britvic, and who produce mustard, condiments and dry sauce mixes under the Colman's brand, carried out a review to determine what their future at the Carrow site would be, under these changed circumstances.

Sadly, in early January, they announced that they too would leave the site. Unilever intends to continue to mill mustard and process mint in a new factory in the Norwich area. The mustard powder packing part of the business would also take place at the new site.

Unilever is looking at a number of possible sites for the new factory. This will mean, at the very least, that the

mustard products will retain the "Of Norwich" statement on the packs. It plans to have completed the move by the end of 2019.

One hundred and thirteen people are at present employed by Unilever. The estimate for the new factory is twenty-five. Offers of redeployment at Unilever's Burton upon Trent factory will be made.

The announcement of the likely closure caused considerable concern; local MPs, Norwich City Council and the government at Westminster were involved; a celebrity, Stephen Fry, tweeted about the closure (below), but all to no avail.

The future of the site has yet to be determined; the likely outcome is for it to be developed for housing.



Stephen Fry
@stephenfry

Follow

Norwich without #Colmans? Take the Tower from London, the RSC from Stratford and the potteries from Stoke, but leave our mustard in the Fine City. A sad day. A sad day.

First R&C Computer 1958/9

Can you help the Yorkshire Film Archives?

The Yorkshire Film Archives have been given some footage of the first computer being delivered and installed at Reckitts, Hull and they are keen to talk to anyone who appears in the film, to someone who used the computer after it was installed or to find out the names of the people appearing in the film. This photo (right) shows Miss KM Marshall and Miss DK Harwood at the main console desk. You can view the 13 minute film on the following link. It's absolutely fascinating!



<http://www.yorkshirefilmarchive.com/film/installing-national-405-computer-dansom-lane>

If you can help, please contact Megan McCooley, Archivist, at yfa@yorksja.ac.uk

Hull get-togethers

See the digital issue for more photos of the February meeting

The Hull contingency has met twice since the last edition of *iContact* - once in December and the first showing of 2018 in February.

One of the most common questions asked of any pensioner is "What do you do with yourself, now you're retired?", to which there are many and varied replies, as the December meeting revealed.

One of the gents manufactures laboratory equipment, but not the sort you might easily expect to find in a lab. He makes, if you can imagine, such things as artificial, working

stomachs. Another couple of men run an internet book business, selling signed, first-edition fiction books. Yet another guy is looking into the background of buprenorphine and trying to track down, by various means, the names of the people involved. A lot of pensioners spend time keeping fit at gyms, playing golf, swimming etc, and of course now, three pensioners can add magazine production to their to-do list!

One thing we all seem to have in common is that we don't know how we managed to find the time to go to work!



The Hull group at the Cheval cafe, in December (left) & February (above). Lots of mingling going on here!

Hull group welcomes our retiring journalist, John, and wife, Ann

John Davis, our retiring editor, came to the February meeting, where he was presented with a thank-you gift for his years of dedication to the *iContact* magazine. His wife, Ann, also came along and we hope they both enjoy the gift (a voucher for a local restaurant) as well as a deserved rest.

The university of life

John addressed the assembled group, recounting how he first started in journalism at the Gloucester Citizen as a junior reporter, making the rounds of hospital, police and fire stations and moving on to the courts and sporting clubs. Thus he built up a great network of local contacts: the university of life - some say it's a better qualification than a conventional university education.

John leads the way in new technology

John, responding to an advert for young men with a school certificate, spent his national service with the airforce. Just at that time, the airforce was introducing signalling and so John was trained in this modern technology. In this role, John was involved in the fly past at the coronation of Queen Elizabeth II - not many can say that! After John left the airforce, he

worked on the first commercial computer to be installed in the UK, which gives us further evidence of John's commitment to be on the leading edge of technology.

(Left) John Davis, and wife Ann receive the gift from RBPA committee member, Kevin O'Berg



(Below) Old meets new: John with the new editorial team, Gill Morrell, Kevin O'Berg and Alan Oliver



Flo Bilton: One of Hull's Inspirational Women

On the 5th March 2018, at the opening of Women's week in Hull, Flo Bilton was honoured with a centenary plaque, as one of five inspirational women of Hull, for her work in women's football.

In 2014, Counsellor Mary Glew received the office of the Lord Mayor - the 100th Lord Mayor of Hull. To mark this centenary, Mary launched a project to celebrate 100 Hull-born people, who have made a major impact or contribution in one way or another at a local, national or international level, by recognising their achievements with a centenary plaque.

Flo, who worked in the Disprin Dept at the Hull factory, will be remembered by many of her workmates for her contribution to a number of sports, such as hockey and netball, but particularly for her great contribution to women's football.

At the age of 40, Reckitts asked Flo to set up a football team to play a charity match against Smith & Nephew - her team won 2-1, and so began an amazing involvement with women's football.

Flo was instrumental in setting up the Women's Football Association (WFA). She played a major role, not only in local football, but also with the England national team. She travelled extensively with the team as a chaperone, raised funds, washed kit, ferried the team around and brought on-board talented young women, such as Carol Thomas (photo below), a local full back who captained and achieved fifty caps for England.

With little recognition for the sport, Flo took a gents England football cap and reverse-engineered it to produce the Ladies national cap, awarded to players for each national appearance. Flo continued to produce these caps for quite some time.

She was herself a goalie and apparently, "... could put the boot in with more crunch than Vinny Jones". In 1997, it was reported that, "... she is respected

by everyone in the game and the players were always certain that she had their interests and that of the game at heart."

It would be interesting to know what she would make of Women's Football today. It's certainly moved on, but probably not far enough, fast enough, or with enough recognition, for Flo's liking!

If you have any recollections of Flo, please send them in to rbcontactmag@gmail.com and we'll print them in our next issue.

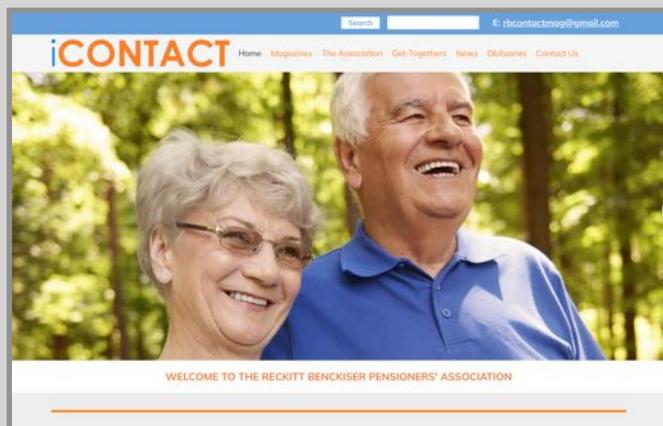
Read more about the ceremony and see more photos in our digital edition.



Photos: (Top), The Florence 'Flo' Bilton centenary plaque; (Bottom) PC Karen Walker and Carol Thomas, former England capped players, who unveiled the plaque.

CHECK OUT OUR NEW-LOOK WEBSITE!

We've shuzzed up the website and made it look a bit more appealing and easier to use. And now it's **mobile-friendly**, so you can look at the website on-the-go! It has a diary page for the get-togethers (no excuses!), and we've also added a page to carry the most recent obituaries. It can be found at same web address <http://www.icontactnewsletter.co.uk/> and it went live in February. *Let us know what you think.*



THANK YOU!

A big thank you is sent from the editorial team to everyone who has contributed to this edition of *iContact*.



THAT TAKES THE BISCUIT

DID YOU KNOW that in the 1850s Isaac Reckitt & Sons had a biscuit works on the Starch House Lane site? It was a highly automated process - much like RB manufacturing methods today.

The familiar name *Osborne* was a variety of biscuit invented by Francis Reckitt.

Biscuits accounted for 43% of the turnover but yielded (in 1863) only 2.4% profit.

The factory burned down in September 1866 and, perhaps unsurprisingly, was not rebuilt; the goodwill of the biscuit business was sold to Peek, Frean & Co.

Centre for Scientific Excellence: on track - the finish line is in touching distance.

As this project heads for the 'tape', Neale Harrison, Pension Fund Trustee and CSE Project Manager, has found time in his busy schedule to send us the following update and photos.

I am pleased to be able to give the last update before the new buildings are handed over to us in the second quarter of 2018. We've had a few technical challenges since the last update but we are still on schedule to be in the KWN office area and the new laboratory building before the summer.

We have achieved some exciting milestones this year; for example, the first bank of solar cells have been installed on the roof and they will produce up to 100kW of energy to help give the project some excellent 'green credentials'.

With many of the individual laboratories nearing completion, we have taken eleven groups of laboratory-based scientists into the new building to experience their new environment for the first time. Comments of course have been universally positive and they can't wait to be in there for real.

The central atrium has a huge steel frame in place linking the KWN, Humber Suite and new laboratory buildings. This

will be the focal point for the new site and this fantastic backdrop will provide great opportunities for scientists to discuss ideas and experimental results, hopefully leading to some great innovations for RB in the years ahead. We've even provided under floor heating and laptop charging points in the floor, to encourage people to use the atrium in this way.

Detailed plans are now in place for moving several hundred pieces of laboratory equipment to the new lab building and for how the desks and meeting rooms in KWN will be laid out.

After many years of talking about this project, we will soon be able to change the way we talk about it from being in the future. to it being in the present! Can't wait!



Clockwise from above: The first bank of photovoltaic (PV) cells on the roof; miles of underfloor heating to warm the atrium; the steel structure of the atrium; scientists making a visit to see their exciting new working environment.



FIVE GENERATIONS ... TOP THAT!

The Bays family has an amazing five-generation association with Reckitts, which can be dated back to the early days of Isaac Reckitt's new business in Hull.

In 1840, and after several failed business ventures in the Boston and Nottingham areas, Isaac Reckitt moved to Hull. He bought a starch works on Starch House Lane and so began the modest business that has become the global success of today.

Bays - the carters

Of course moving goods around requires a set of wheels: step in Mr Richard Bays (1st generation), a carter from Hull, who was contracted by Isaac Reckitt to move his goods and whose alliance can be traced back to 1860. The carting business was carried on by a further two generations – all named Richard.

An obituary dated 1912, for Richard Bays (2nd gen) stated that the Bays' carting contract business, "... has grown to be one of the largest of the kind in Hull." and that he, "... was the contractor and his father before him for Messrs Reckitts and also for other leading firms."

Ours magazine (Summer, 1942), ran an article on horse-drawn transport and showed a brass name plate for "Rd. Bays" and a photo of a rather



impressively dressed horse, believed to have been owned by Richard Bays (3rd gen).



Mr Arthur Bays has lent us this photograph of a gaily-decorated heavy draught horse called "Flush", an 8-year-old gelding which won the silver challenge cup and first prize at the Royal Lancashire Agricultural Show in 1938

Richard (Snr), had two other sons, Tom and William, who also worked at Reckitts.

In the 1891 census, it was recorded that Tom was a manager in the manufacture of Blue, the pigment used to brighten white washing and Black Lead, a polish for fire grates. Tom was also found to be living on Starch House Lane in 1868.

Bays - the carpenters

William, and his sons, Richard, Fred and Tom, were joiners in the business - a role that's disappeared from the modern business at Hull!

Through the carting line of the family tree, the final two generations of the Bays family can be found: Arthur (4th gen) and his children (5th gen), Richard

and Elisabeth, as well as a nephew, Leonard.

Arthur and the final generation

Arthur had an interesting career with Reckitts, spanning 49 years. He started out as a clerk in Sales Ordering; he served in the Royal Army Medical Corp during WW1 and on his return after the war, he worked in Finance and the newly formed Purchasing Dept, before moving into the Registrar's Dept, eventually becoming the Company Registrar in 1932. His final role was to be found in the Personnel Dept.

Arthur's daughter, Elisabeth, worked in the Education Dept and his nephew, Leonard, in the laboratories.

The final (5th) generation to be involved in the Reckitt business neatly ends up with another Richard Bays - now an RB pensioner. Richard was first employed in the Works Research Dept before moving into QC and Packaging where he made a significant contribution to the development and use of digital printing for the many branded components produced in the 1990s. Before Richard retired in 2000 (after 40 years service) he had a spell as a programme manager in R&D.

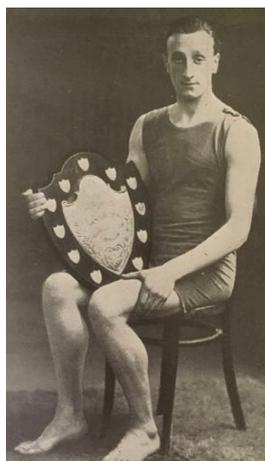
See the digital edition for the family tree picture and further information on the Bays family.

This article came about as a response to the request in the last issue of iContact for family history. If you have any family stories, no matter how many generations, please email them to us at rbcontactmag@gmail.com and we'll endeavour to print them in future issues.

Warm welcome thaws chilly atmosphere!

Since becoming involved with *iContact*, I've found a great resource in the Heritage Centre. But when I made my first visit in early January, the building gave a very frosty welcome, as it was trying (and failing!), to warm up after the Christmas shutdown. The hot cup of tea and the very warm welcome from Steve West and Rosina Baxter more than made up for the otherwise chilly atmosphere - *Editor*

YESTERYEAR, 1922 SWIMMING GALA PLUS FUN & GAMES



Come on now gents, own up, who had a cozy like this? This one belonged to Mr CW Reynolds, who is seen here holding the shield for the prestigious 4 length swimming challenge, hosted by Reckitts Swimming Club at the Holderness Road baths. Apparently CW, having also won the six length challenge in the same week at another gala, was said, "... to be in a class of his own ...".

But it wasn't all serious swimming stuff, there were fun and games to be had as well. J Mayes won the Aquatic Horse Race and our competitive CW won the Nightshirt and Candle Race.

The mind boggles!

Living with the staff - an unusual assignment for Arthur Bays and family.

A different world

During WWII, events occurred that would seem extraordinary today. Due to heavy bombing at Dansom Lane, the business made a decision to move the Registrar's Dept, lock, stock and barrel, out of harm's way. To that end, a large mansion (Aintrees) was purchased at Menston, a village in Wharfedale, which was to house the Registrar's Department office and provide lodgings for the staff.

A new generation grows up "in Reckitts"

Arthur, his wife Eva and daughter Elisabeth, moved into Aintrees, along with nineteen members of staff.

In 1944, Mrs Bays gave birth to her second child, Richard (our current pensioner), in a nursing home in Horsforth.

After spending his formative years growing up with an extended "Registrar's family", I guess it's hardly surprising that Richard ended up being employed by Reckitt & Colman!

Arthur retires

In the report for Arthur's retirement in *Ours* (Christmas 1962), a particular tribute is made to Mrs Bays for, "... the way she organised the housekeeping at Menston ..." and together, the couple were described as, "...father and mother to the staff ...". Richard recalls that many of the girls kept in touch with them after the war had ended.

Below: (Left) Registrar's Dept staff, in the grounds at Aintrees, Mr & Mrs Bays are seated on the left; (Centre) Aintrees today; (Right) Arthur and his wife Eva, at his retirement presentation in 1962.



IN TOUCH



rbcontactmag@gmail.com or
<http://www.icontactnewsletter.co.uk>



c/o Pensions Dept,
Reckitt Benckiser plc
Dansom Lane, Hull, HU8 7DS

Ethical Investments

Barry Robinson (Hull) wrote to the Pensions Department with a query regarding ethical investing, so we thought we'd ask our pensioner trustee, Martin Keeley, to tell us how the board of trustees check and make sure that the Fund is investing responsibly. Here's what Martin had to say,

"The RB trustees use reputable, well-known fund managers to manage our investments in stocks and shares. Performance and the share portfolio are monitored on a regular basis. As such the Fund has no direct investment in unethical stocks and shares. For the last few years all investments in stocks and shares have been made through index tracker funds. The costs involved with these are very low which was an important factor in the decision to invest in this manner."

If you have any questions for our pensioner trustee, please let us know.

Thanks ...

We've had two emails this period: one from Keith Smith (Eastern region) and the other from Brian Bradley. They took time out to tell us we'd done OK for our first issue (No 70).

If you have any comments about iCONTACT, or if you have any suggestions for articles, please get IN TOUCH with us at the email address above. We'd love to hear what you have to say.

Teresa Jennis:

Pat Stopher wrote in, to pass on the sad news that her old colleague and friend, Teresa Jennis (*nee Leggett*), had sadly passed away. Pat recalls working with Teresa in the baby foods area at Norwich up to 1976.

RECYCLING - There's nothing new about that, then

A World War II copy of *Ours* magazine published an article on recycling. It explained that the government were concerned that, prior to the war, 1½ million tons of paper and fibrous material was thrown away, much of which could be put to use. Apart from separating paper, the public was asked to separate out food waste which was to be used for pig and poultry use.

Reckitts, always keen to support the authorities in Hull, asked employees to support the call to separate waste. They asked employees to collect spare newspapers for wrapping, parcelling and "crumpled paper" that could be used for packing cases. They also asked for bottles (glass) used for Dettol & Sanpic to be brought in as they could be "used again".



OBITUARIES

Once again we are sad to record the deaths of our pensioners and former colleagues, who are listed in the columns below. We noted in the last issue the longevity achieved by many of these pensioners and the trend continues.

We have also been notified of the death of Mary Reckitt (95), who was the widow of Basil Reckitt. Basil Reckitt was a former director, vice-chairman and chairman of Reckitt & Colman, who wrote several books on the history and heritage of the company and his forebears, as well as some military-based works.

NORTHERN REGION

Hull (unless otherwise stated):

Irene Buckle, aged 80, 15years service; Kathleen Dennett (91), 17; Barbara Ryall (85), 26; Mary Keturah Wise (88), 15; Neville Joseph Burgess (84), 30; Ian Armstrong (69), 35; Geoffrey Metcalf (79), 6; John H Routledge (93), 35; Philip Arthur Mayor (83), 35; Colin Featherstone (66), 9; Anthony Morgan (86), 14; Egon Wend Hansen (73), 25; Kennard V Bott (87), 34; Donald Taylor (90), 26; Alfred Cook (89), 36; Peter Kendall (85), 29; Clive Woodcock (86), 19; Linda Walls (63), 11.

Colours, Morley Street:

Hilary Dixon (82), 35.

COLMAN'S NEWRY

Kathleen Mcavoy (91), 13.

EASTERN REGION

Norwich:

Gloria Frances Dallison (89), 30; Maud Ellen Stevens (97), 30; Maureen Seaman (88), 15; George Arthur Pye (83), 34; Olive May Jones (95), 8; Stephanie Maud Taylor (90), 12; Dennis Edmund King (81), 5; Bryan Dennis Wilde (69), 6; Dennis Alfred Fountain (85), 25; Maurice Arnold J Crisp (91), 8; Anthony Sparkes (87), 40; Teresa Jennis (66).; Gerald Shreeve, (82), 29.

Lowestoft:

Edith Irene Mirgaux (93), 20.

DEPOTS

Aldridge:

June Thelma Campbell (88), 18;

Blackford:

William John Hill (83), 11.

SOUTHERN REGION

Derby:

Joan Margaret Hastie (77), 23; Steven Andrew Park (67), 7; Graham Ernest Collard (69), 9.

Nottingham:

Roger Toon-Poynton (67), 6.

Chiswick:

Joyce Susan Maud Critcher (93), 24; Selina E Hope (94), 13; John Knott (68), 20; John S Smith (93), 21; Ashley J Lovell (88), 19.

Windsor:

Janet Corney (63), 29.

Shoecare:

Maureen Marshall (79), 17.

If you have any recollections or memories of former colleagues, please email them to us, and we will endeavour to print them in our next issue.

Dr Philip Mayor

We are sorry to report the death of Dr Philip Mayor, who was a founder member of the RB Pensioners' Committee in 1995 and acted as Northern co-ordinator for many years.

Phil started work with R&C at a time when the company was actively undertaking research to find potential prescription drugs and out of this work buprenorphine was discovered. During that time, the regulations governing the approval of new drugs was becoming more stringent and Phil's expertise led him to being asked to set up and lead a new Registrations Department. He quickly established himself as the company's expert and built a team of people working for him. Such was the respect for his expertise that functions outside R&D, such as marketing and manufacturing, also sought his help. As Registration's Manager, Phil and his team co-ordinated the preparation of dossiers for submission to regulatory authorities and under his management, buprenorphine achieved its first licence in the UK as Temgesic Injection. Phil retired in 1995 when he subsequently became involved with the Pensioners' Association.

In his life outside the company, Phil had a keen interest in cars, was a good bridge player and enjoyed playing his piano.

Maud Stevens

The death in December of Maud Stevens, a Carrow pensioner, received considerable coverage by the media, both locally [Norwich], and nationally.

The interest in Maud was a result of her part in the 2nd World War. A corporal in the Women's Auxiliary Air Force (WAAF), Maureen Miller (known as Maud) had a successful career as a radio operator, and was based at RAF Scampton in Lincolnshire where she helped guide in pilots returning from raids in Germany, who at times had defunct navigational aids. She was also involved in safely guiding home the pilots involved in The Dambusters raids.

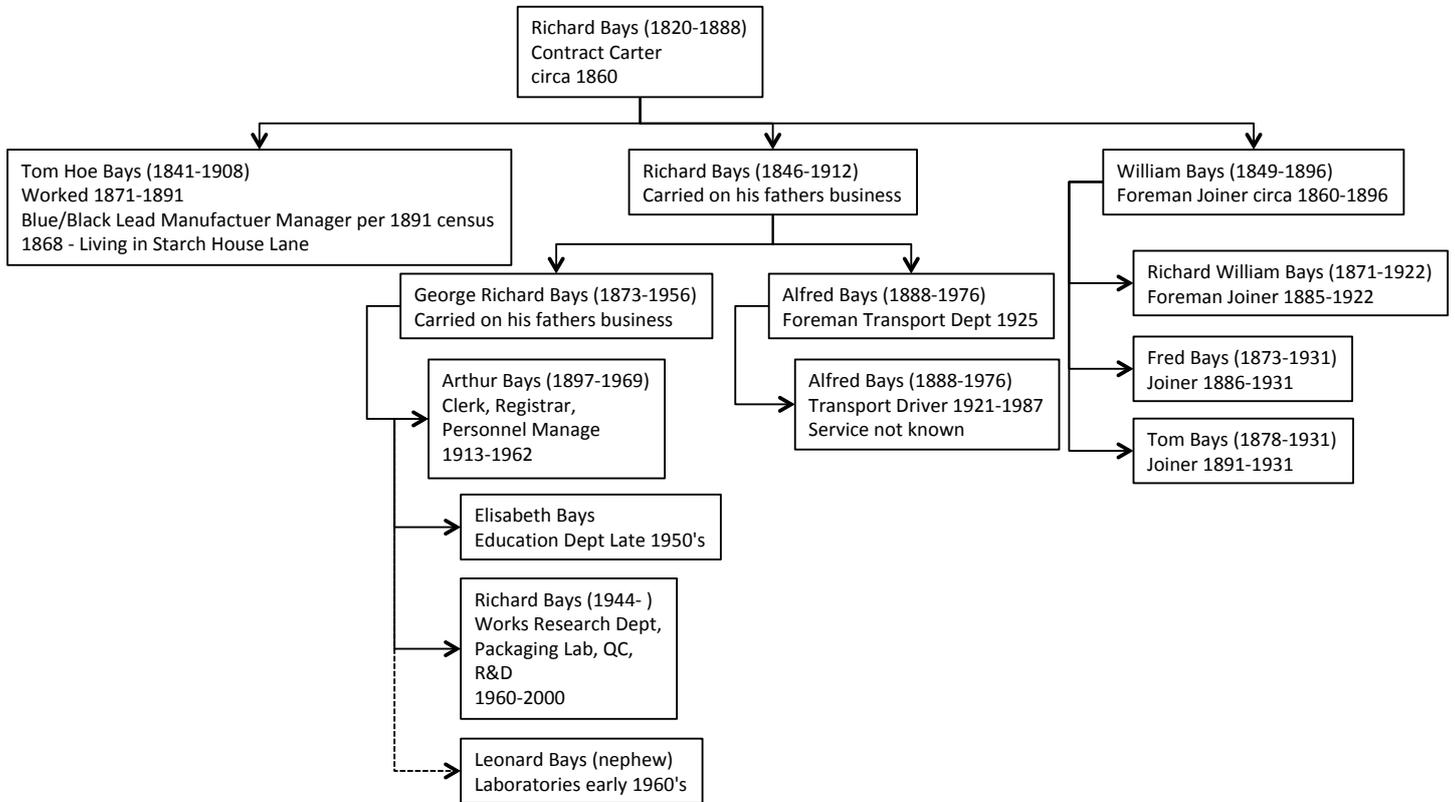
In this role, she met pilot officer, Steve Stevens, of Bomber Command, who received the Distinguished Flying Cross (DFC), for bravery. They subsequently married and moved to Norwich after they were demobbed. They celebrated their platinum wedding anniversary four years ago.

Maud joined Colmans and worked as a secretary there for 30 years, with colleagues including Ken Herbert, Don Howes and Jean King amongst others. Maud was 97 and is survived by her husband Steve and son, Adrian.

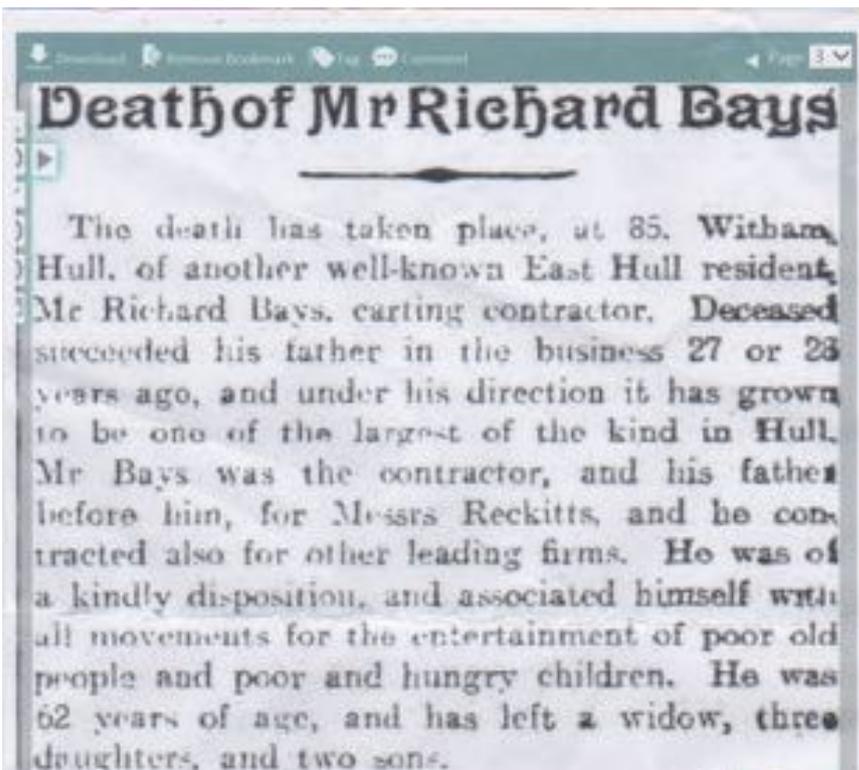
Produced by the Reckitt Benckiser Pensioners' Association,
Dansom Lane, Hull, HU8 7DS

More on the Bays family

The Bays Family Tree



Obituary for Richard Bays (2nd generation)

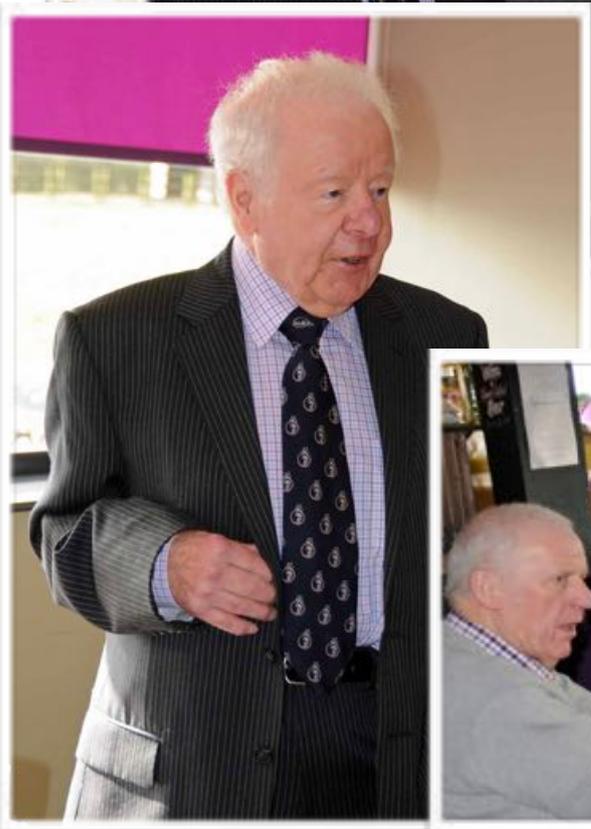
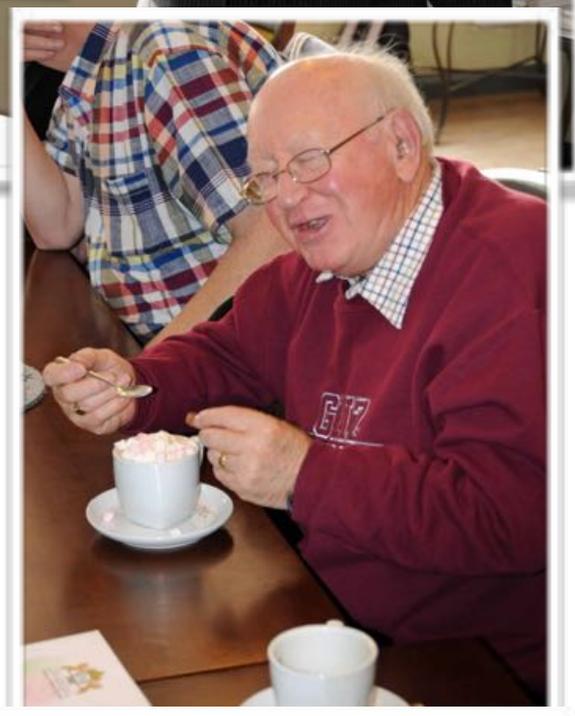
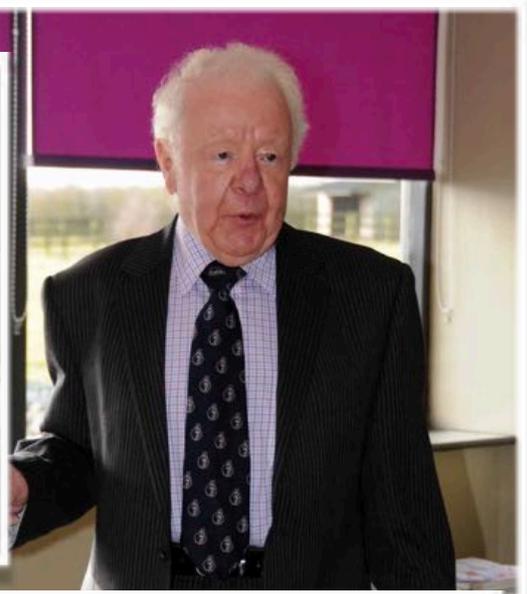


The Obituary reads ...

"The death has taken place, at 85, Witham, Hull, of another well-known East Hull resident, Mr Richard Bays, carting contractor. Deceased succeeded his father in the business 27 or 28 years ago, and under his direction it has grown to be one of the largest of the kind in Hull. Mr Bays was the contractor, and his father before him, for Messrs Reckitts, and he contracted also for other leading firms. He was of a kindly disposition, and associated himself with all movements for the entertainment of poor old people and poor and hungry children. He was 62 years of age, and has left a widow, three daughters, and two sons."

NB 85 Witham is now a Car Sales & Services business.

More photos from the Feb' get-together at Hull



More on Flo Bilton: One of Hull's Inspirational Women

THE CEREMONY AT GUILDHALL, HULL

The ceremony was held in the Guildhall reception room and marked the start of Women's Week.

The achievements of each of the five women (all now deceased) were presented to the audience by family, friends or experts. Poems for all recipients of the centenary plaques have been composed by local poet, David Osgerby, and were read out by him before the unveiling.

Carol Thomas & PC Karen Walker (both of them in their own right and in their day, celebrated players in the England national team) made a speech about what Flo had meant to them and the game. Although it's clear that Flo had many talents and was tenaciously committed to all aspects of developing and promoting the game, the one thing she seemed to have a weakness for, was her driving skills. Both Carol and Karen recalled excursions with Flo

when they either sat with their hands covering their eyes, or covering their ears when Flo failed to move up from 2nd gear!

Flo set up the Hull Ladies football league when women were banned from playing football (imagine a ban like that these days!!). Flo organised everything from the league, the finances, the pitches and referees. She was not just an administrator but genuinely understood the game of football. Flo was a true pioneer who didn't accept the words "no" and "can't".

At the time of going to press, it is not yet known where Flo's plaque will be permanently placed.

NB: Carol Thomas, talent spotted by Flo, was the first English woman to gain an FA coaching qualification, first to play for and captain England fifty times, the first women to lift an international trophy and the first to enter the World Guinness Book of World Records.

As well as Flo, the four other women each celebrated with a plaque, were:-

- Mary Hatfield – First lady Hull City Councillor
- Eva Crackles – Botanist and conservationist
- Elsa Gidlow - Poet
- Pat Albeck – Designer of printed textiles

A poetical tribute by local poet, David Osgerby

FLORENCE BILTON

Florence was a goalie. Steadfast and brave.
A true stalwart of the Women's F.A.
Tireless servant of the beautiful game.
A pioneer, we remember today.
She did not become a household name,
But her dedication knew no end.
She even washed the England team's kit.
In times of hardship she would not bend.
She paved the way. She blazed a trail.
Nothing was too much trouble for Flo
She even designed the England cap,
Ever resourceful, ever on the go.
She did what she did, not for fortune or fame.
She did what she did for love of the game.

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The five plaques awaiting the unveiling ceremony.



The Lord Mayor of Hull, Councillor John Hewitt, PC Karen Walker and Carol Thomas, unveiling the plaque for Flo



Karen & Carol after the ceremony



Flo pictured by the goal posts (Courtesy of Carol Thomas)