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YEAR'S HOLIDAYS**

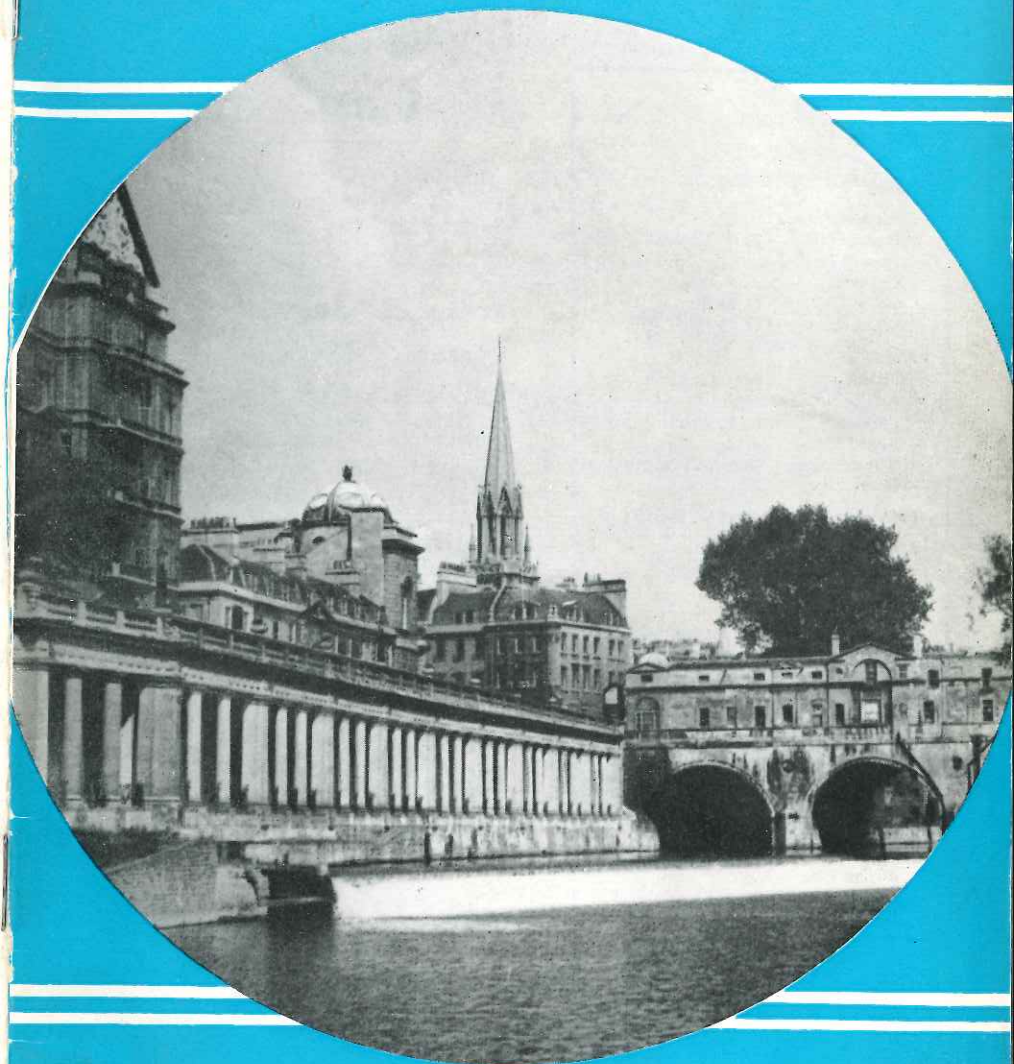
LAST YEAR £13,463 was saved in the Personal Holiday Scheme. You can authorise the Wages office to deduct a regular amount from your wages every week for your 1960 summer holiday and you can, if you wish, make a withdrawal at Christmas.



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Chance
COMMENTS



AUGUST — SEPTEMBER 1959

3^D

Chance

COMMENTS

The MAGAZINE of Chance Brothers Limited, published in alternate months for the interest, entertainment and information of all employees of the firm.

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COVER COMPETITION

Five shillings will be awarded to the sender of the first correct identification of this month's cover picture.

Entries in writing only should be sent to the Editor c/o Personnel department.

SAFETY FIRST WITH SAFETY FEET

Startling figures reveal that there are as many as 80 industrial foot accidents a day

ACCIDENTS—of any kind and from whatever cause—happen only to the other fellow. Or at least, that's what we all fondly think. But in industry alone, accidents to workers are costing the nation an annual amount of more than £100,000,000—more than seven times the amount lost by strikes.

From the Annual Report of the Inspector of Factories (1957) we learn that a total number of 29,275 injuries to the foot and

toes were reported—which means that for every day of the year an average of just over eighty foot injuries were reported—and all accidents so reported were those that caused disability beyond the day or shift of the occurrence.

This is certainly a formidable total considering the fact that many of these foot injuries could have been avoided had the proper protective measures been taken. Indeed, the Chief Inspector points out in his Report that "a more extensive use of protective footwear would result in a great reduction in the number of injuries, and the importance of making protective boots and shoes easily available cannot be overstressed."

From this, it seems reasonable to suppose that there is a certain resistance to the use of protective footwear primarily on the part of the worker but occasionally on the part of the management. Though much research work is already going on—particularly in the iron and steel industries—to determine the whys and wherefores of such resistance, a brief examination of the factors involved are set forth here.

Employee Resistance

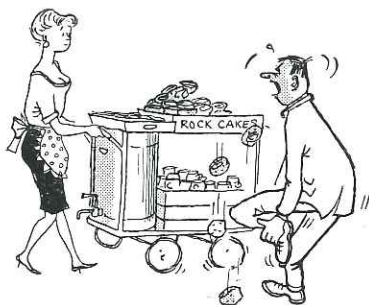
Dealing with the worker essentially as a human being, and not just a number on an accident report, it is he who has most to lose by an injury to his toes or foot. Not only is he involved in some very considerable pain—depending, of course, on the nature and extent of his injuries—but he also suffers loss of earnings owing to his absence from work.



● Accidents happen only to the other fellow!

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AUGUST - SEPTEMBER 1959



- *Could have been avoided had the proper protective measures been taken!*

Why then does he often resist the idea of using protective boots or shoes?

One of the main reasons is his deep-rooted prejudice against wearing anything on his feet which he feels might be bulbous, unsightly, heavy and uncomfortable.

But today, this old conception of protective footwear is completely misguided. For instance, an executive of one of the United Kingdom's largest manufacturers of safety footwear recently made the following comments:

"We are marketing safety boots and shoes for men and women of all industries. Many of these boots and shoes are virtually indistinguishable from normal, everyday footwear. Indeed, it



- *It seems reasonable to suppose that there is a certain resistance.*

is often difficult to pick out the man or woman who is wearing a safety shoe.

"Our range includes a number of different styles in boots and shoes. Many are light in weight, handsome, yet embody a special built-in steel toe-cap and specially reinforced upper leather and soles. Most safety shoes are as comfortable to wear as ordinary shoes."

In the light of these remarks, the old contention of heaviness, clumsiness and actual discomfort to the wearer certainly seems to be without foundation.



- *Deep rooted prejudice against wearing anything on his feet.*

High Standard of Safety-Shoe Testing

The manufacture of protective footwear of all kinds is meticulously carried out, and the British Standards Institution have provided strength-test specifications for the protective toe-caps of footwear used for industrial purposes. This standard provides for three grades of men's safety footwear and one grade for women's safety shoes. Only those boots and shoes with toe-caps satisfying the requirements of this standard—and made by manufacturers holding a licence issued by the B.S.I.—may be marked with the "Kite Mark" of the Institution.

The British Boot, Shoe and Allied Trades Research Association acts, under licence, as the official testing body for the B.S.I. Regular tests of various grades of protective footwear are made,



- *It is often difficult to pick out the man or woman who is wearing a safety shoe.*

footwear is inspected in the actual production-line, and continuous research is carried out with the object of co-operating with the manufacturer himself in an even greater measure of safety in protective footwear.

Specimens of safety boots and shoes are subjected—amongst other things—to weights dropping on the toe-caps at various pressures according to their particular grade, and each boot or shoe for testing is literally hacked to pieces to make sure its manufacture conforms to the prescribed standards. By such methods the Association is able to make recommendations, where necessary, to its manufacturer-member in order that the best possible safety boot or shoe for its particular purpose may be evolved.

Management's Part

The question is often asked—can management do more to reduce this staggering total of foot-injuries?

We at Chance Brothers are very much aware of the financial losses we suffer in restricted production and so on when an employee is "laid off" through a foot injury.

Much time, thought and money is being spent in all forms of propaganda aimed at reducing the incidence of

factory accidents of every kind. Accident prevention has long been accepted as a responsibility of management.

Still a Problem

Yet to offer safety equipment, or a ready and easy means of obtaining it, is one thing—to persuade the person concerned to use it, and thus get the fullest advantage, is another. So far it has been judged unrealistic to make the wearing of safety equipment a "condition of employment."

The safety footwear manufacturer is playing his part by providing a complete range of boots and shoes which, in many cases are virtually indistinguishable from ordinary footwear. In the main, management is playing its part, too, but that 29,275 injuries to the feet were reported in 1957 seems to point to the fact that the problem is not being pursued with enough vigour.

There is no purchase tax on a safety boot. But purchase tax is levied on a safety shoe. Here is an anomaly which the Government might well be persuaded to re-examine.

How to Obtain Protection

The General Stores keep a stock of various types of safety shoes and the Personnel Department has a range of attractive shoes for ladies. If desired, these may be purchased by weekly deductions from wages.

- *Holding a Licence issued by the B.S.I.*



OUTWARD BOUND

FOR several years the Company has sent selected boys and girls to courses at the Outward Bound School. Ron Fellows of the drawing office and Peter Bayliss of the Laboratory have returned from a recent course at the Sea School and contribute the following report.

The Outward Bound course we were lucky enough to attend was held at Aberdovey in Wales.

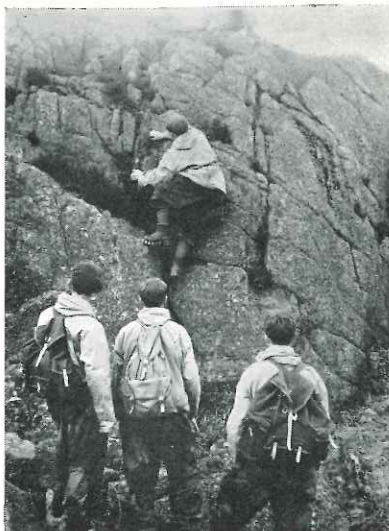
On arriving, perhaps the most striking thing was the tanned and tough instructors — we thought we were really in for a tough time.

The School motto is "To Serve, To Strive and not to Yield," and we certainly had to strive. The two golden rules are no smoking and no drinking.

The School, which was the first Outward Bound School, was started by Laurence Holt and Dr. Kurt Hahn in 1941 to give merchant seamen the will power and "guts" to give of their very best no matter how difficult the situation in which they might find themselves.

Since the dark days of the War, the School has been carried on by the Outward Bound Trust to give boys a better character, powers of leadership and perhaps most of all a sense of companionship.

The School routine includes rowing and sailing of cutters and dinghies, work in canoes, a cruise lasting several days in the school's ship *Golden Valley*, firefighting, mountain rescue, rock climbing, first aid and artificial respiration, horse riding, bird watching, P.T., and athletics and expeditions to such places as Plynlimmon, Snowdon, Tryfan, The Glyders, Bardsey Island, Cader Idris, Aberglaslyn, etc..



● The elements of rock climbing are taught at the school.

Each day started with reveille at 06.30 hours followed by a cross country run P.T., and either a cold shower or a swim in the River Dovey. There were hut inspections at 08.30 hours and 13.00 hours and a uniform parade at 18.00 hours. Each evening was occupied by lectures on such subjects as first aid and forestry.

The School is divided into watches, each consisting of fourteen boys, including a watch captain and vice captain. (The watches are named after famous admirals.) The watch captains are chosen from the boys on each course and they are responsible for the fitness and welfare of the boys in their watch.

One of the highlights of the course was a visit paid to the school by Prince George of Hanover, a cousin of the late King George VI.

The school forms an able fire fighting team which is part of the Merioneth fire brigade and is on call at any hour of the day or night. The same applies to the mountain rescue team which is part of the R.A.F. mountain rescue. Boys from the school also crew the Aberdovey life-boat.

Finally, we should like to thank most sincerely Chance Brothers for giving us this wonderful opportunity which has been an unforgettable experience.

SICKNESS AND INJURY BENEFIT SCHEME

The following scheme came into operation on 29th June, 1959.

1. WHO MAY BENEFIT

Non-staff employees who are working with the Company will be eligible for benefits under this Scheme, provided they have at least one year's service with the Company.

2. MEDICAL CERTIFICATES

Benefits will NOT be paid unless medical certificates covering the first two weeks of absence are received. (See Rule 6, Chance Handbook). Benefit will NOT be paid for any week of absence for which an intermediate medical certificate is NOT received. A return to work benefit will NOT be paid unless a final certificate is received. An employee will be regarded as unfit for work from the date shown on the first medical certificate received.

To avoid the necessity of employees having to pay for medical certificates, the Company will accept the production of the National Health Insurance certificates as evidence of incapacity and fitness to resume work.

These State Notes should not be sent to the Company through the post, but should be presented by the employee or his representative to the Personnel department, where relevant extracts will be made and the note handed back to the employee or his representative.

3. BENEFITS

(A) When an absence exceeds two complete working weeks the following will be paid for each subsequent complete week of unbroken; (N.B.—Only complete weeks are taken into account—odd days will not be counted).

(i) Full Time Employees

Aged 21 and over on the day before the absence

- (a) 50/- a week benefit for 6 weeks.
- (b) 40/- a week benefit for a further 6 weeks.

Thereafter

- (1) No further benefit will be paid to employees with less than 7 years' service.

- (2) Employees with 7 or more years of service will receive 30/- a week benefit for a period of weeks equal in number to twice the years of service less the 12 weeks paid for (a) and (b) above.

Under 21 years of age on day before the absence

- (a) 40/- a week benefit for 6 weeks.
- (b) 30/- a week benefit for 6 weeks.
- (c) Thereafter no further benefit will be paid.

(ii) Part-time Employees

Aged 21 and over on the day before the absence

- (a) 25/- a week benefit for 6 weeks.
- (b) 20/- a week benefit for a further 6 weeks.

Thereafter

- (1) No further benefit will be paid to employees with less than 7 years' service.
- (2) Employees with 7 or more years of service will receive 15/- a week benefit for a period of weeks equal in number to twice the years of service at the beginning of the absence less the 12 weeks paid for (a) and (b).

(B) Subsequent Absences

If employees are absent again before they have re-qualified for full benefit under the Scheme, and their period of absence exceeds two complete and continuous working weeks, then benefits for the subsequent weeks of this later absence will be restricted to the number of weeks of unexhausted benefit which remained at the end of their previous absence. They will also receive a return-to-work benefit. If their benefits were exhausted during their previous absence no further benefit will be paid for this later absence.

(C) Return-to-work-Benefit

For the week in which an employee returns to work after an absence for



1959
**PENSIONERS'
PARTY**



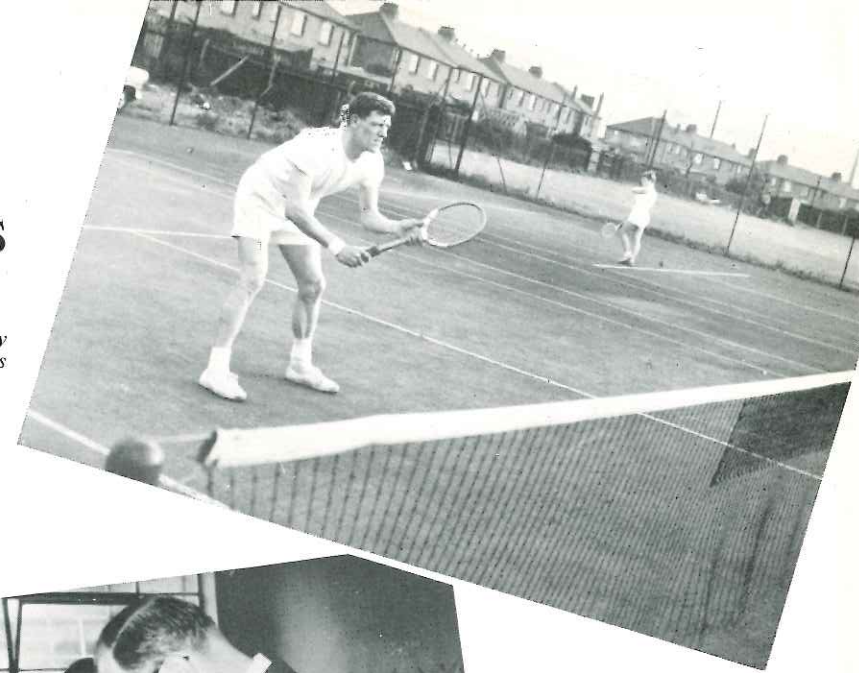
● The Directors entertained the Company's pensioners and their wives to tea at Evesham on 23rd July. There are 168 on the pension list and the average age is seventy-five. The oldest pensioner is Joe Guise aged eighty-eight.



Chance SNAPSHOTS

Right:

Dennis Hewitt is the secretary of the Recreation Club's tennis section.



Above:

Trudie Boden (right) scores for—

Right:

—the works cricket team.



Left:

A serious game ends in—

Below:

—chaos!



Left and Below:

Mr. John Cheetham and Mr. Kevin O'Leary visit the Chance Technical College to see some excellent work completed by our apprentices attending a five months full time training course.





From all Departments

MOSTLY PERSONAL

Blown and pressed

A recent function held in the Recreation Club Pavilion resulted in the raising of £6 17s. 6d towards the fund for gifts to the division's pensioners. Ruth Yates, Evelyn Lewis, Alf Hanson and Fred Bolton have been appointed as a committee to arrange future events for the same cause.

On the 24th July, Ivy Hall retired after thirteen years' service and her many friends wish her health and happiness in her future.

C.P.O.W.

Mrs. M. Berrell left us in July as she is expecting a happy event and Mrs. S. A. Long has retired on the advice of her doctor.

Mrs. F. Higginbotham is still away due to illness and all our thoughts are for her early recovery. On the credit side, we are glad to have Mrs. L. Lowe back after her long absence due to a leg injury, and Mrs. B. Bowden after her illness. Jack Kenny, Harry Milligan and Jack Wedgwood who came to Smethwick from St. Helens several months ago to help us introduce the rolling plant, have now returned to St. Helens. The departments' correspondent appeals to members of the department to keep her informed of personal news so that it can be reported.

Flat Glass

The Flat Glass Division is glad that Mr. L. Gorman is making good recovery after his operation. George Allsop has retired after forty-three

years' service, Walter Hollyhead after forty years, and Bert Field after fifty-one years. We all wish them health and happiness in the years ahead.

It is with profound sorrow that we record the passing of two good friends: William Mayhew, who was in charge of coloured, prior to his retirement, died on 8th July, and Harry Hibbert, a Bender, died on 16th July. Deep sympathy is expressed to their families.

Fred Round of Fiesta and his wife are congratulated on the birth of a son.

Glasgow

The Glasgow works extend a welcome to Maxwell McKirdy, and William Inglis who have joined the works recently.

Congratulations are expressed to Nessie Raeside on her recent marriage to Ian McMaster, and to John Gimour and his wife on the birth of a daughter.

It is with deep regret that we report the death of David Latto of the mixing department, at an early age, and express sympathy to his relatives.

London

It is always nice to have old friends visit the London Office, and we were particularly pleased to see John Brownson here recently. Life on the Isle of Wight certainly agrees with him and the years have made hardly any impression on him. He told us he will always be glad to see his old colleagues who may be holiday-making on the island.

Malvern

At the time of going to press, production at Malvern is suspended because of the annual holiday and we hope that everybody will have fun and plenty of sunshine.

Whilst production has stopped, there is much activity, as the builders are working full out to complete the building extension scheme.

Miss R. Worthington and Miss E. Kinsey left us recently, consequent on marriage and we wish them all happiness.

Miss K. Preece, Miss V. Drinkwater and Mrs. E. Pearson have also left us. Newcomers who are welcomed are, Mrs. A. Large, Miss E. Gudrum and Mr. B. Haggitt.

Ann Buckler, the Chance Brothers' Glass Queen, married recently and in offering her our congratulations, we are pleased to know that she has decided to stay with us.

M. and C. and Process Development

Geoff Lavender of Development has left the Company to take a position elsewhere and we wish him every success. The Process Development section welcomes Henry Sharman who comes to us from Cheshire.

The maintenance and Construction Buying Office welcomes Mrs. J. Shipley.

● On behalf of the Traffic Department staff, Mr. W. A. Standley makes a presentation of a clock to Jack Hughes on his retirement.



Sid Scriven and his wife are congratulated on the birth of a son on 17th July.

The boiler shop congratulates Gary Watton on passing his welding tests.

It is with regret that we learn of the death of pensioner George Humphries.

Mixing and Pot Rooms

Ambrose Humphreys, Pot Maker, retired on 31st July after twenty-three years service. Douglas Woodhouse of Mixing, retired after fifty-three years and Norman Green, also of Mixing after twelve years. We wish these very good friends, health and happiness in their well earned rest.

Offices

The Sales and General Offices organised an enjoyable evening's outing to Ludlow on 2nd July. Dinner was at the Angel Hotel and was followed by a tour of the Tenbury district.

The Typing department had an evening trip to Stratford on 15th July with dinner at the Paprica. Jim Burgess gave an exhibition of his skill with the oars by taking two of the ladies on the river.

We express sympathy to Winnie Grice whose mother died on 4th July.

The Cost Office welcomes Peter Ensor who has joined the staff recently.

● Mr. S. W. Shaw on behalf of the Mixing Department, presents retirement gifts to Doug Woodhouse (centre) and Norman Green (right).



Jottings *of shorter items and employees' contributions*

EMPLOYEES' CHARITY FUND

At a meeting of the committee of the Employees' Charity Fund held in June, donations amounting to £52 10s. 0d., were made to charitable organisations as follows:—

	£	s.	d.
World Refugee Year	5	5	0
Friends of the Birmingham Accident Hospital Association	5	5	0
Patients and Staff Amenities Fund, Birmingham General Hospital	5	5	0
Friends of St. Chad's Hospital	5	5	0
Smethwick Orthopaedic Clinic Samaritan Fund	5	5	0
Hallam Hospital Amenities Fund	5	5	0
West Bromwich and District General Hospital Amenities Fund	5	5	0
Wolverhampton, Dudley and District Institution for the Blind	3	3	0
British Leprosy Relief Association	3	3	0
Guide Dogs for the Blind Association	3	3	0
British Legion Haig's Fund	3	3	0
Church of England Children's Society	3	3	0

BOUQUETS

At the annual competitions of the Smethwick and District Industrial Fire Brigade's Association held on 13th June, Chance Brothers' Brigade won two trophies, namely the Association's Cup for first prize in the Junior Four-men Hydrant Drill and the Hope's Cup for second place in the Four-men Hydrant Drill.

In addition to the trophies, the Brigade received cash awards which were spent in a traditional manner at the Brigade's outing to Chepstow races on 27th June.

* * *

On Sunday, 19th July, Steve Morrall of Blown and Pressed, organised his annual fishing contest at West Smethwick Park to raise funds for the Park's Sons of Rest.

* * *

The Birmingham Section of the "Lorry Driver of the Year" Competition was held on Sunday, May 24th,

when six of our drivers competed, namely Drivers Allard, Beauchamp, Beddall, Morris, Russell and Williams.

A five and a half mile drive from Perry Barr Dog Track to the Dunlop Rubber Company's ground under supervision was followed by three road tests plus an examination on the Highway Code. Mr. W. A. Standley who was one of the officiating stewards reports that the number of competitors and the standard was higher than last year.

Drivers Beddall and Morris were both third in their respective classes and received Premium Bonds; Driver Beauchamp being a very close fourth behind Beddall.

AN APPEAL IS RECEIVED

The following letter has been received from the Smethwick Club for the Handicapped:—

Dear Sir,

I would be most grateful if you would make this appeal known to your employees who have cars and are willing to spend half an hour fortnightly giving a helping hand to people who have grave disabilities.

Two of the four sections of this club are in great need of transport. The section for the people who are physically handicapped meets every other Monday and the section for the blind and partially sighted every other Wednesday. Club activities commence at 7.15 p.m., and finish at 9.0 p.m. The Club Room is at the old Cape Dispensary, Cape Hill, Smethwick.

Volunteer drivers are given two or three names and addresses suitable for the type of car they drive and take the people to the club, returning for them at 9.0 p.m.

If any of your employees are willing to participate in this venture will they please give their names and addresses and type of car to the Secretary: Miss M. G. Parkes, Welfare Department, Council House, Smethwick, or Mr. S. Mills, 35, Hillfields, Smethwick, 41.

Yours sincerely,
S. MILLS,
Transport Officer.

1960 GALA BALL

The Recreation Club's next Annual Gala Ball will be held at Tube Investments Ballroom, Oldbury, on Friday, 12th February, 1960, and music will be provided by Bob Carter's Orchestra.

PHOTOGRAPHIC COMPETITION

In our last issue we announced a photographic competition. There is still time for entries and here are the rules:—

1. Photographs in black and white only, should have been taken by employees since September 30th, 1958.
2. Entries should be sent to the Editor by September 30th, and each entry should be accompanied by a slip giving the sender's name and department, and if possible, a title for the picture should be added.
3. Entries will be classified by the judges into four groups:—

(a) Landscape	(c) Personal
(b) Architectural	(d) General

● *Chance glass was on show at the Poznan Fair, Poland 1959.*



Do not bother about the classification yourself.

The best photograph in each group will be awarded 10s. 0d., and the best photograph in the competition will receive a prize of £1 1s. 0d. All winning photographs will be published in *Chance Comments*.

● Sickness and Injury Benefit Scheme —from page 5

which benefit has been paid, a return-to-work-benefit will be paid which will equal the last benefit paid to the employee for that absence.

4. RENEWAL OF BENEFITS

Employees who are eligible for full benefit under this Scheme and who receive benefit under it will again become eligible for full benefit providing both of the following requirements are fulfilled:

- (a) 52 weeks have elapsed since the beginning of the week for which they first received benefit, and
- (b) They have worked for 13 complete, but not necessarily consecutive, weeks since they last received benefit.

5. INCOME TAX

All benefits payable under this Scheme will rank as earnings, and will be liable to Income Tax.

6. WORKMEN'S PENSION FUND

If the employee is a member of the Workmen's Pension Fund, the Company will pay to the Fund the contributions which would normally have been paid by the absent member under the Rules of that Fund for any week for which a benefit is paid. The Company will not pay the member's contribution for the week for which the return-to-work benefit is paid.

7. PAYMENT OF BENEFIT

Payment of benefit will be made at the Cashier's office on Monday afternoons between 3.30 p.m. and 5.0 p.m.

If an employee cannot collect the benefit personally it may be collected by a relative or friend on the production of a note signed and dated by the employee.

SUGGESTION SCHEME

Twenty ideas are adopted and £34.10.0 is awarded

During June and July twenty ideas resulted in cash awards and the following is a summary:—

				£	s.	d.
54113	W. F. Ellis	Carpenters	Improvements to lorry cullet sides	5	0	0
54188	H. J. Gardner	M. & C.	Improvements on despatch crane	1	15	0
54221	J. Winwood	Rolled Plate	Improved lighting at No. 1	1	0	0
54233	R. Lepkowski	C.P.O.W.	Warning light for oil tank	1	15	0
54246	J. Hughes	Traffic	Fire equipment at Rolled Plate	1	0	0
54273	M. Sandel	C.P.O.W.	Door arrangement at C.P.O.W. stores	1	0	0
54277	F. Keys	Mixing	Protection for cullet operator	1	0	0
54285	W. A. Mallin	B. & P.	Repairs to roadway	1	15	0
54302	W. B. Cox	Stores	Modifications to drawings for jaws for welding chuck	4	0	0
54303	G. Probin	M. & C.	Safety on ash hoist	1	0	0
54143	J. Reeves	Security	Automatic lubrication to Rolled Plate cutting wheels	3	5	0
54164	R. L. Turnock	Micro	Cleaning down crown of Micro tank	2	0	0
54199	T. H. Collier	Traffic	Platform to assist in loading crates	2	0	0
54262	J. Mortiboys	Security	Traffic direction sign	1	0	0
54268	J. Mortiboys	Security	Alterations to office stair-case door	1	0	0
54269	B. Bagnall	Transport	Access to cullet pit	1	0	0
54274	A. H. Jakeways	Rolled Plate	Driving shaft on rolling machine	2	0	0
54301	A. Hare	Mixing	Shield fitted to cullet washer	1	0	0
54305	E. R. Owen	Electricians	Guard on dry sand conveyor motor	1	0	0
54309	J. Horton	ex M. & C.	Safety on hoist landing	1	0	0

See Inside Back Cover for details of a Suggestions Competition

FIRE BRIGADES' COMPETITION

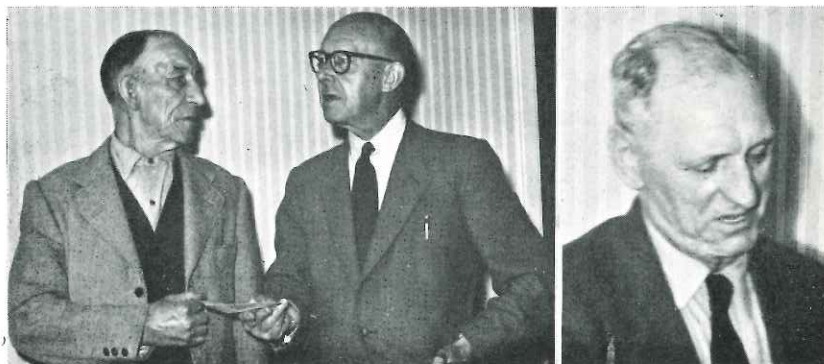
THE Works' Fire Brigade won two silver cups at the annual competitions of the Smethwick and District Industrial Fire Brigades Association.



Retirements and Long Service Awards



● William Hollyhead and George Allsopp of Rolled Plate receive retirement awards from Mr. C. J. S. Newman.



● Dr. W. M. Hampton wishes Douglas Woodhouse of Mixing a happy retirement.

● Bert Field of Coloured has retired after fifty-one years service.



● William Thornton of Coloured has completed forty-five years service.

● Dr. R. E. Bastick, Laboratory, completes twenty-five years service

● Dennis Grigg, Accounts, also completes twenty-five years service.

AN

Ideas

COMPETITION

ALL suggestions received between 1st September and 31st October, 1959, will be included in a Suggestions Competition and in addition to the normal awards paid for adopted ideas a prize of:—

A GOLD WATCH

or

A CAMERA

will be presented to the employee who submits an idea which results in the largest financial saving.

The normal suggestion forms will be used for the competition and these may be obtained from a Gatehouse.

There is practically no limit to the type of suggestion which can be sent in and here are some fields of thought for consideration.

How can we eliminate:

- a. Duplication of work
- b. Excess handling
- c. Wear on equipment
- d. Waste of time or materials
- e. Breakages
- f. Unsafe conditions
- g. Unnecessary paper work

How can we improve:

- a. Methods of storage
- b. Office procedures
- c. Employee services
- d. Manufacturing processes