

## SAFETY HINTS

Newton Chambers and Company, Thorncliffe, near Sheffield, organised a safety slogan competition recently. The following were the winning entries:—

**DON'T COURT DANGER—JILT IT !**

\* \* \*

**KEEP YOUR MIND ON THE JOB—  
DON'T THINK IT OVER IN HOSPITAL.**

\* \* \*

**DON'T JUST PLAY SAFE—WORK SAFE!**

\* \* \*

**TAKE OUT A SAFETY POLICY—IT'S  
A LIFE INSURANCE.**

\* \* \*

**DON'T THINK IT'S SAFE—BE SURE !**

2015.270  
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**Smethwick Heritage  
Centre Trust**  
Tele 0121 429 1223

Produced and published by Teamwork Magazines (Sir Isaac Pitman & Sons, Ltd.), 25 Catherine Street, London, W.C.2. on behalf of and in collaboration with Chance Brothers Limited, Smethwick.

## Chance COMMENTS



JANUARY — FEBRUARY 1956

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# 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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Maintenance and Construction	R. TIMMINS P. FOSTER E. A. WHITEHOUSE H. F. COSNETT J. WHEATLEY W. JOHNSON MRS. N. O'RIORDAN D. R. KIRKWOOD
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Old Hall	MRS. N. O'RIORDAN
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Pyrometry	N. WALKER
Traffic	MRS. K. FELLOWS
Transport	F. G. ANKCORN
Typists' Pool	MISS M. VICKERS
Wages, Pensions	A. E. CARTWRIGHT
BRANCH ESTABLISHMENTS	
Glasgow	A. C. THOMSON
London	J. C. PERKINS
Malvern	MISS D. CLARE
St. Helens	K. W. APPLFTON

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### THIS MONTH'S COVER

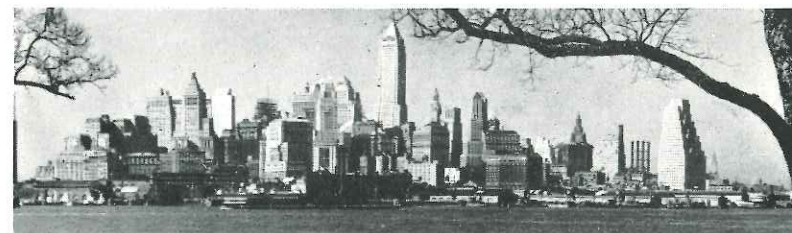
Chance Brothers' stand at the Building Trades Exhibition—Olympia 1955.

VOL. 8, No. 6

JANUARY—FEBRUARY 1956

## AN AMERICAN JOURNEY

by S. T. PICKERING



AFTER spending an enjoyable sunny week-end with my wife and children in the Lake District, I left Manchester at 11.15 on the night of Monday, 15th August, in a Sabena Clipper aircraft.

Dinner was served and within one and a half hours we arrived at Shannon where we filled up with petrol for the Atlantic crossing. At that time there were six trans-Atlantic planes re-fuelling and they took off within minutes of one another and all landed at Gander, Newfoundland, eight and a half hours later.

I slept most of the way in a comfortable berth so that the subsequent flight of four and a half hours from Gander to New York was pleasant and uneventful. We landed at New York at 11.45 a.m., local time, having put back our watches five hours during the trip. My first impression of New York was one of heat and high humidity, and the glass of iced water which was placed on the table in the restaurant where I had my first meal was most welcome.

That night I went on the local ferry boat to Staten Island, a trip of about two miles and saw New York's illuminated skyline. This is a most impressive sight and one which can only be fully appreciated by viewing it from the river.

The following day I flew on to Harrodsburg, Kentucky, a distance of approximately eight hundred miles. Part of that journey was extremely

rough, and unpleasant, since we were travelling through the hurricane "Diane". However, by the time I arrived at Harrodsburg everything was clear and delightfully warm.

I spent three weeks at the Glass Works at Harrodsburg during which time I made many friends, and found the plant personnel extremely helpful and hospitable. I rapidly developed the habit of drinking "iced-coke," coffee and eating icecream which could be obtained from slot machines at the plant or from the works cafeteria. Harrodsburg is a small town of around 5,000 inhabitants and other than the glass plant which has been in operation for three years, there is no industry. The main employment is agricultural which consists of growing tobacco and corn and breeding racehorses. The Glass Company owned some land near the factory, and when I arrived they were cutting what I understood to be a very good crop of tobacco. Although it was hot with day temperatures of around 95°F and night temperatures of 75°F, the atmosphere was dry so that providing you kept out of the direct sun during the middle of the day the climate was very pleasant. The district around Harrodsburg is known as the "Blue Grass Country", but although there was lots of grass around I never found any which could be called blue. I was told by the local inhabitants that I had

come too late in the year and the grass was only blue in the spring. I very soon realised that a car was essential to get from one place to another. I hired a car, although its reliability as a piece of engineering equipment left much to be desired. During the three weeks the engine failed on three occasions due to difficulties with petrol supply, the generator almost fell off due to the non-existence of retaining screws and the hydraulic brakes failed completely on one occasion which might have been disastrous, but fortunately we came through with no ill effects.

The car is an essential part of every household, and when a new factory is erected it is necessary to leave a greater area than the factory itself for the employees to park their cars. At first it used to amaze me at a shift change at the plant to see all the girls from the plant parking their cars and walking into factory whilst some of the men were driven to the works gates by their wives, who then drove the car back home for their own use. The car is very much part of the wife's life, and if the family are fortunate enough to own two cars, and quite a number do, you can be certain that the wife has the latest super model whilst the husband chugs along in the little Ford, or equivalent.

The family shopping is carried out once per week when mother and other members of the family travel, by car of course, to their local super market. This is a very large "walk-around" self service store where the car parking area is usually three to four times the area of the store itself. It is possible to buy almost everything for the home in these stores. You push around a large basket mounted on wheels, and pick up all you require, which can include full meals pre-cooked and frozen. You then go to the counter where your goods are packed, and whilst you pay the bill your goods are taken to your waiting car. Home, and then your week's shopping goes into the very large

"fridge" to be kept under ideal conditions until required.

From Harrodsburg I flew nine hundred miles north to Toronto, and there spent a very full three days, part of the time at the Pilkington's Sheet Glass plant where I met friends from St. Helens.

Among the many impressions of Toronto, perhaps the two that stand out most vividly were the many Union Jacks flying from buildings and shops in honour of the Canadian National Exhibition which was being held in Toronto at that time, and the playing of the National Anthem at the end of a film show in the local cinema. One felt so much nearer home. From Toronto I flew south again over the Niagara Falls to Corning, New York, where I visited more glass plants. Then on to Detroit for a quick look over the Ford River Rouge plant: and returning to Harrodsburg.

A further short stay at Harrodsburg, and I was introduced generally to the American popular games of softball and football. I found the softball interesting, especially when the finer points were explained by some American friends. This game is similar to the more professional baseball except that the ball used is of a soft type and the diamond is somewhat smaller. The Harrodsburg plant has a softball team which reached the finals of the area knock-out competition, so that I added my voice to the energetic efforts put in by their supporters in order to assist them to victory. Unfortunately, our efforts were in vain—they lost.

American football I found very dull and at the risk of bringing the St. Helens plant around my neck, I must say that I thought it was about the standard of the local Rugby League matches—very dull indeed.

North again, one thousand miles to Boston and a change in temperature. The night I arrived at the end of September there were a few degrees of

frost. I had very little time to look round the city, which is a most important centre of learning being the home of Harvard University, the Massachusetts Institute of Technology and Boston University, before I flew north again to within a few miles of the Canadian border. This area is mountainous and well wooded, and has important granite quarries. The American accent is noticeably different and one can detect a strong blend of the Scottish accent. South now to New York for a few days during which time I was fortunate in obtaining an invitation to see a colour television show in a small private studio in the Rockefeller Building. The programme was a variety show which was coming from a studio in Los Angeles over three thousand miles away. The result was superb, and I can only remark that I think the difference between black and white and colour television shows is as great as the difference between silent and talking movies. Just before I left New York I saw another colour television programme of the baseball classic of the year, the World Series final between New York Yankees and Brookland Dodgers, but this was not so impressive and it was obvious that whilst the colours were good for studio work the technique had not been fully developed for outside shows.

When first visiting New York a trip in one of the high speed elevators to the top of a skyscraper has to be arranged if at all possible. Therefore, on a sunny and clear Sunday afternoon I arrived at the top of the Rockefeller Building having been lifted in an elevator through the first sixty-five floors in just over thirty seconds. The atmosphere was clear with a stiff breeze blowing from the sea, so that the views of Greater New York were amazing.

When seen from this height most buildings, even though they were at

least twenty stories high, looked very small, and all around this "under-growth" of smaller buildings were groups of skyscrapers with the Empire State Building with its high television mast on top, towering above everything. It was in all a most impressive sight. I walked into the soda fountain on top of the building, and sitting at the bar drinking an iced-coke I suddenly realised that the owner of the voice next to me was not American, and in fact was English. The voice had a slight accent which I was sure I recognised. It was not long before my next door neighbour and I were talking together having found that we both came from the same home town, and also the same University. It is a small world for we met on top of a skyscraper!

I also was fortunate in being able to visit the United Nations building and I sat in the large assembly room for a time whilst Mr. McMillan was speaking. I saw the various committee rooms and admired the various decorative effects that had been obtained throughout the building.

Early in October I embarked on the Cunard ship "Parthia" and at midnight we quietly slipped down the river to the sea. The "Parthia" is only 13,000 tons, and I was very thankful that it was fitted with stabilizers for the Atlantic was very rough at times. Finally, at four o'clock on the afternoon of 9th October, we steamed slowly down the Mersey and it was to me a sight I shall always remember. I had been away just eight weeks, and I had travelled many thousands of miles. I had had many varied experiences and I had seen many interesting developments in the glass, and other industries, and I was also feeling very tired. It was good to see my wife and children waving as the boat came in to the Princes Landing stage. It was good to be home.





## WHAT DO YOU SUGGEST?

### £27 paid for ideas

#### A successful appeal

Way back in 1954, H. Price of the Vello section suggested that a cradle be made and fitted on each cam box on the end-forming machine to facilitate quick and easy adjustment of the cam boxes to combat eccentric collars on the tubes. At that time the idea was rejected but the suggestor persisted in pushing forward his proposals and he eventually proved his point and received an award of £5 5s. 0d.

#### £3 15s. 0d., for Jack Hadley

Jack Hadley of the Optical furnace room suggested that a catch pit on the gas main in the spectacle shop would solve the problem of low gas pressure caused by tar collection. The adoption of this idea will result in saving in expenditure on Saunders valves and labour and an award of £3 15s. 0d., was made.

#### Another idea for the Optical

A Hayfield, Optical division, drew attention to the fact that in each spectacle mould there are two air holes which allow the bottom plunger to drop after each remoulding operation. He suggested that a gas plug be fixed in the front hole. This method was tried and proved to be successful in reducing the amount of expansion on the bottom plungers and a certain amount of scaling. His idea has been adopted on all fixed spectacle moulds and he is better off to the tune of £3 5s. 0d.

#### Rolled Plate rolls

H. Robinson, D.R.M. shop, recommended that a test bed for checking rolls should be kept at each of the Rolled Plate plants to eliminate handling of rolls, transport and risk of damage. This helpful suggestion resulted in an award of £2 5s. 0d.

#### Two awards at St. Helens

Mrs. M. Howell and S. Cutler at the Optical division works at St. Helens received £1 2s. 6d., each. Mrs. Howell put in a suggestion for a drain scoop for removing plaster from the washing tank. S. Cutler's idea was that wooden carrier boxes be banded to prolong the life of the boxes.

#### W. I. Robinson receives an interim award

W. I. Robinson of No. 7 bending had a "special" mould made for the making of a certain type of bent article. The idea has resulted in increased production and an interim award of £2 was paid. This suggestion will be reviewed in three months time.

#### Four awards of £1 2s. 6d.

Four people who accepted the slogan "there's always a better way" received £1 2s. 6d., each.

B. Coates of the D.R.M. shop submitted a design to simplify the changing and fitting of batch feeder noses; J. H. Poulson, Rolled Plate, recommended that the roll lifting beam used for lifting rolls from the rack should be covered with felt to prevent damage to the rolls; J. Bickley, Blown and Pressed, suggested the installation of an emergency switch on No. 42 lehr to enable inspectors to stop the lehr mat in the event of the stands becoming jammed; J. T. Keys, Mixing, suggested alterations to the box guard on the skip hoist to facilitate inspection and oiling.

#### Three safety ideas

Ideas which aim to prevent the possibilities of accidents are always

welcomed and last month there were three under this heading. R. Harvey, Mixing, had an iron plate placed over the sand dryer conveyor. G. Hadley and L. Baker, Rolled Plate, jointly put in a suggestion concerning the crane platform and J. T. Keys, Mixing, suggested that a small shed should be built for the operator of No. 1 cullet hopper to protect the operator against flying glass. Each of these ideas resulted in an award of 10s. 0d.

#### These suggestions are under consideration

53382	B. Jones	No. 4 Rolled Plate
53396	E. A. Whitehouse	Electricians
C53461	C. Lowe	Electricians
53475	A. Moore	M. & C. Office
53476	R. Goodall	Mixing
53485	H. Lloyd	Millwrights
53491	R. Partridge	Mould Shop
53493	F. Bodley	Rolled Plate
53491	W. I. Robinson	No. 7 Bending
53498	D. Nunn	Millwrights
53499	H. Ullibone	Optical
53500	W. A. Mallin	B. & P. Inspection
53504	L. Baker	No. 1 Rolled Plate
53508	A. Floyd	B. & P. Cathodes
53509	H. Edge	Pressed Moulds
53511	W. G. James	Vello



# WAGES OFFICE by A. J. PLATT

"WAGES will be paid at the usual times on Friday."

When you receive your wage packet have you ever given a thought to what this means in terms of figures and calculations.

The wages department carries out one of these functions in business that we all accept without question. We are so used to getting our wages paid regularly at the right time, as almost to accept it as naturally as night to follow day, yet it is quite a complicated business. In many ways too it is not unlike any of the production departments because paying wages is a "must" in any business.

Just consider for a minute or two what has got to happen; we have over 2,000 employees in C.B. Ltd., admittedly some are at Glasgow and St. Helens where there are separate wages offices and those on the staff are paid by Miss Uffen, but we are finally left with about 1,450 people at Spon Lane and Malvern who are paid through the wages office.

Tom Addiss who is responsible to me, is responsible for the smooth running of the section, the day to day activities being controlled by Selwyn Thomas with Ron Lloyd in charge of the Blown and Pressed division section.

Although Selwyn Thomas is in charge, he is really a "youngster" having been with Chance's for only seventeen years, compared with Tom Addiss who has thirty years service, and Ted Holloway leading the field with thirty nine years service.

I said originally that it is quite a complicated job, but have you ever realised how complicated it really is. In the rate books we have between four and five hundred different basic rates for the varying degrees of skill, they are not all in use at the same time, but the information has just got to be there.

So far we have not yet employed a "sagger maker's bottom knocker", but we have often wondered what Gilbert

Harding would make of a "monkey teaser" in "What's my Line"; more important still, what the "monkey teaser" would make of Gilbert Harding!

As you know, the basis of wage calculations is the clock card and with our varying shift arrangements and overtime working the totalling of each card involves from six to fifteen small calculations to arrive at the hours worked and overtime premium. For plain time workers it is relatively simple to work out the gross wages after the clock card has been totalled. The majority of people on the works are either on straight piecework or in receipt of some form of production bonus, so that the totalling of the clock card is only the first step in wage calculations.

The system of piecework payment calls for the recording of information which at first sight appears to be needlessly detailed, but in this connection it should be remembered that whilst the reports record the production in respect of individuals they are subsequently used by the Cost Office to assess the total departmental output. Most pieceworkers have their output recorded on daily sheets which also show the inspection details which again are required for statistical purposes by the Cost Office. By the application of the appropriate rate for the job the daily earnings are calculated, usually by comptometer, and subsequently accumulated so that the week's earnings are arrived at. Owing to the quantity and variety of products which we manufacture at Spon Lane it will be realised that we have an enormous number of different piecework rates. In the Optical division, for example, there are well over two thousand different rates for the various processes on glass of various types and sizes, and it is not unusual for some workers to have been employed on over one hundred of these rates during one week's work. It is hoped that eventually we shall have all our rates on a Time Study basis which should simplify calculation and will tie up with our system of standard costs and budgetary control; at the moment some of our rates are complex and complicated in different

ways for different processes often because they are the result of a long history of bargaining and "old Spanish customs".

In the old days when the gross wages had been worked out, the only deduction was for Provident Society once a month. Nowadays there are a dozen deductions which can be made from gross wages before the amount to be put in the wage packet is known. The one causing the most work to the Wages Office is, of course, P.A.Y.E. For every employee there are three calculations to be made before the current week's tax can be ascertained and, of course, full records have to be kept for the Income Tax Authorities. It is interesting that for the works alone we pay to the Collector nearly forty thousand pounds per annum. Not one of the least amusing episodes of the week is to listen to one of the staff explaining the intricacies of the P.A.Y.E. procedure to one of our Jamaican or Polish employees who "don't want to join".

For our insurance cards we use the procedure whereby no stamps are actually put on the cards, but details are kept of all contributions and the amount paid to the Ministry by cheque. For the works alone this is nearly sixty thousand pounds per annum.

Records are kept by the Wages Office for the National Savings Club, the Holiday Club, deductions for overalls, shoes etc., and Pension Fund contributions are deducted although the book-keeping in this connection is made by the Pension Office. Recreation Club and Provident Society contributions are also dealt with in the Wages Office.

When the net wages have been calculated, pay slips showing gross earnings, details of all deductions, and net wages are sent to the departments before the wages are paid. Even when all the calculations have been done there is still the job of working out how many pounds, how many half crowns, how much copper and so on must be drawn from our Bankers.

And now Mr. Wood, the Cashier, takes over as he also acts as Paymaster; it is his responsibility to see that the amount calculated by Wages Office goes into the right envelope, that the envelopes

are distributed to the various pay stations to find its way ultimately to the individuals concerned.

The calculation of Holiday Credits is another responsibility, and by the end of the year nearly one hundred thousand separate calculations will have been made in order to pay about twenty thousand pounds in holiday money.

In addition to the normal day to day calculation of wages, there are also various statistical records to be kept both for our own internal administration and for official government departments. Records are kept of people entitled to payment for sick pay under the scheme of special privileges for long service, and payment is also made through the office when necessary.

I said originally that the Wages Department was similar to a production department and this is true even at Bank Holidays, as like the Works, Christmas finds Wages Office coming in on Boxing Day. On other holidays Wages Office somehow have to get five days work into a four day week. Naturally with a tight time-table there have been one or two embarrassing moments, but we have never had to postpone the pay parade. The nearest thing to it was on one Wednesday morning during the 1940 blitz when the Wages Office "caught one," and most of the work done on that weeks pay roll had vanished. Arrangements were made by finding temporary accommodation in the canteen, and after quite a hectic time "Wages were paid at the usual time on Friday".

So next time you open your pay packet just give a thought to the detailed work that has been done.

Wages Department work under a spotlight because if there's one item that gets a detailed individual check its a pay packet, and any mistake made is very quickly queried and just as quickly put right if such is the case.

Despite all the complications there are very few mistakes so that we shall continue week in and week out "To pay wages at the usual time on Friday".



# From your COMMITTEE ROOM

## WORKS CONSULTATIVE COMMITTEE

Prior to the opening of the Works Consultative Committee's December meeting, Dr. W. M. Hampton, managing director, expressed Christmas and New Year greetings to all employees of the Company.

He said that the changes in demand which are inherent in a live and expanding business, raise many problems which have been successfully met and in many cases solved during 1955. The cheerful way in which everyone had undertaken the heavy load of work which this had entailed had been most gratifying and he expressed the Board's appreciation.

Harry Care, a Blown and Pressed representative took this as an opportunity to express the thanks of the many employees who had received a Christmas gift from the Company.

\* \* \*

THE committee considered a variety of problems at the November and December meetings. One particular matter was that of road tidiness and the members were interested to learn of experiments that had been made with a mechanical brush that could be coupled to a Ferguson tractor.

Some months ago the committee recommended that certain vehicles should use the Spon Lane roadway to deliver goods from one side of the works to the other in an endeavour to reduce congestion on the internal roads and, in particular, under the bridge. This was done with success, but it was felt that the crate trailers should continue to use the internal roads as the sending of crates on to the public highway would constitute a danger in that the crates overlap the sides and ends of the trailers. It was, however, recommended that the width of the load should be limited to approximately seven feet.

Safety, quite rightly, is always an important subject on the Works Con-

sultative Committee's agenda and on the committee's recommendation additional breathing apparatus has been installed to avoid the possibilities of workpeople being overcome by gas on repair jobs. Another safety matter was that of fire fighting equipment and means of escape, in the Seven Storey building.

Mr. L. Gorman asked the committee to consider the problem of the employment of elderly workers. He thought that there were some men, who after retirement, had a desire to undertake some form of light work on a part-time basis to occupy their leisure and to help their financial position. It was mentioned that some firms have set up a workshop for such people and the committee is to give further thought to this matter.

In reviewing the production position, the chairman, Mr. C. J. S. Newman had to announce that the manufacture of cathode ray tubes had to cease owing to the fact that our manufacturing costs were too high. This would, unfortunately, mean there would be some redundancy. The Blown and Pressed division would, however, continue the fabrication of Pilkington Brothers' tubes. No. 8 furnace was working extremely well and records were being made in the manufacture of car head light lenses. The Vello tubing plant was also giving good results. In the Flat Glass division, the sales forecasts indicated that there would be no early recession in the demands for Rolled glasses for home and export. The Coloured section was, however, causing concern as competition from abroad was serious. The Optical division continued to be very busy.



## PARTY TIME SNAPSHOTS

*Blown and Pressed Staff  
Dinner and Dance.*







*More CHRISTMAS Flashbacks*

1 and 2. *Traffic and Transport Dinner.*

3 and 4. *Vello Dinner.*

5, 6 and 7. *Blown and Pressed Dance.*

8. *M. & C. Children's Party.*







Above:—  
Raising funds for  
a children's party.



Right:—  
The Optical Division Christmas  
"breaking up"  
party.



Left:—  
83 year old Joe  
Guise is a guest  
at the Traffic  
Dinner.

## CARE OF WORK BOOTS

*This article is contributed by L. J. Bryan, Sales Director of Wilkins and Denton Limited the manufacturers of "Totectors" safety footwear from information obtained from the British Boot Shoe and Allied Trades Research Association.*

**I**F a bicycle were neglected, left out in all weathers, never oiled, never cleaned, left to rust, no one would be surprised if the machine rapidly went to ruin.

Work boots, designed for protection and to give real hard service, need at least as much attention as a bicycle. They must be cleaned and nourished regularly to keep them pliable and waterproof. They should be pliable and not allowed to become hard through neglect, otherwise the leather will crack and the stitches will break. They should be waterproof, not only to keep the feet dry but also to resist the rotting effect of soil or water which often contain chemicals such as iron salts, alkalis or acids.

For these reasons heavy boots should be cleaned immediately after wear. Clinging mud and earth should be removed—a blunt knife is often useful—and the boots brushed clean or wiped with a damp cloth before a dressing is applied.

Shoe polish or cream, of reputable make, can be used to maintain the appearance and usefulness of boots worn mainly under dry conditions but a good quality dubbin or other waterproof dressing can, with advantage, be used from time to time. When boots are worn in wet or muddy conditions a dubbin or waterproof dressing should be used regularly—as soon as possible after the boots are taken off—and applied whilst the boots are wet and again after they have dried out.

To dry boots is a ticklish job. Leather is very easily damaged by heat—far

more easily than most people realise. The damage is especially great when the leather is wet. Boots should be allowed to dry out slowly in a well ventilated place which is no warmer than a normal living room. It is important that an airy and well ventilated place should be used and that heating of the boots should be avoided whether they are wet or dry. Keep boots away from open fires and hot pipes.

Heat generates steam within the substance of the leather and this steam attacks the leather fibres and completely destroys their nature. The leather is turned into a soft tarry mass which becomes hard and brittle on cooling, and thus loses most of its wearing properties.

Heavy work boots will only give comfort and lasting wear if they have proper attention and adequate care.

A new, or newly repaired shoe that is taken into wear straight away in the wet is not given a chance to show what service it can render. On the contrary, such treatment can do serious harm and cause even the best of sole leathers to acquire a soft, cheesy condition in which it is liable to wear away quickly.

It is much better for shoes to be worn first in dry conditions so as to give them an opportunity to become accustomed to the flexing of the foot; to permit their sewing seams to get set; and to allow the soles to pick up that fine grit which embeds in the surface and, as it were, "armour plates" the leather.

Well designed shoes are constructed to provide a sure and well-balanced foundation for the stable support of the weight of the body when the shoes are worn. They are made on lasts which are carefully designed to ensure that there is just the right relationship between the thickness of the sole and

*continued bottom page 15.*





## From all Departments

**MOSTLY PERSONAL**

### BLOWN AND PRESSED

The Blown and Pressed division has had a hectic time in regard to social activities. The staff organised a dinner and dance at the Talbot hotel, Oldbury, on Saturday, 26th November. The mould shop held their dinner at the Spon Croft hotel on 16th December and the organising committee of the children's party fund arranged a money raising dance in the pavilion on 2nd December. Each of these functions was a huge success and this is an opportunity time to express appreciation to the organising committees for their efforts.

On the personal side, congratulations are offered to Dennis Binfield and his wife on the birth of a daughter and to Florrie Hughes whose engagement has been announced to J. Moores.

The Pressed warehouse are glad to have Ellen Parish back after her long illness.

### FLAT GLASS

The Rolled Plate department staff held a theatre and dinner party on 1st December, and an especial welcome was given to several old friends.

Superintendent Bob Evans feels that the ladies of the Rolled Plate despatch office deserve an Oscar for the Christmas decorations in the office.

It is with profound regret we record that Horace Poxon of the Coloured

department died on 14th November at the age of forty-eight. He had had thirty-one years service with the Company.

### MAINTENANCE AND CONSTRUCTION

Twelve months hard work by the organising committee of the Maintenance and Construction children's party fund came to fruition on 10th December, when the children's party was held in the canteen and cinema room. The party certainly was a success and appreciation is expressed to the organising committee. Thanks are also given to the canteen staff who put on an excellent spread. The children thoroughly enjoyed some amusing films which were supplied by Wilfred Hollyhead of the electricians, and the entertainment put on by Uncle Les. The photograph, which appears elsewhere in the magazine was taken by Eric Whitehouse.

We were sorry to lose Len Mole from the carpenters' shop but congratulate him on his appointment as foreman of the Mixing department. He is also to be congratulated on his recent marriage.

Les Cadby left the Planned Maintenance department at the end of December and we wish him luck in his new job.

It is good to see Sam Beardsmore back at the works after his long illness and

we sincerely hope that he will soon be recovered completely.

Alex Morrison is also back in the drawing office and we hope that he too will enjoy good health in the future.

Mrs. Payne left us recently to take up a post elsewhere and we welcome in her place Mrs. Sproston, whose husband at one time worked in the drawing office. We also welcome Doreen Lowe to the drawing office staff.

Ron Steventon was married on 17th December, and we wish him and his wife every happiness.

Harry Canner of the carpenters shop retired on 5th November after twenty-eight years service. In his earlier days, Harry was probably one of the best wheelwrights in the Midlands.

It is with sorrow that we record the death of John Hearne on the 29th November and Leonard Squires on the 2nd January. John was seventy and had had eleven years service and Leonard was sixty-three with thirty three years service.

### OFFICES

The buying and printing offices enjoyed a social evening on 3rd December, when they had a meal in Birmingham and went to the Theatre Royal to see "The Vagabond King". Certain members of the works transport and stores staff joined the party.

The many friends of Mrs. Canty, who is in charge of the printing office, will be sorry to know that her husband passed away in October.

Tom Andrews has left the Flat Glass sales office and we wish him every success in his new appointment. This office is very pleased to have Mr. A. Eccleston back after his long absence due to illness.

Marjorie Mann (nee Cole) of the Fiesta Sales office left us at the end of December as she decided to give her whole time to running her home.

Marjorie had been with the Company since 1933 and she was always generous in her work for the development of the recreation club.

Bob Waterhouse has left the invoice section to take up a post elsewhere and we wish him luck.

### OPTICAL

The Optical division's annual dinner and social was held in the recreation club pavilion on 9th December, when the principal guests were Dr. and Mrs. W. M. Hampton. This party was quite one of the best that has ever been organised by the division and Ernest Edwards and his committee are to be congratulated on their efforts.

The division congratulates Shirley Clorley on her engagement to F. Onions and Doreen Cutler on her marriage to L. Orme.

We wish a speedy recovery to Mrs. Follis who underwent an operation last month.

Our sincere sorrow is expressed to Jack Hadley on the death of his mother.

*continued from page 13.*

### CARE OF WORK BOOTS

the height of the heel. Therefore, if anything is done to disturb this balance distortion of the shoe and other undesirable consequences will result.

Thick rubber top pieces should not be added to heels without first removing an equivalent thickness so that the original heel height is not altered.

Compensating for an addition to the heel by adding an equal thickness to the sole, while it may restore to some extent the balance of the shoe, sometimes makes the bottom too thick and clumsy with results that are almost as bad as when the balance is upset.



# Jottings *of shorter items and employees' contributions*

## BOUQUETS

### Bouquets

William Tupper of the Pyrometry department has been declared the best engineering student from Chance Brothers attending the Chance Technical College in 1954/55, and Dorothy Poulson of Purchase Accounts was the best commercial student. Each will receive a prize of £2 2s. 0d. Dorothy also won this award in the previous year.

\* \* \*

Walter Weston of internal transport has just completed thirty years' service with the works football teams. When he ceased to be a player, he undertook the duties of trainer and he has been most generous in giving time and effort to the teams.

\* \* \*

The drivers, the vehicle repair shop personnel and the traffic office staff subscribed a total of £10 10s. 0d., as a Christmas gift to the widow of Jim Morley who died last June.



Left to right:—Dr. W. M. Hampton, Mr. L. G. Hinton, Mrs. W. M. Hampton, The Mayor, Sir Hugh Chance, The Mayoress, Lady Chance.

### Brickbat

Typing mistakes can, and do, occur but we were amused to see a letter addressed to the Ragdeaning and Supper Co. The correct title was Rag Cleaning and Supply Co.

### Civic Visitors

A tradition of many years standing was observed on 21st November, when the mayor and mayoress, (Councillor Mrs. E. Seager and Mrs. M. Heinman) paid the annual civic visit to the firm.

They were accompanied by Mr. E. L. Twycross (town clerk) and were received at the factory by Sir Hugh Chance (deputy chairman) and Lady Chance and Dr. W. M. Hampton (managing director) and Mrs. Hampton and Mr. L. G. Hinton (company secretary).

During a tour of the works they saw production of rolled plate glass, coloured glass, fluorescent tubes, cathode ray tubes, car headlights and optical glasses.

### For Thine Especial Safety

The Safety Committee at all times urges workpeople to wear safety shoes to avoid the possibility of foot injuries and various types of this footwear are on sale at the general stores. The manufacturers have announced that wearers of Totector shoes and boots purchased after 1st December, 1955, will be covered by a free insurance policy against toe accidents. The policy insures for a period of one year against disability or death resulting in accidental injury to the toes, occurring whilst safety footwear is being worn in the course of employment. In case of disablement £10 weekly compensation will be paid and £1,000 in case of death.

### Recreation Club Jottings

The Birmingham Works and Business Houses cricket league have now issued the final tables for the 1955 season. The first team finished second in the first division and the second team fourth in the reserve division.

The darts league has been completed for the season—and we finished fourth in the table. We are now in the threes

of the cup knock-out and pairs matches. We were eliminated in the 1001 shield but are in the semi-final of the Alfred Cox cup. Miss V. Gorton and partner and Mrs. Bowden and partner are also still in the pairs knock-out.

The two football teams are doing well this season and the first team is to be congratulated on getting into the final of the Palethorpe cup competition once again. At the time of going to press the first team has second place in their league table and the second team lies in the fourth position.

The table tennis section was successful in getting through the first round of the Birmingham and District handicap cup competition.

The badminton section plays in the pavilion each Monday and Thursday evening and there is ample room for additional players.

The pavilion entertainment section organised a very full programme of dances and concerts during the Christmas holiday period. The regular Saturday night dances are becoming increasingly popular.

Members of the Cricket Team celebrate their league success.





## THE YOUNGER GENERATION



*Nellie Jesson*



*James Lovell*

### NELLIE JESSON

NELLIE works in the Seven Storey department as a glass cutter. She is keen on her job and says that it contains more variety than is apparent. She likes particularly working on Fiesta glass.

Although she is now working for her living, Nellie has maintained her association with Charlemont Secondary Modern Girls' School; she attends on two evenings each week for physical training and netball. The school also provides general youth club facilities in which Nellie takes part.

Nellie is sixteen years old and has worked at Chance Brothers for twelve months. We hope she will stay for a long time.

### JAMES LOVELL

IF you happen to see a tall, dark and handsome young man working in the costs department, the odds are that it will be Jim Lovell. His size and appearance belie his age—he is sixteen years old and is training to be a cost accountant.

Jim's schools were Ocker Hill Secondary Modern until he was thirteen when he transferred to Wednesbury County Commercial where he took Ordinary level G.C.E. in mathematics, book-keeping, general science and geography. He was captain of the athletics team at Wednesbury and specialised in sprinting; he is also an accomplished swimmer and footballer.

During the time that he is not studying for his cost accounting qualifications, Jim attends a youth club and likes watching sporting and science programmes on television.

### VALERIE GORTON

FILING, typing and general office duties comprise the bulk of sixteen year old Valerie's average day in the cost office. She wants to do well at shorthand and typing and will commence attending technical college in January for a half day each week.

Valerie's favourite subjects at Charlemont Secondary Modern Girls' School, West Bromwich, were English, cookery and physical training. She still attends for physical training and youth club activities in the evenings, and also is a member of Chance's Recreation Club ladies' darts team.

A weekly visit to the cinema is much enjoyed by Valerie and she prefers adventure films. In regard to books she favours those which mix mystery and romance.

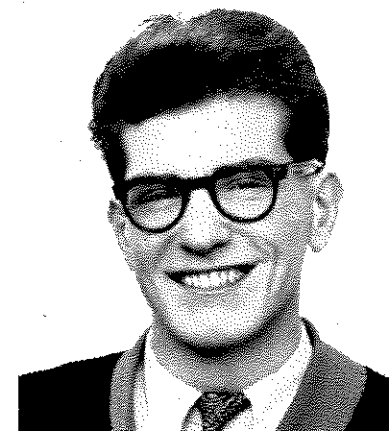


*Valerie Gorton*

### VICTOR JOHN BERESFORD

VIC Beresford, aged seventeen, is at present undergoing a period of training in the Boiler shop. He hopes to qualify either as a draughtsman or in one of the skilled engineering trades. Which it is to be will be decided mainly by his prowess at technical college.

Whilst at school Vic distinguished himself at sport. He was champion cricket ball thrower and also did well at distance running, long jump and high jump. He has joined the Air Training Corps where, in addition to learning about the Royal Air Force, he has also become a proficient boxer.



*Victor John Beresford*

On the less strenuous side, Vic is a lover of serious music and enjoys attending concerts at Birmingham Town Hall.



# New

## FROM OUR BRANCH ESTABLISHMENTS

### ● GLASGOW

The Children's Christmas party was held in the canteen on Saturday, 17th December. About one hundred and fifty children received a gift from Father Christmas.

A Christmas social was held in the canteen on Wednesday evening, 21st December, by the recreation club and was enjoyed by a large gathering of members and friends.

A theatre evening is planned for Monday, 23rd January, 1956, and is to follow the same lines as in previous years.

John Russell of the warehouse recently left after many years service with the Company and our best wishes go with him in his new job. He served as a director of the Chance Pension Fund for some years. We were glad to learn that John Graham of the fitting shop had been nominated to fill the vacancy on the Pension Fund.

Christmas parcels have been sent by the Charity Fund to pensioners on the supplementary list and also to those who have been off work due to illness for a long period.

Our wishes for a speedy recovery go to Joe Sutherland, Norrie Isherwood of the Rolled Plate warehouse and Bob Etherson of the fitting shop.

### ● LONDON

Our stand at the Building Trades Exhibition in November, although comparatively small, attracted a large number of visitors, and the general opinion was that Lady Casson had done an excellent job. Her intention was to stimulate ideas for the use of Antique and Coloured glasses, and there can be no doubt that she succeeded.

The charming lighting fittings on the stand, specially designed to incorporate our glasses, have now been installed in this office.

London office staff wish all branches a happy and successful New Year.

### ● MALVERN

These few notes for the magazine are being prepared just at the time when we are all very busy getting ready for the Christmas season.

We are happy to have received greetings from two former employees who are now abroad—Hazel Hoper in Cyprus and Dorothy Barleet in Singapore—copies of this issue of the magazine will reach them in the New Year. Some readers may remember Hazel who was our personality girl in the Chance Comments Gallery series sometime ago. We now offer her our congratulations on the birth of a son.

Having noticed Mr. Ogden busy with his camera at Malvern recently, we hope one day to see our pictures in the magazine.

The people at Malvern branch send New Year's greetings to all our friends at the parent factory and other branches.

### ● ST. HELENS

A branch of the St. Johns Ambulance Brigade has recently been formed in Sheet works. Chance Brothers personnel who have become members so far are Harry Yates, Bob Bell, Ernie Birch and Tom Mellor.

A welcome is extended to all new members of the firm. In keeping with our reputation we have yet another family who are joining our family groups—Jean Tandy, daughter of Joe, has started in the cutting section.

We are glad to welcome back Jim Houghton who has recovered after his accident. Gladys Fisher is also back after having had a nasty fall at home.

On 16th December, we held our sixth annual dance in the Town Hall, St. Helens. As usual it was a great success and we trust all our visitors from Spon Lane enjoyed themselves.

## HOW IT STARTED

### THE PENSION FUND

THE present contributory pension fund was inaugurated in 1939 and any employee who is between the age of twenty-one and sixty-five and has been employed by the Company for twelve months can become a contributor to the fund. Members pay one shilling and two pence a week, which is deducted from wages and the Company contributes the same amount.

"The firm's custom of awarding pensions to old or disabled workmen of long service and their widows appears to date its establishment from the year 1866, when regular entries in the Board minute books begin with the names of John Grigg, employed for about forty years and incapacitated, and Benjamin Rock, employed for about fifty, from the time, therefore, that the first glasshouse was built. There are isolated earlier entries, but before the year named such benefactions were mostly by the partners privately, and especially by those two most generous of men, Robert and John Chance, who for many years already had systematically distributed relief in the neighbourhood of the works and in Birmingham. One of those, whom they employed for this work, was Thomas Manwaring, who, when the firm took over the responsibility, became its official almoner.

From 1866 entries in the minute books of pensions granted are regular and frequent. As years went on, regulations for guidance in the matter were adopted. Thus in 1900 were made eligible for pensions all men of twenty-five years' service and upwards, no longer able to work, and their widows, subject to consideration of age and merit. In 1914 the pensioners numbered one hundred and five.

Robert and John Chance continued their benefactions, separately from the firm, during their lives. As a crowning

act, John Chance placed with the Company in 1898 the sum of £4,000 in trust to continue his private pensions and allowances after his death; as they lapsed by the deaths of the recipients the surplus income and ultimately the capital fund to be handed over to the West Bromwich Hospital.

The standard of twenty-five years' continuous service is a low one in the firm's experience. Most of the pensioners could show records far longer than that minimum. As examples may be cited, previously to 1900 and besides the two mentioned Williams Sparkes, lighthouse engine driver, with more than 50 years; Henry Howell, bricklayer, 45; Samuel Lashley, about 40; Benjamin Moore, about 38; Joseph Stokes, mixer, about 35; and among the foremen Emmanuel Sorrill; Daniel Smith, with 46; James Cotterill, with 50; David Bates, with 54; and Enoch Hall, with no less than 60. When, in 1913, the Weekly Dispatch offered medals to men who could show continuous employment with one firm for a period of more than fifty years, a count was made at Spon Lane, and those who might claim then were found to number nearly seventy. Charles Harvey could show 65 years' service as a stoker and engine-driver, and the record of never having been late; Benjamin Perkins, crown glass maker, 64; Levi Blackham, sheet glass cutter, 63; Samuel Lunn, Charles Evitts, William Woodward, each 60 or more. But all were outdone by the veteran rolled plate manager, James Simcox, with his 70 years' continuous service."

**Note:**—The above is an extract from the history of the firm written by J. F. Chance. In 1953 Bill Richey, lighthouse designer, retired after 71 years continuous service.