

# SAFETY BOOTS AND SHOES to be SURE

Statistics prove that the number of lost working hours due to foot injuries has declined—thanks to the wider use of safety boots and shoes.

The general stores keep a stock of various types, all of which are fitted with internal steel toe caps and are indistinguishable from normal footwear. If desired, these may be purchased by weekly installments deducted from wages.

## MAKE IT A SAFE NEW YEAR

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 1957

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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.*

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### THIS MONTH'S COVER

*Filming the last of the glazing on 'Big Ben' on the north face.*

VOL. 9, No. 6

JANUARY—FEBRUARY, 1957

## Big Ben's Facelift

THE first tick of Big Ben sounded on 31st May, 1859, after as chequered a beginning as could be imagined. Only once since that time has the clock stopped through mechanical failure. That was at 10.47 a.m., on 9th December, 1944, when the pendulum spring broke; later, this was found to be caused by the severe shaking the tower had sustained when the House of Commons was destroyed by a bomb on 11th May, 1941.

This is probably a world record of service for any public clock, particularly as Big Ben was designed by a man who was not a professional clockmaker. He was in fact a lawyer named Beckett Denison, later Lord Grimthorpe, who had many diverse interests ranging from architecture to astronomy and whose hobby was watch and clock building.

The text book on watch and clock making which he wrote in 1850 is still authoritative and it was his energy and stubbornness that gave us Big Ben. This name is a misnomer for it is the bell that

strikes the hours that was so named, adopted from the nickname of Sir Benjamin Hall, the then Commissioner of Works.

In 1851, the Astronomer Royal, Professor Airy, announced details of an open competition for the design of the clock to be housed in the 320 foot tower in Parliament Square. This announcement caused consternation for he demanded an accuracy of within one second at the bell's first stroke each hour. Even Vulliam, Queen Victoria's clock maker, said this was impossible and two years of controversy raged between clock makers before application was made to Parliament for less stringent conditions to which Professor Airy would not agree.

Then Denison, called in as referee and encouraged by Sir Benjamin Hall, produced his own design and commanded E. J. Dent, the famous clock maker, to start building the mechanism. Dent started work in 1854, while Airy, shaken by this summary treatment, left

*June 12th, 1956. Recording the ravages of time on the north face.*





September 17th, 1956. The original glass, over 97 years old, is removed. Wielding the hammer and chisel is S. Jones one of Bowman's glaziers.

the country. Dent died in the following year and his son Frederick continued the work.

Denison's design was brilliant for it contained his gravity escapement by which wind pressure on the great clock hands were prevented from affecting the pendulum. It was this that made possible the constant and accurate time-keeping originally demanded.

But troubles were far from over; the clock refused to go; this was traced to the hands designed by the tower architect, Barry. The minute hands of cast iron were too heavy. Lighter hands still gave no success. Then Denison solved the problem with copper minute hands each weighing 2 cwt. and the clock ran perfectly.

I had been filming all the operations in connection with the reglazing and when they started to reglaze the north face, I again visited the tower. So accurate were the original templates that only small irregularities in the ironwork itself necessitated cutting off tiny pieces for a correct fit. The two glaziers working on the clock were two of the

speediest I have ever seen.

Chatting with them, I asked if they had ever worked on clockfaces before and learned that the biggest one they previously glazed was a municipal clock about four feet in diameter. As they told me this they were working about half way up the clockface, completely dwarfed by the enormous dial twenty-three feet in diameter.

Many people think that the clockfaces are at the top of the tower. This is incorrect for they are about 200 feet above the street and above them rise the bell tower, the lantern and the spire, another 120 feet.

On the night the clock stopped, 2nd July, 1956, at 9.00 p.m., not only this country but many parts of the world heard Mr. Warricker, to whom the repair of the tower and clock are a dedication, describe part of the history of Big Ben in an interview with John Snagge, whilst at St. Paul's, Wynford Vaughan Thomas chatted about Great Tom, the bell that would be heard during the time Big Ben was to be silent.

Big Ben, the bell, is a little over seven feet high, weighs 14 tons and is tuned to E natural. It is also cracked but still rings true. The original bell weighed 16 tons and was nearly lost at sea on its trip from Stockton-on-Tees to London. When tested on a wooden gallows with a 13 cwt. clapper, it cracked for the bell was too weak for its size. Denison had the bell melted and recast by George Mears at Whitechapel Foundry. Four quarter chimes were cast to match and the whole hoisted into position in the clock tower. This time a 7 cwt. clapper was fitted, despite warnings that a 4 cwt. was the most the bell could stand. The bell cracked again.

Denison had a slot cut in the bell to prevent the crack spreading, tuned the bell and fitted the lighter clapper. The bell rang true, and that crack is still there to this day. Recently when overhauling the bells it was found that the beams had rusted and corroded to the extent that, had the overhaul not then taken place, Big Ben would have before long crashed down, through the wooden

platform below and probably through to the base of the tower.

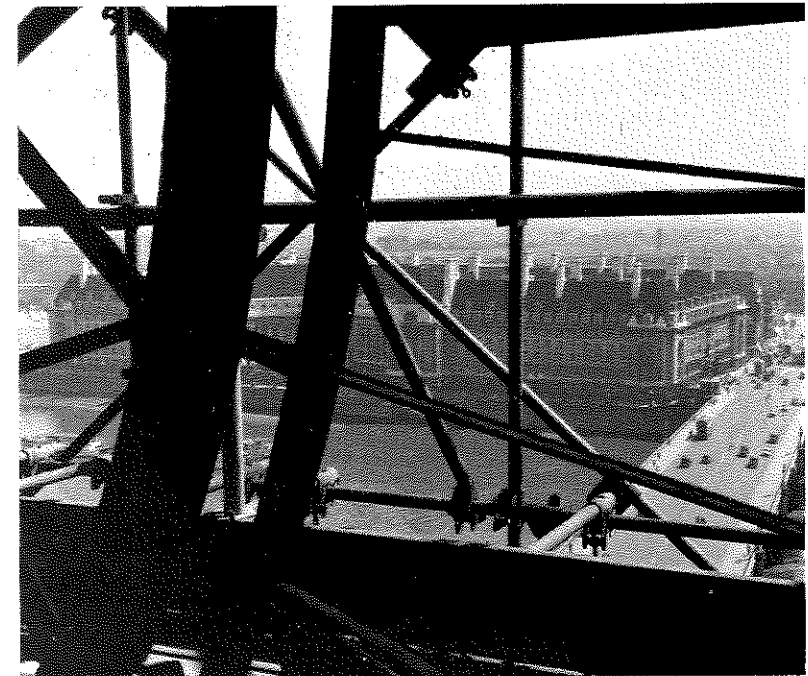
Apart from the wonderful views from the top, the experience I will always remember of my visits to the clock is the first time I looked through the face of the north dial after all the glass had been removed. In the distance could be seen the dome of St. Paul's, the bend of the river, Waterloo Bridge, and in the foreground Westminster Bridge with holiday makers boarding the river steamers.

Since 31st May, 1859, the clock has telegraphed the hour twice a day to the Royal Observatory. For long periods it has kept time to within one tenth of a second a day and never in 97 years has it deviated by more than four seconds from G.M.T. A fantastic record for any clock and a triumph for Denison the designer.

Once more the dials gleam with glass made in Chance Brothers works at Smethwick and the firm can be proud of its contribution to the second phase of the life of Big Ben.

H.C.

September 20th, 1956. County Hall and Westminster Bridge as seen through the east dial of Big Ben after the removal of the old glass. The face of London is vastly different from the last time it was possible to look through the dial in 1859.





# Things I wish I'd learnt as an apprentice

by John Marsh

Director of the  
Industrial Welfare Society

LOOKING back I cannot help regretting the narrowness of my technical studies. I admit now that I ought to have concentrated more on the practical work in the shops (and not yarned so much!) But the theoretical work seemed narrow and restricted because no one ever explained complex theories in such a way as to relate them to the jobs we did. One kept wishing that the lecturers would occasionally take their class round a works; nowadays I believe this is done.

But what I am particularly anxious to mention are some of the things which have since taken on a much greater importance and which, had they been understood, would have helped me to be happier and better at my job.

For instance I, and possibly all apprentices, were apt to think that foremen, superintendents, and even more the senior managers had a gloriously care-free life at work. Well dressed, they seemed to spend hours in offices, through the windows of which we could see what looked like interminable conversations, waving of hands, smoking and even laughter; we naturally thought that they talked about fishing and football, and cracked jokes with one another.

Now I know that these men had very worrying jobs co-ordinating production, keeping themselves up to date with



John Marsh

technical changes and modifications (hundreds of 'em) and doing many of the responsible jobs of management. I did not think, as I know now, that taking responsibility for the work of large numbers of other people can be a great burden; you take your worries home with you.

Handling people is unendingly difficult and complex, and he is a very lucky man who never makes mistakes in this.

No, I am afraid that I and the other apprentices and probably many of our workmates, had not the ghost of an idea of how it felt to manage a section or a department, and this was not entirely our fault. I think we would have been willing to listen if someone had cared to tell us about it.

Time keeping seemed to be something about which most apprentices were inclined to lack. I suppose to us to be a minute or two late seemed a little thing for the supervisor to be upset about. Now that I am employing people I

know that unpunctuality is the beginning not only of indiscipline, but of a general inefficiency which can often undermine the productive effort of a team. I would say, quite frankly, that it pays to be five minutes early for any appointment, and I personally feel that I am not up to the mark if I am late even for what might seem to be unimportant engagements.

Thinking of time keeping reminds me how often I have wished that I had respected my workmates more, though they often seemed to be self centred people generally with a grouse about something. I know now that they were on the whole mature and responsible men.

Nearly all of them had been through World War I, and they had families about whom they thought a great deal. I am not saying that we were disrespectful to our older workmates, though I know that young people are inclined to be, but none of us I think had an inkling of their nature, wisdom and genuine humility about the truths of life. I am not sure that I have yet equalled, let alone exceeded, their qualities in this. The tough experiences of life teach us most.

I also feel now that we did not question things enough; I ought to have been asking why, and what for, and how could the job be done better far more often than I did. I tended to accept things as they were and even in my last year, had still failed to realise that the yearly improvements in our products—which were motor cars—were due to the questioning, searching attitudes of the “back-room boys,” the designers, experimental engineers and the managers.

Now I am convinced that an apprentice must come to learn that the “dynamic of change” is essential to modern industrial progress. Even more important, to realise that a man's attitude to “change” in his own job calls for a studied understanding of human nature and men's motives, their hopes and their fears.

Though apprentices in my day had plenty of team spirit of their own, it was only in later years that I became conscious that on the factory floor and in the offices men formed groups which compelled loyalty and built up a team spirit. This has often nothing to do with the chargehand or the foreman; it is the natural grouping of people with common interests or ambitions, with similar skills, and is part of the natural desire for people to be accepted into a group.

More and more as I grew older I find this important. I am one of a group of colleagues who can make or mar my day as I can make or mar theirs. Ultimately we must learn to get along with one another.

Which reminds me of another point, that in my day apprentices were often discourteous to women and girls, partly I suppose because at work they seemed to be obvious targets for leg pulls and practical jokes. All right up to a point, perhaps, but now I know that in the history of many a woman at work there are stories of grief, misfortune, loneliness and courage which make me respect them.

Another little point that occurs to me is the way in which we picked up swear words as youngsters. I am grateful for this particular branch of my early education, but I rather wish I had matched an extensive grasp of expletives with a more respectable and wider vocabulary of our remarkable language. Now, without wishing to be pious, I recognise that swearing is often the first sign of mental laziness.

I could go on like this for a long time—reminiscing so much that you will guess that I am past the half way mark of life.

The biggest lesson I have learned since finishing my apprenticeship is that learning never ends. Today I am far less dogmatic and infinitely more questioning than ever before.



# MOVING HOUSE—

## *A promise fulfilled*

WHILE the company's glassmaking techniques and equipment have advanced with the times, and in many cases are the most modern in the world, the housing and facilities of the Maintenance and Construction department were little better than those of fifty years ago.

It was a wise decision of the Board to spend a considerable sum of money on the re-organisation of the Maintenance and Construction department which has now taken place and is in keeping with the policy of modernisation of the works. The department will thus be enabled to give an improved service to the production departments and indirectly contribute to a reduction in the cost of our products.

The new premises situated on the south side of the works adjacent to the Boiler shop were erected in 1937 for the manufacture of generator sets for telephone repeater stations by Austinlite Limited, and in 1938 a two storey portion was added to accommodate the lighthouse drawing office and technical staff.

During the construction of the building it was stated by Major Williams, then works engineer, that the building was ultimately intended to house the Maintenance and Construction department and many of the older members of the Maintenance and Construction will remember this promise.

In 1942 a serious fire occurred in the building and at one stage it appeared that the whole structure might be gutted, but thanks to the late Major Warner and his lads and the efforts of the local fire brigade, damage was limited to one bay only.

By far the worst obstacle to the Maintenance and Construction department ever having the building was the erection of the "Iron Curtain" when the lighthouse works was separated from Chance Brothers in 1953, and all hope of occupation was reduced to zero.

However, in 1955 it was announced that Stone-Chance were moving to Crawley and Deptford and a faint ray of hope again appeared on the Maintenance and Construction horizon but this

was also extinguished by rumours that the premises were being sold or let to an outside company.

In 1956 hopes rose to a climax when it was made known that a scheme for the transfer of the Old Hall staff, the Millwrights, Pipefitters, Electricians, Machinists and Mould shops to the Austinlite building was under consideration by the Board. When in October the necessary modifications to the buildings commenced and later with the transfer of equipment at Christmas time, the Maintenance and Construction department was made happy in the thought that at long last a promise had been fulfilled and it now had a modern home.

When moving house the first thing one does is to have a general inspection after the furniture has been installed, so let's take a look around the new premises.

On entering, the first impressions are of orderliness, brightness, cleanliness and a "freedom to breathe" feeling. The latter probably because of the change from the very low roofed buildings which have housed the department for the last fifty years to the lofty well ventilated shop.

The right hand bay which is served by a 5 ton travelling crane locates the D.R.M. and Machine shops. The machine tools in the latter are painted a fresh beige colour and the crane Chinese red in keeping with modern practice of choosing colours for efficiency, safety and comfort in working.

The left hand bay houses the pipefitters, millwrights, electricians and mould makers, the cloakroom and washing facilities.

White lined gangways of ample width are in evidence and allow room for the new 1 ton electric truck which services the machines.

The maintenance staff occupy an annexe off the left hand bay and the drawing office and technical offices are on the first floor at the far end of this bay.

This brief description of our new residence does not convey the full picture of the re-organisation which has taken place but must suffice because of limited space in this article.

# Recreation Club Faces

## *higher Costs*

THE group representatives on the Recreation Club committee with the assistance of the workpeople's representatives on the Works Consultative committee are at present actively engaged in persuading each employee to sign an authority for the Company to deduct at least an extra penny each week from wages as an additional membership subscription to the Recreation Club.

In recent years many other works clubs have been forced to double the weekly subscriptions; we at Chance Brothers believe that our employees would prefer a voluntary increase rather than an enforced one and your committee earnestly hopes that everybody will be generous.

What are the facts which make this appeal to be necessary?

First of all the present subscriptions of 2d. for men and 1d. for women and juveniles were set about twenty-five years ago when the club was first formed. For a number of years the club has had to contend with the difficult situation of continually rising costs and two years ago the Company came to the rescue by agreeing to bear the cost of maintaining the playing fields which includes groundsman's wages, maintenance of machinery and tools and the purchase of seeds and fertilizers. This generous assistance relieved the club of an expenditure of over £1,000 per year and in 1955 the club was thus enabled to make ends meet. In 1956, however, the Stone-Chance works moved elsewhere and the club thus lost some six hundred members and the income from subscriptions was accordingly £250 down. The

club must somehow or other make good this £250 loss as the committee consider that economies could not be effected without reducing the programme of activities and social amenities; if all employees agreed voluntarily to increase their subscriptions by not less than 1d. per week, the additional income would be £270 per annum.

Whatever your recreational and social tastes are, the club has to try to cater for the lot.

There are, of course, a number of members who don't play any game and who don't take part in any activity, but who believe in the club on the principle that an employees' club is well worth supporting as an object in itself and the older employees in particular have a responsibility to ensure that young employees of to-day and in the future should have a club which provides for their physical, social and recreational activities.

Here are a few figures to show where the money went in 1956:—

Pavilion upkeep was £760.

The loss on sections was £156.

Insurance and Licenses amounted to £66.

Administration expenses were £203.

The bar profits were insufficient to meet the stewards wages and the net loss was £25.

Against these costs, the income from members subscriptions was £900. You must agree that your committee has a case to enlist your help.

### MOVING HOUSE—continued

Although now working under better conditions, one has feelings of nostalgia in thinking of the old home particularly the "Old Hall" which during the last war was the dormitory of the engineers on works Civil Defence duty. The noise of the passing trains is missed, as is the noise of vibrating windows caused by the nearby compressors.

The old sounds and surroundings are gone and we have new ones such as the culet washing plant in operation and the noise from our own shops.

Looking forward to the future one hopes that the recent re-organisation will bring the department more than ever together and enable it to operate in years ahead as a first division team under first class conditions.

Questioning one of the first machinists, who shall remain nameless, but to a number of us is known affectionately as "brother," as to whether he liked the new shop he replied, "It's all right, it's more healthy working here and I'm back where I first started and that is right by the gaffer's office."

J.R.C.



# THE QUESTION BOX

Question Box is a new feature to Chance Comments and the object is to give employees an opportunity to raise questions that may be worrying them. Practically any subject concerning a work situation may be raised except wages and working conditions. If the editor decides that general publication of an answer is not in the interest of the Company, the question will be answered direct to the poser.

## Library

Would you explain the workings of the library with particular reference to the availability to employees? It is known that the library circulates technical publications such as *The Engineer* and *Engineering* to executives.

Seniors on the drawing office staff wonder if the circulation could be extended to them.

H. R. PALMER,  
Drawing Office.

The library is situated on the top floor of the laboratory and is available to employees during normal working hours. Mrs. Russell, the librarian will willingly help anybody to find anything, even if it means going to another library for a particular book or publication. The library is, of course, reference and technical and not fictional. In regard to the circulation of "The Engineer" and "Engineering" these particular journals are circulated to the Chief Engineer, the assistant Chief Engineer and the Chief Draughtsman who are quite free to pass them on to other members of their staff who may be interested. As there is only one of each publication available, the library cannot undertake to circulate generally because the list would be resultingly long and as a consequence considerable time would elapse before the publications were returned to the library for general reference purposes.

## Pensions

I have been in the works pension fund since I first started with the firm in 1939. If I retire at the age of 65 I will get a pension of £1 0s. 2d., per week but with the increased cost of living I shall find it difficult to exist on this plus the State pension. Is it possible for me to double the amount of my contributions?

B. BISHOP,  
Gatehouse.

Yes—the normal contribution is 1s. 2d., per week and the Company sets aside a similar amount. Members of the fund may, however, instruct the

wages office to deduct 2s. 4d., or 3s. 6d., or 4s. 0d., or any multiple of 1s. 2d., but the Company's contribution remains at 1s. 2d. This extra saving is a wise step and members' contributions are of course allowed as a deduction from earnings when calculating the amount to be paid by way of Income Tax.

## Accident statistics

The recently announced safety competition has created keen interest amongst most employees and as far as my department is concerned we are going all out to win the £50 prize. There is, however, some confusion in regard to the method of working out the figures displayed on the progress charts in various parts of the works which are not readily understood by many.

B. COATES,  
Gas Plant.

Carlyle wrote "You may prove anything by figures." The figures shown on the charts are known as the frequency rate and a justification for using this method of calculation with an attempt to explain it simply is given on page 17.

## Billiards in the Pavilion

The lunch hour break is made more pleasant by the facilities for billiards in the billiards room over the canteens but now that the Maintenance and Construction department is housed in the old Austinlite shop it would be more convenient for the staff of this department to spend their lunch hours at the recreation club. Is there any possibility of the recreation club committee installing a billiard table in the pavilion?

J. BURTON,  
Drawing Office.

Several years ago the recreation club committee drew up a scheme for building an extension to the pavilion for the purpose of housing billiard tables but unfortunately the scheme had to be dropped because it would have cost several thousand pounds. As recently as last November several workpeople's representatives at a meeting of the Works Consultative committee considered that the amenities of the recreation club would be improved by the addition of billiards. It would not be practicable to put a billiard table in the main hall as this is used fully for such activities as dancing, badminton, table tennis, concerts and department dinners. A billiard table would necessitate an extension. The club just has no money to embark on such a scheme as it is already in financial difficulty and an appeal for help is given on page 7.



The Maintenance and Construction division's children's party.

The party was held in the canteen and the cinema room.





★ PARTY ★ TIME ★ SNAPSHOTS ★



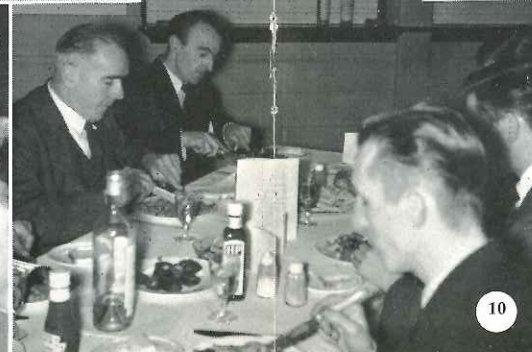
Photos 1, 2, 3, 4 and 5,  
Maintenance and Construction division's annual  
dinner at the Blue Gates  
Hotel.



Photos 6, 7, 8 and 9,  
The Optical and Special  
Glass division's dinner at  
the Recreation Club  
pavilion.



Photo No. 10, the Cricket  
Section held a dinner in the  
Recreation Club pavilion in  
December.







# From all Departments

**MOSTLY PERSONAL**

## Blown and Pressed

The Blown and Pressed division had a final effort for their children's Christmas party fund by organising a bumper dance in the recreation club pavilion on 7th December. This really was an outstanding social success. During last year the children's Christmas party fund committee raised approximately £210 and this enabled the division to arrange a huge party which was held in the recreation club pavilion on Saturday, 5th January. We hope to be able to publish photographs of this in our next issue.

The division congratulates Les Richards and Vera Horton of the Inspection section on the announcement of their engagement, and also Mrs. Joyce Webb (No. 9 office) on the birth of a son on 6th November.

Mr. M. Samardziaja of the Vello Warehouse was married recently and we publish a photograph of him and his bride.

We have lost three old friends recently and wish them every success in the future. They are Vic Budd, Joseph Hall and Herbert Brandrick.

## Flat Glass

The staff of the Rolled Plate department held a dinner at Dudley Port on 7th December, and the party was pleased to have as guests Jack Braden, who appears to be fit and happy in his retirement, and Alan Traynor from the Glasgow works who happened to be spending some time at Smethwick at the time of the party. We were sad that Bert Tandy could not be with us but he was not fit enough. As a token of our esteem for Bert, members of the party sent him a chicken in place of the meal he missed.

Andy Nicoll had an operation on 15th December, and at the time of going to

press it is reported that he is making splendid progress. All the department wishes him well.

The Rolled Plate department wish employees in other parts of the works a happy and successful year during 1957 and take this opportunity of recording their appreciation of the co-operation the department has received in the past from various service departments.

Edward Clifton retired from the Seven Storey on 9th November, after fifty-six years service. He was presented with a gold wristlet watch and a sum of money by Mr. C. J. S. Newman and we publish a photograph of the presentation.

## Maintenance and Construction

The Maintenance and Construction division are now in their new home and a separate article on this appears elsewhere.

*M. Samardziaja and his bride.*



*Mr. C. J. S. Newman makes a retirement presentation to Edward Clifton.*

The division held its annual children's party early this year, namely Saturday, 8th December, when some one hundred and thirty children of employees of the division enjoyed fun and games and a film show in the cinema room and afterwards had a bumper tea in the canteen. The party ended, of course, with Father Christmas calling and presenting each child with a present. The employees in the division congratulate the organising committee on the success of this party and take this opportunity to express appreciation to them and others who so willingly gave their services.

The Old Hall staff wish every happiness to Dorothy Wood who was married on 22nd December. Incidentally, Dorothy will attain her majority on 28th January.

Ray Drury has returned to the drawing office on the completion of his National service, and a new comer who is welcomed to the drawing office is Roy Mitton.

We are also glad to welcome Brian Chew and Frank Cooling back to the Pyrometry department on the completion of their National service.

The annual Maintenance and Construction division dinner was held on 14th December, at the Blue Gates hotel, when Mr. C. J. S. Newman attended to support Mr. W. E. Barrett. As usual, the party was a great success, not only in regard to the quality of the meal but also the standard of the entertainment. Petrol shortage resulted in some congestion in getting the guests home and John Hardy packed an incredible number into his shooting brake.

## Offices

The export department this year joined forces with the sales and optical sales sections for the annual Christmas 'do' and some seventy seats were booked for the Birmingham Repertory Theatre for the 11th January. A meal was arranged before the theatre in a well known hostelry adjacent to the theatre.

The export staff are very glad to welcome both Mrs. Humphreys and Mrs. Lane back on duty after their lengthy absences.

Ruby Harris of the comptometer section was married on 8th December at St. Andrew's Church, Netherton, to Brian Beaman, and Pamela Hall of Purchase Accounts was married on 15th December at Oldbury Parish Church to David Deeming. We wish them all every happiness.

The Cost Office was very sorry to lose Joseph Machen who left the Company at the end of December to take up a position elsewhere.

Cynthia Squire has left the Cost office and we hope in our next issue we will be able to announce that she has become a mother.

Since our last issue there have been five newcomers to the offices and we welcome Mrs. Lindley, Cost office; Cynthia Whitehouse, Typing department; Sylvia Wheatcroft, Cost office; Dorothy Gardner, Optical sales office and Irene Browning, Purchase Accounts.

## Optical

The Optical and Special Glass division held their annual Christmas party in the recreation club pavilion on the evening of Friday, 14th December, when some one hundred and twenty guests had a first class meal, followed by an enjoyable evening's dancing and games. The organising committee expresses appreciation to the Recreation club and the pavilion staff for the splendid arrangements that were made. The chairman of the social committee, Ernie Edwards, presided at the dinner and the principal guests were Dr. and Mrs. Hampton, and Mr. S. T. Pickering.

At the time of going to press Mrs. Cliff is away from work consequent on an operation and we hope she will soon be quite well again.

Mrs. Poole and Mrs. Emson left the works recently as they are expecting happy events.



# News

## FROM OUR BRANCH ESTABLISHMENTS

### ● GLASGOW

The Glasgow works held their annual children's party in the canteen on Saturday, 22nd December. It was much enjoyed by one hundred and thirty children, each of whom received a present from Father Christmas.

On Boxing Day the works held a Christmas dance in the canteen and this, as usual, was a great success.

On the recreation side, both the table tennis teams have been fairly successful in their competitive matches and each team is positioned well up in its respective league.

The offices were sorry to lose Margaret Gall and express best wishes for her future happiness.

### ● LONDON

This month London office have one home and one away. Miss Christina Wilson has replaced Mrs. Salter and has settled down very quickly.

Miss Ruth Kracko will be in America by the time this is printed. She has gone there to attend the wedding of a close relative and will stay for three months. We are sorry this means the parting of the ways so far as her connection with Chance Brothers is concerned and we hope she will enjoy every minute of her stay in the U.S.A. We recall that she spent her holiday this year in Holland and considered it her duty apparently to try and sell the hotel manager some Fiesta trays; she was not successful but we admire her keenness.

*The girls at St. Helens say good-bye to Albert Edwards.*



The staff of London office wish everybody at Smethwick, St. Helens, Glasgow and Malvern a happy and successful 1957.

### ● MALVERN

This month the Optical and Special Glass division's factory at Malvern attains its tenth birthday. Dorothy Clare, Molly Ulett and Bert Morris joined the works at the very start and are still employed here. Each takes not only a sincere interest in production but also in the development of the works social activities.

Congratulations are offered to Tom Standridge and his wife on the birth of a baby daughter on 26th November.

The works were very sorry to lose Mr. W. T. Cairnes who has taken up a post in another part of the country and we wish him success. Mr. H. J. C. Davies has joined the works in place of Mr. Cairnes and he is already doing battle with the technical problems related to the manufacture of hypodermic syringes.

We have also lost Mrs. Phillips from the office and we welcome in her place Mrs. King.

### ● ST. HELENS

Albert Edwards retired from the Optical works at St. Helens on 14th December after ten years service. During most of this time Albert was responsible for loading and unloading our fine annealing kilns, a job which he did most efficiently. As a token of his fellow workers esteem, he was presented with a gold watch plus £3 10s. 0d. We all wish Albert every happiness in his retirement.

We are pleased to report that Tom Hodgson is now back with us after a spell in hospital where he underwent an operation on his leg which had been worrying him for some years. One of the first jobs Tom had to do on his return was to organise the annual dance which was held in the Town Hall on Friday, 11th January, a report of which we hope to give in the next issue.

# Jottings

*of shorter items and employees' contributions*

### BOUQUETS

The works Savings Group has been awarded the Mitchells and Butlers' shield for the half year ended September 1956. This trophy is awarded by the Smethwick Industrial Savings Group to the firm which has the best record of National Savings in comparison to the numbers employed. We previously achieved this honour in 1954.

A collection at the Smethwick works in aid of the Hungarian Relief Fund amounted to £34 1s. 4d. This included £12 0s. 0d., raised by Sister Jones in a special effort. At the Malvern works employees set themselves a target of one hour's wages per person and this resulted in a contribution of £10 0s. 0d.

The Smethwick works effort on behalf of Poppy Day totalled £9 17s. 0d.

Norman Somerfield who transferred from the Flat Glass sales office to

Pilkington Brothers Limited at St. Helens in 1954, has been appointed to the position of manager to Pilkington Brothers Liverpool sales office.

At the end of November Leonard Massey, a driver in the Traffic department, won a prize valued £30 0s. 0d., in a Lush furniture competition on A.T.V. Leonard and his wife were driven to London in order to appear on the television programme and afterwards they visited the Astor club as guests of the sponsors.

### OCCASIONAL (ST)RAIN

In the manufacture of television screens, the works have to contend with such faults as bubble, broken metal, strain, ream, crizzle, high gauge, etc., and the following amusing notice was found chalked on a large piece of

*The Mayor and Mayoress are received at the Works.*





plywood at Pilkington Brothers' Ravenhead works:—

Metal forecast for next 24 hours.

"There will be a ridge of high gauge followed by a belt of broken metal and bubble. Following later in the day will be some occasional seed which will become more prominent in the afternoon and evening. Conditions may vary with plunger marks through the early part of the night. Further outlook, similar conditions prevailing with some slight crizzle and strain."

#### CIVIC VISITORS

A tradition of many years standing was observed on 23rd November, when the Mayor W. Gordon Mason, Esq., J.P., and Mayoress of Smethwick, paid the annual civic visit to the firm.

They were accompanied by Mr. E. L. Twycross (Town Clerk), and were received at the works by Dr. W. M. Hampton (Managing Director), and Mrs. Hampton and Mr. L. G. Hinton (Company Secretary).

In a tour of the works they saw the manufacture of coloured glass, rolled plate, fluorescent tubes, cathode ray tubes and optical glass and afterwards the party had lunch with the directors.

#### TAKE YOUR PICK

Our Fiesta Swirl pattern ruby glassware was featured on I.T.V. at the end of November and we publish a photograph of Michael Miles presenting the prize.



## The Human Touch

*Notes on Getting Things Done through People*

#### A Matter of Interpretation

In our constant struggle with managerial jargon, we get, and are thankful for, support from the most surprising sources. The definitions below, and their translation into English, are culled from the Justice of the Peace and Local Government Review.

Under consideration: Never heard of it.

Under active consideration: Will have a shot at finding the file.

In abeyance: File still missing.

Is receiving very careful consideration: A period of inactivity covering the time lag.

I should be glad of your further comments: Can you give me some idea of what it is all about?

Putting him in the picture: A long, confusing and inaccurate statement to a newcomer.

The matter is somewhat in the air at present: I am completely ignorant of the whole subject.

You will remember: You have either forgotten or never knew.

Passed to you: You try nursing the baby; I'm tired of it.

Will have it laid on: Will ask another department to do the job for me.

In conference: He's gone out, and I have no idea where he is.

Kindly expedite reply: For heaven's sake do try and find the confounded papers.

Estimate: A shot in the dark.

For action as necessary: Do you know what to do about it? We don't.

Concur generally: Have read the document, but don't want to be bound by anything I say.

Strongest protest: I should like to be rude, but I daren't.

It will be appreciated: Don't you understand, you damn fool?

You must improvise: We can't supply it, so you had better scrounge it.

*Michael Miles presents Chance Ruby Swirl Glassware to a winner on his "Take Your Pick" T.V. programme.*

## THE SAFETY COMPETITION

THE British public sustains industrial accidents each year causing approximately twenty million man days absence from work. This represents much personal suffering for hundreds of thousands of people and in addition, the results of the huge loss of production are felt by the whole population. Our share at Chance Brothers during the year ended 30th September, 1956, comprised 42 lost time accidents entailing absences totalling 547 days.

Given that it is desirable to reduce a problem it is necessary that a means of measuring success or failure be employed. It was with this in mind that the internationally used accident frequency rate was instituted. This represents the number of lost time accidents which occur during each 100,000 hours worked. If the frequency rate is 2 it means that there have been two lost time accidents in each 100,000 hours worked during the period under consideration. If the frequency rate becomes progressively better or worse over a period it shows that success or failure is attending the efforts made to reduce accidents.

The formula for calculating the frequency rate is:—

$$\frac{\text{Number of lost time accidents} \times 100,000}{\text{Number of man hours worked}}$$

Last Autumn the works safety committee decided to bring the problem of works accidents into focus by calculating how various groups of departments were progressing by comparison with their own performances in the previous year. This is in fact being done. The frequency rate for each group of departments was compiled for the year ended 30th September, 1956. Each month from then until 30th September, 1957, the groups will have their performances shown on the progress charts which have been erected in the works. The group which makes most improvement on its own previous performance will be awarded £50 by the Board. This prize, however, is not the main incentive. If, as is hoped, the number of accidents is reduced by our joint efforts we shall feel a satisfaction which cannot be measured in money.

The charts show that at the end of November the following groups had, in a period of two months, effected an improvement on their previous year's record:—

Pot and Clay, Mixing, Masons, Security, Cleaners, Traffic and Transport, Building, Carpenters, Boilers, Stores, Vehicle Repairs, Electricians, Millwrights, Moulds, Blacksmiths.

The following groups at the end of November were "in the red" but with still ten months to go, the picture may and probably will improve, provided that utmost efforts are made to ensure that further accidents are avoided:—

Rolled Plate.

Coloured, Seven Storey, Fiesta.

Pressed Process and Cathodes.

Optical.

Vello, Pressed Making, Teazers and Inspection.

## The Editor's Dilemma

Producing a magazine is entertaining, but it's no picnic.

If we print jokes, people say we are frivolous, facetious and fatuous;

If we don't, we are too serious.

If we clip things from other magazines we are too lazy to write them ourselves;

If we don't we are too fond of our own stuff.

If we don't print contributions we don't appreciate true genius;

If we do print them, the pages are filled with fol-de-rol and rumble-down-dilly.

Now, more than likely someone will say that we borrowed this from some other magazine.

WE DID!





## Last month's awards totalled £49-17-0

**Joseph Richards is awarded £10 5s. 0d.**

The suggestor pointed out that difficulties had occurred in doing jobs with the copying attachment on the universal milling machine in the Mould shop. The idea suggested was that a plaster model of the job should be made and that this should be covered with gummed brown paper to provide a surface for the stylo on the copying machine. Plaster models have been tried in the past but with poor results due to the plaster crumbling. The brown paper idea proved a success and earned £10 5s. 0d.

**A further £9 5s. 0d., for William Robinson**

As far back as November 1955, W. I. Robinson of No. 7 Bending had a special mould made for the manufacture of a certain type of bent article. His idea resulted in increased production and at that time an interim award of £2 was paid. In February 1956 a further £3 was paid and in a review made last month a further amount of £9 5s. 0d., was awarded, making a total of £14 5s. 0d.

**£9 5s. 0d. for Ernest Edwards**

Ernest Edwards, Optical division, expressed the opinion that a hit or miss

method was being used for determining the thickness of the glass on the polishing heads and he suggested that a tapered strip graded in 1/10 m.m. markings should be used as a grinding gauge. This idea resulted in a saving and £9 5s. 0d., was awarded.

**£8 plus £3 15s. 0d.**

H. Edge of the Pressed Mould shop received an award of £8 last April for introducing alterations to the poker pin on the face lapping machines in order to reduce wear. Last month his idea was reviewed and the committee made a further award of £3 15s. 0d., thus bringing the total award up to £11 15s. 0d.

**Two awards of £2 15s. 0d.**

W. Manning received £2 15s. 0d., for his suggestion concerning No. 39 lehr annealing burners. As he experienced some difficulty in adjusting the burner, he welded a socket on the nipple union and installed a  $\frac{3}{4}$ " bar which gave a 180° adjustment.

£2 15s. 0d., was also awarded to E. Whitehurst of the Mould shop for his idea concerning a fixture for the marking out of mould bodies for engraving of the

characters, and the marking out of the fixing holes and of the locating slot.

### Maintenance of telfer

Quite one of the neatest and well detailed suggestions that has ever been received came from J. R. Dorritt of the Millwrights. In perfect handwriting and illustrated by an excellent sketch, his suggestion concerned the use of maintenance carriage on the north side telfer for track maintenance, with particular emphasis on safety. His idea earned him £2 12s. 0d.

### Three awards for St. Helens

The employees at the Optical division works at St. Helens, each received £1 2s. 6d.

J. Wedgewood suggested a swinging bracket on the bar which goes across the large tweek.

J. Greenhill had a fender made to prevent water and grit reaching the slides of the edging machine, and

J. Orford put forward the idea that wooden blocks should be used to support atomic blocks and large discs on the breaking down tables.

### Other successful ideas

C. Lowe, electricians, received £1 2s. 6d., for an idea concerning electrical safety on the portable welder.

R. Hinton, also of the electricians, was awarded £1 10s. 0d., for fitting hose

protectors to the burners on the electric cathode lathes.

F. Floyd recommended that metal pads be fitted on plaster moulds so as to ensure the exact location of the spanner and he thus earned £1 5s. 0d.

E. J. Evans, Blown and Pressed, and F. A. Clifton, Millwrights, received 10s. 0d., each for safety ideas.

Two merit awards were made for suggestions which were not adopted but where the suggestors had given much time, thought and trouble in the preparation of their suggestions. These awards were made to E. Bullen, Crate Yard, and W. Sutheran, Optical. Each received 10s. 0d.

### These suggestions are under consideration

53515 H. Mann	<i>Rolled Plate Making</i>
53591 W. Chrimes	<i>Clay Mill</i>
53570 W. R. Ball	<i>Rolled Plate</i>
53592 B. Jones	<i>Rolled Plate</i>
53610 H. Wincott	<i>Rolled Plate</i>
53611 C. E. Burford	<i>B. &amp; P.</i>
53616 J. Reeves	<i>Gatehouse</i>
53619 R. Hinson	<i>Electricians</i>
53620 A. Jones	<i>Optical</i>
63626 G. H. Stone	<i>Rolled Plate</i>
53629 F. A. Clifton	<i>Millwrights</i>
53630 F. A. Clifton	<i>Millwrights</i>
53632 F. A. Clifton	<i>Millwrights</i>

**THE BOARD HAS DECIDED THAT THE SUGGESTIONS SCHEME COMMITTEE SHOULD INCREASE THE SCALE OF AWARDS FOR IDEAS RECEIVED ON AND AFTER 1st JANUARY, 1957. IN MOST CASES THIS WILL RESULT IN DOUBLE THE AMOUNT AWARDED PREVIOUSLY.**

**CASH IN ON YOUR IDEAS**





## Recreation Club News

### Cricket

On Friday, 23rd November the cricket section held a supper and prize distribution in the pavilion. The standard of the meal was excellent and our thanks go to Mr. and Mrs. Kenny, Mrs. Crimes and Mrs. Boden who all worked very hard cooking and serving the food.

Mr. A. Ogden, general secretary of the club, distributed the section prizes as follows: First XI batting averages—D. Emms-Moss, R. Turley and G. Moore. First XI bowling averages—V. Bicknell, H. Helsby and J. R. Turley. Reserve XI batting averages—J. F. Allen, K. L. O'Leary and B. Bagnall. Reserve XI bowling averages—B. Launchbury, J. F. Allen and S. Butler. Interdepartmental Foster cup and medal winners 1955—M. & C. division under the captaincy of Ron Turley. Interdepartmental Foster cup and medal winners 1956—Blown and Pressed division under the captaincy of Emlyn Jones.

Our very best wishes for the New Year are extended to old and new friends of the cricket section and we hope to see you at weekends during the coming summer.

### Netball

The ladies' netball section has ceased activities until April but it is worthy of recording that the team were runners-up in the handicap cup competition and each member received a medal. If any young lady would like to play for the club next season she should contact Mrs. Crimes in the buying office.

### Table Tennis

Both table tennis teams are at present third in their respective divisions with the following records:—A team—Played 7, won 5, lost 2, games for 46, games against 24. B team—Played 6, won 4, lost 2, games for 34, games against 26.

Jim Peakman has done jolly well for the A team in that he has won all the fourteen games he has played.

### Pavilion

The pavilion has had a hectic time in the last few weeks and we were very glad to offer facilities to the following departments which organised their annual events there:—Blown and Pressed annual dance, Optical dinner and dance, Buying and Stationery offices supper and social, Seven Storey dinner and dance, Blown and Pressed children's party and the laboratory annual social evening.

In addition the pavilion entertainments committee organised three special dances over the Christmas holidays. The regular Saturday dances and Sunday night socials were of course held and in recent weeks these evenings have resulted in increased support.

### Gala Ball

The annual Gala Ball was held at West Bromwich Baths on Friday, 4th January and despite the problem of petrol shortage some six hundred people enjoyed this annual event.

The highlight of the programme was a demonstration by the Laura Dixon formation team.



## Night Sky

*Lady Casson, A.R.I.B.A., has designed this most recent addition to the range of Chance glass. It is hoped to introduce this new Fiesta pattern at the Blackpool Fair in February.*