

There is
MONEY
in ideas!

The pay-out for adopted suggestions in recent years was:—

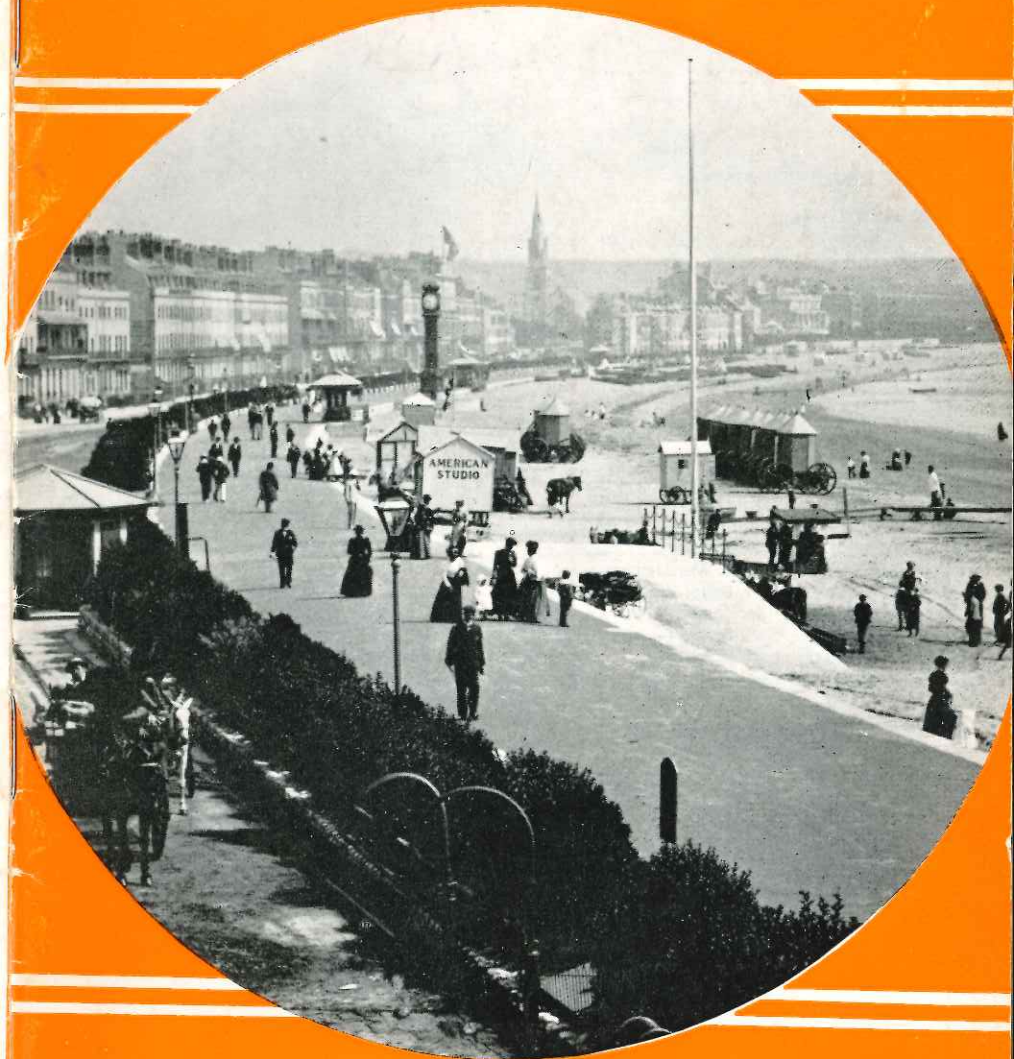
1956	...	...	...	...	£222
1957	...	...	...	...	£288
1958	...	...	...	...	£338
1959	...	...	...	...	£460
1960	...	...	...	...	£355
1961	...	...	...	...	£522

**PUT YOUR IDEAS ON
PAPER AND CASH IN**

Suggestion Scheme forms are available at each Gatehouse.

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



AUGUST — SEPTEMBER 1962

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.

EDITOR A. OGDEN

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Contents

	Page
THE NAILSEA STORY	1
DEAR MR. TAX MAN	4
WOULD YOU BELIEVE IT?	5
EMPLOYEE'S CHARITY FUND	6
LONG SERVICE AWARDS	7
LET'S PLAY CRICKET	8-9
JOTTINGS... ..	10
FLOAT	12
RECREATION CLUB	13
NEWS FROM ALL DEPARTMENTS	14
SUGGESTION SCHEME	16

THIS MONTH'S COVER

A prize of five shillings will be awarded to the sender of the first correct identification of the cover picture. Entries must be in writing addressed to the Editor c/o Personnel Department. The picture in the last issue was Lulworth Cove and the prize was claimed by Mrs. H. Davis, Canteen.



THE NAILSEA COMPANY OF VOLUNTEERS

THE NAILSEA STORY

by Sir Hugh Chance

NAILSEA is a long straggling village eight miles south of Bristol on the road to Clevedon. As one enters, after passing a large modern cider factory, one sees on the lefthand side of the road a gaunt stone building, once the offices of the glassworks. When I visited the site some fifty years ago the cones of the two glass houses and other buildings were still standing, but they were demolished in the inter-war years and recently the rubble from the buildings was bulldozed and carted off to form the runway of a local aerodrome. The site of the works is 'L' shaped and runs back to a lane at the rear. A stone wall still bounds the south side and on the north is a row of cottages, built to house the glassmakers when the works was established in 1788. Two years ago one could still see the base of the cone of the 'New' furnace, and nearby was a derelict building housing two large pot-arches.

One gets an idea of the appearance of the works in photographs taken before it closed down in 1873—due to failure of the local pit to produce coal of a quality which was good enough to fill the furnaces—and later it became

derelict. Hunting through the Spon Lane archives, I came across a very detailed plan which shows all the buildings and the uses to which they were put when Chance Brothers acquired the business from the Hartleys of Sunderland in 1870, and resumed manufacture of sheet and rolled glass after an interval when the works were idle after Samuel Bowen of West Bromwich, who had operated it for some years, went bankrupt.

Why was a glassworks established outside Bristol where at the end of the 18th Century there were some twelve to fourteen Houses active in the City? Tradition records that John Robert Lucas, the founder of the firm, used to spend his weekends at a nearby farm where he would have known of the local coalpits—the one belonging to the Works stood on ground on the opposite side of the road—and limestone was readily available from the hills behind Clevedon. No doubt land was expensive in Bristol and glassworkers could be attracted to work at Nailsea and live in pleasant country surroundings.

Lucas's father was a Worcestershire man and migrated from Hanbury in

VOL. 15, No. 3

AUGUST—SEPTEMBER 1962

the early part of the 18th Century to establish himself as a cooper in Bristol. His enterprise led him on to trade in beer and cider, and he became a partner in the Limekiln Bottle Works. The Lucases must have known the nearby Chance family at their home in Bromsgrove as will be seen by the co-operation which took place soon after the establishment of the Nailsea Works.

John Robert Lucas was a man of energy and enterprise, succeeding to his father's business before he was 21 years of age on his father's death. He married the daughter of John Adams, who himself was Manager of a glass-house at Stanton Wick—about 10 miles south east of Bristol. Following his father as a partner in the Limekiln Works, he decided to give up the beer cider and cooperage business conducted in Nicholas Street in the centre of Bristol and to concentrate his capital on glass manufacture. Besides taking a lease of the Stanton Wick Works he bought land in Nailsea and erected his first Crown glass furnace in 1788. Trade in Bristol was flourishing in those times and Bristol ships carried the products of the city to America, Ireland and round the coast to London and to the northwest ports.

Like many eighteenth century businessmen Lucas found his capital insufficient to enable him to expand his activities. William Chance and his partner Edward Homer—established since 1770 as Hardware Merchants in

Newhall Street, Birmingham—were doing business in the West Country, and partly out of the savings from the business and partly from the sale of Canal shares, which had rocketted in price since they acquired them, they joined Lucas as junior partners in 1793, putting up a sum of £10,000 as their share in the enterprise. To cement their connection they married their partner's sisters and soon afterwards Edward Homer left Birmingham and came to live near Nailsea.

In 1810 the business was not doing well and it was decided to send William Chance's eldest son Lucas Chance to manage the business. He was a youngster who at an early age was running the family hardware business in Birmingham and was known as "the little master." Small in stature he was full of energy and enterprise, and soon after he came to Nailsea he realised that the firm needed a first class glass-house manager. He had heard of John Hartley, who worked for a well known firm of glass manufacturers in Dumbarton so he posted off by coach and, as the story goes, pulled Hartley—later to become his partner at Spon Lane—out of bed and took him down to Nailsea.

After working for a few years in Bristol, Lucas Chance decided to set up as a glass merchant on his own account so he moved to London in 1815 and nine years later acquired the works at Spon Lane which bear his name.

OLD HOUSE, LOOKING EAST



"ROLLED" HOUSE CONE

William Chance, Lucas Chance's brother, continued as a partner at Nailsea until 1821 when he sold his share in the business which was carried on by John Robert Lucas's nephew and by the Coathupes whose father had been Lucas's office boy and one of his original partners.

We know quite a lot about the account of the business in the 1830's as one of the Coathupes left behind a memorandum book which gave very full details of its activities. Some 120 people were employed at the works and in the warehouse in Bristol. Two furnaces were in operation making Crown glass, and four double 'journeys' were worked each week, i.e. 48 pots. The wage bill and allowances (chiefly house coal) used to average between £138 and £158 per week and about 1½ million feet of glass was turned out each year.

After the Coathupes retired various proprietors operated the works—sheet and later rolled glass was manufactured and for a time the alkali used in the glass batches was produced on the site.

Glass collectors have become accustomed to refer to the dark and sometimes pale green domestic articles

(decorated with opal and coloured stripes and spots) such as milk jugs, flasks and rolling pins as emanating from Nailsea. The name has also been applied to ruby, blue and opal bells, flasks and pipes which were made in the late eighteenth and nineteenth centuries in Bristol as well as in other glass making centres. In the early days of the Nailsea Works, where bottles were manufactured as well as Crown glass, glassmakers must have tried their skills in producing "friggers"; while in the latter years of activity there was a man who made "Sundries" such as were listed in Chance Brothers' price lists—ink pots, shades, rolling pins, milk pans and the like (Tandy was the name of the man at Spon Lane who for years worked at what was designated in the wages lists as "Tandy's Hole"—i.e. blowing hole).

Old inhabitants of Nailsea have shown me drum sticks and rolling pins handed down by their parents who worked in the glasshouse. Now all that remains of a once flourishing enterprise are the lumps of cullet and fragments of pots which still can be picked up on the site, whilst at Spon Lane the big clock which continues to tick away the hours in the old Board Room reminds us that it once hung in the Nailsea offices.

DEAR MR. TAX MAN — thanks for the tea

WHEN I read that even Michaela Denis, TV's intrepid explorer, would rather be strangled by a python than squeezed by the tax man, I knew something had to be done. What sort of creature is he, this dreaded tax man? Strangling python or roaring lion? Worrying terrier or bloodsucking vampire? There was nothing for an inquisitive journalist to do but to go and see for himself, writes

DEREK HODDINOTT

As it's fashionable today to register a protest by sitting in the middle of a road somewhere, I'm thinking of squatting outside the Headquarters of the Inland Revenue, to protest about the way we, as a nation, treat our Tax Inspectors.

Now before you write to the editor and ask for me to be taken away, please read on

Like the next man, I hate paying taxes. I hate filling in forms. I hate anyone interfering with my money—unless it's me. But why should we hate the tax man? Why, unless we have anything to hide, should we fear him?

So when I heard that Michaela Denis had cheerfully opted to be strangled by a python, rather than be squeezed by the tax man, I went along to meet mine, just to see what he was like. I was pleasantly surprised. He was no python. He turned out to be quite human. He even smiled, and as I like people who smile I stayed awhile, had a cup of tea (deductible I presume?) and enjoyed a cosy chat, even though it was his busiest time of the year. Well, you know what Schedule D is like, don't you?

The army that makes up the Inland Revenue is split into two groups: Tax Collectors and Tax Inspectors. There are 5,389 Tax Collectors up and down the country whose job it is to take from us more than £3,000 million each year, and a more maligned army of men and women you couldn't find anywhere else on earth.

Who are they, these ordinary men and women? (For I found them ordinary enough, I do assure you). The public's description of them would be unprintable, no doubt, but in reality they are merely instruments of an oppressive, out-moded, clumsy, unfair system of taxation which should have been thrown

out long ago. Even the 7th Report from the Estimates Committee, in their 1960/1961 Session, agrees that something is wrong.

The problem is that the whole structure of taxation and its accompanying laws has become so complex that tax collection offices up and down the country are being swamped with forms, appeals, queries and problems—so much so, in fact, that the cost of our taxing system must eventually grow out of all proportion to the revenue it brings in.

We spend nearly £50 million a year to run our tax offices—that is, 3.55 pence in every pound we pay in taxes goes to pay the tax man's salary and keep his office open. And although, on average, 650,000 of us try to evade taxation—something like 2.4 million make their way to the Tax Inspector for help and advice. The number of man-hours wasted in explanation must be phenomenal!

Doesn't it seem obvious that a different kind of system is needed, and needed quickly? The lengthy Estimates Committee report is not concerned with altering the existing system; it is only concerned with simplifying the administrative work.

This is all very well, but it is not striking at the heart of the matter.

While Government spending soars to new heights—it rose by £250 million in 1960 to an all-time record figure of £8,350 million—we are constantly being told to keep *our* spending down in the national interest.

But if we spend less, what happens? We pay more taxes to meet the soaring cost of government, with its notorious disregard for the consequences of bureaucratic waste and extravagance.

Continued ▷

Would you believe it

Think About It

The worst crime against working people is a company which fails to operate at a profit.

No Yawning Matter

Do you worry if you don't get eight hours of sleep a night? Does a bout of insomnia drive you to your doctor begging for sleeping pills?

Research has been going on into the amount of sleep a human being needs. And it seems that it may not be quite as much as we used to think was necessary. A consultant psychiatrist at a well-known hospital has written that by the turn of this century the majority of people may need only about three hours sleep, and that sleep has been steadily reduced by an evolutionary trend.

Loss of sleep, he finds, does not necessarily harm people, even though it persists over many months. And he has a lot of evidence to prove this.

Anxiety about missed sleep can do far more harm than the actual loss of sleep. There is one effective way to combat insomnia—stop worrying about it.

But we are not happy about the discovery that we may soon need only three hours sleep . . . we would hate to see a future in which people are expected to work a 21-hour day—and look as if they're enjoying it!

The Taxman Gives the Dowry

Do you detect a mercenary note creeping into our marriage plans? What

Continued on page 6 ●

● *Continued*

Under this enormous burden we stagger along—not only you and I, but also the Tax Collector, who has the onerous task of extracting the very last penny from us to meet the bills.

The result is that we are one of the highest-taxed countries in the world, with around 38 per cent of what we earn as a nation going to the Exchequer.

"What *can* be done?" I asked my tax man, who, naturally, must remain anonymous. "Are we stuck with this Frankenstein monster? Is the cold war between you and me to go on indefinitely?"

He poured out another cup for me and sighed. "For years experts have been trying to unravel this problem," he said. "There *must* be some way of simplifying the system, though no one has yet discovered it. And if it does come, it must benefit all classes of society, and not one at the expense of the other. As for Miss Denis and her python—well, we feel a bit strangled ourselves quite often. The system, you know

"And as regards the public's opinion of us," he went on, "it *does* worry us. But the stigma is gradually fading as people begin to understand our problems. After all, we have to work within the law, and we must view each individual case on its merits. Usually, you'll find the Tax Collector fairly kind, and he will view hardship cases very favourably. What he cannot stand, though, is the entertainer who earns £500 a week and then spends it all without making some provision for taxation."

Like our Regular Army, the Inland Revenue is also finding it more and more difficult to get recruits. The university graduate is looking for richer and softer fields for his future. To be a Tax Inspector requires at least three years' training, with exams at the end of it. If you fail, you're finished. If you pass, the money's quite good; so are the prospects. You're more or less your own boss, and if you like people and are a bit of a psychologist you'll enjoy every minute of it.

Certainly my tax man looked happy enough. I drained my tea and went home to await my Schedule D assessment for this year.

I'll appeal, of course!

happens each year around the end of March and the first few days of April? Couples rush to get married, harrising the parsons, and, if necessary, scorning Lent. No more is it a case of "We can't live without each other any longer," but, starkly, "What's the best time to get the biggest tax rebate?"

That's the reason for the rush to marry in the spring these days. But isn't this canny approach understandable? Wherever taxes become unreasonable, they always inspire those liable to taxation to even greater ingenuity in avoiding paying.

But those who dash to beat the end of the tax year with their marriages in spring are misguided. They have staked their money on the wrong date, which rightly should be just before the autumn to get the fullest benefit of tax relief. More and more are realising this. And the result was a boom in marriages in England and Wales in the July-September quarter of last year—7,347 more than in the same period for the previous year.

As far as the girl is concerned, this is the best time to get a bounty from the tax collector, an Inland Revenue official explained, "A girl who marries and continues in her job, especially in September or October, receives a full year's allowance as a single woman for that financial year, and a full year's allowances as a wife," he said.

Kieron—Censor

Kieron Moore has strong views on bringing up children. This handsome Irish actor, who starred in the film "The League of Gentlemen," has four of his own—Theresa, Casey, Colm and Sean.

They have never seen their father on the screen. They are not allowed to read newspapers. They have seen only four films in their entire lives. Their father helps them choose every book they read. And they have never been smacked.

"My children are protected from all the things I consider evil," says Kieron. "Gradually I explain to them all the things they need to know. I am introducing them to the world slowly."

He adds that he and his children always discuss their problems with each other. "And when I tell my children to do something I always try to give them a sensible explanation—children are the most reasonable beings in the world."

An unusual attitude for a film star, in a film world full of precocious and over-sophisticated children? Yes, and refreshing, too.

Meet Mrs. Average

She is 43 years old and has a husband whose pay-packet averages £14 a week. She watches television for about 16 hours a week and likes best to watch it on Sunday evenings between 8 and 9 o'clock. She probably has a cagebird, a dog and a cat. And what we find most fascinating about her is that she has "nine-tenths of a child under 15."

Who is she? The typical housewife-viewer, who figures in another survey in the magazine of a large advertising agency.

And how do the advertising men find "women as women"? They note the fact that women buy over 80 per cent of the non-durable consumer goods—because they have more cash to spend these days.

They have discovered that more women go back to work after bringing up their children. The figure of married women going out to work has gone up from 2½ million in 1946 to nearly 4 million today, and well over a quarter of them are between 40 and 50 years old.

You will Reach a Quarter of a Million Pennies this Year

Another distribution by the Employees' Charity Fund

*In Faith and Hope the world will disagree,
But all mankind's concern is Charity.*

POPE—Essay on Man.

Last month the Employees' Charity Fund distributed £120 15s. 0d. to charity organisations as detailed below. This brings the total allocation since the fund was started in 1958 to £988.

It will be recalled that the fund was inspired by the Works Consultative Committee whereby employees may, if they so wish, authorise the deduction

of one penny each week from wages or salary. The distribution is decided by a Committee elected by the subscribers.

It is certain that by the end of the year the total amount contributed by the volunteers will exceed £1,000. Any employee who is not yet a member of this good samaritan scheme may join up by obtaining a wage or salary deduction form from the Personnel Department.

continued ●

	£	s.	d.
Birmingham General Hospital, Patients and Staff Amenities Fund ...	5	5	0
Birmingham Eye Hospital Amenities Fund ...	5	5	0
British Leprosy Relief Association ...	5	5	0
British Red Cross Society ...	5	5	0
Church of England Children's Society ...	5	5	0
Dr. Barnardo's Homes ...	5	5	0
Friends of the Birmingham Accident Hospital Association ...	5	5	0
Friends of St. Chad's Hospital ...	5	5	0
Guide Dogs for the Blind Association ...	5	5	0
Hallam Hospital Amenities Fund ...	5	5	0
Imperial Cancer Research Fund ...	5	5	0
King George's Jubilee Trust ...	5	5	0
Midland Spastic Association ...	5	5	0
National Fund for Polio Research ...	5	5	0
Smethwick Club for the Handicapped ...	5	5	0
Smethwick Cripples Outing and Welfare Fund ...	5	5	0
Smethwick Orthopaedic Clinic Samaritan Fund ...	5	5	0
West Bromwich and District General Hospital Amenities Fund ...	5	5	0
Wolverhampton, Dudley and Districts Institution for the Blind ...	5	5	0
Friends of the Crest, West Bromwich ...	5	5	0
Cheshire Foundation Homes for the Sick ...	10	10	0
Hospitals' Broadcasting Association ...	5	5	0



ERNEST B. TINSLEY



ALEXANDER IRONS



EDGAR L. POOLE

LONG SERVICE AWARDS

Ernest B. Tinsley, Seven Storey, 45 years, 9th June.

Alexander Irons, Maintenance and Construction, 25 years, 7th June.

Edgar L. Poole, Maintenance and Construction, 25 years, 7th June.

Joseph H. Gordon, Seven Storey, 25 years, 9th June.

Mary Felton, Blown and Pressed, 25 years, 15th June.

William Short, Mixing, 25 years, 7th July.

George Keys, Laboratory, 25 years, 30th July.



JOSEPH H. GORDON



MARY FELTON



WILLIAM SHORT



GEORGE KEYS



LET'S PLAY CRICKET

Snapshots of the Recreation Club First XI.

Top Left to Right THE FIELD IS SET — STAN MOORE, STAN CRESSWELL, VIC BICKNELL, RAY LAW AND HARRY HELSBY

Middle : Left to Right DENNIS EMMS-MOSS AND DAVID EVANS, OPENING BATSMEN IN A LEAGUE GAME, VERSUS ROVER MOTOR COMPANY — BERT LAUNCHBURY IS CAPTAIN, SECRETARY, AND SCORER

Bottom : Left to Right GEOFFREY MOORE—VIC BICKNELL—ALAN SOUTHALL— THE VETERAN OF THE TEAM IS YORKSHIREMAN HARRY HELSBY — WICKET KEEPER JOHN ELLIS



Jottings of shorter items and employees' contributions

RECENT APPOINTMENTS

Since the last issue of this magazine the following organisation appointments have been made and we sincerely congratulate the men concerned:

MR. BRIAN BOORMAN

A Production Control Department has been set up with Mr. Brian Boorman as the Manager in charge.

Mr. Boorman's previous office was Warehouses Manager. He joined the firm in 1951 as Chief Physicist in the Laboratory.

MR. JOHN K. GILLESPIE

Mr. John Gillespie has been promoted to the position of Manager of the Technical Development Department. He first came to C.B. in 1948 as an Apprentice Physicist.

MR. STANLEY ROUND

Following Mr. Boorman's transfer from Warehouses Manager to Production Control Manager, Mr. Stanley Round, who was assistant to Mr. Boorman, has been promoted to Manager responsible for all Warehouses other than the Fiesta Department. Mr. Round joined the firm in 1938 and his previous appointments included supervisor of the Seven Storey.

MR. DENNIS HEWITT

Mr. Dennis Hewitt, who joined the firm as a Works Study Engineer in 1955, has been appointed Assistant Warehouse Manager.

MR. MAURICE A. W. NOLAN

Mr. Nolan, of Process Development Section, is now in charge of the Engineering Section of the Technical Development Department. He joined Pilkington Brothers, St. Helens, in 1957 and was transferred to C.B. Smethwick in 1960.

MR. WILLIAM ELLIS

Mr. William Ellis was promoted on 2nd July to the position of Foreman to the Mould Shop. He first joined the firm as a Mould Maker in 1934.

PHOTOGRAPHIC COMPETITION

There is still time for entries in the 1962 Photographic Competition. The following are the details:

1. Photographs, in black and white only, should have been taken by employees since September 30th, 1961.
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 (b) Architectural
(c) Personal (d) General
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*.

NEW TENNIS COURTS OPENED

Tennis at the Recreation Club has not been a well supported activity in recent years as the bitumas type of courts were in very bad condition. The Company has generously come to the aid of the Club and in mid-July the laying out of two new courts was completed.

The new ones are in red shale and were built by the "En-Tout-Cas" Company.

Any employee of the Company may play on the courts and they may bring friends. For competitive tennis the sectional secretary is Mr. D. Hewitt.

BRISTOL AND NAILSEA GLASS

Sir Hugh Chance, who wrote the Nailsea article on pages 1-3 has mentioned that there is an excellent collection of Bristol and Nailsea glass at Clevedon Court, situated about three miles from Nailsea. Clevedon Court is a very fine National Trust property and if any of our readers spend their holiday in the Weston-Super-Mare district they would find a visit to Clevedon Court well worth while.

Good Housekeeping

You don't have to put on an apron
Or decide to start wearing a sarong
All you need is a yen for improvement
By putting things where they belong.

Scrap boxes are there for a purpose
Waste cans are safer by far
For putting those oily old rags in
Than leaving them right where they are.

Fire hazards are less in the making
When you're seeking a challenging score
Of results that are personal triumphs
That are worth all the effort and more.

Take floors as a single example
Keep 'em clean unless you can afford
The time and the trouble of tripping
Right into a hospital ward.

Some people have had early training
In keeping things on the ball
They know that oil flows rather freely
From a drip to a slip and a fall.

Shop housekeeping doesn't mean dusting
Hanging pictures or shining the bell
But it does mean making quite certain
That all manner of things are checked well.

A shop is a place where you're living
Where others make many a call
And the kind of a house you're keeping
Has a moral effect on us all.

POSITION vs RESPONSIBILITY

We are all employees of a factory which is an important influence in Smethwick. Because of this, we have to be sure we recognise our responsibility

to use this influence wisely. Some examples of what we mean:

Economic

Our annual payroll is many thousands pounds and is an important factor in this business community. A person regularly employed by Chance Brothers is usually well respected as a good customer by most local business men. Our responsibility is to be sure we do not misuse this trust and go too deeply in debt or obligate ourselves for too many payments. This could spoil our reputation and make it more difficult for all employees to do business.

Political

Although it is not our practice to become deeply involved in local politics, there are employees who hold public office. More important, perhaps, is the impact of the vote of the Chance families. Whether by voting or by holding office, we should be sure we exert our influence for what is honest and in the best interest of the community—not for our selfish interests.

In any event we should make our voice heard and our votes counted at all governmental levels.

Church

In several churches Chance employees hold important offices and are very active in church affairs. Again let's be sure that the reputation of Chance Brothers is that we stand for what is right and in the best interest of the church and its work.

Social

Sometimes a factory gets the reputation of having employees whose morals and social activities are degrading. This reputation is usually caused by the actions of an undesirable few. Wouldn't you rather we had the reputation of being fine people with high morals?

In summary, in all fields we have a significant influence, and therefore a responsibility to uphold the name of Chance Brothers and its employees.

float

IN the February 1959 issue of *Chance Comments* we announced that Pilkington Brothers had put a new type of high quality glass called FLOAT onto the market.

What is Float? Think of Plate glass, used because of its lack of distortion, mainly for mirrors, shop windows and motor cars. Then think of Sheet glass with its brilliant fire-finished surface, used for windows in houses, offices and factories. Float combines the best qualities of both.

The five million pound Float glass tank now in operation at Cowley Hill Works, St. Helens—the largest glassmaking tank the Firm have ever built—has marked a turning point in the development of this high quality glass. This was announced by Sir Harry Pilkington at Brighton, on May 18th, where he was speaking to the members of the Plate Glass Association's Annual Convention.

Built at a cost of £5,000,000, the new plant took two years to build.

Ten Years

Sir Harry reminded the Association that it is only ten years since the Float method was first conceived, and only three years ago since the process was announced. Float glass was an entirely new glass which combined the best qualities of both plate and sheet glass. It was first introduced in the home market, then gradually extended to many export markets for virtually all purposes for which plate glass had hitherto been used. During the past three years the Company have sold about fifty million square feet of Float glass, as interchangeable with polished plate.

Cheaper and simpler

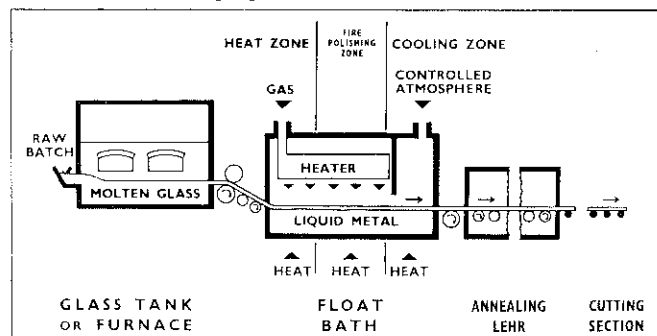
The introduction of Float glass was the biggest change introduced into the flat glass trade for generations. "Let there be no misunderstandings in any of your minds," said Sir Harry, "the Float process will surely supersede the traditional grinding and polishing method for all major purposes. Whilst

grinding and polishing may still be necessary for some fringe products for some years, as a method of producing the bulk requirements of plate glass it was made out of date as soon as we were able to prove—as we have without doubt—that the Float process could produce flat, undistorted glass as good in appearance as plate glass and serving the same purposes. Grinding and polishing to produce plate glass involves very heavy capital investment and very high fixed costs; the float bath is a much smaller piece of equipment, much less costly and a much simpler means of achieving the same objective."

Problem Solved

At first Float could only be produced $\frac{1}{4}$ " thick. In recent months Pilkingtons have solved this problem of making substances other than $\frac{1}{4}$ ", and are now supplying readily in $\frac{3}{16}$ " and $\frac{1}{8}$ "; these three thickness accounted for over 90% of the demand for plate glass.

"Once again," said Sir Harry, "we lead the world."



THE FLOAT GLASS PROCESS IN SIMPLE DIAGRAM-MATIC FORM



**IT'S STILL ONLY 2d. A WEEK—
but some pay more**

ALTHOUGH cricket and football teams had been formed from time to time before World War One at the Spon Lane factory, it was not until March 31st, 1926, that a meeting was held to consider the formation of a Recreation Club.

About fifty people turned up and a large majority voted in favour of the proposal to form a club.

It is interesting to note that the quotation for a wooden pavilion in those days was a mere £20. In May, 1927, the Board of Chance Brothers offered to provide £500 towards capital expenditure and on August 9th of that year the Club Committee were informed that over £1,000 was to be spent for the purpose of laying out the grounds.

A referendum was taken amongst employees to get approval for a subscription of 2d. per week to be deducted from wage packets. A majority voted in favour and on the result of this voting the Board decided to fence the ground and to lay out a football pitch, cricket pitch and bowling green, making a free loan of £200 for equipment.

The first annual meeting of the club was held on May 30th, 1928, and the grounds were officially opened on June 8th of the following year.

The succeeding years were ones of consolidation of the financial position of the club and a sinking fund was founded for building a pavilion and also equipping the room in the canteen for billiards, etc.

The year 1938 was a notable one. It was announced that under the will of Mr. James Frederick Chance money had become available for certain purposes. It was decided that the first allocation should be for providing a suitable pavilion on the recreation ground.

This was built in 1939 and opened on July 31st by Sir Roger Chance. War was declared a few weeks later and although the windows had to be blacked out and all sports activities restricted, everyone was very pleased with it and it was regarded as one of the best in the district.

Some two years ago the pavilion was re-designed and extended at the Company's expense to become a first-class social centre. This year, as a first step on a scheme for ground development, two new red shale tennis courts have been laid down and the entrance to the Club has been resurfaced.

Today the subscription of 2d. a week proposed at the very beginning is still operative although sixty per cent of the members voluntarily doubled their subscriptions a few years ago in response to an appeal for extra help.

The pavilion is owned by the Company which allows the club to enjoy its use. The Company also own the grounds and maintains them. Thereafter the club is expected to be self-supporting and this policy is borne out by a glance at the 1961 balance sheet which shows that no grant was received at all from the Company for that year.



From all Departments

MOSTLY PERSONAL

Blown and Pressed

The Division congratulates Mr. P. Suchomski and his wife on the recent birth of a son.

We are glad to welcome back after long illness Alfred Withers and Harry Price.

The Warehouse section extended a welcome to new comers Charles Reeves and Frank Preece.

Doris Barnsley, Forewoman in the Pressed Warehouse, had an accident recently which resulted in a broken arm and we extend best wishes for her speedy and complete recovery. Sympathy is expressed to Victor Budd whose mother passed away recently.

Laboratory

It is usual for the Laboratory to offer training facilities each year to University students and this summer we welcome Mr. J. Rojo from Madrid University and Mr. D. Johnson of Liverpool University. We are also glad to have Mr. P. Eiggins prior to him entering University.

MR. & MRS. K. TARR



Congratulations are extended to Kenneth Tarr of the Chemistry Laboratory who married Patricia Cowling on June 2nd.

Glasgow

The A.G.M. of the Recreation Club has been held, and, unlike previous years, there has been several nominations for the various offices, which will necessitate a ballot taking place. It is to be hoped that this is a sign of renewed interest in the Club, as this has been sadly lacking in recent years.

Arrangements are now well in hand for an evening outing to the Edinburgh Military Tattoo in September.

The employees at Glasgow were deeply shocked to hear of the death after a short illness of Mrs. Smith. Mrs. Smith joined the Order Department at Firhill in September 1942 and so had completed close on twenty years' service at the time of her death. The circumstances of her death are particularly sad in that she had made all arrangements for, and was greatly looking forward to, visiting her son in U.S.A. this summer. To her husband and family we extend our sincere sympathy.

Malvern

Malvern reports that the following people have left us: Mrs. M. Parry, Mrs. K. Fereday and Mr. G. Amphlett. Absent due to illness are Mr. A. Haggitt and Miss J. Bird, we hope they will be able to return to work soon. Miss C. Butler has returned after her convalescence and we are pleased to have her back at work.

Once again it is holiday time and as we close down for a deserved rest we wish everyone a pleasant holiday with lots of sunshine.

We plan to run a coach to the Fete to join our colleagues at Spon Lane, and hope it will be a successful event.

Maintenance and Construction

Ron Palmer of the Drawing Office is away with a serious illness and it is our earnest hope that he will soon recover and return to his drawing board and his beloved angling. Four old friends have just retired and we wish them happiness in their well deserved rest. Ernest Bullen, Foreman in the Crate Yard, retired on 13th July. He first came to Spon Lane in 1920 and in his earlier days was in the Mixing department. He was a founder member of the Works Consultative Committee in 1942 and he will be particularly remembered for the excellent job he made of the floral arrangements at the War Memorial and Hostel garden. To express his appreciation of his work colleagues Mr. Bullen had a very pleasant dinner party at the Spon Croft Hotel where he was presented with a clock.

James Carter, Building Department, retired on 19th July after nineteen years' service. Jim was much respected by everybody at the Works not only as a first class bricklayer but also for his sincere Christian convictions. Albert

ERNEST BULLEN (left) RECEIVES A RETIREMENT GIFT FROM MR. J. R. CHEETHAM



Marzillius, also of the Building Department retired on 22nd June after thirty-eight years' service. It is difficult to believe that Albert has attained the age of sixty-five as will be seen from this picture.



ALBERT MARZILLIUS HAS RETIRED

From the Fitting Section, Thomas Amos retired on 1st July, after eleven years' service.

It is with profound regret that we record the sudden death of George Hicken on 31st May at the age of sixty. George came to Chance Brothers fourteen years ago.

We always regret parting from old friends and we are sorry that Frank Hayfield of the Crate Yard has left us to take another job elsewhere after 33 years' service. We wish him happiness in his new position.

We hear that Charles Westwood's (Machine Shop) daughter has obtained her degree of B.A. at Birmingham University—good show!

Offices

Leslie Simmons, Assistant Export Manager, has left us. We at Spon Lane are very sorry about this as he was a good scout. However, we wish him a very happy future. We understand that he is to live abroad and to become married.

New comers to the staff include Donald Sutherland, Stores Department; James Turner, Security; Enid Mynett, General Office and Cynthia Fellows, Old Hall. We wish them a happy relationship in the Chance Brothers' organisation.

August 18th is a very important day in the calendar. It is the date chosen for the Fete and, most important!—it is the day on which Carol Wain of the Ledger Department marries Mr. Brian Clarke, Rita Pearson of Fiesta Sales Department marries Mr. Gordon Snow and Undene Pickering, Personnel Department, marries Mr. Anthony Yates. Wedding bells rang on July 18th for Selwyn Thomas, Wages

Continued on inside back cover ●

SUGGESTIONS SCHEME

The Committee have recently been considering changes in the administration of the Suggestions Scheme and an alteration in the present arrangement for the distribution of awards.

Suggestions which are rejected by Management will no longer be valid after a period of two years from the date of their rejection. The Suggestor can however keep the suggestion "alive" if he or she thinks it worthwhile by submitting the suggestion again before the two year periods have elapsed.

A fuller explanation of this will be found attached to suggestion forms. There may also be certain development

projects on which the Management may ask employees not to submit suggestions whilst Technical Development work is in progress. This will not happen very often, but when it does, a notice will appear on the suggestion scheme boxes, etc.

Arrangements have also been made whereby awards of £5 and over will be handed to Suggestors by the Managing Director, as at present, while awards less than £5 will be distributed by Departmental Managers.

Since the last edition of *Chance Comments* the following were among the awards made at the June and July Committee Meetings:—

61/152	W. Jesson	Rolled Plate	Use canal water for cooling at Chromium Plant	£14 0 0
61/279	A. Brookes	Pipefitters	Covering control valves by No. 4 control panel as protection against frit	£1 10 0
62/45	E. Sealey	Malvern Works	Warning bell on temperature control of Wild Barfield Kiln	£3 0 0
62/88	B. G. Jones	Rolled Plate	To replace a flexible gas pipe to burner outside C.B.4 Lehr with a standard bend	£4 0 0
62/105	W. A. Maxwell	Electricians	To have plug box and plug to supply power to top roll motor of Micro Plant	£1 10 0
62/112	W. Heaselgroves	Millwrights	Grid to keep cullet away from pump drainage in tank under No. 1 Tank	£1 10 0
62/121	W. Jones	Vello Fitting Shop	To braze or weld components of Rotary burner together	£3 5 0
62/131	G. Keys	Laboratory	To have interchangeable numbers for use on Works accident boards	£1 10 0
62/149	J. C. Downes	M. & C. Mould Shop	Improved type of knurl for use on Part No. 2B 174	£2 5 0
62/188	E. J. Gardner	M. & C.	Gullet clips to be fitted to electrode water coolers on No. 9 Tank	£2 0 0
62/189	E. Millington	Electricians	To fit covers to rectifiers and resistances at No. 4 Cullet Sorting Plant	£1 10 0
62/197	N. Withers	External Transport	That an extra bar of wood be put on all separators downward bar at each end	£1 15 0
62/199	J. V. S. Orwin	Malvern Works	Polythene protective sheeting for acid etching cabinet	£1 10 0
62/210	E. J. Lowe	Stores	To put a metal cover over the new fire roller door	£1 10 0
62/215	R. Hinson	Electricians	Device to return power cables on No. 9 Tank Batch Feeder	£3 10 0



Chance Products seen at Stockholm

CHANCE BROTHERS enjoyed a section in the Pilkington Group stand at the British Trade Fair in Stockholm last June. We displayed lenses for car headlamps, marine uses and rail transport, eye protection glasses for welders, decorative tableware in the Fiesta ranges, microscope slides and cover slips, precision bore tubing, hypodermic syringes, and glass tubing and rods for fluorescent and incandescent lamps.

Continued from page 15

Department, who married Iris Newey, a former employee of C.B. Ltd. We extend congratulations and good wishes.

Mavis Schofield, Secretary to the Personnel Manager, has left the district consequent on her husband having a new business appointment. One of her last jobs was to type the copy for this issue of *Chance Comments*—we are most sorry to lose her and wish her every happiness in the future.

The Buying Office outing this year took place on Saturday, 19th May, and two coaches of Buying Office and Printing Office staff, together with their friends, toured the Cotswolds. This tour included lunch at Cheltenham, tea at Bourton-on-the-Water and dinner in the evening at Bromsgrove. The usual sunshine forsook them this year but despite this everyone managed to have an enjoyable time.