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Smethwick Heritage
Centre Trust
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Better be wrapped up than sewn up!

Always wear protective clothing, safety goggles, wrist guards, boots, etc.

Cuts from sharp edges of glass and metal can be exceedingly serious.

Always have cuts treated right away—it saves pain and trouble in the long run.

Extracted from Pilkington Brothers' Safety Calendar

Chance COMMENTS



NOVEMBER—DECEMBER 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

CORRESPONDENTS

Accounts Office	J. ALLEN
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Buying & Stationery	MRS. CANTY
Engineering	
Drawing Office	J. FISHER
Electrical	J. THOMPSON
Grinding	MRS. HASTINGS
Machine and Fitting	F. CARTWRIGHT
Commercial Staff	F. W. G. BEAUMONT
Sumo Office	S. BROWN
Sumo Works	J. T. HALL
Time Study	A. HEATH
Toolroom and Mould Shop	W. B. COX
Welding and Blacksmiths	D. EDWARDS
Works Staff	A. SLEIGH
Export	H. V. SKAN
Flat Glass	
Making and Warehouse	R. E. EVANS
Sales	S. RAY
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Mixing	N. GREEN
Optical	MRS. F. HOLLYHEAD
Pyrometry	N. WALKER
Recreation Club	A. FARLEY
Silvering	T. PAGE
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BRANCH ESTABLISHMENTS	
Glasgow	J. A. AITCHISON
London	J. W. CHANCE
Malvern	MISS D. CLARE
St. Helens	P. ROBINSON K. W. APPLETON

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VOL. 5, No. 5

NOVEMBER—DECEMBER 1952

Reminiscences

by H. S. MARTIN

HAVING arrived at the age of 65 I find myself thinking of all the changes of the last 48 years.

I arrived at the Works on the morning of 15th August, 1904 and timidly enquired as to how I should find the Laboratory as Dr. Rosenhain had given me a position as an Analytical Chemist and told me to commence work on that day. Old Johnson, the Gatekeeper asked me my name—"Martin," I replied. At this he roared at the top of his voice, "Tom, Dick or Harry," I hardly had the courage to say that it was Harold.

To get to the Laboratory in those days one had to go a very round about way past the Optical and Carpenters' Shop and then through a subway, by what is now the end of the Optical Department to the Laboratory, the entrance to which is now the loading platform of the Globe Warehouse. This subway is still in existence but very few people know about it. The Laboratory was a very new venture in those days and everything appertaining to it and its occupants was treated with great suspicion by the Managers.

At that time Mr. George Chance (Sir Hugh Chance's father) was Chairman, the Departmental Directors were Mr. Macauley, Mr. Edward Chance,

Mr. Walter Chance and Mr. Stobart. Mr. A. L. Chance was a director but only came to Board meetings. Major Foster arrived about 1906 or 1907. The Works was a very different place then. The main manufacture was Sheet Glass, Rolled Plate, Coloured and Spectacle Glass which were made in Pot Furnaces.

The furnaces were in dark dirty places. There was no machinery used in the actual making of the glass except the Rolled Plate Tables which were hand operated. The glass for these had to be ladled out of the tank with huge ladles requiring very big and strong men to use them. Cylinders of sheet glass were blown without the aid of a machine as we know it and this also required very strong men who could be seen swinging the unfinished cylinder round and round to elongate it.

Coloured glass sheet and Rolled Plate were in large demand in those days. A large proportion of the Rolled Plate glass was exported to South America. The sheet coloured



glass was used for signals and stained glass windows. Quite a trade was also being built up in Micro.

One of the first crises I remember was in connection with Spectacle Glass. There were several furnaces employed in melting this glass and up to 100 girls engaged in cutting circles from the flat sheet. Nearly the whole output went to America. Suddenly America put a tariff on this glass which almost stopped manufacture. I remember seeing large quantities of packed cases having to be put into stock waiting events. The glass was eventually sold over a period of time.

Crookes glass was developed in conjunction with Sir William Crookes which partially took the place of the Extra White Spectacle trade. I remember taking part in the experimental melts when the various types were made.

Quite a few new ventures were tried with varying success. These included Vitreous Tiles—samples of these can still be seen in various parts of the Works, in some G.W.R. Stations and

OUR FRONT COVER

Our cover photograph shows a group of automatic flashing devices for acetylene buoys. They are operated by the pressure of the fuel gas itself, which overcomes a restraining spring at regular intervals.

These Acetylene Flashes are products of our Engineering Division.

at the entrance to a number of W. H. Smith shops.

“Orlak” oven tableware was another of these new ventures. We went into this in quite a big way but finally decided to stop manufacture.

One of the new developments in which I was interested most was the introduction of Heat Resisting Glass which was started originally about 1915. This glass was previously imported. It was used in the first place for Lighting Glass Globes for gas but we then went into the Laboratory Glass market which eventually led to the establishment of “Hysil” for Laboratory Glass and Cathode Ray Bulbs. Opal and coloured glasses were also developed and became very popular.

One of the most interesting developments in the use of Hysil glass was the cathode ray bulb for direct vision television. This was started in 1934 when we worked in close collaboration with Mr. John Logie Baird and the television company he organised. We played an important part in both the design and method of fabrication of the bulb, the results of which have been used by all manufacturers. Incidentally we were the first to make a rectangular cathode ray bulb.

Turning to the mechanical side I have seen a complete transformation from purely hand made glass to completely mechanical such as Rolled Plate and Pressed Glass.

Also the Works has almost been completely rebuilt on modern lines.

One thing I have learned is that because a thing is new it does not necessarily mean it is better. For example take the case of ventilation in Glass Houses. In the days when furnaces were built under a huge cone although lighting was poor and the place anything but clean, ventilation was better round the furnaces.

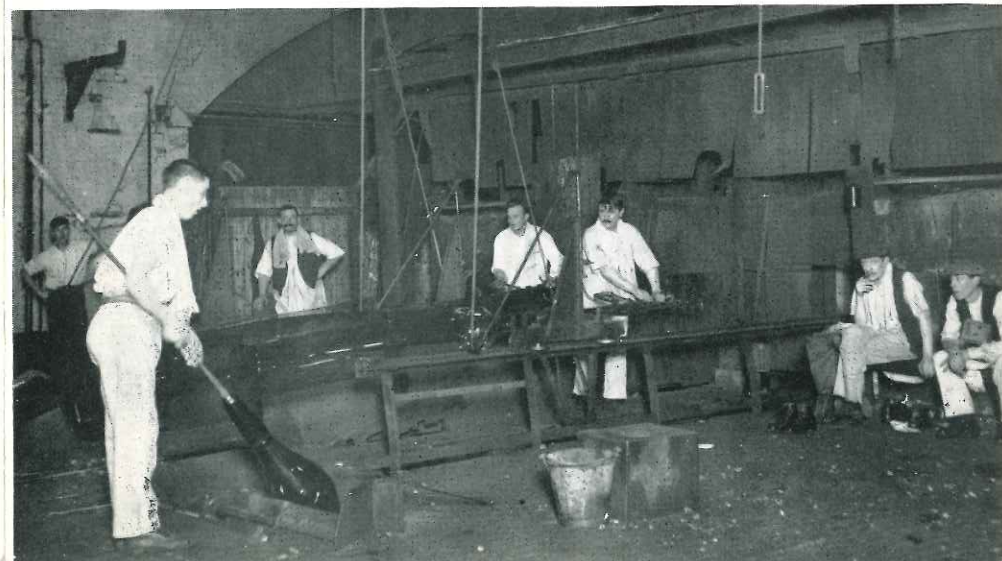
One of the most spectacular achievements has been in connection with Optical glass. When I first saw Optical glass made it was in pots in a coal fired furnace which was the base of a cone shaped chimney stack. Only a few types were made. At the commencement of World War I, we were the only people making optical glass in England. During this war the types and quantities of glass made were enormously increased. When World War II broke out the position was almost the same. During this War further great strides were made

and melting in Platinum Pots was introduced. This enabled us to make glass of a very high quality and of very good colour. The fact that we are exporting Optical glass to Germany is a striking tribute to the quality of Optical glass now being produced.

Then there is the development of the Welfare and Educational side. Although we were pioneers in providing schools for our employees' children and instituting part-time education it is only in recent years that these schemes have been fully developed until now they are among the best in the country. Every boy or girl entering the Works has the opportunity of attaining a standard of education which will fit them to improve their position as occasion arises.

It is obvious that in this very short survey I have left out quite a lot of interesting history but perhaps this can be put right at some future occasion.

A photograph taken about forty years ago.



SUCCESS

FOR hundreds of years our British craftsmen and technicians have acquired their skill through the jealously-guarded apprenticeship system, and in maintaining the system at Chance Brothers Limited we have evolved a scheme which attracts applications from all over the West Midlands.

The theoretical side of the apprenticeship is covered by part-time attendance on one day a week at Technical and Commercial Colleges. The Company has always been proud of the successes attained in professional and technical examinations by its Trainees. Below are details of the principal successes in the Summer Term Examinations, 1952.

B.Sc. (TECH.) FIRST CLASS HONOURS DEGREE, UNIVERSITY OF SHEFFIELD
I. MOLYNEUX Laboratory

B.Sc. (GENERAL) UNIVERSITY OF LONDON EXTERNAL DEGREE
J. BENNETT Laboratory
J. PEAKMAN Laboratory
C. WINTERFORD Laboratory

INTER B.Sc. UNIVERSITY OF LONDON

A. GILES Laboratory
K. PRICE Laboratory

NATIONAL CERTIFICATE IN MECHANICAL ENGINEERING
Higher Certificate
G. RILEY Glassworks Drawing Office
Ordinary Certificate
K. GRAY Toolroom
R. GROSVENOR Engineering Drawing Office
M. J. HINDS Engineering Drawing Office
J. LACEY Engineering Drawing Office
B. SMITH Engineering Drawing Office

NATIONAL CERTIFICATE IN ELECTRICAL ENGINEERING
Higher Certificate
D. R. GREEN Engineering Drawing Office
H. B. MILLER Pyrometry
J. A. OSBORNE Engineering Drawing Office
G. WHITEHOUSE Engineering Drawing Office
N. BLADON Engineering Drawing Office
Ordinary Certificate
W. TUPPER Pyrometry

NATIONAL CERTIFICATE IN PRODUCTION ENGINEERING
Higher Certificate
W. J. MATTHEWS Engineering Drawing Office
Ordinary Certificate
R. DRURY Toolroom

NATIONAL CERTIFICATE IN METALLURGY
Higher Certificate
J. ST. C. HICKMAN Fuel Economy


NATIONAL CERTIFICATE IN APPLIED PHYSICS
Ordinary Certificate
D. J. HOLLAND Optical
J. K. GILLESPIE Laboratory


CITY AND GUILDS OF LONDON INSTITUTE (FINAL EXAMINATION)
Carpentry and Joinery—Second Class
A. J. EAST Carpenters

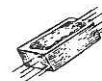
CITY AND GUILDS OF LONDON INSTITUTE (INTERMEDIATE EXAMINATION)
Machine Shop Engineering—Second Class
D. HALE Millwrights
Sheet Metal—Second Class
R. WHITE Welding Shop


ROYAL SOCIETY OF ARTS
Shorthand
100 words per minute
MARGARET LONGMORE Typing Pool
JOYCE NICKLIN Personnel
50 words per minute
PATRICIA VINEY Typing Pool
BETTY WITHEY Time Study
Typewriting
Advanced Certificate—Second Class
JOYCE NICKLIN Personnel
Intermediate Certificate—Second Class
EVELYN COX Optical
Preliminary Certificate
DOREEN SAVAGE Typing Pool


BOUQUETS & BRICKBATS

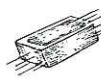
 Our 220 Civil Defence Volunteers are indeed keen on their training, as is evidenced by the fact that many shift workers return to Spon Lane to attend classes during their off shifts.


 The Provident Society was able to send a special grant to one of its long-service members who was away sick. In acknowledging the cheque the recipient wrote " . . . I shared the money with . . . , who seemed to be up against things."


 In completing an Army Z Reservist Form, one of our employees described his occupation as "General labouring—anything from sweeping up to real hard graft."


 To Clifford Simcox of the Engineering Division, who has been admitted an Associate Member of the Institution of Mechanical Engineers.

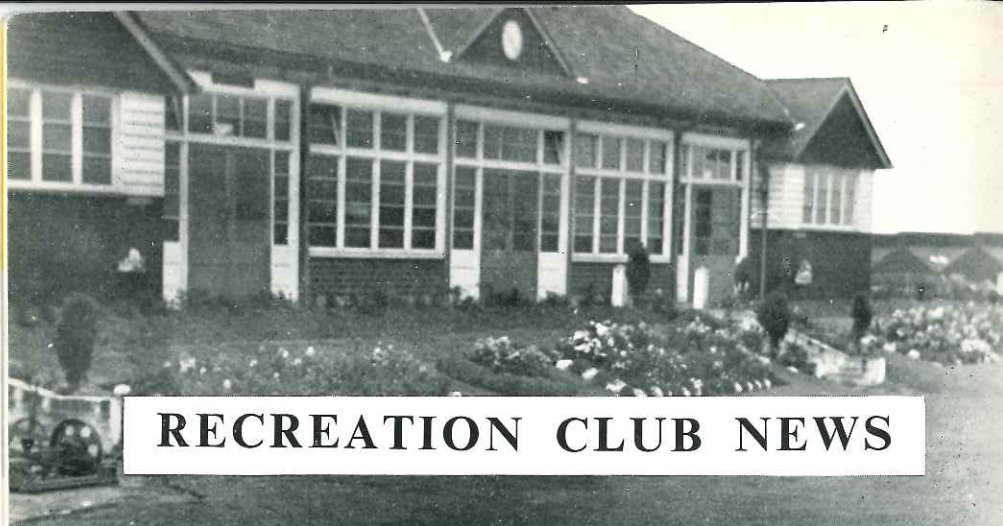
 A gate-house collection in aid of the Lynmouth Flood Disaster raised the sum of £39 1s. 9d.

 A landlady on our lodging list wrote, "I can now accommodate two more men, but please send young fellows as I find the older men get difficult."

 Congratulations to Ken Perks, of the Decorating Department, who has been awarded the Diploma of Des. Royal College of Art. Ken is our inside back cover cartoonist.

 During October three of our employees sustained foot injuries, and in each case injury would have been avoided had the man worn industrial safety shoes, which can be purchased from the General Stores. If desired, payment for safety shoes can be made by weekly deductions from wages.

 The following have attained their majority recently :—
Alan Scrivener, Laboratory ; Barry Howell, G.W. Drawing Office ; Roy Deeley L.H. Machine Shop ; Bill Silcox, Blown & Pressed ; Harry Isherwood, Boiler Shop ; Ronald Coleman, Laboratory ; Douglas Hale, Millwrights.



RECREATION CLUB NEWS

Annual General Meeting

THE 25th Annual General Meeting of the Recreation Club was held in the Pavilion on Friday, 17th October, when the Club's President, Mr. J. W. Chance, presided supported by Mr. H. L. Barman and Mr. C. J. S. Newman (Vice-Presidents).

The Club's Officers and Committee were elected as follows :—

Chairman : J. R. Cheetham
Vice-Chairman : G. Woodcock
Treasurer : L. G. Hinton
Gen. Secretary : A. Farley
Board Reps. : F. W. G. Beaumont
W. G. Redley

Welfare Supervisors : A. Ogden
Miss A. M. Stock

Group A. Rolled Plate, Mixing, Clay and Block Dressing :
Miss W. M. Walker
" B. Coloured, Bending & Seven Storey :
Miss E. Hickman

" C. Optical : Vacant
" D. Globe : S. A. Clive
" E. Pressed & Silvering :
J. Yates

" F. Lighthouse Fitting & Machine Shop : H. Mills

" G. Lighthouse Electrical, Grinding, Welding, Smiths, Sumo : J. A. Hodgetts

" H. Millwrights, Electricians, Boiler Shop and Power Plant : R. Turley
Deputy—T. Grice

" I. Building, Carpenters, etc. :
E. W. Bullen

" J. Garage, Internal Transport, Gatehouses, Canteens & Cleaners : E. R. Flook

" K. Glassworks Offices, Laboratory & Old Hall :
J. F. Allen

" L. Lighthouse Offices : Vacant

Angling
Archery
Badminton
Bowling
Choral
Cricket
Darts
Football
Golf
Netball
Pavilion

Entertainments
Table Tennis
Tennis

V. Cooksey
T. W. Field
D. Hill
L. Wilde
Miss M. Eyre
G. Woodcock
Miss W. Davies
L. Cotterill
H. Turner
Mrs. B. Grimes

Miss K. Massey
J. K. Aston
J. Foster

SIXTH ANNUAL GALA BALL
at
WEST BROMWICH BATHS
on
FRIDAY, 2nd JANUARY, 1953
to
SONNY ROSE & HIS BAND

8 p.m.—1 a.m. Tickets 5/-d.
For further details see posters.

ANGLING

At the recent B.A.A. contest held at Bewdley, H. Adderley of the Light-house Fitting Shop, caught a 3lb. 8oz. chub but—fisherman's luck—he made his catch ten minutes after the official time !

The Section has booked waters for 1953 as follows :—

July 12th : Atcham
Sept. 13th : Hampton Load
November 1st : Underdale

ARCHERY

At the Annual General Meeting the following Officers were elected for the ensuing year :—

Chairman : M. E. Culley
Secretary : I. W. Field
Treasurer : K. Poole
Field Captain : E. Carter

BADMINTON

Club nights are Monday and Thursday in the Pavilion, and any interested members should contact D. Hill (Boiler Shop).

CHORAL

The Choral Section gave their second concerts on the nights of 30th September and 2nd and 3rd October. They were generally very well attended, particularly on the Thursday and Friday evenings.

On Friday, 10th October, the Section ran a successful dance in the Pavilion.

On Saturday, 11th October, the Section had an outing to Blockley, in the Cotswolds, and gave a concert there in aid of the Parish Church funds ; the concert was attended by a limited but, nevertheless, very enthusiastic audience.

FOOTBALL

The Section is running more smoothly than ever, and with a little more experiment three balanced sides will soon be playing each week. The first and second teams at the moment are not finding the going easy, but they are by no means disheartened, whilst the newly-formed third team has justified its inclusion by losing only one of its matches to date and filling second place in the league. We are still on the look-out for likely players, so if you are interested please get in touch with the Secretary at once.



H. Adderley with his 3lb. 8oz. chub.

PAVILION

ENTERTAINMENTS

The Children's Party on January 10th, will be organised by the Pavilion Entertainments Section, and children of members who regularly attend Saturday and Wednesday dances or Sunday concerts are given first choice as only 120 can be admitted.

SWIMMING

The Swimming Gala held at West Bromwich Baths on Friday, September 12th, attracted an attendance of over 300 spectators who were very satisfied with the well-balanced programme presented.

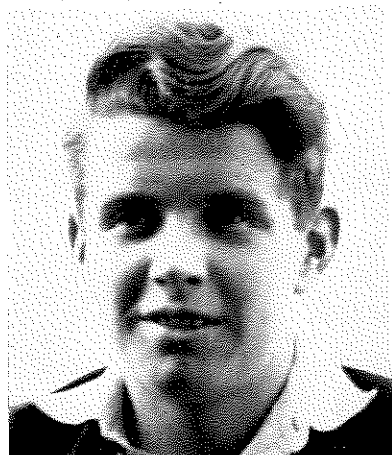
The swimming races were fairly well supported and provided keen competition, but it is hoped that next year a greater number of entries will be received, particularly in the ladies' and children's events.

A number of displays by visiting swimmers were included in the programme, and in the first of these we saw three members of Kings Heath S.C., Dick Rands, Brian Prosser and Patricia Haynes (all of whom have swum for Warwickshire) demonstrating the main swimming strokes and showing just how easy it all is.

Despite the failure of the amplification system, the Birmingham Mermaids gave a delightful display of rhythmic swimming and water ballet which "brought the house down."

(continued on page 11)

MEET OUR YOUNG PEOPLE



GEOFFREY GWILT

GEOFFREY GWILT'S home is Ludlow, and having completed two years at the Millichope boarding school he joined the Company in May of this year.

His introduction to glass making was a lecture given at his school in 1951. He finds his home surroundings very quiet and much prefers to be here in the Midlands.

Geoff is a very keen photographer, and likes playing all kinds of gramophone records. He also is a supporter of the Wolverhampton Football Team. He is a member of the Malt House Youth Centre, where his main interest is table tennis.



JACK SINNOTT

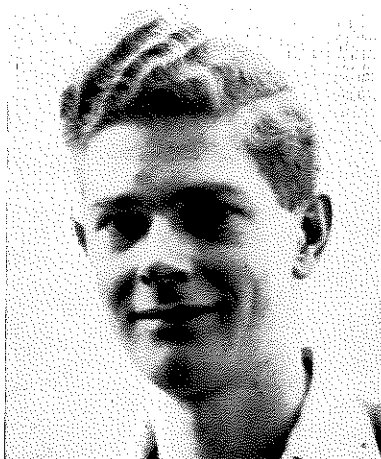
JACK SINNOTT comes from Salcombe, South Devon, where he was educated at the

Kingsbridge Secondary Modern School. He commenced his career as a dental mechanic in Salcombe but due to cutting down in the number of apprentices in this section of the National Health Service, he found himself redundant at the age of seventeen.

Through his Youth Employment Bureau he became interested in a career in glass making and finally joined the Company in February for a five year apprenticeship. Jack has found much more life in the Midlands and wishes to remain here.

When at home Jack was a keen rugby football player. His main interests here lie in the cinema and a model boat he and Mr. Wood are building at the Apprentices' Hostel.

When asked what he liked in life, Jack replied, "travelling." He dislikes people who have good jobs but are always grumbling about them.



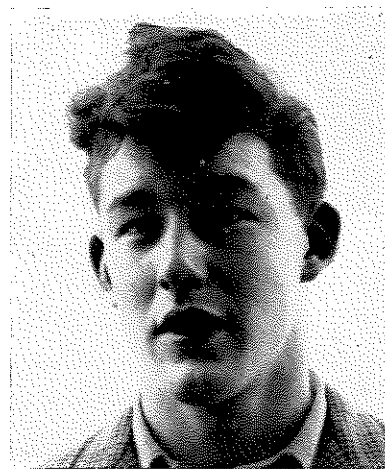
ANDREW NEWTON

ANDREW NEWTON'S home is in Penzance where he was educated at the Lescudjack Secondary Modern School. He became interested in glass making following a lecture given at his school by Mr. Chappell in December 1951. He joined the Company in April of this year and has settled down very well in his new surroundings.

He prefers the Midlands to Penzance, although he finds everything much noisier.

Andrew was a member of the Boy Scouts for four years prior to coming to Smethwick. He is very fond of reading and cycling and likes to visit places of historical interest.

His ambition in life is to obtain a job which he thinks is interesting and has good prospects.



BARRY PHILLIPS

BARRY PHILLIPS, whose home is St. Ives, Cornwall, joined the Company in April of this year, having obtained a General Certificate of Education in English Language, Literature, French, Geography, Chemistry and Religious Knowledge, at the Penzance Grammar School.

Before he heard about glass making, Barry had decided on the Navy as a career. However, with little idea of what glass making was all about, he decided to come to Smethwick to give it a trial, where he has settled down very well. His ambition is to get as much practical experience as possible and hopes finally to obtain a Supervisory position.

Barry is a very keen sportsman, with particular interests in football and table tennis. He is a member of the Malt House Youth Centre, and a supporter of the Wolves Football team. His dislikes in life are obsequious people and marmalade.

From your COMMITTEE ROOM

WORKS CONSULTATIVE

COMMITTEE

In the last issue of *Chance Comments*, the purpose and constitution of the Works Consultative Committee was featured, and we introduced our readers to the workpeople's representatives.

As an indication of the earnestness with which the representatives accept their responsibilities, they requested the Company to organise a training course for the purpose of giving them a clear account of the objects and procedures of the several Works Committees, together with a background knowledge of the Company and its present organisation, with particular emphasis on those functions which concern the welfare of employees. Twenty-three representatives enrolled for the course, which commenced on the 5th November, and we shall report on this in our next issue.

At the October meeting of the Committee the members gave consideration to a wide range of subjects, including road tidiness, Works signs, the Suggestions Scheme, canteens, road obstruction, safety, advertising and the style for Works notices.

After receiving reports from the various sub-committees, the Chairman, Mr. John Raymond, gave a review of the present position in regard to trade and production. Mr. Raymond stated

that some departments in the Works were healthily busy, but some were slack. A feature of our Company, and undoubtedly one of its strong points, is that we make a wide variety of articles and it is inevitable that from time to time some products are in great demand whilst others are not. In his opinion we, in common with other industries, will have to face difficult times in the near future and whilst our Works are now much more efficient than they had been in previous years, it is vital that we increase our efficiency still further. We now have to go out and sell, and it is important that our products be offered at the right price.

Outlining the efforts that are being made to obtain export business, Mr. Raymond reported that in the near future he would visit Australia, Dr. Hampton had returned recently from India, Mr. Fulton—who had just returned from Scandinavia—would be visiting Canada, and Mr. Orr was arranging to visit the Middle East.

Briefly, the position in regard to the principal products was that the Engineering Division was busy in all sections, including Sumo, the Optical Division had a healthy order book, Flat Glass was showing some improvement including export business, there was some slight improvement in hand-drawn tubing and cathode tubes remained in good demand, but the level of domestic and chemical ware orders was not satisfactory.

Suggestions Awards

A TOTAL of £24 12s. 6d. has been awarded for good ideas since the last issue of *Chance Comments*.

The Glasgow Works takes credit for the highest grant, namely, an interim award of £10 0s. 0d. to **T. Bristow** who suggested that an inspection panel be fitted on the Tubing Process conveyor so that the hot-cut operator could notice stones, devitrification and other faults in the tubes, and thereby save unnecessary processing on faulty pieces. When this idea is eventually in full operation it will save the Company a good deal of money, and it is more than probable that the suggestor will receive a further award.

W. A. Mallin, of the Blown & Pressed Division, was awarded £5 0s. 0d. for suggesting a modification to pot rings which would ensure that the rings would float during the glass melting process.

J. W. Bliss, of the Blown & Pressed Mould Shop, received £2 0s. 0d. for an idea concerning the use of formed dogs on certain moulds.

Two ideas in regard to the efficiency of the running pulleys in the Lighthouse Tool Room earned **Bill Cox** a useful £1 12s. 6d.

Bill Kinchin, who is now at the Malvern Works but is well remembered by his Smethwick colleagues, was awarded £1 15s. 0d. for proposing a change of method for the manufacture of connection clamps used on Rotary Switches.

There were four awards of 17s. 6d. each as follows:—

H. Mann, Rolled Plate, for a suggestion for allowing the roll on the dual machine to be turned forward each time.

R. Clark, Blown & Pressed Mould Shop, who suggested a design for a rack for deck light moulds.

W. A. Perkins, Optical, who put forward the simple but useful idea of providing buckets of water at the back of the furnaces so that when the stirring rods are taken out of the furnace they can be lowered straight into the water, thus enabling the glass to come away from the rods; and

C. Holland, a mixer at the St. Helens Works, for a suggestion for a door to be fixed on the sand dryer's fire to keep the heat in.

The following five employees received 5s. 0d. each for ideas concerning safety or improved working conditions:—

D. Blower, an apprentice plumber, recommended that a slatted box be fitted over the vent fan in the Plumbers' Shop to prevent draughts.

T. Holding, of the Engineering Division Fitting Shop, put forward an idea which was partially adopted for notifying employees of the amount of holiday credits.

W. R. W. Nicholls, of Austinlite Sales, drew attention to a dangerous hole in the floor of the Sales Office.

G. E. Whitehouse, of the Lighthouse Drawing Office, submitted an idea to improve the car park arrangements at the Old Gate; and

W. Mantle, of the Lighthouse Grinding Shop, suggested that, in the interest of safety, a small window be fitted in the door leading from the Machine Shop to the Grinding Room.

(Continued from page 7.)

After the interval we were treated to a fine display of straight and comedy dives by members of the Birmingham Amateur Diving Club, including Len Rooke, the Midland Champion.

The evening closed with a thrilling water polo match in which West Bromwich defeated Wednesbury 3—2, both of the loser's goals being scored by Bob Astley, who is well known in our M. & C. Department.

We express our thanks to Mrs. John Raymond, who presented the prizes, and to all of the visiting swimmers and officials for helping to make such a good show.

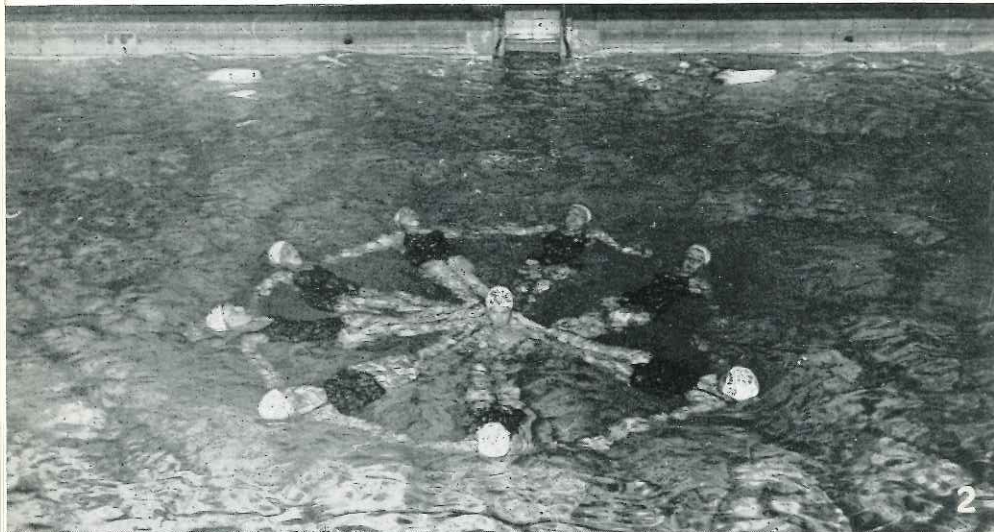
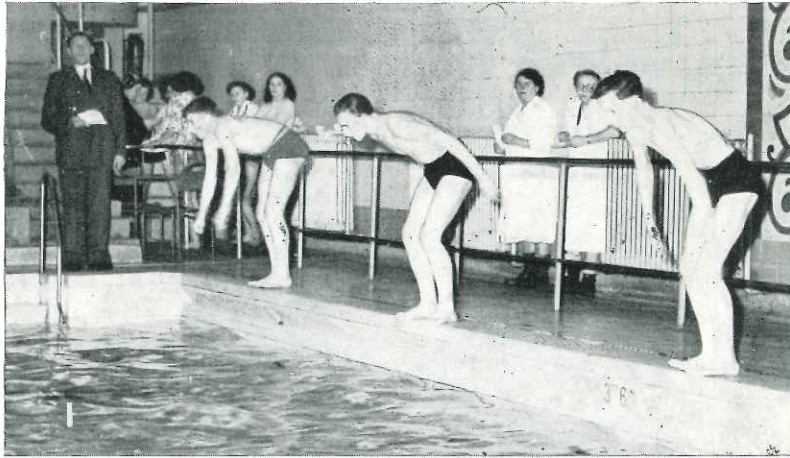
TABLE TENNIS

Congratulations to our Table Tennis 'A' Team, who entered and won at their first attempt the Knock-out Competition for the West Midlands Association Shield.

The final was played at Henry Hopes' Recreation Club, our opponents being B.R.C. & W. 'B' Team. The result was hardly in doubt from the word "go," and the match ended with a "grand slam" win of 9 games to nil.

Chance

SNAPSHOTS



1. The start of the Inter-departmental Relay at the Swimming Gala.
2. A Demonstration by the Birmingham Mermaids.
3. Mrs. John Raymond presents the prizes.
4. The Choral Section's second concert.
5. The Pavilion staff in their new lounge bar.
6. A group of young people who joined the company recently.





From all Departments

MOSTLY PERSONAL

BLOWN AND PRESSED

During recent weeks we have lost several friends including Mr. W. Hinds, Mr. W. Neumann, Mr. W. Hardy, Mrs. Bradbury and Miss Verna Cardwardine, and we sincerely wish them every happiness in their new spheres.

We also offer best wishes to Joe Parry of the Mould Section, who has retired after 34 years' service.

Rita Horton has now returned to No. 9 after her long illness and convalescence, and Mrs. Burford is back in the Pressed Process after her absence due to a Works accident.

It was with profound regret that the Division learned of the very sudden death of Walter Owen of the Mould Shop. Walter was aged 53 and had been employed by the Company for 13 years.



ENGINEERING

The Fitting and Machine Shops welcome back F. Walker and J. Duxbury after their long absence due to illness.

Newcomers to the Shops are R. Cutler, J. Cartwright and A. Hickman,

The Wages Office outing.

Page Fourteen

who has returned after a short period elsewhere.

Ray Courtneil has now started his military service.

The Division offers best wishes to Len Kettle, who has been absent for several months due to ill-health.

In a recent football match between married men and single men, the married men's team won by 6 goals to 3.

The Sumo Shop welcomes as newcomers Mrs. H. Marks, G. B. Pugh and J. A. Pike. F. Barratt has joined the Shop by transfer from the Glass Works, and Ted Kidd returns from the Service Department and W. Price from the Tool Room.

Congratulations are offered to Tom Picken and his wife on the recent birth of a daughter.

The Grinding Shop was sorry to learn that Tom Fenton and Bill Stokes have had to retire due to ill-health.



MAINTENANCE AND CONSTRUCTION

A very pleasant day's outing to North Wales was enjoyed in good weather by members of the M & C Department and their wives and families on September 6th, 1952.

Places visited were Horse Shoe Falls, Bettws-y-Coed, Llandudno, Colwyn Bay, Horse Shoe Pass, etc.

A welcome is extended to Mr. Jim Pryde who has joined the Staff as Assistant Foreman in the Millwrights Shop.

The Maintenance & Construction Department have made arrangements to hold their annual dinner at the Blue Gates Hotel on January 5th, 1953.

The Vehicle Repair Shop is glad to have Alf Stockin back after his period in the armed Forces.

It is with profound regret that we record the sudden death of Ernest Richardson of the Building Department, at the age of 62.

Jack Hill of the Boiler Shop has had a particularly bad year. For many weeks he was away from work due to a cycle accident, and at the time of going to press he is recovering from an operation for appendix.



OPTICAL

The Optical Division congratulates Miss V. Venables on her recent marriage to Mr. V. Clews, and Mr. & Mrs. J. Pernal on the birth of a daughter.

Best wishes are extended to Mrs. E. Edwards, who has left the Department as she is expecting a happy event.

It was with regret that the personnel learned that Ernie Edwards, the Division's representative on the W.C.C., left to take up employment elsewhere. His place on the W.C.C. has been taken by Frank Turner.

On September 27th the Division organised a trip to the Morecambe



The recent wedding of Miss E. Mugleston (L.H. Grinding) and J. Hastings.

illuminations, which included a visit to St. Helens for lunch.

The Division was successful in winning the Inter-Departmental Bowls Trophy.



OFFICES

The Typing Pool was sorry to say goodbye to Mrs. E. Mynett, who left for domestic reasons, and Mrs. Doreen Riddell (nee Cooke) who left consequent on her marriage.

A welcome is extended to newcomers Joan Hickling, Audrey Robertson, Vera Payne and Margaret Lowe.

Congratulations are extended to Mrs. Margaret Morris, formerly of the Typing Pool, on the birth of a daughter.

On Saturday, 4th October, a party from the Wages Office organised a coach trip to Blackpool and we publish a photograph of the party.

Bob Fisk, of the Export Office, has now started his military service. We learn that he is being considered for a commission, and we wish him every success.

The engagement is announced of John Allen of the Accounts Department, to Audrey Brettell.

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News

FROM OUR BRANCH ESTABLISHMENTS

● GLASGOW

The Flat glass section is again working under pressure on account of the volume of orders received from both Export and Home customers. Our obligation to provide prompt service may become more difficult when the furnace (No. 50) is undergoing a cold repair—scheduled for December, 1952.

The table tennis section of the Recreation Club commenced the Winter session on Tuesday, 2nd September.

A Whist Drive will be held on Wednesday evening, 22nd October, and arrangements are being made by the Committee for a

Theatre night at one of the Pantomimes about Christmas.

● LONDON

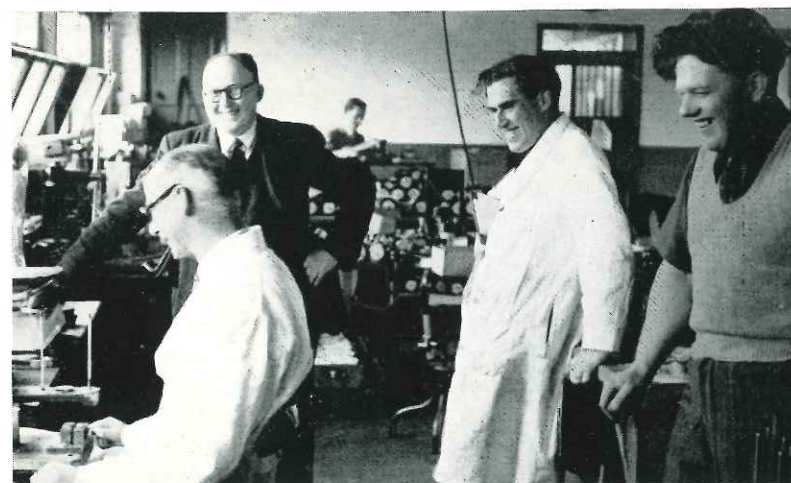
Miss Janice Hemp, Sumo Secretary, has left us to take up a position near her home. Miss Stella Patching has taken her place and will shortly have the pleasure of visiting Smethwick and meeting all the people with whom she normally has contact by correspondence and teleprinter.

Mr. Wiggell, Flat Glass Division, has now joined our staff after spending an initial period at Smethwick.

We had a successful display of Domestic Glassware in September when we invited our Wholesale friends and their customers.



A window display at our London Office.



At the Malvern (Engineering) Works.

This was a follow-up to our Press Display, the results of which are now becoming apparent.

● MALVERN

A Social Committee has been formed in the Malvern Works Optical Division, and the Committee hope to organise a Christmas Party and other social events during the coming year.

Congratulations are extended to Diana Sealey, of the clerical staff, on passing the English and Typewriting S.I examinations with credits, recently.

We are very pleased to see that the production of the interchangeable syringes with metal tips has begun. The initial teething troubles having been overcome, we hope to despatch our first consignment during the last week in October.

During a period of great activity at the Malvern Engineering Section we welcome the return of Mrs. Mitchell, Mrs. Turner, Mrs. Barber and Mr. Monk, and the

following newcomers⁷:—

Miss A. Jones, Miss L. Haynes, Mrs. K. Spencer, Mr. A. Vernon, Miss H. Trigg, Miss H. Tudge, Miss J. Finch, Miss E. Grubb, Miss E. MacMillan, Mr. C. Sedgewick, Mrs. J. Davis, Miss F. Jenkins.

● ST. HELENS

We were very pleased recently to welcome to St. Helens a party from the Optical Division of Spon Lane. We hope they enjoyed their short stay with us, and also hope that they had a good day out at Morecambe.

Generally speaking, things are quiet at the moment at St. Helens, the only change from normal routine is the installation of some new plant and a face lift to the outside of the factory, with a nice bright coat of green paint.

Congratulations to Mr. and Mrs. Ken Appleton on the birth of a son, David Ian, on the 8th October, 1952.

Jottings *of shorter items and employees' contributions*

PERSONAL HOLIDAY SAVINGS SCHEME

A regular weekly saving from your wages through the Personal Holiday Savings Scheme can help you to avoid financial hardship immediately after your annual holiday. The Scheme is more than ever valuable now that the annual holiday is two weeks.

Last year over £10,000 was saved through this Scheme, but only some 30% of our employees have "joined up." Ask your Supervisor for a form to authorise the Wages Office to deduct a fixed amount from your wages each week, and thus ensure that your 1953 holiday will not be spoiled by financial difficulties.

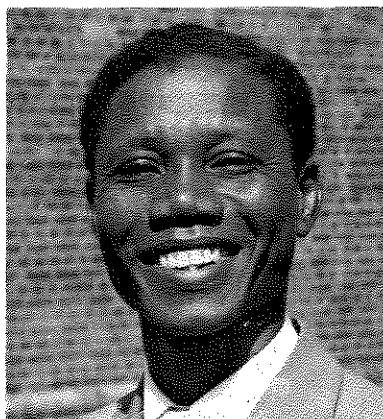


HOLIDAY CREDITS

In order that employees may keep account of their Holiday Credits, a quarterly statement will be put into wage packets as soon as possible after the end of the September, December and March quarters. It will show the total credits accumulated up to the end of the respective quarter.

The first statement showed the amount credited up to and including week ended 27th September, 1952. Subsequent statements in the year 1952/3 will show the accumulated credits up to 27th December, 1952, and 28th March, 1953. Totals for the year ending 27th June, 1953, will be shown on the receipt card handed out immediately prior to the holiday payment and will not be the subject of a quarterly statement.

A similar procedure will be followed in all future years.



George McPherson from Trinidad, who is receiving training at our works as a lighthouse engineer.

INCOME TAX ON HOLIDAY CREDITS

With the introduction of two weeks annual holiday some inconvenience is being caused to employees by the deduction of Income Tax in respect of Holiday Credits, either when the payment is made or from wages received immediately after the holiday, particularly when the holiday is taken in two separate weeks.

By arrangement with H.M. Inspector of Taxes we have been given permission to adopt the system whereby Holiday Credits are paid without the deduction of tax, the Tax Office making a slight adjustment in the code number to allow for this. The method generally brings out a repayment of tax on the first week's pay after the holiday, the tax being spread evenly over the year.

Consequently, assessment forms for 1953/4 will show an estimate of next year's Holiday Credit and the code number adjusted accordingly. In subsequent years the Holiday Credit paid in the previous year will be used for the calculation.

Holiday Credits for 1953 will be paid without deduction of tax.



IT MAKES YOU THINK

Arithmetic knows no party. Before the war we had



Part of the lounge in our hostel for boys.

£3,500,000,000 invested overseas. To-day we owe £2,500,000,000, a difference of £6,000,000,000, or £300,000,000 a year—about a quarter of the cost of our imported food. Our gold and dollar reserves before the war were equal to four and a half months' turnover. To-day they equal three weeks.

We pay £1,000,000,000 a year more for imports than we did before the war.

Before the war we had 350,000 men in the Services. Now we have 850,000 and 300,000 are overseas. We are now spending 10 per cent. of our income on defence against 5 per cent. pre-war. Since 1939 our non-producing population (children and pensioners) has increased by nearly three million.

The only way to deal with our difficulties is to increase efficiency and output. There is simply no other way of achieving a higher standard of living or preserving our present way of life.

HOW TO START A GLASSWORKS

— OF YOUR OWN —

IN order to start your own glassworks the first essential is that you should not know anything about glass. If you know anything about glass you will realise that starting a glassworks is impossible, and it isn't until you have been running one for a few years that you discover that doing impossible things is the easiest part of making glass. It's the more difficult things that give you the trouble. It isn't so much that glass itself is a cussed material to work with as the fact that the people who make it are a cussed lot as well. You need a whole raft of engineers, chemists, furnace builders, gas-makers, electricians, carpenters, mould-makers, managers and accountants. All these are a mad bunch, and some are cantankerous as well, while some—like accountants—are a positive nuisance, always nattering about money and budgets and similar nonsense while you are trying to discover essential points like getting the glass out of one hole and slipping it into another without covering your glassworks with cullet. Everything goes wrong in a glass factory; even when it's running right it *looks* wrong. That is why the football pools promoters do so well—they are supported entirely by glass-makers, who are a foolish optimistic race believing always that things must come right one day, against all evidence to the contrary.

If you still wish to start a glassworks after reading the foregoing, the best thing you can do now is to get someone else to start it; but if you are incurable you had better get it out of your system and build a furnace in a field. Choose a very large field because no matter how big it looks when you

begin, it will be too small before you have got going. At the back of the furnace you will need apparatus for mixing batch and making gas. It's no good baulking at this; you've got to do it if you ever hope to see molten glass oozing out of the other end. Incidentally that molten glass is quite likely to ooze out of the middle if you don't blow some air on it, but that is one of things you'll have to get used to. When it happens you will realise why you pay so much for water; it is a very important substance for freezing molten glass. Then you put some machines at the other end of the furnace and strike a match to light up the burners, crying "Hooray, we're off!" in a very loud voice. After the explosion you strike another match, and when you have got over the first few disappointments you go back to the blue-prints to find out what's wrong with the place. Everything is wrong.

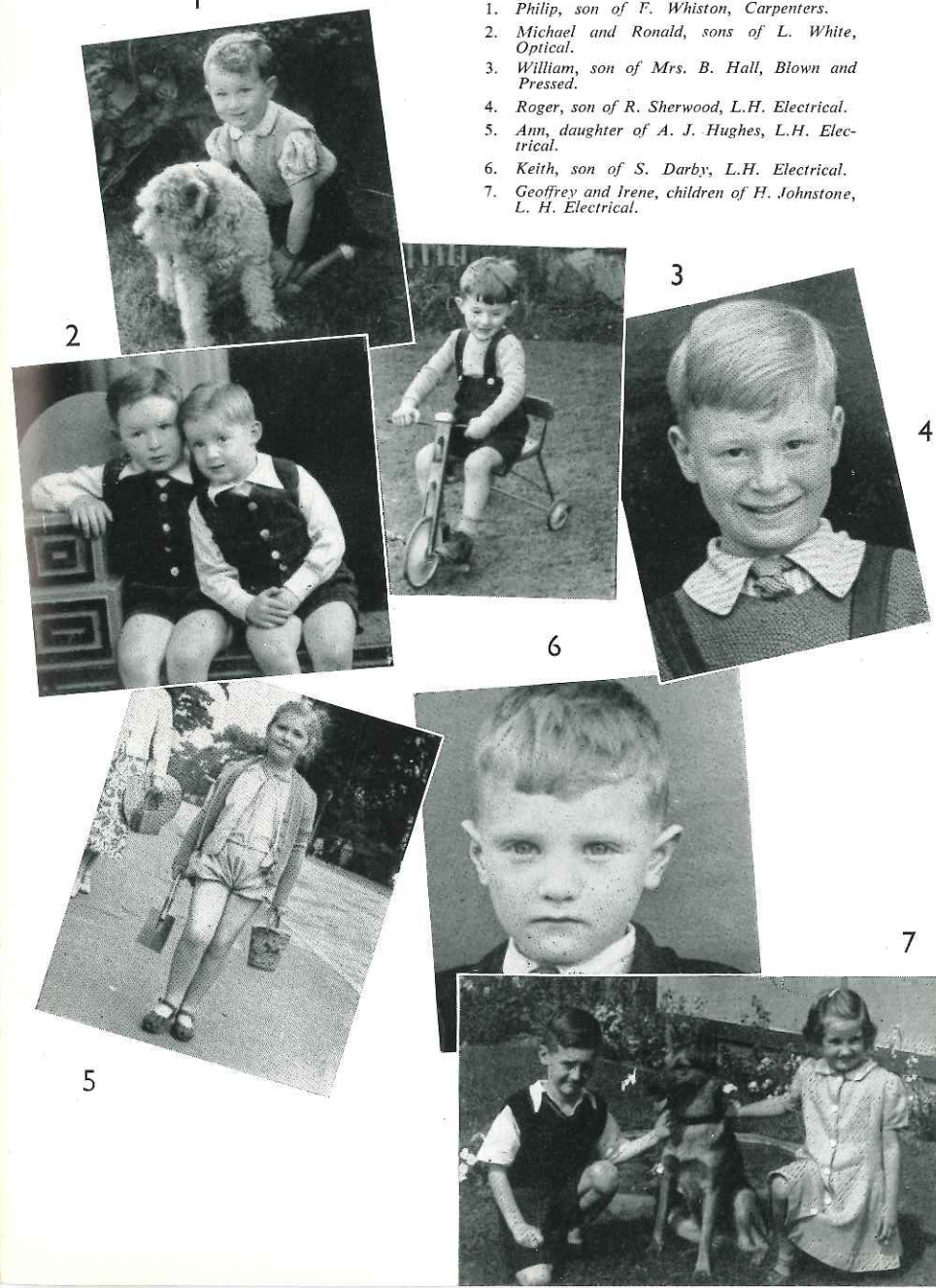
After a few years of this you should begin to appreciate that all is not glass that glitters. Gold glitters, too, and it is considerably cheaper than the first glass you make. However, time is a great healer and some 20 to 25 years after you go into the business an upright strong young man you should emerge wiser, whiter, bowed and bent, covered with batch dust, and ready to believe in nothing that anyone tells you. Then you'll be a glassmaker, and you will have learnt how to start a glassworks; but by that time, of course, it will be far too late to do so.

(Reproduced by permission from "Spyglass," the magazine of Rockware Glass Limited).

IMPORTANT PEOPLE . . .

Studies of our Employees' Children

1. Philip, son of F. Whiston, Carpenters.
2. Michael and Ronald, sons of L. White, Optical.
3. William, son of Mrs. B. Hall, Blown and Pressed.
4. Roger, son of R. Sherwood, L.H. Electrical.
5. Ann, daughter of A. J. Hughes, L.H. Electrical.
6. Keith, son of S. Darby, L.H. Electrical.
7. Geoffrey and Irene, children of H. Johnstone, L. H. Electrical.



The Suggestions Scheme

WE often smile with smug satisfaction when we hear that some Company or other has hit on the idea of introducing a Suggestions Scheme, as our scheme was launched 46 years ago!

The first Chairman of the Suggestions Committee was Mr. Clinton Chance and the Secretary was Mr. F. Maltby. Traditions die hard and a stranger would raise his eyes should he see the Secretary, Mr. H. S. Martin, present to the Committee the minutes which are still painstakingly written by hand in the original minute book, which is in itself an interesting record of handwriting styles for almost half a century.

Now what is the Suggestions Scheme? What does it aim to do? How does it work? What has it achieved?

We at Chance Brothers appreciate that each of our employees has a great deal to offer. He is the living repository of much skill and experience. He understands processes and materials, not with the comprehending mind of the scientist who thinks in terms of cause and effect, but by "feel", as he will put it. The Directors know and appreciate that our workmen and workwomen, both on the staff and in the Works, have a skill and intimacy of

contact with difficulties which, when added to the capacities of the management, may be expected to increase the sum total of industrial efficiency.

Our practical experience has proved that employees are capable of devising, and are willing to devise, means for facilitating machinery, fitting or assembling parts in their progress through the various operations, and for economising in time and material. Therefore an organised scheme is necessary which will not merely give the employees a proper monetary award for the work of their brains, but will assure them that their proposals and ideas will receive fair consideration and, if proved practicable, will be put into effect.

The mechanism of our organised scheme is the Suggestions Committee, which is composed of Management and Workpeople's Representatives. The Management Representatives are:—

Mr. C. J. S. Newman *Chairman*
Mr. H. S. Martin *Secretary*

Mr. E. Andrew
Mr. G. Castle
Mr. Dixon Davies
Mr. W. McCarthy
Mr. A. Ogden
Mr. W. G. Redley
Mr. N. A. W. Stacey

The Workpeople's Representatives are introduced to you in the photographs.

Very briefly, the following is how the scheme works. First of all, anybody may participate and ideas can be submitted for any matters concerning methods of production, office systems, safety, welfare and the host of other subjects which are for the general benefit of the Company and its employees. Ideas must be submitted in writing and a suggestion form can be obtained from any gatehouse, but if it is too much trouble to obtain an official form, put your idea down on any piece of paper and drop it into one of the suggestion boxes which are situated at each gatehouse and in most departments. If you want expert technical assistance such as a drawing,



J. Hill, Boiler Shop.



the departmental supervisors will help as will either Mr. H. S. Martin, whose office is in the Laboratory, or Mr. A. Ogden, the Personnel Manager.

Each idea is considered by the Works Manager whom it concerns, and the original proposals together with the Works Manager's observations are placed before the Committee. If an idea is adopted a cash award is made. For those suggestions which result in a financial saving the evaluation is based on the amount of the annual saving; the intangible ideas are assessed under such headings as adoption costs, range of application and originality. The Committee can make awards up to £25, but in suitable instances the Board may enhance the Suggestions Scheme maximum and this was, in fact, done recently when Joe Fenton had his award made up to £125.

If any idea is rejected the proposer will receive either a written or verbal explanation of the cause of rejection. If he feels that his suggestion has not received the consideration which he feels it merits, he may request the Committee to reconsider the matter, as can any person who has an idea adopted but is dissatisfied with the amount of the award.

Here are some interesting figures:—

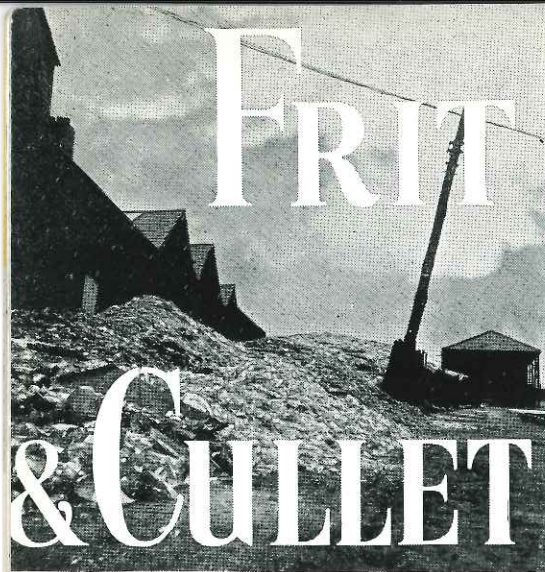
	1949	1950	1951
Suggestions submitted	246	284	244
Suggestions adopted	125	101	112
Amount of awards	£419	£252	£334

The Suggestions Scheme Committee asks YOU to get your thinking cap on. There's always a better way, so cash in on your ideas.



On right, reading from top of page: W. Banner, (Rolled Plate), F. Turner (Optical), T. Palmer (L.H. Tool Room), and W. King (Blown and Pressed).





WELFARE

In the bad old days before workers were happy families, it was believed that factories should be as uncomfortable, dimly-lit, and gloomy as possible. Nowadays, however, it is realised that if there is to be a happy family life, one of the first requirements is a bright and cheerful Little Home. The following are some of the responsibilities of the welfare worker :—

- (1) To see that the Eyes, Teeth, Toe-nails and Morals of the workers are kept in proper condition, spotlessly clean and provided with spectacles when necessary.
- (2) To insist on people sitting down to work on specially designed chairs, rather than standing up to work on specially designed feet.
- (3) To make sure that nobody gets more tired than is absolutely necessary for the production of goods and dividends. If they do get tired to draw graphs of them doing it.
- (4) To organise social events.
- (5) To take so much trouble over organising social events that nobody has the heart not to come.
- (6) To take workers firmly by the hand and say "I brought you down here to enjoy yourself and enjoy yourself you shall. Go on—paddle!" (Extracted from Mark Spade's book *How to run a Bassoon Factory*).

HEARD THIS ONE ?

An executive received from his secretary a pile of badly typed, badly spelt letters. "Didn't you read these letters before putting them before me?" he asked.

"Oh no, Sir," said his very new secretary, "you said they were confidential."

A salesman wired from a very remote part of Scotland: "Am held here several days by freak weather, please wire instructions." Back came the reply from his home office: "Your holidays started as from yesterday."

A department head to typist: "Congratulations, Miss Tape, this is the earliest you have ever been late."

Secretary, greeting new boss: "I've heard so much about you, Sir, perhaps I'll have a chance to hear your side of it."

Husband: "Well, darling, I've got that rise, now we can afford to live at the rate we've been living."

A young employee called upon to make a speech at a meeting said: "I have only been here a few weeks but I already feel I know every crook and nanny in the place."

SCHOOLBOY HOWLERS

Ladies when visiting should always take tea in their hats.

Men out with their fiancee should always walk on the curve.

The objective of 'he' is 'she'.

A siren is a dangerous woman, generally found at a factory.

Cleopatra ended a remarkable life rather curiously. She was bitten by an aspidistra.

Florence Nightingale became a nurse and at her own risk attended soldiers.

Lady Godiva put all her clothes on a horse and sat on them. She was not popular at the time.

Gravity is a law for holding things up, but nowadays most women use elastic.

Once convicts were assigned their own wives, but now the system is more humane.

WHO LAUGHS LAST

