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like a fireman's pump*



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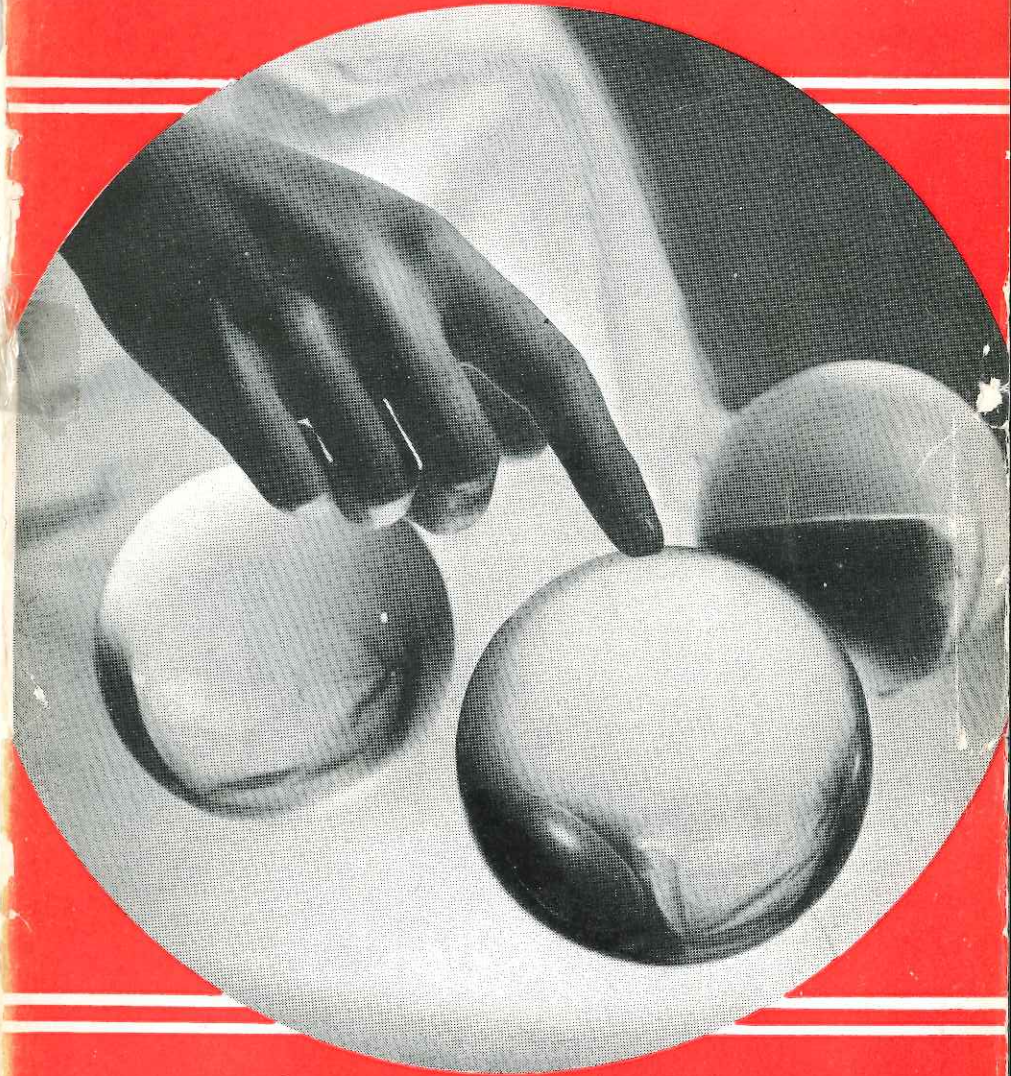
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and the 'SUMONO'. The submersible principle of the 'Sumo' applied to the 'Mono' type of pump. Has great advantages where only a limited quantity of water is required (up to 200 g.p.h.) and where the source of supply is none too clean and may contain sand or grit.

This is one of a series of Advertisements appearing for
Sumo Pumps Ltd. in the Trade Press.

MAY
1949
Vol. 2 No. 2

Chance COMMENTS



THE MAGAZINE OF
CHANCE BROTHERS LIMITED, SMETHWICK

3D

THE Magazine of Chance Brothers Limited, Smethwick; published in alternate months for the interest, entertainment and information of all employees of the firm.

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BRANCH ESTABLISHMENTS

Glasgow J. A. AITCHISON
London J. W. CHANCE
Malvern Miss D. CLARE
St. Helens Miss WALSH

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NEXT ISSUE: JULY 25th



IN the works library, there is a copy of a book entitled "How to Run a Bassoon Factory." and in that clever satire, the welfare responsibilities of the imaginary Company were listed as:—

To see that the eyes, teeth, toe nails, and morals of the workers are kept in proper condition, spotlessly clean, and provided with overalls when necessary.

To insist on people sitting down on specially designed chairs, rather than standing up to work on specially designed feet.

To make sure that nobody gets more tired than is absolutely necessary for the production of bassoons and dividends, and if they do get tired, to draw curves of them doing it.

To take so much trouble over organizing social events that nobody has the heart not to go.

Generally to potter around being ever so friendly and cheerful to everybody, and making management and workers do things against their wills because the things are good for them.

We at Spon Lane take a more sensible view of our welfare services. We believe that industry shall put first in its scale of values, the well-being of the human factor, and our welfare schemes are actuated by motives of public interest rather than the purpose of personal gain.

It is not easy to tell the whole story of our employee services in a short article.

In the field of education and training, there has been substantial progress since the Chance Schools were built over 100 years ago. We know that the future welfare of the works is in the

hands of our young employees, and we do not want anyone in our works to feel stultified by a blind-alley occupation. That is why we try to teach each boy and girl as well as many older beginners, a trade or craft, and help them to develop themselves to the best of their abilities.

But our concern with the well-being of youngsters does not end in vocational training. The Company and the Chance Education Trust have provided Smethwick with "Malt House" in Spon Lane as a centre for the physical, social and educational well-being of boys and girls. All forms of indoor and outdoor games, socials, debating, handicraft, holidays, libraries—these, and above all, comradeship—makes leisure well worth while to the young people who are fortunate to be members of the Youth Centre.

The leisure time interests of all employees is catered for by the Recreation Club which is run by the people, for the people. In the club rooms over the canteen are to be found first-class billiard tables and games of darts, dominoes and table tennis, plus our own private bar where good friends meet to swap yarns. The Recreation Club is fortunate to possess first-class grounds situated next to the works on the Oldbury side. The ground area extends for ten acres, providing hard tennis courts, bowling greens, cricket wickets, football and netball pitches. The delightful pavilion on the ground is the centre for frequent dances, concerts, badminton, darts and table tennis—plus a bar and refreshment buffet. Off the premises activities include theatre parties, outings, angling, golf and music appreciation. The Recreation Club has one objective—to

WELFARE—Continued



A corner of the surgery at the Medical Centre.

provide for the leisure interests of everybody, and it is the heritage of Mr. and Mrs. and Miss Everybody, to use and enjoy the fruits of the club.

Outstanding among Chance's welfare amenities are the health and medical services. Our medical centre has been re-built recently and is now considered to be one of the finest units of its kind in the Midlands. It is here that our doctor and nurses give prompt and efficient treatment to unfortunate wounds and ills that, try as we will, still occur. There is one thing the works doctor begs of you to do for yourself. Don't neglect even a small cut or minor ill. Go to the medical centre. The medical staff works toward positive health and as well as treating illness and injury, they keep their eyes on sanitation, good working conditions and also provide preventive measures such as Sun Ray Treatment, Radiant Heat, and Chiropody. Should, despite all our efforts, anybody be unfortunate enough to become ill, the Provident Society provides sick pay and contributes towards the cost of surgical appliances and convalescent treatment.

The Country's provisions for Old Age Pensioners have been very con-

siderably improved since the end of the war, but even so, nobody can be happy unless he is entirely free from anxiety as to the future, and nobody can claim that the State Pension alone will keep him in comfort. The Chance Pension Fund is therefore worth while joining. You pay one shilling and two pence every week, and the Company contributes exactly the same amount. If you are a male employee and join us at the age of 21 you would receive a weekly pension of £1 14s. 0d. at the age of 65—worth it?—of course it is.

Another important function of our welfare programme, is that coming under the heading of joint consultation, and in a broad sense, this is not an easily defined function. Achieving the intelligent loyalty of employees and management is the result not of a departmental routine but to an attitude of mind brought to bear on labour matters by the heads of the business. Relationships escape exact definition; they belong to the intangible like faith, a feeling which cannot be expressed.

Our Parliament at Spon Lane is the Works Consultative Committee and its several sub-committees. This committee consists of representatives of

management and of workpeople. The workpeople's representatives are elected from the various departments by a secret ballot. The real job of the committee is to enable you to have a wider interest in the work which is carried on by all of us at these works. It enables you to have a greater responsibility for the conditions under which your work is performed and to provide a direct channel of communication between you and the management. It is no exaggeration to state that many pages would be required to record the many things that have been altered in the works as a result of discussions which have taken place at the W.C.C. Very definite improvements have taken place in such matters as apprenticeship training, cloakrooms, and welfare services, whilst sub-committees have dealt with problems concerning production methods, canteens, and fuel economy. The principle of joint consultation is extended to the Works Safety Organisation and the Suggestion Scheme. Our Suggestion Scheme, by the way, is one of the oldest in the country, as it was first introduced in 1906. Since then over 9,000 suggestions have been received, many of which have improved manufacturing methods with considerable saving to the Company and handsome reward to the suggesters.

There are nearly 3,000 people employed at our works and all of these look to the canteen to provide refreshment in some form or other. It is no easy task to cater for such a large number, and

because of the nature of our industry, the canteens have to be open for 24 hours a day on 365 days in a year. We serve 186,000 cups of tea in each month, 14,000 dinners, 3,000 breakfasts and 66,000 teas and suppers. No catering establishment can truly claim to be perfect when dealing with such a large number of people, but we strive and strive hard towards perfection and as the members of the Canteen Committee have stated, our canteens do give satisfaction, having due regard to the prices and rationing difficulties. Youngsters under 16, by the way, obtain full canteen dinners for 6d. per day.

We wish that we could satisfactorily solve our people's housing problems but the Company's house properties are far too few to meet the demands of the present time. For our workers from other areas, some small measure of relief and alternative to lodgings is provided by the Works Hostel.

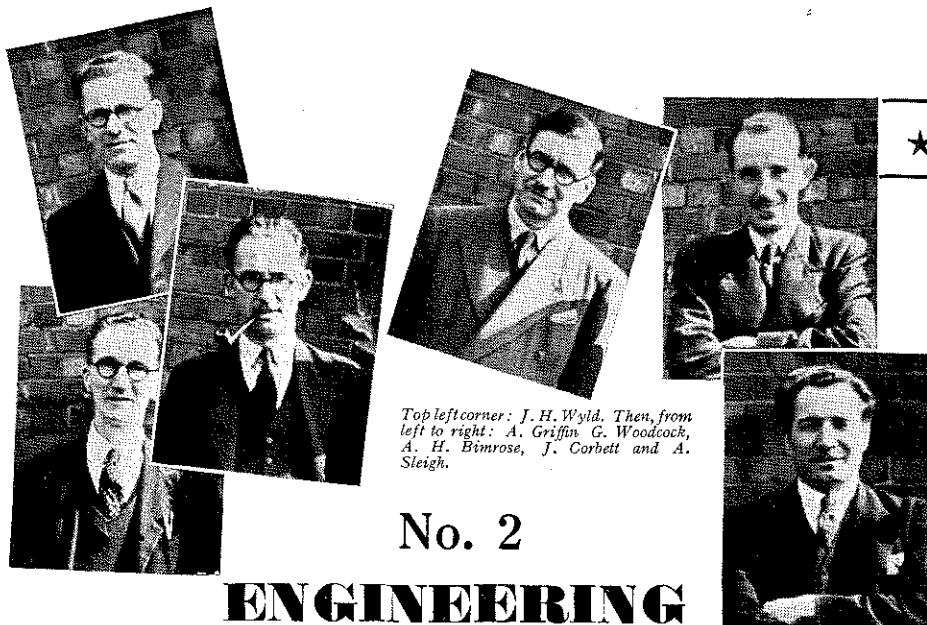
Then there are saving schemes and employee shares. There are means for providing University Scholarships. There are special funds to assist cases of distress.

The true end of industrial welfare is directed to the securing of happiness and satisfaction to the individual and thereby to society in general and the Directors have a sincere desire to do everything possible to ensure that those who are employed in this great undertaking find, through their work, fullness of life and purpose.

A. O.



Residents relax in the lounge of the works hostel.



Top left corner: J. H. Wyld. Then, from left to right: A. Griffin G. Woodcock, A. H. Bimrose, J. Corbett and A. Sleigh.

No. 2

ENGINEERING

AUSTYN BIMROSE

AUSTYN or "Bim" to his colleagues, joined the firm in 1936 as an Electrical Tester and Inspector. In the early days he showed an aptitude for production and process trouble tracking, and was engaged mainly on work of this nature, although he has been Chargehand in the Winding Department and Supervisor, Sumo Repairs in turn.

He was for four years Technical Assistant to the Chief Electrical Engineer and has also spent four years in the Sumo Sales Office. In November, 1948 he was appointed Foreman of the Sumo Shop.

"Bim" personally wound the first Sumo Motor and has sat day and night beside 'sick' Sumo stators in order to accumulate data for graph.

He has made several service trips around the country and has also visited firms in Holland and Belgium.

Working under varying conditions, he has found himself in some queer places, for example the bottom of a mine shaft or the top of an aerial beacon.

While serving in the Sales Office he had a reputation for utilising Sumo pumps for peculiar applications, but he still hankers after an opportunity to run one backwards at 'half speed' from a 33½ cycle supply.

A Yorkshireman, "Bim" is naturally 'cricket daft,' reads it in winter and plays it in summer and hopes to train his seven year old son to be a top class

spin bowler. He has also a little girl who bowls with 'two short legs.'

A believer in playing 'cricket' in every sphere of life, he always tries to appreciate the other fellow's point of view.

JACK CORBETT

WE have already met Jack in the pages of our Magazine where we learned that on a November morning in 1916 a shy little boy started work with the firm as a Toolroom apprentice.

He was certainly not a backward little boy because his record is one of continued steady progress.

Shortly after the first World War we saw Jack as Toolsetter, and in 1931 Chargehand of the whole of the Machine Shop.

In 1934 he was appointed Foreman of the shop and in 1948 the Fitting Shop was included in his charge.

His position is one of much responsibility, calling for the exercise of a clear mind coupled with extensive technical skill.

Essentially a humanist, neither technicalities, hitches, blue prints nor complicated drawings cause Jack to forget his people and a policy of "give credit where credit is due" has earned for him the respect of all who work for him or with him.

"All work and no play makes Jack a dull boy," but Jack Corbett is by no means dull, because when free from



Meet Your SUPERVISORS ★

work he is interested in most sports and certainly does not reckon in thou's when measuring the merits of Aston Villa Football Club.

He is happy in any form of social entertainment and he and his wife are very fond of dancing.

Jack has a large allotment but he isn't very happy about it at the moment because it is calling loudly for many hours of laborious attention with a good sharp spade.

ALBERT EDWARD GRIFFIN

IN January, 1931, shortly after Austinlite had been acquired by the firm, Albert started work in that Section as an electrical fitter. Austinlite then occupied a small part of the present Lighthouse Fitting Shop and was just blossoming out on the production of Traffic Signals.

In 1935 he became Chargehand, in 1943 Assistant Foreman and was appointed Foreman of the Electrical Department in 1946.

Prior to the commencement of the war and during the war years, he was in charge of War Office contracts, in which time over 2,000 searchlights and arc lamps were produced, together with thousands of Admiralty transmitting switches.

Albert has the distinction of having personally built the first 90 c/m searchlight arc lamp and of taking it to the appropriate authority for acceptance. "I'm very glad I had built it too," he says, for it seems the Woolwich people pulled it all to pieces and asked him to build it up again.

The Department now employs about 80 people and although there are innumerable worries and headaches over technical and production problems, Albert has little serious trouble with his personnel, whom he declares are a grand set of conscientious and co-operative workers.

A native of 'Brum' he is an enthusiastic supporter of Birmingham City Football Club and is interested in all outdoor sports.

In hours of relaxation he likes the easy chair and a book. No high-brow stuff though, Dornford Yates and A. J. Cronin are the types.

Albert is a handy man to have about the house, decorating, painting, carpentering, in fact anything required, and a good wife and three happy girls keep him gainfully employed.

ARTHUR SLEIGH

ARTHUR commenced work in the Machine Shop in 1932. In those days we did not have a Toolroom, but in 1934 when this was acquired he was appointed Chargehand, and three months later Foreman of that department and of the Mould Fitting Shop.

He has every reason to be proud of the high standard of skill and creditable workmanship carried out in his departments, in many instances the very acme of craftsmanship.

100% Wolves, but actively interested in all kinds of sports and social entertainments Arthur is well known as the Billiards and Snooker star, having many honours to his credit with the cue. He plays in the 1st XI cricket team and is to be found enjoying himself at most concerts and dances.

He speaks highly of every member of his workpeople, "In whom," he says, "I place confidence and enjoy full co-operation."

If it is a matter of being puzzled, Arthur can not only 'ask his Dad' but also his Grandad, as both are still engaged as Light Blacksmiths on their own account. Dad is 72 and Grandad is 92.

Of reading, technical works comprise his library, but there's always time for the sports news of course.

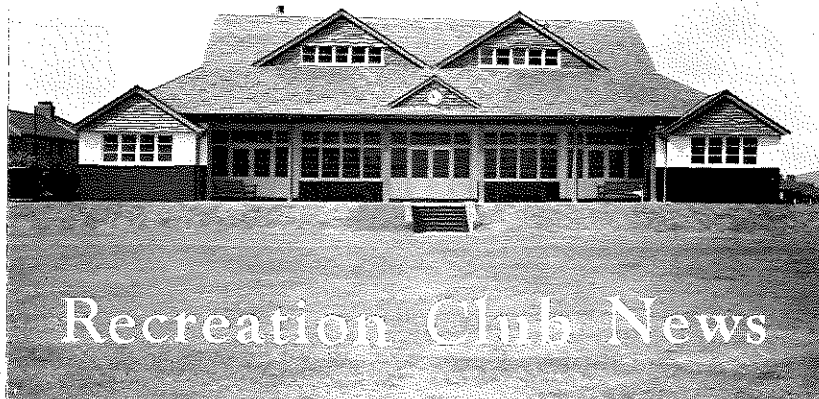
Happily married and with one little girl, Arthur can be a handyman about the house, but only of necessity, and decorating, especially, is to him a necessary evil.

GEORGE FREDERICK WOODCOCK

GEORGE came to us from Yorkshire in 1946 to take over the foremanship of the Grinding Department from Mr. Rhodes who was soon to retire.

Having had 17 years practical experience he brought with him an extensive knowledge of glass polishing and grinding.

(Contd. on Page 11)



AS many of you already know, Colonel Barrett, who has been Secretary of the Recreation Club since last August, is no longer employed in this capacity. The object of these few words is to inform all concerned of this change and also to express our thanks to Mr. A. Farley who, to assist the Club over this difficult period, has very kindly taken over the onerous duties in his spare time. It will be appreciated if all members, and particularly, Sectional Secretaries and Group Representatives, will give him every assistance possible in order to make his task a little easier.

J. R. BROOKES
Chairman — Recreation Club.

DATES FOR YOUR DIARY
June 6th
Cricket Section Dance, Pavilion.
June 24th
Variety Section Dance, Pavilion.
July 2nd.
Club Outing to Rhyl and Music Section Tour of the Thames Valley.

DAY OUTINGS

This year's day outing will be to Rhyl on 2nd July. Six first-class coaches have been booked and arrangements have been made for meals at the "Robin Cafe." The menu consists of a poultry lunch and a cooked tea. Inclusive price, 23s. 6d. Book your seats now, through your Group Representative.

On the same day, namely July 2nd the Music Section will tour the Thames Valley including Windsor Castle. This party was arranged before the main club outing was decided upon. The cost, including river trip, meals, etc. is 30s. and a number of seats are available and non-members of the Section would be welcome. Muriel Crozier, Light-

house Sales Office, will provide further particulars. Incidentally, this trip will be during Henley Regatta week.

ANGLING

The Final event of the Season just ended was a "scramble" contest at Camp Lock on April 27th. First prize went to R. Cheetham.

BOWLING

The green is now open for play, and although it has not been possible to join a league owing to the scarcity of players, it is hoped that the Inter-departmental Competition and the Individual Knock-Out will provide keen games.

CRICKET

By the time this article is published, cricket will have been in full swing for two or three weeks. The cricket committee is pleased with the applications for membership, so far, and enquiries are being received continuously. Any one requiring further information can always obtain same, almost every evening on the recreation ground. The best method, of course, would be to meet the lads at the nets on Tuesday and Thursday evening, when the Secretary or any member of the committee will be pleased to enrol new members.

For the benefit of new members, we have first-class facilities with two teams playing in the Business Houses League on Saturdays, and one team playing friendly games on Sundays. Complete fixture lists will be available in the Pavilion.

Will all members of the Recreation Club note that commencing on the 1st May at 8 p.m. concerts will be held in the Pavilion every Sunday evening under the chairmanship of Alf Hanson (what an ideal Sunday for the family man, cricket in the afternoon, concert in the evening). Dependant on your support is the quality of artists that can be obtained.

The Foster Cup competition is due to commence during May, when the present holders, the Globe, are prepared to fight tooth and nail to retain the trophy.

DANCING

The services of a four-piece band will be available for Saturday night dances during the summer. Make this a regular Saturday night date.

FOOTBALL

By the time this article appears in print, the season will be over, including the Mayor of Smethwick's Charity Cup Competition, which at the time of writing is being played in ideal Cricket weather.

The club has had a disappointing season in the Birmingham Works F.A., and it is hoped that next year will see a return to winning ways.

The Annual General meeting of the Section will be held in the Air Gun Room at 5-45 p.m. on Monday, 30th May.

GARDENING

The plots on the Recreation ground are getting a good 'doing' and already the conversation in the Bar is mostly of gardening matters.

Seed potatoes and fertilizers have arrived!!

Come and get 'em! First come, first served!

LAWN TENNIS

Tennis is now under way again and prospective players are welcomed. It is particularly hoped to increase the number of lady members, as a full programme of friendly matches with local clubs is being arranged. Details can be obtained from present members or Hon. Secretary (C. A. Tarrant — B. & P. Division).

NETBALL

This section is now starting to go with a swing. We have a team of very keen players, but of course we should like anyone interested in any way in Netball to come along and join us, as we are hoping to join the Oldbury League next season, and in time to get a second team together. We should, also be pleased to welcome anyone who is willing to come and give us a few good 'tips' on the game.

Tuesday night is usually the practice night, on the Sports Ground, Birmingham Road. If you are interested please contact: — Hilda Hughes (Sumo Sales) or Betty Crimes (Glassworks Buying Office).

TABLE TENNIS

The table-tennis section have now completed their fixtures for the season, and won the Smethwick & District 1st Div. without losing a game.

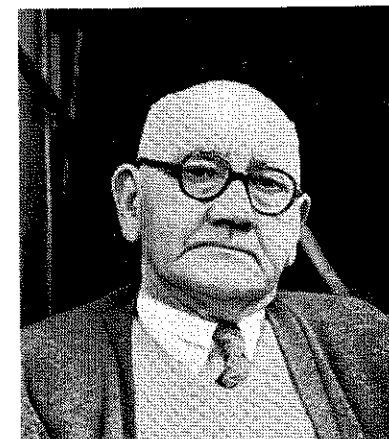
Their record being: — Played, 18; Won, 15; Drawn, 3; Lost, 0; Sets For, 130; Sets Against, 50; Points, 33.

We shall need more players for next year, as we are hoping to enter two teams. So anyone (Ladies or Gents) who would like to play, remember every Tuesday at 7-30 p.m. in the Pavilion.

VARIETY

The section is at the moment rehearsing for its new variety show. The tentative title is "Strandomania." The rehearsals are progressing favourably under the producer, A. Heath. Arnold forecasts that this show will be the best ever. We are pleased to welcome our new lady members, but we would be glad of one or two additional males. What about it lads?

Our steward, George.





From all Departments

MOSTLY PERSONAL

BLOWN AND PRESSED

On Friday evening, 8th April, a smoking concert was held in the Pavilion in aid of Frank Guest who has been absent from work for many months as a result of a major operation.

Joe Sargent of the Coloured Department arranged the artistes, all of whom gave an excellent show voluntarily. Some 200 people attended and the sum of £30 was raised. Frank Guest has sent a letter to *Chance Comments* expressing his sincere gratitude for the generous help. He particularly thanks Joe Sargent and his friends, and Ray Kenny and Bill Holyhead of the Pressed. Frank hopes to be able to get back to work in a few months time.

Ron. Penfold was called to the R.A.F. in May—we wish him good luck.

It was with regret that the Pressed Department heard of the death of Percy Hill who had been employed by the firm 14 years.

ENGINEERING

The photograph on this page shows Lighthouse Service Engineer, J. E. Williams, proudly showing off his fishing success whilst on his recent visit to Norway to service the SLATNES Lighthouse.



The Machine Shop welcomes Ray Fenton on his return from the Army.

The Division extends congratulations and best wishes to N. J. Smith, Service Department on the occasion of his marriage to Miss D. Myatt; to Dennis Arnold, Sumo, and his wife on the birth of a daughter; to Bob Rodgers, Electrical, and his wife, nee Alice Fellows at one time in the Lighthouse Office, on the birth of a daughter; and to Ernest Hill, Sumo, and his wife also on the birth of a daughter.

Florence Bower, Sumo, attained her twenty-first birthday on 26th April and *Chance Comments* offers her congratulations and best wishes for the future. The apprentices were deeply distressed to learn of the death of sixteen-year-old Geoffrey Spooner on March 6th after a short illness. Sympathy is also extended to apprentice Jim Cox, Tool Room, whose father passed away on Easter Monday.

FLAT GLASS

In so far as Rolled Plate is concerned all the furnaces are operating satisfactorily and determined efforts are being made not only to improve quality but to increase quantity. The demand for this product continues to be high.

In regard to Coloured, the usual types of glass continue to be made, namely flashed, antique and micro. Unfortunately delays have occurred in starting up the new drawn process due to late delivery of equipment from outside suppliers. It is hoped to re-start the plant in early June.

Three weddings are reported from the Seven Storey. Lilian Shorthouse

J. E. Williams (Service Engineer) fishing in Norway.

was married to Harold Crowley on March 26th, Edna Bates to Bert Davies also on March 26th and Vera Lawton to Harry Young on April 16th.

The engagement is announced of Audrey Jones and Kenneth Saul both of the Seven Storey.

Joan Woodfield, Seven Storey, attained her majority on April 15th.

To all these happy people we offer congratulations.

LABORATORY

The Laboratory congratulates two members of the staff who were married on April 2nd. Herbert Cooper of the Physics Laboratory married Miss M. Green of Yorkshire and Alex. Reid of the Admiralty Research and Development Section married Miss M. Warden, a Scotch lady. Pam. Smith left the Company in April, prior to her marriage on 28th May.

Eric Halford joined the R.A.F. in May.

Tom Whieldon paid a visit to the Works during Easter before his return to London for his final term at the Imperial College of Science, where he is taking a course under a Chance Education Trust Scholarship.

MAINTENANCE AND CONSTRUCTION

The Old Hall Staff wish to extend a sincere welcome to H. Richards, who comes to us as Assistant Works Engineer; also to E. Onions of the Glass Works Drawing Office, who until recently was with B.S.A. Tools; and to Miss D. M. Ralphs who has joined the firm as a tracer.

Albert Sproston who was mentioned in our last issue for good work at the Chance Technical College needs no welcome on his return to the D. O. where he will continue his training.

Tom Molineaux is welcomed back to the building department after two years' service in the army.

OFFICES

Sincere congratulations and best wishes are extended to Miss N. Tranter on the occasion of her marriage to Ron Harris on the 26th March. We are glad that in spite of her added responsibilities she is continuing as secretary to Mr. Newman and Mr. Shaw, for whom she has worked for nearly six years.

The typing pool express congratulations to Amy Wilson who was twenty-one years of age on the 14th April.



After the wedding of Joyce Mucklow (Optical) to G. Badger. Joyce cuts the cake.

A welcome is extended to Miss D. Mottershead who has joined the Company as secretary to Mr. D. A. Chance. Miss Mottershead has taken the place of May Astle who has now gone to live in Australia.

George Haines of the Cost and Wages Departments died suddenly on 10th April, and deep sympathy is extended to his wife.

OPTICAL

The Optical girls congratulate Sarah Horton on the occasion of her marriage on 2nd April to George Durnall. Belated yet still sincere congratulations are also extended to Joyce Mucklow who has married George Badger. We print a delightful picture of the cutting of the cake.

PERSONNEL AND WELFARE

Nurse McMahon has gone to America to spend a three months' holiday with her brother. During her absence, Nurse Ward, who is already well known to most of us, will return to the Medical Centre Staff.

Sympathy is extended to Vera Nickless on the death of her mother after a long illness.

(contd. on page 10)

*Jack Braden
(R. P. Warehouses)
Drawn by
Wal Johnson*



News FROM OUR BRANCH ESTABLISHMENTS

LONDON

Miss I. A. Kelt, Secretary to K. Sutton-Jones and E. C. Stallard, has left us and is now on the high seas bound for Canada. We were very sorry to see her go, but consider ourselves fortunate in obtaining the services of Miss, Mariani, who, we are sure, will be a worthy successor.

The teleprinter traffic and level of work has increased to such proportions that we are engaging a full-time tele-

printer operator who will release Miss Ledger from teleprinter duties, which she has carried out in addition to her normal work on Flat Glass matters. This will enable her to devote more of her time to other aspects of London Office business. K. Sutton-Jones has had another flying visit abroad, and he certainly looked better after his successful trip to Spain. We were surprised to hear that he did not pay the customary visit to the bull-fight—we had hoped to hear all the gory details on his return.

We have now installed an illuminated showcase for the display of Domestic Glassware and Lighting Glassware. Visitors generally appear to be quite impressed. Other display facilities are in process of erection and should be completed very shortly.

GLASGOW

Alexander Barclay of the Case Shop is now on his way to Los Angeles, California, where he will join his brother. Alex is accompanied by his young son and Mrs. Barclay hopes to follow in six months' time.

Our senior comptometer operator, Mrs. Hamilton is sailing shortly—with her husband—to San Francisco, so that Chance's are being well represented in California.

The staff and employees wish them every success in their new life.

SWIMMING CLUB. Winter season ended on 27/4/49. Summer season commenced 4th May to 26th October, at Maryhill Baths; each Wednesday evening from 9-10 p.m.

TENNIS CLUB. The Season opened on the 25th April at Cowlares Tennis Courts.

An Outing and Dance will be held on Friday evening 13th May at "Heads of Ayr Hotel," Ayr.

It was with deep regret that the Glasgow Works learned of the death of George Carroll, Rolled Plate Warehouse Office, on 3rd April, while serving with H. M. Forces. George Carroll had been conscripted only 8 weeks previously.

ST. HELENS

The St. Helens Works have entered the Pilkington Brothers Works Cricket Competition again this season and hopes are high.

The first two large blocks of Optical Glass have been cast successfully at St. Helens. These blocks will be used to produce large astronomical discs now on order from America.

Our Furnace Hall is a very much brighter place these days since it was repainted. The metal work of the Pot Arches and Furnaces has been covered with shining aluminium paint.

We would like to offer our congratulations to Mrs. A. Critchley (S.B.A.) who celebrated her Silver Wedding Anniversary on April 21st.

Our exhibition stand at the Building Centre, London. A permanent display of flat glass.



Meet Your Supervisors

Continued from Page 5

His first remark on seeing the shop for the first time was "Where did Heath Robinson get his ideas for this layout?" and since taking charge many alterations have been made for improvement, and he has many more ideas for the future betterment of his department.

George praises unstintingly the people who work for him, "I like the Black Country folk," he says, "because they call a spade a spade like myself and they are just as pigheaded as I am."

Even yet though, he has sometimes to enlist the aid of an interpreter to elucidate local terms and phraseology.

Soon after taking charge he told his people to elect two of themselves, a man and a woman to represent them.

This was done and all sorts of queries and problems that may arise are dealt with in this legitimate way, with the result that 100% co-operation and good atmosphere is maintained.

George is an all round sportsman and captain of the 2nd XI Cricket Team.

He is an active member of the Recreation Club, is secretary of the Variety Section and during his few years here has gained much popularity throughout the whole works.

George is married and has one little boy; it will be remembered that it was announced in an earlier issue of *Chance Comments* how he had suffered the sad loss of his other boy.

He is fond of reading, mostly fiction and especially detective stories and gets worried if he doesn't get his man before the last chapter.

Strenuously disclaiming any blood or other relationship with Bruce Woodcock, he thinks Bruce's one grand merit is the fact that he's a Yorkshireman.

JAMES H. WYLD

JIMMY joined the firm as a charge-hand in the blacksmiths shop in 1936.

The late Mr. T. Slim was then in charge, a man he remembers as being of watchful eye, and rigid discipline.

Jimmy however, always deeply interested in his work, did not fear the eye, or worry about the discipline, and in 1941 he was promoted to Foreman, and five years later took over the added responsibility of the Welding Shop.

"My work fascinates me," he says, "and the clanging of the hammer on the anvil holds for me a particular charm."

The temptation to get hold of the red hot bar, and forge it into a thing of usefulness or beauty, is still too great for him, and often he can be seen causing the sparks 'to fly upwards.'

Jimmy has a special word of advice to apprentices, it is, "take a pride, and a joy, in what you are doing, and aim at having that pleasure of seeing what you have done, well done."

He hasn't much spare time to spend under the spreading chestnut tree as he cultivates a fairly large garden, and also spends many pleasurable hours at water colour painting.

Happy married, with one daughter, he is quite content, and his recipe for happy living is surely the blacksmith's one, "be able to look the whole world in the face."

NEWS FROM ALL DEPARTMENTS

—Continued from Page 9

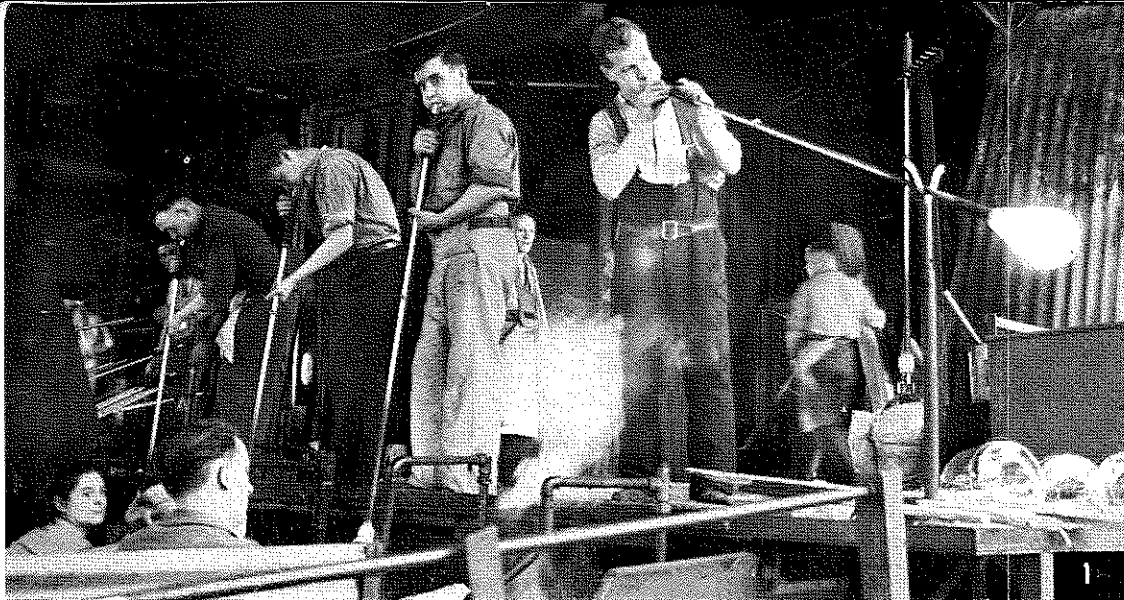
TIME STUDY

The department was sorry to lose Roy Makin in February, when he left to take a post as Assistant Works Manager with a firm in Birmingham.

We congratulate Jean Richards on the occasion of her marriage to Tom Parish on March 26th.

We also congratulate John Hewlett and his wife on the birth of a daughter on April 1st.

Two members of the department on a business trip to the north east coast were granted permission to visit the Roker Lighthouse. They were informed by the keeper that the last official visitors from Chances were Messrs. Simpson and Edwards who made minor adjustments to the plant in April, 1924; since 1924 the plant had continued to function satisfactorily. Such statements emphasise the high standard of workmanship put into our products.



1. A symphony by Glassblowers Jack Payne, Jack Ward, Joe Wright and Joe Lucock.

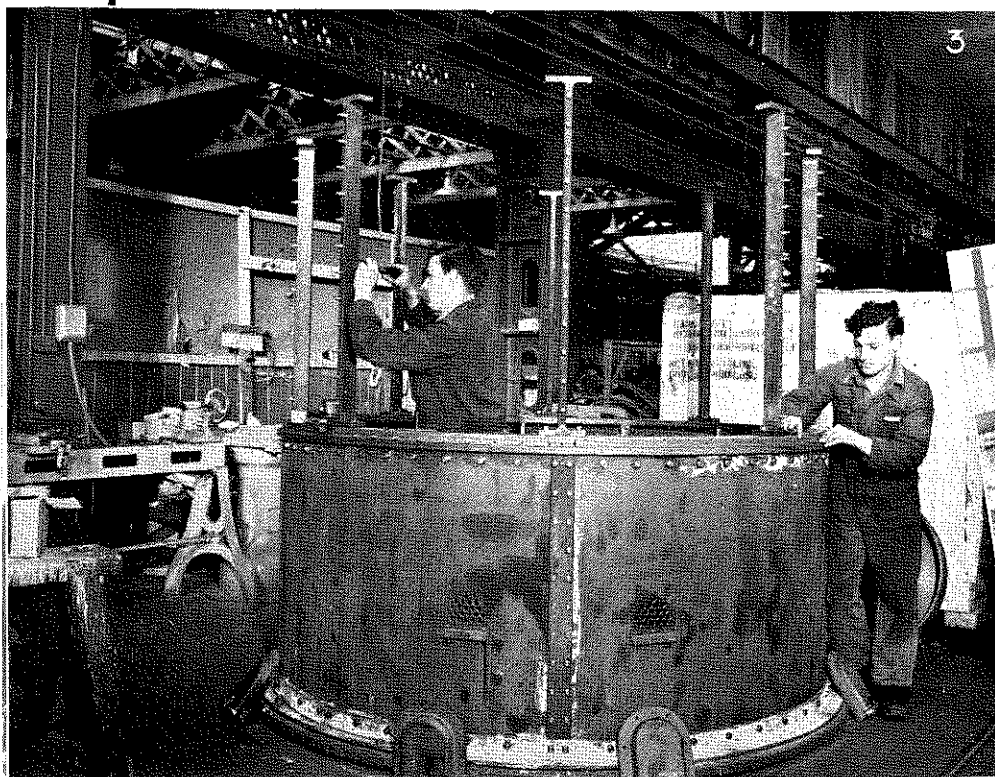
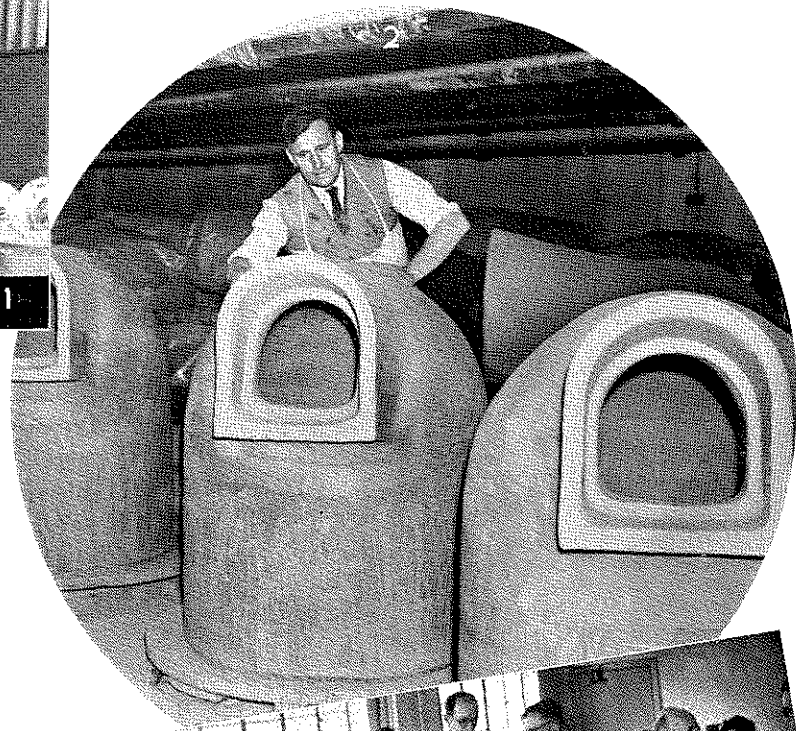
2. Our pot maker, Ambrose Humphreys.

3. Assembling the lantern for a Chance lighthouse—Douglas Lightwood and Harry Adderley.

4. No. 8 and 9 Blown and Pressed Office. In front: Verna Carvadine, Desiree Walton and Joyce Hind. At back: Dixon Davies, Ted Green, Vera Hickling, Percy Goodman, Cyril Harding, Sid Pitt, Millie Matthews and Paul Webber.

Chance

SNAPSHOTS



Tottings

OF SHORTER ITEMS
AND EMPLOYEES'
CONTRIBUTIONS

Auxiliary Forces

The Board has announced that two weeks' leave for the purpose of attending camp or training, in addition to the normal annual holiday, will be granted to any employee who is a volunteer member of one of the auxiliary forces. Employees requiring further information on this matter should apply to their manager.

Our Young People

A party of 33 boys and girls had a grand day out to London on March 19th. Travelling by a private coach, the boys "excuse" for such a trip was to witness the Junior Football Cup Final between the Air Training Corps and the Boys' Club Movements. During the early evening, the party split up into groups and toured the sights of the City. It was midnight exactly when a coach of tired, but happy people, arrived at Smethwick.

The photograph is of the party at Wembley Stadium.

Holiday arrangements have now been made. A party of boys will attend a Camp in Guernsey for two weeks and a mixed party of boys and girls will spend a week at Windmill House.

Works Magazines

The Industrial Welfare Society has recently made a search as to which were the earliest works magazines. It would seem that one of the earliest publications of this kind was the *Lowell Offering*, published at Boston in the eighteen forties and mentioned by Dickens in *American Notes*—"a repository of original articles, written exclusively by females actively employed in the mills." The field in this country was narrowed, however, to the years between 1887 and 1905. Among magazines which do not appear to have survived were *Hazell's Magazine* published by Messrs. Hazell, Watson, and Viney from 1887 to 1897, and Messrs. J. S. Fry's, *Quidnunc* which started in 1902. But of those which still survive to-day, pride of

place seems to go to *Progress* first published by Lever Brothers in 1899, the *Bournville Works Magazine* (1902) and in a somewhat different field, the *L.C.C. Staff Gazette*, now called *London Town*, which began in 1900. Of *Progress* Mr. G. G. Kirkpatrick, its Editor, writes: "its true begetter was the *Lancashire Grocer*, begun in 1885 by the first Lord Leverhulme as a link between customers of Lever Bros. Limited. It was a most interesting publication, expressing itself upon house and trade matters with a vigour characteristic of its founder.

To these sturdy veterans, and particularly to *Progress*, which this year celebrates its Jubilee, we would offer our respectful congratulations on their continued prosperity. But those connected with them would certainly wish to add their own congratulations to their many very junior contemporaries and to those firms who, in increasing numbers, are taking the plunge and producing works magazines.

Chance Comments, like many other recently introduced house journals, will be assured of success if we remember the practice of the pioneers and have in mind the words of the Director of the Industrial Welfare Society that "the staff magazine must remain an intimate, personal journal."

Sunballs

Our Cover photograph this month is of a group of *Chance's* Sunballs.

Visitors to the Engineering Division invariably display keen interest in the Sunshine Recording sphere—Sunball to you and I—exhibited for their benefit, and often refer to "Crystal Gazing" and the occult arts before they are enlightened as to the true use of the beautifully finished glass sphere.

The earliest sunballs were individually hand ground and were very inferior in quality and dimensional accuracy. Subsequently however, a

machine to process eight balls simultaneously was developed and is still used to-day. It resembles a large ball-thrust bearing with the balls interspaced by an eight armed spider and rolling at random between grooved grinding races rotating in opposite directions. The $\frac{1}{4}$ " diameter mouldings produced by St. Helens' works are ground in the Light-house Grinding Department using successive grades of abrasive. Final smoothing is still carried out individually by hand to avoid scratching, the balls then being polished eight at a time between felt covered grooved races fed with Cerirouge and water. The diameter of the finished ball, nominally $\frac{1}{4}$ ", is determined by the refractive index of the glass and is held to very close limits while the sphericity tolerance is plus or minus 0.0003".

When mounted in the sunshine recorder the sunball focuses the sun's rays onto a graduated card fitted in a metal bowl approximately spherical in shape. Movement of the sun across the sky burns a trace on the card and by adding the length of the traces, the duration of sunshine for the day is determined.

So, next time you see the published daily hours of sunshine enjoyed by your favourite seaside resort, remember, that those figures were undoubtedly recorded by an instrument equipped with a *Chance* sunball.

H. GOUGH

The Three R's Eighty Years Ago

The following is a copy of a works notice dated November, 1867:—

An Examination of the Boys, Girls, and Young Persons employed in the various Departments of our Glass Works, shows that many of them, of both sexes, do not possess that knowledge of the Rudiments of Education, which every person, at least in this neighbourhood, who is old enough to work, ought by this time to have acquired.

We have therefore resolved, in future, (1) to discountenance the employment

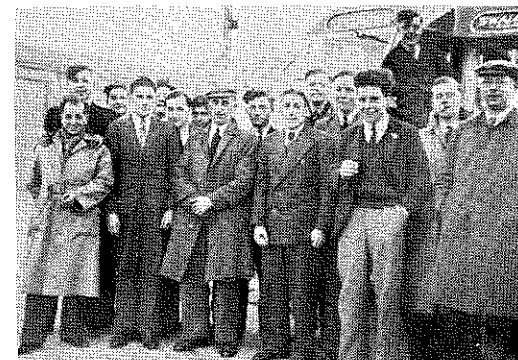
of Boys and Girls in our Works, who do not possess at the time of seeking employment a fair acquaintance with the Elements of Reading, Writing, and Arithmetic, with the addition of Free-hand Drawing for the Ornamental Department; and (2) to open an Additional Day School for Glass-house Boys, and an additional Evening School for Girls and Young Women.

In the case of the Glass-house Boys, who have at their disposal a great deal of leisure time, we expect all of them, under 18 years of age, to attend the Day School at least three times each week for the present, and in the case of all other Young Persons, of both sexes, whose Elementary Education is defective, we expect the Boys to attend the Evening School three times in each Week, for at least six months in the year, and Girls and Young Women for such longer period as may appear to us to be desirable.

It is our purpose to impose a Fine of Sixpence per week upon Glass-house Boys who absent themselves from School without sufficient cause, and not longer to employ any whose conduct is reported by the Master to be bad, or whose attendance is not kept up with regularity.

We propose to hold an Examination of all our Young People, from time to time, and to institute a System of Rewards for those whose Attendance, Good Conduct, and Progress, merit such distinction.

We shall be glad to find our intentions in this matter fully appreciated by those whose welfare is to be thereby affected, and to know that those whose Education is in a satisfactory condition will still give a regular attendance on the Schools and Classes, both for the sake of their own progress, and as an example to those whose Education is not in so satisfactory a state.



Our young people
arrive at Wembley

Bringing home the Bacon!

By D. A. CHANCE

FROM a remote Malayan village an English doctor wrote us a letter. In it he told us of the glass slides he used in his microscope—a friendly letter making some useful suggestions for improving the way we pack them. That doctor, ten thousand miles away, is just one of countless numbers of people who daily come into contact with our products, and whose needs we help to meet.

We have all heard a lot about Export in recent years—in fact some of us may get a bit tired of reading "For Export only" and similar slogans. It all boils down to our having to sell abroad the things we can do without in order to buy the things we can't—mainly food and raw materials; so a slab of Optical Glass may buy a few pounds of bacon. Every industry has to help in the general plan, and we are no exception, but due to the fact that some types of glass are essential to us at home in these cases we have to compromise. Rolled Plate glass is an example; it forms an essential part of our building requirements at home and thus our exports have to be artificially limited.

WHAT DO WE EXPORT?

The answer is: a proportion of nearly everything we make. The proportion varies widely. The Engineering Division tops the list with 57% of its turnover going abroad, then follows the Optical Division with 25%. The average for the Glassworks is 16%—the Flat Glass Division contributing one half of this—and for the whole Company 24% or roughly a quarter of everything we sell.

These are what are called "direct" exports, but to gain an idea of the Company's full contribution to the country's export drive one must take into account our "indirect" exports—that is, those products which form components of others which are ultimately exported. Optical glass, spectacle blanks, cathode ray tubes, and motor lenses are a few examples.

We estimate that these indirect exports are in value worth about a quarter of our direct exports.

HOW HAVE WE PROGRESSED?

Before the war we did a moderate trade abroad. It represented about one-sixth of our total sales and more than half was done by the Lighthouse Department. Our Export sales last year amounted to just $3\frac{1}{2}$ times the 1938 value. Allowing for increased prices, this means that in volume we sold to overseas customers somewhere near twice the amount of goods. We have, in fact, played our part in the big struggle.

WHERE DO WE SELL?

Anywhere and—almost—everywhere. We reckon there are about 90 markets in the world and we sell some glass in 70 of them. Markets like Belgium, Czechoslovakia, U.S.A. and France all buy from us, although they are the largest glass manufacturing countries in the world. This is because we are specialists and in some things we excel. Our microscope cover glass, our coloured signal glasses, our antique, our optical glass, our marine lenses are products which are made by only a few competitors. There is no other glass factory which produces the variety that we do, just as there is no other factory which makes the entire marine light, glass and all.

HOW DO WE SELL ABROAD?

We export in a number of different ways. Most of our trade is done through agents—companies or individuals who reside overseas and who work on a commission based on their turnover. The selection of the right agent is clearly most important as he is the link between the customer and us, and on his behaviour we are judged. An agent can in many cases make or mar a market. Even a good agent, however, is powerless against some of the restrictions in force to-day which prevent

Bringing home the Bacon—contd.

goods being sold, such as the import ban recently imposed by Argentina on all goods, and the licensing or ban on "non-essential" articles by a host of countries to safeguard their currency. We cannot complain about this as we do it ourselves, but it does stop us from selling domestic glassware, for instance, in a great many markets.

Another channel of sales is through the Merchant Houses who still form the backbone of British export trade, although a Company of our type and size makes comparatively small use of them. The export merchants offer a huge variety of goods for sale, and it pays them therefore to specialize in certain markets where perhaps the manufacturer's business would be insufficient to justify, or satisfy, an agent.

Sometimes we deal direct if there are only a few customers in a country and we know them all. Then again we sell to the big undertakings such as the oil companies, and to Government bodies like the Crown Agents for the Colonies, Dominions Governments, Harbour Trusts and so on.

FORMS, FORMS, FORMS!!

At one time the actual procedure for making a sale abroad was comparatively simple. All that has changed. To begin with, there are usually 8-12 individual forms to be completed—bill of lading, an invoice (up to 17 copies required!) a declaration of currency, another invoice (on a different form) for customs purposes, a packing specification, a bill of exchange, a certificate that fumigated straw has been used, an insurance certificate, and others. In addition to these forms we are no longer our own masters when it comes to despatch. We first have to make sure that the customer can pay and that he has a licence to import the goods. This frequently expires before the goods can be fitted into the manufacturing programme, and has to be renewed—which causes delays. Then we still have to put our names on a shipping register for some countries, which means queuing up for cargo space. It all adds to the work.

WHO DOES ALL THIS?

The Export Department functions almost exclusively for the Glassworks,

From left to right: S. A. Smith, H. V. Skan, W. E. Skibbeck, and E. G. Rand.



Bringing home the Bacon—contd.

but maintains close liaison with the Engineering Division—who manage their own export sales and routine—on matters of common interest. Both make use of the Traffic Office for the despatch of goods and for valuable advice on shipping matters. We have also a third export section, small but important, at the Glasgow Works, who act as our shipping agents for shipments of Rolled Plate Glass from the Clyde. What follows refers to the Export Department "proper."

It is tucked away on the third and fifth floors of the Seven Storey Building—an inconvenient arrangement made necessary by the large increase in numbers since the war, and the shortage of office space. In 1939 there were roughly 8 or 9 people employed in the Export "Department" (at that time a section of the General Office). Now we number 33 at Spon Lane including some part-timers. Bill Skilbeck is the oldest inhabitant, and this is his 29th year in the Department, which was at one time run by the late Mr. Aston and afterwards by Arthur Taylor. He has an invaluable fund of knowledge about past and wartime arrangements, particularly as regards Flat Glass.

Upstairs, Sam Smith, who came to work here in 1924 and transferred to Export in 1929, is in charge of the shipping, invoicing, and other routine matters, and has a staff of eleven to help him, including Winnie Grice, our senior invoice typist, who has been nearly 21 years with the Company. During the war he was doing shipping with the R.A.O.C. so his experience of these things is unbroken.

Downstairs, again, we have two comparative newcomers, H. V. Skan and E. G. Rand with 20 months' and 10 months' service with the Company respectively. Skan came to us from Cadbury's where he had been on export work, while Rand was for several years with a merchant house and visited Brazil more than once on their behalf.

The Department took responsibility for sales of all three Glassworks Divisions last year. Previously it operated for Flat Glass only but serviced the other Divisions.

SALES AND ORDERS

For the purpose of selling we have divided the world into three zones—roughly the Commonwealth, the Americas, and the rest, which are the responsibility of Skilbeck, Rand and Skan respectively. The entering of orders and their progress through the works is dealt with divisionally, and Alan Cowles looks after the B. & P., Donald Jackson, Flat Glass, and A. J. Sutton the Optical and Special Glass orders. There is plenty to do, for we receive on the average 350 letters a week, not counting the shipping documents, etc., which are sent to us.

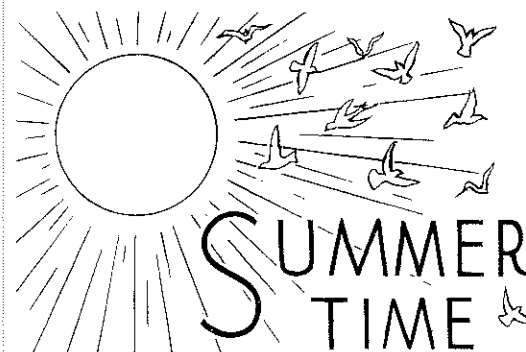
Letters and orders pour in from opticians in India and Australia, from glass merchants in Hong Kong, New Zealand, South Africa, New York; from agents in Holland, Mauritius, Denmark, Colombia, from students in Ceylon and California, from a native prince on the Gold Coast, and from a German refugee in Brazil—to mention a few recent ones. Nice letters, rude letters, funny letters, letters imploring delivery, orders, enquiries—we get a share of them all. Let no one say that there is no romance in export work. It's a fascinating game if you are interested in strange names and strange places and in meeting visitors from all over the world.

Gradually the name *CHANCE* and the Company's products are becoming better known abroad and this has been accomplished in several ways—by advertising, by exhibitions such as the B.I.F. (and Copenhagen and Milan last year), by publicity material, and probably most of all by personal visits. In 1948 members of the Company travelled the equivalent of 6 times round the world and visited over 30 separate countries.

THE FUTURE

It is our aim to expand still further our sales during the present year, but we have to meet ever increasing competition. Our slogans must be: "lower costs," "quick delivery," "high quality," "good design," and all those things which are implied in the term "good customer-service."

With these in mind we shall stand a better chance than ever of "bringing home the bacon."



THE warmer weather brings fashion news and featured on this page are three summer styles which should prove to be very popular this season.

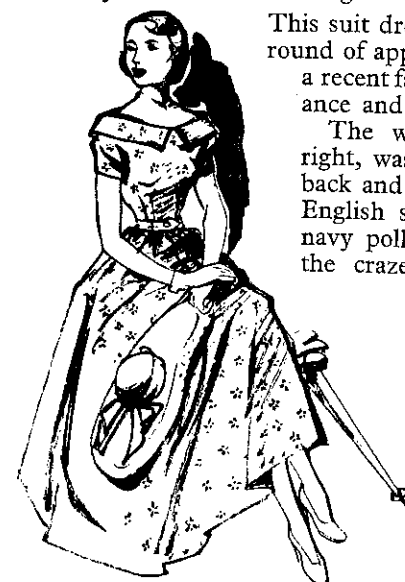
Featured below, left, is an all-white ensemble in Swiss eyelet-embroidered cotton. The cut-away neckline is up-to-the-minute and very cool on hot summer days. Worn with a wide white hat and white gloves, this dress is a perfect choice for a formal occasion.

Above, left, is a black-and-white checked cotton suit with fresh white collar and cuffs and a modesty frill of broderie anglaise.

This suit drew a big round of applause at

a recent fashion show—not only for its appearance and usefulness, but for its price, 81s. 9d.

The white pique jacket pictured above, right, was first seen in Paris. It has a flared back and fly-away cuffs and is as brief as an English summer. It is shown here with a navy polka-dotted dress. Polka dots are all the craze just now, and fashion-conscious young women will be wearing lots of navy-and-white and black-and-white this summer—colours are out!



From
your

COMMITTEE ROOM

PERSONAL HOLIDAY FUND COMMITTEE

Any employee can authorise the Wages Office to deduct a regular amount from his or her wages each week for holidays.

At the last meeting of the Fund Committee the accounts were presented for the year ended 31st December, 1948. These showed that during the year 1948 the actual savings amounted to £5,263, and of this £2,294 is still in hand awaiting payment at the next holiday time. Since the inauguration of the Fund in 1938 a total of £37,457 has been collected.

The Trustees are A. Gibbs, *L. H. Machine Shop*, W. Round, *Blown and Pressed*, A. Cashmore, *Millwrights*, and the Chairman is H. S. Martin, the Secretary L. H. Cleaver, the Assistant Secretary E. M. Buttress, and the Treasurer A. Wood.

SUGGESTIONS COMMITTEE

The Suggestion Scheme Committee can now award up to £25 for any suggestion submitted through the Suggestion Scheme and, should the Committee consider that any idea is worth more than this sum, it may recommend to the Board of Directors that a still greater award should be made. Further, the Committee will make an additional award of £25 for the best suggestion received during 1949. To encourage the submission of ideas, Suggestion Boxes have now been placed in each Department.

Since the last issue of *Chance Comments* some excellent ideas have been submitted. The outstanding one was a joint suggestion from S. Russell and S. Morrall of the *Pressed Making* who were awarded £25 for their ideas in connection with the method of making Cathode Ray Bulbs. It is very probable that the Board will increase this award when the idea has been thoroughly tried out. £5 has been awarded to R. L. Millward of the *Optical Division* for a

suggestion for a Cinema mirror cutting machine. There have been four awards of £2 each. N. Whitehouse, *Toolroom*, submitted an idea in regard to the issuing of prints to the Machine Shop and Operational Planning Department, E. Armfield, *Optical*, has a suggestion for a hand lever to be used to get Optical Mouldings out of the fixed moulds. J. F. Wheatley, *Gas Plant*, recommended the fitting of a steam line into the discharge to facilitate the flow of tar; and J. Whitehurst, *Electrical*, suggested improvements to the Flame-master torch. 30s. was presented to S. Bowler, *Millwrights*, for suggesting that the oil main at No. 1 Tank be extended to the burners.

Other awards during March and April were F. Lloyd, *Boiler Shop*, 15s.; A. Yendole, *Boiler Shop*, 5s.; H. Green, *Millwrights*, 10s.; E. Cooper, *Pressed Warehouse*, 5s.; B. W. Champion, *Mixing*, 10s.; S. Bowler, *Millwrights*, 10s. From the branch factories, W. Sutherland of Glasgow received £2 and J. Hardman of St. Helens received 10s.

The total amount of prizes during the past two months was £45.

WORKS CONSULTATIVE COMMITTEE

The final meeting of the Works Consultative Committee's year was held on the 23rd March.

The Agenda mainly consisted of reports of the various production sub-committees.

The Blown and Pressed Production Sub-Committee reported that as a result of suggestions made by members of the Committee it had been found possible to modify the forms used in the despatch method, and in one case 16 sheets a week would be used instead of 240, and in another case 17 sheets instead of 520.

At the Maintenance and Construction Sub-Committee a considerable number of detail points were dealt with, including improved washing facilities, alterations to the Boiler Shop, and co-operation between departments.

The Lighthouse Production Sub-Committee had dealt with various detail matters including fumes in the Welding Shop, leaking roofs, heating in the Grinding Room, and roadways.

The Optical Production Sub-Committee lodged a complaint that the diamonds received in the Optical Division were of inferior quality. This Sub-Committee also discussed certain welfare and production details.

The report from the Rolled Plate Production Sub-Committee showed that output during February and March had been generally good, although there was need for improvement in quality of certain glasses. There was little change in the rate of orders received in the Home market, but the slight decrease in Export orders continued.

In a brief review of the production position concerning the various sections of the works, Mr. John Raymond, Chairman, stated that there was still approximately a year's orders outstanding for flat glass for the Home market. In regard to

Optical glass, the order position was improving in the Home market, and it appeared likely that we could obtain more orders from certain European countries. Progress continued to be made with the all-glass hypodermic syringe being manufactured at the Malvern Branch Works. The No. 8 Tank of the Blown and Pressed Division was being re-built as a composite unit so that it would take machine and hand work, and it was hoped to keep this tank in continuous operation in future.

The Austilite Section of the Engineering Division was very busy and likely to continue so. A more active selling policy was being adopted by the Sumo Sales Department, and it was believed that considerable business was obtainable both at home and overseas.

The Annual Elections took place in April, and the following is a list of the appointed Management Representatives and elected Workpeople's Representatives:—

(a) MANAGEMENT REPRESENTATIVES		
John Raymond (<i>Chairman</i>), E. Andrew, W. E. Barrett, J. Brooks, L. Gorinan, J. Leicester, H. Martin, C. J. S. Newman, S. W. Shaw, W. Standley.		
(b) WORKPEOPLES' REPRESENTATIVES		
DIVISION	GROUP	REPRESENTATIVES
FLAT GLASS	1. Coloured and Seven Storey	A. PIPER — <i>Seven Storey</i>
	2. Rolled Plate	W. HARTSHORNE — <i>R. Plate</i>
OPTICAL	3. Optical and Special Glasses	E. A. ARMFIELD — <i>Optical</i>
BLOWN & PRESSED	4. No. 8 and 9 Blown & Pressed	W. VEITCH — <i>No. 9</i>
	5. No. 11, 15, 22, etc. Blown & Pressed	OLIVE POSTER — <i>Inspection</i>
MAINTENANCE & CONSTRUCTION	6. Millwrights, Boiler Shop, and Electricians	R. CHALK — <i>Electricians</i>
	7. Building, Carpenters, Crateryard, Garage	G. E. CALDECOTT — <i>Garage</i>
ENGINEERING	8. Fitting Shop, Machine Shop, Toolroom, Welding, Smiths, Sumo	J. COTTRELL — <i>Machine Shop</i>
	9. Electrical, Grinding	J. TAYLOR — <i>Grinding</i>
GENERAL SERVICES	10. Mixing, Pot & Clay, Transport, Traffic, Cleaners, Gatehouses	F. WALTON — <i>Gatehouse</i>

Workpeople's representatives on the W.C.C.



Motorless Flight

by JOHN H. HICKLING, Lighthouse D. O.

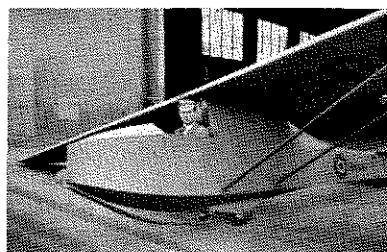
I UNDERTOOK my first soaring flight in May, 1946 but for many years previously I had built model aeroplanes and taken a general interest in aeronautical affairs.

My first flight was as a passenger in a Vulcan III two-seater, and the 20 minutes' experience gave me a tremendous enthusiasm to take up the sport of gliding.

The local gliding club is situated at Long Mynd, Church Stretton, a difficult place to get to as some of the gradients are steeper than the well-known Porlock Hill. The club has a very good hangar, a club house, and dormitory, and is situated at an altitude of 1,400 ft. above sea level. The ridge of Long Mynd faces due west, which is the direction of the prevailing wind, and thus produces the right conditions for soaring flight.

The gliding machine having no means of self-propulsion has to be launched by either a winch or a rubber catapult—a bungy. The use of an aeroplane for towing is too expensive.

As soon as the launching is complete, the pilot turns and flies parallel to the ridge where ascending airs are strongest, and allow the pilot to climb all the way along a five-mile beat. When he reaches a height of 2,000 ft. the pilot



John in a tutor secondary trainer.

begins to interest himself in means of attaining more altitude. There are several ways of doing this. The simplest is the ordinary thermal caused by the uneven heating of the ground by the sun, which under humid conditions rises from a small bubble of hot air near the ground to form a cumulus of cloud at condensation level of approximately

3,500 ft. This cloud is the cotton wool type seen on summer days, and provides a lift within itself to a height of 6,000 ft. The pilot must be skilled in the handling of his craft, and suitably equipped, before entering such a cloud, but the big brother of the cumulus is the cumulo-nimbus or thunder cloud, and this is extremely dangerous but has given experts an opportunity to climb to 25,000 ft.

Perhaps the most interesting form of lift has only recently been discovered. It is known as a "standing wave," and only forms when meteorologically stable conditions are in force. Thermals, of course, only form under unstable conditions. Any sizeable hill or mountain will cause a wave. This phenomenon may be likened to a submerged boulder in a floating stream which causes waves to flow down stream. It is known that before the war German glider pilots specialised in taking advantage of standing waves and on occasions reached 22,000 ft. Last January a Midland pilot reached 7,500 ft. and I had the thrill of reaching 4,500 ft. in a two-seater glider and obtained a wonderful view of the cloud tops.

On days when flying is not possible, the members of the gliding club spend much time in training. The members are taught to fly gliders by their senses and not by instruments at first, and in the "C" Certificate test no instruments are fitted.

As a sport I can thoroughly recommend gliding, and I would be only too glad to help any readers of *Chance Comments* who would like to learn some more of this invigorating pastime.

Do you KNOW

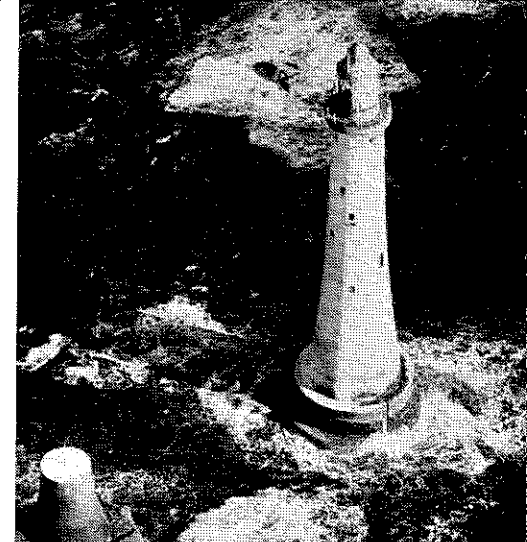


HERE is a Quiz about many aspects of the Company and its products. It will be quite good fun to hunt around for the answers, and a prize of 10s. will be awarded for the first correct entry received.

Entries can be made on any sheet of paper. Write the No. of the question at the side of your answer, and send your entry in an envelope addressed to *The Editor, Chance Comments, Personnel Department*. The Gatekeepers will receive your envelopes for forwarding on.

The questions were devised by a group of Departmental Managers, and it is only fair to exclude Managers from winning the prize. The answers to the questions will be published in our next issue.

1. Can you name three places in the world having a coastline where *Chance's* have never supplied a light?
2. The picture on this page is Eddystone Lighthouse. What is the height of the tower?
 - (a) Salaries and Wages.
 - (b) Materials.
 - (c) Dividends.
3. The speed record for the Atlantic Blue Riband is measured between two world famous lights—can you name them?
4. How thick is No. 1 Micro?
5. What is the area of the Works?
6. What is the length of Wired Glass made from No. 3 Rolled Plate in a normal week?
7. How heavy is a sheet of Wired Glass, size 10 ft. x 2 ft.?
8. On what building is the date 1845 to be found?
9. Six "Cutlasses" have been kept in the Old Hall for very many years. Why were they originally obtained?
10. What relationship have the following to each other: Sir Hugh Chance; Mr. W. L. Chance; Mr. J. W. Chance; Mr. D. A. Chance?
11. Who are the Directors of the Company?
12. What percentage of the Company's income is paid in:—
 - (a) Salaries and Wages.
 - (b) Materials.
 - (c) Dividends.
13. What is the smallest glass article we make in the works?
14. When was Optical glass first made at *Chance Brothers*?
15. Does the Company employ 1,500 or 2,100 or 3,100 or 4,100?
16. How many workpeople's representatives serve on the Works Consultative Committee?
17. If you join the *Chance Pension Fund* at the age of 21, how much weekly pension will you receive at age 65?
18. What was the total attendance at the Works Medical Centre during 1948; 5,000 or 10,000 or 25,000?
19. At what times is the bell in the tower of the Seven Storey building rung?
20. What is the main virtue of Hysil glass?



Heard in the Canteen



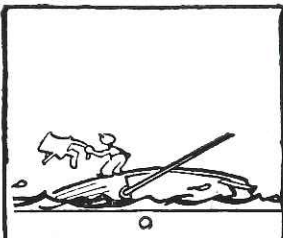
A minister was very fond of cherry brandy and one of his elders thought he would play a joke on him.

"I'll give you a bottle of cherry brandy," he said, "if you will promise to acknowledge it in the church magazine."

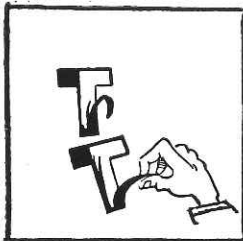
The minister undertook to do this, and in due course a paragraph appeared in the magazine, thanking the donor for his gift of fruit and the spirit in which it was given.

DOODLE QUIZ

What do these "doodles" mean?
The words below each are a clue.
More "doodles" in our next issue.



3 THE DEAL IS OFF



4 REVEALING
STAGE TURN

Novice, at bridge party: "You're an expert at bridge, Mr. Jones. How would you have played that last hand of mine?"

Mr. Jones: "Under an assumed name."

"I'm a little stiff from bowling," said the commercial traveller, as he eased himself in a chair.

"I don't care who you are or where you come from," snapped the busy shopkeeper. "What have you got to sell?"

"What is your pleasure, sir?" asked the assistant rubbing his hands.

"Well, if you want to know, young man," replied the old gentleman testily, "it's crossword puzzles; but I've come in for a hat."

At the public library a small shaver presented a well-worn volume at the return desk. The librarian glanced at the book, leaned forward to take in the size of the boy and then remarked: "This is rather technical, isn't it?"

Planting his feet firmly on the floor, the boy, half-defiant, half-apologetic, retorted: "It was that way when I got it ma'am."

Wife: "Dear, this suit is quite shabby. Shall I give it away?"

Husband: "Good gosh, no! That's the suit I wear when I go to protest against my income tax."

Employer to newly hired typist: "Now I hope you thoroughly understand the importance of punctuation?"

Typist: "Oh, yes, indeed, I always get to work on time."

ANSWERS: "DOODLE" No. 2. "Strip Tease." No. 3. "No Sale." No. 4. "Revealing Stage Turn."

Postscript

EDITOR'S NOTE

"Postscript" takes the place of the usual Editor's Page and readers are invited to contribute articles for future publication.

WHEN I was asked to write a postscript for the May edition of the *Chance Comments*, I confess to my heart sinking. What could I write about? You see I like *Chance Comments*. Prose, poetry, pictures and people portrayed by persons that I can talk to. Persons that I work and play with. Here then is another good deed done. A pleasant book created by pleasant people for the hour of slippers, dog and fire. That surprising hour when, as you read, you suddenly find the author's name — you never realised that he or she could do it. Your regard for these people automatically becomes something solid because for some brief moment you were pleased and interested. That is why I said I like *Chance Comments*, because it is increasing my regard for other people who can give their precious leisure for our enjoyment. Perhaps after some long time we may find a copy of this friendly little book, and blow the dust off it, read it again, and remember events that interested us, and people who were our friends, people who belonged to the same team.

Quite recently I was reading a report on a football match between Charlton Athletic and Wolverhampton Wanderers. The result was in the "Wolves" favour, the report concluded with these words — "Altogether a good team victory." In our everyday jobs we are all members of one great team, and as a team and a nation we have committed ourselves to drastic and expensive improvements and reforms, which can only be carried out on a basis of willing co-operative effort. Our immediate task as members of this great team is to develop the means by which our own work can be done more effectively. We have often heard that good work only results when one has "put oneself into it." The happiness of putting one's whole effort into something is more readily achieved when one is actually engaged in making something, though it may only be a small component. For the person with the duller routine job it is not so easy. Yet their task, even if not spectacular, is really important. Let us employ the simile of the clock: In a clock there are some big wheels — the directors and managers — and there are a lot of little wheels too — the persons who do the duller and routine jobs. The big wheels may feel very important — they are — but stop or slow up the smaller wheels and see what happens! So, if you're a small wheel, don't think that your job doesn't matter — it does, tremendously.

Here I would like to take the opportunity to pay tribute to those whose particular work cannot give the same personal satisfaction — the cleaners, who come day after day and night after night to continue work which we all tire of in our homes, but which if left undone would make all the difference to the well-being of all of us: the washers-up in our Canteen who must often grow tired of the sight of dirty plates: those on the filing jobs whose days must seem to be made up of pulling out and then putting away over and over again, but which if done inaccurately may hold up production because the required drawing cannot be readily found. There are probably many others who may themselves think the niche they fill is small, but which in reality gives meaning to the words, "United in our team effort."

So then, fellow workers, one and all, buckle down to it, so that when normal days are here again we may each say proudly, "Our efforts helped to make these joyous days."

D. A. Chappell

Education & Training Officer.