

Sir Richard Hayward, CBE - By Maxwell Macfarlane

Richard Arthur Hayward was born at Catford, South London, on 14 March 1910, one of three sons of a postman who had himself been the son of a postman. He was educated at Catford Central School, where he excelled at cricket and football. When he left school aged fourteen he inevitably joined the Post Office as a boy messenger and later became a counter clerk. He developed great expertise in Morse Code. In 1936 he married Ethel Wheatcroft and they had a son and a daughter.



During the Second World War, his knowledge of Morse Code found great use in code-breaking and he is said to have intercepted many of General Rommel's orders from the North African campaign. It was his experience of telegraphy which introduced him to trades-unionism and, after his wartime service, he began to be promoted through the ranks of the Union of Post Office Workers. He became Assistant Secretary in 1947 and Deputy General Secretary in 1951 before moving to the Civil Service (Staff Side) in 1955.



Hayward was the first to occupy the newly-created post of Secretary General of the Civil Service National Whitley Council (Staff Side) in 1955, a post he held for eleven years. He was immediately involved with the Report of the Royal Commission on the Civil Service. The recommended package was not acceptable to the staff and he led the crucial negotiations on improvements with skill and to the admiration of management. Over the years, his leadership and tactical skill enabled a formerly diverse staff to act in

unity.

Two particular arbitration victories gave him immense satisfaction, the first on central pay in 1962 and the second on a reduction in working hours in 1964, but he himself was probably most content with his work for retired civil servants to ensure that they shared in the benefits obtained by their serving colleagues. He waged unrelenting war on the Establishment by lobbying MPs personally and approaching directly successive Chancellors of the Exchequer. His advice and help on collective bargaining and arbitration were regularly sought from overseas and he was a member of a Committee of Experts set up to examine the International Labour Organization in Geneva. When he retired in 1966, he was appointed a Commander of the Order of the British Empire, and his senior colleagues said that the Civil Service had lost the services of an outstanding leader.

Thereafter he was in great demand by Whitehall, whose senior officials appointed him to serve on numerous commissions including, as chairman, the Supplementary Benefits Commission. He was knighted in 1969. The Post Office invited him on to the Board as a director of industrial relations for 1969-71, but sadly the bitter postal workers' strike of 1971 soured his relations with many trades union activists.

In retirement, he maintained his interest in sport, especially cricket, and when he moved to 10 Birchwood Avenue, Southborough, in 1975 he joined Southborough Cricket Club and eventually became their Vice-President. He co-authored a book about Civil Service Cricket. Owing to his wife's ill-health, they moved to live with their daughter at Lynton, north Devon. His wife died there in 1993 and was followed by Sir Richard on 26 February 1994.

Source:

Pattinson, T. Obituary; *The Independent*, 8 March 1994.