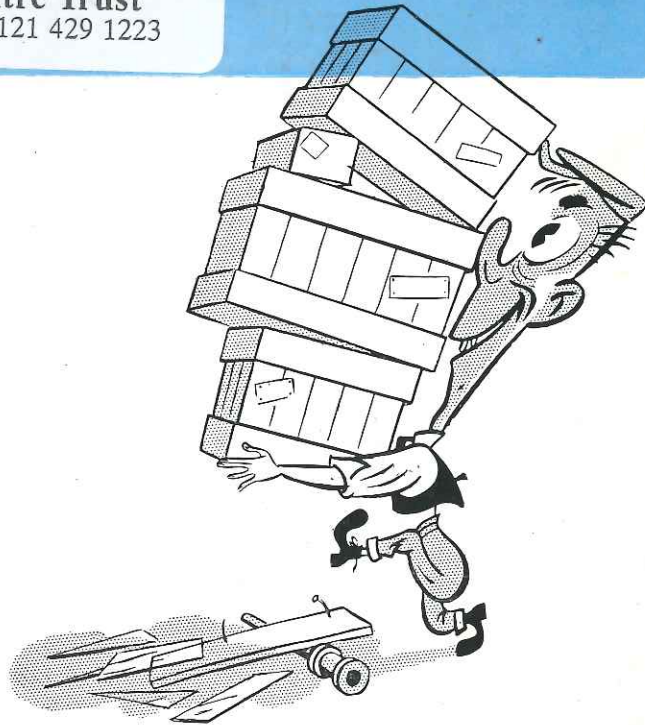


2015 276
This is the property of
Smethwick Heritage
Centre Trust
Tele 0121 429 1223



Practice good housekeeping !

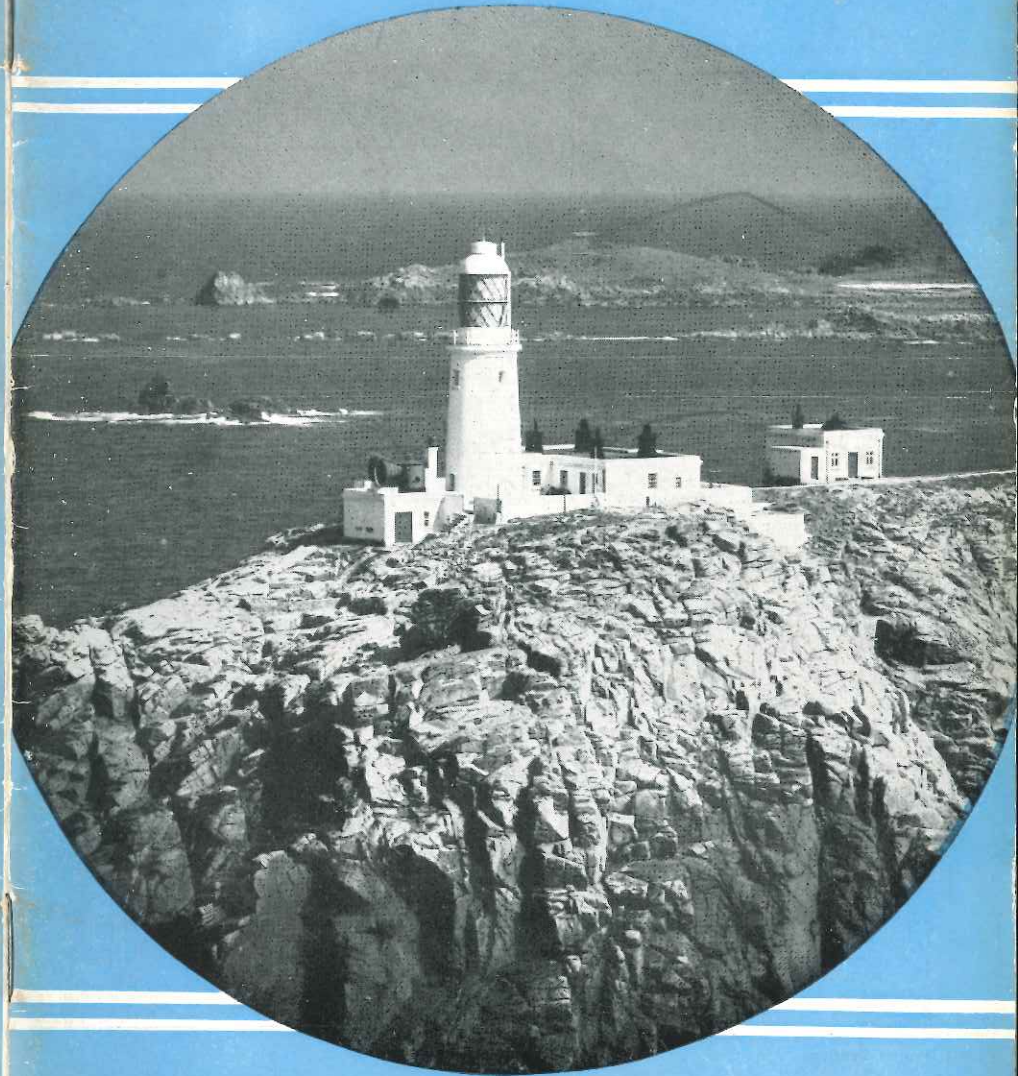
Never leave things in a position where someone can blunder into them.

If you think 'they ought to do something about it' that means *you* should !

Report potential dangers *before* the accident happens.

Extracted from Pilkington Brothers' Safety Calendar

Chance COMMENTS



SEPTEMBER—OCTOBER 1952

Chance

COMMENTS

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

EDITOR A. OGDEN

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VOL. 5, No. 4

SEPTEMBER—OCTOBER 1952

ANNUAL REPORT TO THE DEPOSITORS

THE Annual Meeting of Depositors was held on the 11th July, when the Chairman of the Company, Sir Hugh Chance, presided. Sir Hugh mentioned that Mr. Walter Chance had recently resigned his Directorship of the Company after having been a member of the Board for 43 years, for 18 of which he had been Chairman. He also reported with regret the death of Mr. Geoffrey R. L. Chance who resigned his office as a Director of the Company last year.

Sir Hugh then referred to the alterations in the Deposit Scheme which had taken place during the past year as a result of which the old scheme had been wound up, and a new scheme started. Formerly the rate of interest paid on Deposits varied with the rate of interest on the Ordinary Capital of the Company but now it would be fixed by the Directors each year but would not be less than 5%. Interest had already been paid on Deposits under the old scheme at the rate of 6% per annum and he was glad to announce that this rate would be paid for the three months during which the new scheme had been in operation up to the 31st March, 1952. He gave some interesting statistics relating to the scheme including the fact that over £60,000 had been paid in interest, and that £10 deposited in the scheme when it first started would, if no withdrawals had been made, by now have grown to £844.

Sir Hugh made a brief reference to the financial position of the Company and to economic conditions in the country generally, and said that with

the modernisation of much of our plant and the reorganisation which had been effected, we were now in a good position to withstand difficult conditions and to take every advantage when they improved.

He also referred to the Superannuation Fund and Pension Fund, which together had investments to the value of some £350,000.



He then called on the Managing Director, Mr. John Raymond, who said that the whole tenor of business had changed completely since the meeting last year.

He recalled that it was not much more than a year ago since industry was enjoying an apparently permanent condition of ever expanding markets with output restricted only by the availability of people and materials, and with inflation and the risk of war the only clouds on the horizon. Reserve stocks were built up and new developments and constructional work had been proceeded with as quickly as possible. In the autumn of last year the picture changed completely—almost overnight.

At home restrictions had to be imposed by the Government to combat inflation and prevent a national collapse, and abroad some of our best foreign markets, including those of Australia, closed their doors to British manufacturers. In consequence of these conditions we started to get our stocks reduced to a more reasonable level and to restrict expenditure except where

really necessary. This was a general tendency and as it affected this Company it meant that people began to buy much less of our domestic glass, the swing over to fluorescent lighting almost ceased, whilst the sales of our Sumo Pumps abroad were adversely affected by stringent import restrictions.

This year, unless matters improved, we should have to contend with these adverse conditions for the whole 12 months and it was essential that the Company should achieve substantial improvements in the way of more economical production, a higher standard of technical efficiency, and greater achievements in all the indirect departments.

On the works side there was still a good deal that could be done in improving efficiency and reducing costs.

The Sales side had an even tougher job for the seller's market had disappeared and for the first time for 15 years salesmen really had to sell. Ours must see that we know what our customers want, and keep on close and friendly terms with them all the time. We required of them greater sales than in the past.

Mr. Raymond then gave a brief resumé of the activities of the various departments during the year. The Glasgow tubing project must unquestionably be given pride of place among the achievements of the Company, it was the most efficient and up-to-date tubing plant in Europe, producing tubing of a quality comparable with that of any other manufacturer, but it would need every bit of enterprise and ingenuity to sell the potential production of the plant.

The second achievement less spectacular but equally important to the Company was the introduction of a

means of checking at regular intervals our stock levels, capital expenditure and the state of our finances generally.

Among the other achievements was the Micro Process which had proved successful after more than 5 years of development, new rolled plate patterns "Reedlyte" and "Spotlyte," the 17" cathode ray bulb and the new pint mug produced by the Blown and Pressed Division.

In the Optical Division a spectacular achievement was the fact that we were exporting Optical Glass into Germany, the acknowledged original home of high grade Optical Glass. The number one success of the Engineering Division was the development of a 4" Submersible Pump which could be produced in quantities at competitive prices.

The Export Department had done well particularly in expanding the sales of products other than flat glass. For example export sales of domestic glass had gone up four times compared with last year. It was worth noting that at present one out of every four articles which we produce goes abroad.

The changed economic circumstances had necessitated some dismissals but notwithstanding this unavoidable redundancy the Company's policy was still continuity of employment.

In conclusion Mr. Raymond said that there was no need to be pessimistic about the future. We had got first class equipment and facilities, and technically we were immeasurably stronger than we were only two or three years ago. Our relationships with our customers and suppliers were as close or closer than ever and he thought that every job in the Company was filled by someone at least a bit better than average and quite often a great deal better than that. We had

a wonderful old name behind us and now the strength of Pilkington Brothers to back us. In the immediate future we might have to go through a very difficult time but so would the rest of Great Britain, and taking everything into account, he was convinced that the Company would again weather the storm as it had done in the past.



Mr. H. L. Barman said that last year the Engineering Division had had a record year, having exceeded the output of the war years when they had the advantage of large contracts for searchlights and there had been no worries about selling.

This achievement had been largely due to the reorganisation of production facilities in the Electrical and Sumo Shops which had resulted in a record rate of production of electric standby power plants and a greatly improved production of Sumo Pumps which had wiped out a very big backlog of orders.

All the difficulties encountered in the considerable change of methods and meticulous planning had been overcome with a good will due to the excellent co-operation which had existed between all sides of the Division.

The Division had been looking forward to another record year but unfortunately there had been a very serious falling off in the orders received for Sumo Pumps, particularly from abroad. Some of our foreign competitors appeared to enjoy advantages which made it extremely difficult for us to sell our products.

On the marine side we were now nearing completion of the orders on hand and other possible contracts, including one for the Philippines, were being followed actively. It was hoped that we should secure some of these and so ensure continuity of production.

It was possible that two large contracts would be received together and this would mean a reorganisation of which the re-arrangement of the Grinding Room was part. This would call for close co-operation between the shops and the technical side to give the delivery required.

Dealing with future prospects Mr. Barman said it was quite clear that we were meeting an increasing degree of competition not only in the marine and pump markets but also for standby sets markets, both at home and overseas. We had a hard struggle ahead in the export markets and by every means in our power we must reduce our costs and develop our new products more quickly than we had done in the past.

On the costing side we had now got the position under control, and were able to produce most of the figures required by the management.

There seemed to be an unfortunate tendency for the number of returns required to multiply and he hoped that all those who have to deal with figures would co-operate with the Cost Office in seeing whether any of this paper work could be eliminated or simplified.



Dr. W. M. Hampton gave a review of the work of the Optical and Special Glass Division, and of the Laboratories.

He said that the Division had had a good year and in fact had exceeded the general target although the sales of each of the various products had not been necessarily close to the estimated sales.

The rapid change in the character of the demand for our products had caused difficulties in that it had created redundancies in certain sections and that called always for great flexibility in the running of the Division.

The platinum melting section had continued to increase in importance and now produced a significant proportion of the total optical glass which we sold. We had two large scale furnaces running and would shortly have a third.

At Malvern we were continuing to make the glass interchangeable syringe with complete success but we intended shortly to change from the all glass construction owing to the unavoidable fragility of the nozzle. A new design of interchangeable syringe had been produced and was expected to be in production within a month or so.

Referring to the tubing plant at Glasgow, Dr. Hampton paid tribute to all those who had contributed to the success of translating this complicated process from one country to another in the face of enormous technical difficulties.

The mechanical drawing of Hysil tubing which was a matter of vital importance to the Blow & Pressed Division had advanced logically step by step up to the present plant which was functioning excellently and, subject to mechanical breakdown, should continue to do so.

During the year a complete investigation had been made on behalf of the Engineering Division into the technical and mechanical characteristics of diaphones and associated equipment. As a result of this work it appeared that we should be able to achieve with a small size diaphone ranges which were only possible previously with a very much larger and more costly equipment.

Dealing with future prospects Dr. Hampton said that with the closing of various export markets and the increasing intensity of competition particularly from Germany and Japan sales in the export markets were going to be more difficult. Our aim was to

offer a better quality product at at least as a low a price and above all to give good deliveries. At present the German manufacturers gave quicker deliveries and their prices were lower.

In the home market by far the biggest part of our business was in instruments used in the re-armament programme but if and when this programme slows down we should need all our ingenuity to meet rapid changes in demand.



Mr. C. J. S. Newman after mentioning the many matters for which Administration was responsible said that he intended to confine his remarks mainly to the subject of training.

The attention given to the training of apprentices had proved of great benefit to the Company and to the apprentices themselves.

During the year the number of apprentices had increased from 107 to 126. It was interesting to record that the apprentices to glass making had been recruited in the main from rural districts as far away as Cornwall and were being housed in the recently converted hostel in Spon Lane.

By the end of last year all foremen had attended the T.W.I. Courses and a number of them had also attended a fourteen days training course at Burton Manor. In addition, courses for junior supervisors had been held.

A series of lecture discussions for Supervisors was being planned for the autumn of this year and as a further proof of the importance which the Company attached to the question of providing adequate training at all levels Mr. W. G. Redley was then attending a three months course at the Administrative Staff College.

Contd. on page 22.

Good-bye to a Lighthouse

LAST June a few men gathered under the shadow of the Colombo clock tower to say goodbye to "an old, faithful friend."

The clock tower light sent out its guiding beams to mariners for the last time on the night of Saturday, 21st June. The time had come for it to retire.

The clock tower lighthouse was older than the Colombo harbour as we know it today. The construction of the breakwater that converted Colombo from an open roadstead into an enclosed harbour was completed in 1875. The light on the clock tower was installed eight years earlier. It was an oil lamp then, which was later changed to incandescent gas in 1907 and to electricity in 1932.

Although the source of light had been changed twice, the lenses prisms and mechanism were those originally installed in 1867. The huge, heavy mass of glass and brass (which floats in a large bath of mercury) revolved by clockwork. The clock had to be wound up by hand every hour.

The old light might have been made fit to reach its century if expensive renewals and modifications had been made. But since even the best of machinery wears out with the passage of years, there comes a time when it is not sound policy to spend large sums of money on repairs and renewals.

There was another good reason for scrapping the clock tower light. On account of its situation no tall buildings could be built between it and the sea. A building with more than two storeys would have prevented the revolving beams from flashing out to sea.

The new lamp at Galbokka Point, which took over the good work, is only about one-third the size and weight of the clock tower lamp, but it is more powerful. It does not require mercury (which is very expensive) and needs only one man on watch as it works electrically.

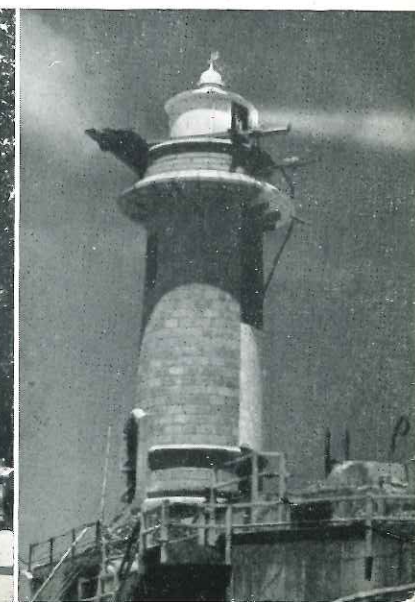
The lighthouse will send a triple flash every 10 seconds and its luminous range would be 41½ miles.

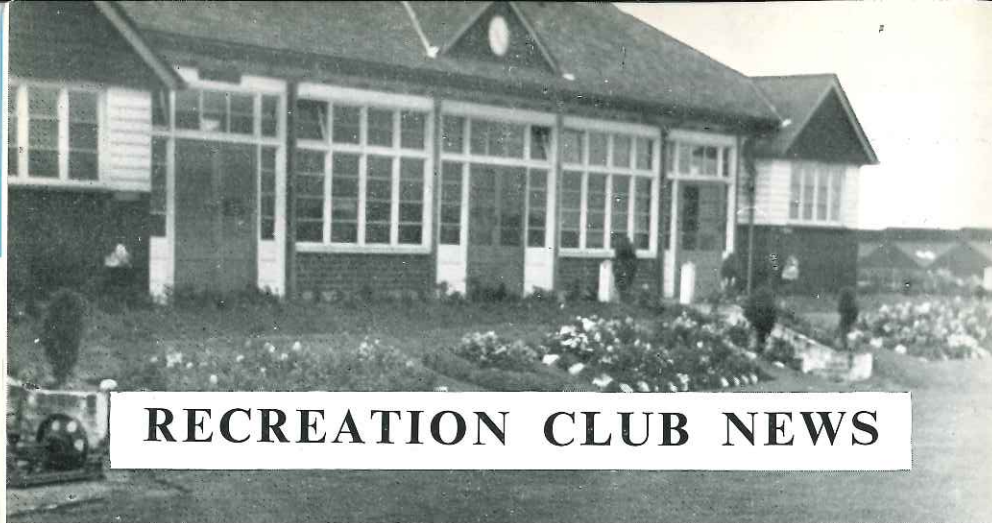
Both lamps—over the clock tower as well as at Galbokka Point—were installed by Chance Brothers.

The Old



and the New





RECREATION CLUB NEWS

Annual General Meeting

The Annual General Meeting will be held in the Pavilion on October 17th at 6 p.m. At this meeting the Club's officers and group representatives will be elected for the ensuing year. The following are due to retire and will be eligible for re-election :—

Chairman : J. R. Cheetham
 Vice-Chairman : A. Ogden
 Hon. Treasurer : L. G. Hinton

Group Representatives—

Miss W. Walker	<i>Rolled Plate</i>
R. Fardell	<i>Coloured and Seven Storey</i>
E. Edwards	<i>Optical</i>
Miss E. Dirdin	<i>Globe</i>
J. Yates	<i>Pressed</i>
F. Walker	<i>Fitting and Machine Shops</i>
H. Mills	<i>Electrical</i>
R. Turley	<i>Millwrights and Electricians</i>
E. Bullen	<i>Carpenters and Building</i>
Vacant	<i>Garage and Transport</i>
R. Ward	<i>L.H. Offices</i>
J. Allen	<i>G.W. Offices</i>

ANGLING

The 1st Bye contest at Holt Fleet on the 13th July was won by H. Adderley of the L.H. Machine Shop.

The 2nd Bye contest will be fished on Sunday, October 14th, at Arley.

BADMINTON

We are pleased to announce that badminton will be commencing on Monday, 6th October, 1952—every Monday and Thursday. For further information contact D. Hill, Boiler Shop.

BOWLING

Congratulations to A. Winston on winning the Final of the Oldbury & District Works' Bowling League Individual Merit Competition. His opponent in the final was team-mate A. Gilbert, so that the final was an "all-Chance" one. Besides being at the top of the Division, the team has also reached the Final of the Rose Bowl Competition.

CHORAL

The next Choral Section Concerts

have been arranged to take place in the Pavilion on Tuesday, 30th September, Thursday, 2nd and Friday, 3rd October.

The Section will present a programme comprising a number of full mixed choral items, ladies voice and male voice items, soprano, contralto, tenor and baritone solos, soprano and baritone duets and a selection of pianoforte items by Miss Jacqueline Sandin.

The concerts will be timed to commence at 7.30 p.m. on each of the three evenings. Tickets cost 2s. 0d. and are available at the Gatehouses and from members of the Choir.

CRICKET

Both teams occupy the second position in their respective leagues. The 1st XI are four points behind the leaders, both having played the same number of games. We have to play each other on August 30th. If successful the gap will then be one point only and the league leaders have two very stiff away games to play; we are therefore still hopeful of achieving promotion.

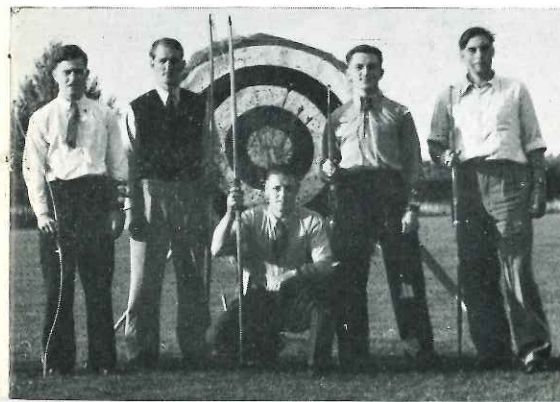
The 2nd XI have only an outside chance of promotion, having lost four games, two of them to the league leaders who decisively beat us on both occasions.

The Lighthouse Electrical are so enthusiastic about their "married v. single" matches that they have provided themselves with a shield for annual competition. The first match resulted in a win for the married men.

FOOTBALL

Football fixtures commenced on September 6th for all three teams. Every effort will be made to improve on last season's showing by the officials. All we need now is the support of every interested footballer. The grounds,

The archery section at a shoot at Bridgnorth.



The first XI cricket team.

dressing room and other facilities are there for your pleasure, so come along and help make the name "Chance" felt in the league.

Your new secretary is L. Cotterill, L.H. Stock Control.

NETBALL

Our season ended last month, but it has been suggested that a Winter League be formed, and we should be pleased to receive names of anyone who is interested. Matches would be played on alternate Saturdays, commencing in October. Please send your names to Mrs. B. Crimes, G.W. Buying Office. We should also be pleased to receive names of interested people for the next summer season.

TENNIS

We have had a fairly successful season. We reached the semi-final of the West Midlands Knock-out Competition and are now in the final of the mixed doubles, where we are meeting Accles & Pollock.

MEET OUR YOUNG PEOPLE



ROBERT FISK

BOB obtained his School Certificate at Holly Lodge Grammar School. He left in July 1950 and commenced his training in the Export Department in September.

He has been attending the Chance Technical College, studying for a National Certificate in Commerce. He is now waiting for call-up to Her Majesty's Forces.

He is interested in sport and plays cricket—and good cricket—for a team in the Birmingham Business Houses League. He also plays football for Holly Lodge Old Boys.

He is a good looking, well mannered youngster and we were staggered when he told us that his hobby is collecting traditional jazz records.

Bob's ambition in life is to become an Export Representative.

He likes to get away from

town life into the country. When asked what he disliked, he replied, "Women with dyed hair and too much make-up."



RONALD MIDDLETON

RON left Shireland Road Secondary Modern School in July 1948, and joined the Company in September of the same year. Since that time he has received training in the Electrical Department.

He is studying for a City and Guilds Certificate in Electrical Installation at the Chance Technical College.

Ron is very keen on dancing and is a member of the choir of St. Mary's Bearwood. He likes to have a job he is interested in and can "get down to it."

Our young people are deep philosophers. Ron Middleton tells us that what he dislikes most in life is people who give promises but do not keep them.



ALAN POULSOM

ALAN commenced his training in the Carpenters' Shop in May 1950, after leaving Uplands Secondary Modern School.

He attends the Chance Technical College where he is studying for a City and Guilds of London Certificate in Carpentry and Joinery.

A member of the Boy Scouts Association, Alan likes angling, hiking, swimming and camping.

His ambition in life at the moment is to obtain a National Certificate in Building, as well as a City and Guilds Carpentry and Joinery Certificate.

He likes to get away from town life, preferably by hiking, into the country. When asked what he disliked, he replied, "People who comment on things they know nothing about."

It is reported elsewhere in this magazine that Alan was successful in winning the recent Safety Competition.



WILLIAM TUPPER

AFTER obtaining "Matric" at the West Bromwich Secondary Technical School, Bill joined the Company in July 1950, in the Pyrometry Department.

This year he has obtained an Ordinary National Certificate in Electrical Engineering at the Chance Technical College. He will now continue his studies towards a Higher National Certificate.

He likes to play badminton and is eager to see the Chance Badminton Club in action again. His hobbies include photography and reading.

After working the unusual hours of the Pyrometry Department, Bill said the thing he likes most in life is his "day off." He dislikes people with bad manners.

From your COMMITTEE ROOM

WORKS CONSULTATIVE COMMITTEE

ROAD tidiness is a matter which has been on the W.C.C. agenda for several months, and there is no doubt that the present clean condition of the Works roadways is due in no small way to the persistent suggestions made at the Committee.

Another interesting Committee subject has been that of Works signs, and in the near future it is probable that departmental direction signs will be erected at each entrance to the Works.

At the July meeting of the Committee the question of fixing a road mirror at the corner of the Globe Department was discussed. This suggestion crops up at frequent intervals and the carefully considered opinion of both the Safety Committee and the Suggestion Scheme Committee is that road mirrors create a danger in themselves, and this view is supported by the Ministry of Transport.

Undoubtedly the most important item on the agenda of each meeting of the Committee is the Chairman's review of the Company's general situation. At the July meeting (no meeting was held in August) Mr. John Raymond stated that many industries were at present experiencing difficulties, and it was not easy to forecast what the future months would bring. He felt sure, however, that Chance Brothers was in a stronger position than many companies to meet any further deterioration in trading conditions, but he was equally convinced of the necessity and scope for improving efficiency and avoiding wastage in all sections of the Works to help the Company to

meet the increasing competition which we were having to face.

At the time of the meeting, Mr. H. L. Barman, Director and General Manager of the Engineering Division, was in the U.S.A. where he was following up the Phillipine order for lighthouse equipment as well as investigating the Sumo Pump position. In this connection, the new 4" pump was now coming on to the market and it was believed that considerable numbers might be sold in the United States.

The various Sub-Committees again reported much activity, and the interesting observation was made that at the Engineering Production Sub-Committee meetings the bulk of the matters raised in recent months were related directly to production and a much smaller proportion of the time was having to be devoted to complaint items.

At both the Safety Committee and the Maintenance & Construction Sub-Committee reference had been made to the number of ladders in various parts of the Works which were in need of repair. There is a procedure laid down for ladder repairs and, whilst this is primarily a management responsibility, it is just crazy for any workman to use a ladder which is not sound in every respect.

Employees are reminded that full copies of the Minutes of each meeting of the Works Consultative Committee are displayed in the special notice board situated on the corner wall of the Medical Centre. Each departmental representative on the Committee also has a copy which is available to his "constituents."

Suggestions Scheme

£21 12s. 6d. has been paid out during the past two months to employees who think out a better way for doing a job.

The highest award in this period was £7 10s. 0d. to W. G. CHAMBERS of the Blown & Pressed Decorating Department, who suggested a speedy method of marking and numbering glasses and globes. His idea was the use of special colour mixtures applied with a special pen.

L. CAMMIES, also from the Blown & Pressed Division, received £5 0s. 0d. for a suggestion to modify water cooling on the Martins cutting-off machine. His idea has been put into operation, resulting in improved working of the machine and a substantial financial saving.

W. HADLEY of the Optical Division suggested that the rake which is used for pulling tank blocks and prisms out of muffles be covered with rubber to prevent chipping. The idea proved a success and the Suggestion Scheme Committee made an award of £2 10s. 0d.

An award of £2 7s. 6d. was made to S. MATTHEWS of the Millwrights, who suggested that now the Dual Roll Machine is working on No. 4 Rolled Plate Tank, a machine be made whereby the hot rolls can be removed

from the Dual Machine immediately it is taken out after making glass.

W. G. CHAMBERS, Blown & Pressed Decorating, is often successful in submitting ideas and, in addition to the one reported above, he suggested a lining machine to line any shaped glass or bowl. His idea was certainly valuable and an interim award of £1 0s. 0d. was made; it is very probable that a further award will be made later when the Department has had the opportunity to assess its real value.

A suggestion to improve working conditions at No. 7 Department resulted in H. SKIDMORE receiving 17s. 6d. He recommended that a piece of white glass be fixed in a box with a light behind it to assist the printer to set up.

F. WALTON of the New Gatehouse was awarded 15s. 0d. for a suggestion of value to the Advertising Department, and F. D. WATSON, Export Department, was awarded 12s. 6d. for a suggestion for ensuring the safety of declaration forms and despatch notes on export cartons.

Four employees received 5s. 0d. each for useful but intangible ideas, namely: F. D. WATSON, Export; M. SANDEL, L.H. Fitting; M. MEREDITH, St. Helens; J. EVANS, Blown & Pressed.

CASH IN ON
YOUR IDEAS!



Chance

SNAPSHOTS



Left. Photographs taken at the Pensioners' Outing.

Top Right. A delightful picture taken by, and reproduced with the permission of, Beken & Son. It has a particular interest for our readers in that it shows in the foreground the Royal Dragon, "Bluebottle", which our Managing Director, Mr. John Raymond, was invited by the Duke of Edinburgh, to sail on the Thursday of Cowes week, when he gained third prize. The Dragon D/K143 just behind "Bluebottle" is "Gunymede", the boat which Mr. Raymond shares with Mr. Michael Berry, who was at the helm on this occasion.

Bottom right. Members of the Works Ambulance Brigade at Weston.





From all Departments

MOSTLY PERSONAL



The wedding of George Hill (B & P) and Miss N. Walton.

BLOWN AND PRESSED

THE B. & P. Inspection Section welcomes back George King after an absence of several months due to a very serious eye injury.

The Inspection personnel organised an enjoyable outing on 16th August to Bourton-on-the-Water; Mr. & Mrs. W. O. Hinds joined the party for tea.

Congratulations and best wishes are extended to George Hill of the Lamp-working Section, who married Miss N. Walton.



ENGINEERING

The Fitting and Machine Shops congratulate Ron Nicholls and Ray Court-nell, who have attained their majority and completed their apprenticeships. Ron has now started his military service, as have A. Osborne, C. Bennett, N. Bladon and D. Staines from the Drawing Office, K. O'Connor from the Machine Shop and M. Farnell and R. Seddon from the Electrical.

On Saturday, 9th August, Edna Mugleston and Joe Hastings, who are

both employed in the Grinding Room, were married and their fellow workers wish them every happiness.

The Sumo Shop expresses sympathy to Mrs. Alice Turner and to Mr. H. Walters on the recent death of their mothers.



EXPORT

Some say that Export work is a matter of routine; any one who has worked in an Export department knows better. It is a very complicated and intricate job, sometimes a confusing and infuriating one, but it is never under any circumstances dull. There is no room for serious mistakes—the farther away things are, the harder they are to control, and the world is full of competitors ready to pounce when we have failed to satisfy a customer. This competition is increasing with every week that passes, and in no trade more so than in our own glass trade. It is obvious then that the members of our Glassworks Export Department must be right on their toes and up-to-date with every aspect of their difficult and important job.

Two of them have this month proved that they are alive to this necessity by passing examinations in their technical subjects.

First we congratulate Mr. R. L. Reading, one of the three Assistant Export Sales Managers, who has just heard of his success in obtaining the external degree of Bachelor of Commerce at the University of London, with Second Class Honours (Upper Division). There were over 200 candidates for this examination, of which 97 passed. Only one of these received First Class Honours, and only three Second Class Honours (Upper Division), including

Mr. Reading who was first in his particular group of subjects.

Mr. Reading was educated at King Edward's High School, Birmingham. He served in the Royal Corps of Signals during the War, and after it transferred to the Intelligence Corps. He joined Chance Brothers Limited in July, 1951, and was appointed an Assistant Export Sales Manager shortly afterwards.

Also to be congratulated is Mr. T. W. Field, Mr. S. A. Smith's principal assistant in the Export Shipping Department, who has passed the Final stage of the examination of Export's own professional body, the Institute of Export. He now awaits election to membership of the Institute.

Mr. Field was educated at Cronehills Central School, West Bromwich, and joined the Export Department in 1941. He served in the Parachute Regiment from 1945 to 1948.



FLAT GLASS

The Sales Office extends a welcome to Betty Saxton, who has joined the staff, and congratulates Edward Mills on his engagement to Gloria Rudd, and Robert Palmer on his engagement to Pauline Belt.

The Division is pleased to have Jack Preece and Bill Banner back after their long absence due to illness.

Congratulations are offered to Mr. and Mrs. T. Guise and Mr. and Mrs. S. Watson who celebrated their Silver Weddings recently.

Jack Stringer has retired after 54 years' service and we wish him every happiness.

The Division extends very deep sympathy to Mr. and Mrs. Bert Tandy, who lost their only son Bert due to injuries received in a motor-cycle accident in Australia.

Sympathy is also offered to Gladys

Sir Hugh Chance with Jack Stringer who has retired.



Walker and her husband on the death of his mother.

It is with profound regret that we report the death of Joe Bird, who retired three years ago.



LABORATORY

The Laboratory staff congratulates J. Peakman, C. Winterford and J. Bennett, who passed B.Sc. University of London.

J. Peakman has been called to the Forces and I. Molyneux has joined the R.A.F. with a Technical Commission.

A welcome is extended to H. J. Clarke and R. E. Copland, who have joined the staff.



MAINTENANCE AND CONSTRUCTION

We extend a welcome to George Harrison, Machine Tool Inspector, Planned Maintenance Section, Leslie Gould, an apprentice in the Millwrights' Shop, and George Ellis, office boy to M. & C. General Office.

Ron Steventon has said goodbye to us for the time being to enter H.M.F.

We were sorry to say goodbye to Alf Downing, who had been a Turner in the Millwrights' Shop for 25 years, and we wish him every success in his new job.

Tom Poulton has been away on the sick list from the Millwrights' Shop for some time, and we wish him a speedy recovery.

We learnt with regret of the deaths of Bert Williams who, though retired, will be remembered as an Engine Driver in the E.P.P., and Herbert Ross, who had retired from the Box Shop.

It may be of interest to note that the incoming power supply to the Works has been successfully changed over from 5,000 to 11,000 volts. This has entailed many headaches for the Electricians, who have co-operated with the M.E.B. in causing very little shut-down time during the change over.



OFFICES

The Typing Pool congratulates and extends best wishes to three members of the staff on the occasion of their weddings as follows: Dorothy Groves to Thomas Beard; Doreen Cooke to Petty Officer Henry Riddell, R.N., and Eileen Dwyer to Albert Blackham.

News

FROM OUR BRANCH ESTABLISHMENTS

● GLASGOW

The Annual General Meeting of the Glasgow Recreation Club was held on the 15th July, in the Firhill Canteen.

The members of the General Committee for the ensuing year are :—

President : JOHN McCUSKER
Vice Pres. : JOSEPH CRAWFORD
Secretary : JOHN McLINTOCK
Minute Sec. : SADIE DOCHERTY
Warehouse : ROBERT HUTCHEON
Vello : JAMES REID
Rolled Plate : DANIEL HARVIE
Office : INA CAMPBELL
Engineering & Yard : IAN BLAKEY

The Bowling Pairs Tournament was won by James Kidd, Warehouse, and William McNicol, Costs Office. Dan Bell, Bricklayer, and Alex. McCallum, Wages Office, runners up.

● LONDON

Miss Jean Lindsay, who has been with us for 2½ years, and who has been responsible for the secretarial work at London Office for Flat Glass and B. & P. Divisions, left us to be married at the end of August. We were very sorry indeed to lose her. She had carried out her duties in the office with a quiet efficiency which had gained the appreciation of staff and customers alike. The office staff in London and her friends at Spon Lane have had great pleasure in presenting

her with a charming table lamp. Miss June Staddon will in future undertake Miss Lindsay's duties.

Preparations are well in hand for a Press Display of our table glassware in order that editorial mentions of our products can be made in the appropriate papers in time for the Christmas trade. To coincide with this we have installed a new window display which features Domestic Glassware exclusively.

● MALVERN

We were all deeply sorry to hear of the sudden tragic death of Mr. John Stallard, Maintenance Fitter at the Engineering Branch. Aged but 26 years he leaves a widow and two small children.

After returning from his holiday in Devon he was suddenly taken ill and passed away within a few days.

We extend our welcome to newcomers Mr. C. Bell in Stores, and Mr. R. Maxted and Miss S. Fagg in the Assembly Shop.

Congratulations and best wishes to Miss H. Tippins from the Assembly Shop on her recent marriage to Mr. D. Barnett.

We were all sorry to see Mrs. M. Burton leave to join her husband in Malta. However, we wish her the best of luck in her new home.

This brought about the following changes, Mrs. E. K. Cole

transferred from Production Control to the General Office, and Mrs. J. Hurcombe from the Stores to Production Control. We are also very sorry that we shall be losing our first Stator Winder, Mrs. M. McCarthy, but extend to her our best wishes for the future.

● ST. HELENS

In the last issue of Chance Comments, it was reported that the large telescope discs sent to America had proved very successful. It is actually an everyday sight now to see large telescope discs being processed, and when extra new annealing equipment becomes available in the near future, we anticipate giving our customers a shortened delivery date for these specimens, which only a few years ago were almost impossible to make at the present day sizes.

It is only when we look back that we really appreciate the developments that have been made in this field.

Coming back from holidays, most people had tales and experiences to tell from places as far away as Austria to as near as, well, just here at St. Helens. The one we like the best came from one of the Technical Staff who has now been re-named "Unable Seaman Craine." It appears that he hired a high speed launch on Lake Windermere, got going really fast and then forgot that boats were only made for water, and tried to do a bit of cross country.

Holidays normally bring a spate of weddings but at St. Helens we have had nothing else for the last twelve months, the number



The wedding of Miss E. Bacon (St. Helens) and Mr. N. Hind.

in this period being 20% of the total employed.

The latest to report on and congratulate are :—

Miss H. Briers (Cutting) to Mr. H. Ford, on the 12th July. Miss G. Lawrenson (Inspection) to Mr. K. Rawsthorne, on 19th July. Mr. M. Roberts (Remoulding) to Miss E. Derbyshire, on 19th July. Miss E. Bacon (Inspection) to Mr. N. Hind, on 31st July.

We also have an engagement to report, that of Miss J. Ford (Cutting) to Mr. A. Mather.

Mickey Roberts actually left us to sail for Canada a few days after his wedding. Our best wishes go with him and we trust he will soon settle down in his new country.

Once again the annual outing was a huge success. This year we travelled to the Lake District and spent a pleasant afternoon at Bowness. In the evening we came back to Morecambe and much later, tired but happy, arrived home at St. Helens.

On Saturday the 9th August, a bowling outing was held to Mouldsworth in Cheshire. Unfortunately the weather was unkind and the bowling handicap was unfinished. Full use therefore was made of the bar !

Jottings *of shorter items and employees' contributions*

PENSIONERS

July 24th was probably the most delightful summer day this year, and it was certainly the happiest day for 167 veterans who attended the annual outing for pensioners and long service employees.

Tea was at Rednal, where the old people were welcomed by Sir Hugh and Lady Chance, Mr. and Mrs. John Raymond, Dr. and Mrs. W. M. Hampton, Mr. and Mrs. C. J. S. Newman and several senior managers.

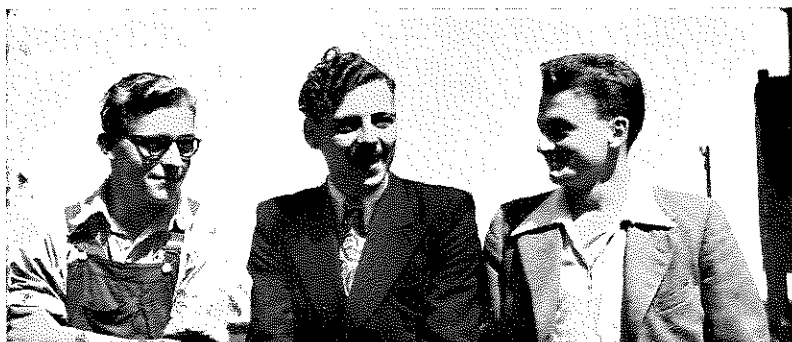
There are 151 works and staff pensioners on the Company's records and the average age is 72½ years. The oldest pensioner at the party was Silas Round, aged 88.

After tea the party proceeded to Stratford-on-Avon, where some went on the river and others found amusement and pleasure at a local.

SAFETY COMPETITION

The Smethwick Works apprentices made determined efforts to win the prizes for the recent safety competition, for which 317 entry forms were issued, and the following youths were successful :—

The safety competition winners, left to right : A. Poulson, B. Howell, and M. Hill



First Prize £2.	
Alan Poulson,	87 points
Apprentice Carpenter.	
Second Prize £1.	
Barry Howell,	77 points
Apprentice Draughtsman.	
Third Prize 10s.	
Maurice Hill,	70 points
Apprentice Electrical Fitter.	

Each boy did exceedingly well as according to the judges the maximum number of points should have been 66 only !

SAVED A CHILD

Last month Stephen Morrall of the Blown & Pressed Division jumped into the pool at West Smethwick Park and rescued a two-year old child who had fallen in the water.

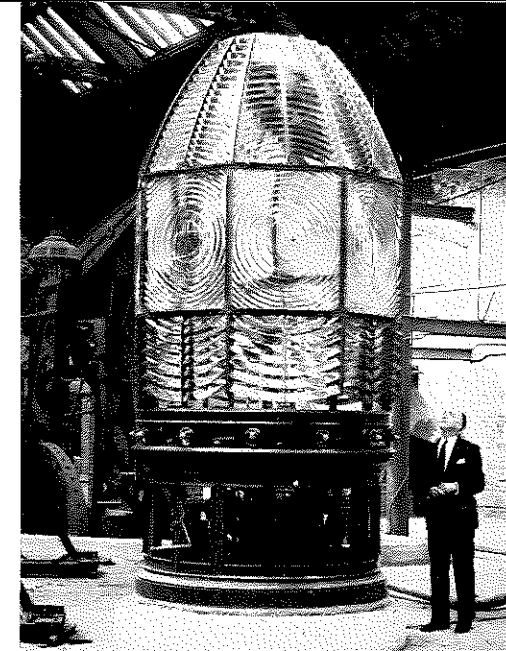
Stephen has received a letter from the Town Council in appreciation of his prompt action, which undoubtedly saved the life of the child, and the Town Clerk

has reported the matter to the Royal Humane Society so that official recognition can be accorded to him for his brave act.

AS THE YEARS GO BY

We salute the following, who have had 50 or more years' service with the Company and are still employed :—

F. BARRATT	Coloured
W. BIRD	Rolled Plate
J. BRADEN	Rolled Plate
E. CLIFTON	Coloured
B. FREWIN	Carpenters
T. GRIFFITHS	Coloured
W. HICKS	Rolled Plate
H. HILL	Box Shop
S. JONES	Seven Storey
H. LLOYD	Mixing
T. MORRIS	Blown & Pressed
W. MORTON	Coloured
E. PARISH	Seven Storey
I. PARTRIDGE	Blown & Pressed
A. POTTER	Rolled Plate
E. RICHARDS	Rolled Plate
W. F. A. RICHEY	Engineering Division D.O.
F. STANLEY	Optical
G. STOKES	Seven Storey
B. TANDY	Rolled Plate
W. TANNER	Seven Storey
A. THORNTON	Coloured
S. TINSLEY	Coloured
W. WITHERS	Coloured



GRACE DARLING RELIC

This section of the Longstone lighthouse, immortalised by Grace Darling, will provide a glittering centre-piece in the Machinery Hall of the Birmingham Museum of Science and Industry when this department is opened to the public. Dwarfed by the 4½ tons of optical apparatus, the Keeper, Mr. N. W. Bertenshaw, admires the shining lenses which helped to produce the light's 400,000 candle-power. The optical apparatus was installed in the lighthouse by Chance Brothers Limited in 1873. It has been lent by Trinity House.

(By permission of Birmingham Mail)

The first thing to learn in selling

A CUSTOMER is the most important person ever in this office.

A CUSTOMER is not dependent on us—we are dependent on him.

A CUSTOMER is not an interruption of our work—he is the purpose of it. We are not doing him a favour by serving him—he is doing us a favour by giving us the opportunity to do so.

A CUSTOMER is not an outsider to our business—he is part of it.

A CUSTOMER is not a cold statistic—he is a flesh-and-blood human being with feeling and emotion like our own, and with biases and prejudices.

A CUSTOMER is not someone to argue or match wits with. Nobody ever won an argument with a customer.

A CUSTOMER is a person who brings us his wants. It is our job to handle them profitably to him and ourselves.

THE W.C.C.

WE at Chance Brothers have always been proud of the family spirit which prevails amongst all those who are employed in this 128 years old organisation, and it is common for visitors to remark how delightful and obvious this atmosphere is.

From the earliest days of the Company this attitude was born and nourished by the then Partners and Directors, who not only supervised personally the day to day manufacturing but also developed a close and sincere personal contact with each employee. Despite the considerable increase in the size of the Works and the complexities of modern management, the present Directors strive always to maintain this enviable atmosphere.

In a recent B.B.C. broadcast in which several of our employees took part, this particular matter was talked over and the point was made that through such a medium as the Works Consultative Committee our employee/employer relationships were being healthily maintained.

Now what is the W.C.C.? What does it aim to do? What has it achieved?

Whilst the primary function of the Committee is to provide opportunities for the consideration of problems affecting employees, not the least important ideal behind it all is the promotion of a spirit of co-operation which is essential to the efficiency of the Works and the contentment of the workpeople.

The Committee was set up ten years ago and has since met each month. It is composed of ten management representatives who are appointed by the Board, and ten workpeople—men or women—who are elected in April of each year on a departmental basis by secret ballot. On the following page we introduce you to the workpeople's representatives for this year.

The Committee can, and does, consider questions concerning production and all matters affecting the well-being of our workpeople including canteens, workshop ventilation, lavatory accommodation, health and welfare services. In the early days the agendas were apt to become overloaded with matters which concerned one depart-

ment of the Works only, and the Committee found it necessary to delegate certain responsibilities to sub-committees which could consider particular problems and make appropriate reports to the main Committee. The W.C.C. itself has, in fact, become the "House of Lords" to which the sub-committees report. The sub-committees are:—Canteen; Suggestions; Safety; Fuel Economy; Blown & Pressed Production; Engineering Production; Optical Production; Flat Glass Production, and Maintenance & Construction.

These sub-committees are particularly helpful in that they can give close attention to the matters coming within their province, and it is remarkable how much work is accomplished.

It is to the credit of all persons who have participated in the functions of the W.C.C. and its sub-committees that they have taken full advantage of the committee system, and all problems discussed have been well thought out and ably presented. 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. Very definite improvements have been made in such matters as apprentice training, cloakrooms, works tidiness and welfare services. It is often said with truth that if anybody wants an idea to be ventilated, and its carrying out expedited, the best method is to have the matter brought to the W.C.C.

The minutes of each meeting are written in an endeavour to give a comprehensive description of the points made during discussion, and a copy of each set of minutes is posted on a special notice board outside the Medical Centre.

The Directors believe that our employees are men and women before they are wage-takers. As such they are motivated by sentiments and feelings. One of the most dominant of these, and the most deeply rooted in personality, is the desire to count. Co-operation on a basis of mutual understanding brings into a common unity all the material and human forces which constitute the driving power of industry.



YOUR REPRESENTATIVES

1. A. Piper, Coloured and Seven Storey.

2. W. Hicks, Rolled Plate.

3. E. Edwards, Optical.

4. R. Cammies, B. & P. Making.

5. E. A. Whitehouse, Millwrights & Electricians.

6. W. H. Bates, Carpenters & Building.

7. F. A. Cartwright, Fitting & Machine.

8. H. Belt, Electrical.

9. F. Walton, Gatehouse, Mixing & Traffic.

NOTE.—Mrs. O. M. Bowser who represents the B. & P. Process and Warehouse, was away when the photographs were taken.

CRAFTSMANSHIP & DRAUGHTSMANSHIP COMPETITION

For Apprentices and Learners

Prizes and Certificates will be awarded in different age groups and subject classes.

1st Prize £10/10/0 : 2nd Prize £5/5/0
3rd Prize £2/12/6

With the object of encouraging craftsmanship and draughtsmanship in the instrument and allied trades, a competition for apprentices and learners of either sex is held each year in connection with the Physical Society's Annual Exhibition of Scientific Instruments and Apparatus. Particulars of the competition are given below.

1. Classes

The classes under which work may be offered are :-

- (i) Scientific Instruments and Components :
(a) (Junior Grade)
(b) (Senior Grade)
- (ii) Tools and Gauges :
(a) (Junior Grade)
(b) (Senior Grade)
- (iii) Optical Components and Systems.
- (iv) Blown-glass and Silica Ware.
- (v) Sections of Instruments, Functional Scale Models of Scientific Interest and Patterns.
- (vi) Draughtsmanship :
(a) (Junior Grade)
(b) (Senior Grade)
- (vii) Silvanus P. Thompson Prize (i.e. Draughtsmanship and Craftsmanship combined: the two exhibits required may be entered also in the appropriate individual classes).

Electrical work will generally be entered under "scientific instruments and components" but radio and electronic chassis assemblies are excluded from the competition. Model ships, engines, cars, etc., are also excluded.

2. Age Limit

Competitors must be under 22 years of age on 31st March next.

3. Grading by Age

In classes where a junior and senior grade is indicated the division will be made according to the age of the competitor on 31st March.

Junior—Competitors 18 years of age and under.

Senior—Competitors over 18 but under 22 years of age.

Entries will be displayed at
**THE PHYSICAL SOCIETY'S
37th ANNUAL EXHIBITION
of Scientific Instruments and Apparatus**

Final Date of Entry — 21st February, 1953

Application forms and further particulars may be obtained from :—
Mr. D. A. Chappell, Personnel Department.

Annual Report to the Depositors

Contd. from page 4.

In making a brief reference to Civil Defence Mr. Newman stated that over 200 volunteers had been enrolled but additions were still needed to our First Aid and Rescue Sections and he appealed for further volunteers.

Dealing with the affairs of the Flat Glass Division Mr. Newman said that during the first nine months of the year the Division had all its plant working at full capacity and was disposing of its total output. Since then a drop had occurred in demand due mainly to the reduced orders from the export markets.

Output from our furnaces had increased quite substantially but further increases must be obtained to counter-balance the effects of a reduced turnover and the increased cost of transport and other charges.

In the coloured section the drop in demand had been particularly serious and it was essential that new lines of manufacture should be developed rapidly.

A year ago the Division had a very full order book but that condition did not now apply. On the selling side positive action was being taken to promote new and increased demands for products which we could make and on the manufacturing side efforts were being concentrated more than ever in bringing about increased efficiency to enable our prices to be competitive.

There was a parting word from Mr. D. V. Phelps, Deputy Chairman of the Company who said that although there had been a change in the financial control of the Company it was intended to preserve as far as possible the features of the family business, and he wished all good luck in the current year.

L.G.H.

IMPORTANT PEOPLE ...

Studies of our Employees' Children

1. Dennis, son of H. Batten, L.H. Electrical.
2. Irene & Robert, children of T. Hedley, L.H. Electrical.
3. Jean, daughter of F. Rollason, Optical.
4. Janet, daughter of L. Seddon, L.H. Electrical.
5. Anne, daughter of G. Keys, Laboratory.
6. Peter, son of A. Evans, Optical.
7. Daphne & Kathleen, daughters of H. Taylor, Optical.



FRIT & CULLET

Black Country Lingo

In his new book "Black Country," Phil Drabble makes the claim that the Black Country dialect is perhaps one of the purest and most ancient links with antiquity that are left, and it should not be dismissed as uncouth and ill-educated.

Words like "lezzurs" for "pastures" and "slade" for a "dell" are undoubtedly ancient. Some words are indicative of the very character of the people. Take "snape," for instance. It's a vowel substitution for sneap, to snub, and is usually associated with sarcasm. Now if there is one thing that Black Country folk can't stand, it's sarcasm.

Apart from being "snaped," however, they don't mind any amount of jokes at their expense. In fact, traditional Black Country jokes specialise in using the local characters as butts, sort of daft Irishmen who always fail to see the obvious.

Anoch, for example, was busy making a fence when his pal Ali went round to see him. He put his hand in his pocket, fished out a nail and "ombered" it in. The next two he pulled out he threw away and then "ombered" the next one in. This went on for a long while, and at last Ali asked him what he was throwing half the nails away for. "Becos the yeds am on the wrong end," was the reply. "Oh, yer fule," said Ali; "goo round t'other side and 'omber 'em in from theer."

Page Twenty-four

And if a Black Countryman tells you that, he'll probably finish with: "He dey think of turning the nails round and then 'ombering 'em"—just in case you missed the point.



Schoolboy Howlers

Phillippa was a brave queen who was fearless of danger. She married Edward I.

Marat was stabbed in his bath by Charlotte Bronte.

A parable is a heavenly story with no earthly meaning.

The king wore a scarlet robe trimmed with vermin.

Said an Irish M.P.: "If we don't make these goods nobody will buy them, and we shall have them left on our hands."

Said in Parliament: "Every Englishman ought to be prepared to give his last guinea to save the remainder of his fortune."

A pessimist is a man who is never happy unless he is miserable; even then he is not pleased.

What was Adam's punishment? He was to keep Eve.

The boy who looks at the future before it arrives can then look back at the past.



Have you blown any good glass lately

If all the glassblowers in the world had been placed end to end, how long would it have taken them to blow the Crystal Palace? I only ask because an article on glassblowing says that great patience is needed, and that the secret is breath-control. I remember an epitaph that runs:

"Whose grave is this?" the passer-by will ask.

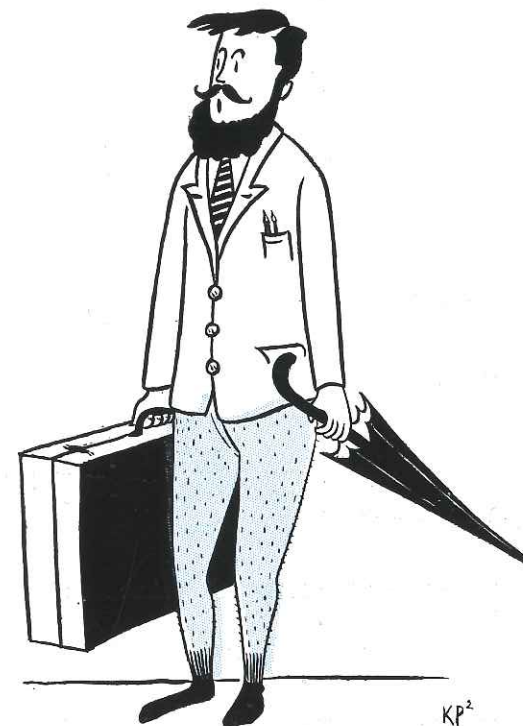
A glassblower's, who hiccupped at his task.

He burst while blowing a conservatory;
The path of duty is the way to glory.

(To be sung to the air of "Kate of Kilcullen.")

(From the "Birmingham Mail")

WHO LAUGHS LAST



GOOD HEAVENS! I'VE FORGOTTEN MY RAZOR!