

This is the property of
**Smethwick Heritage
Centre Trust**
Tele 0121 429 1223

SAFETY SHOES TO BE SURE

Statistics prove that the number of lost working hours due to foot injuries had declined—thanks to the wider use of safety footwear.

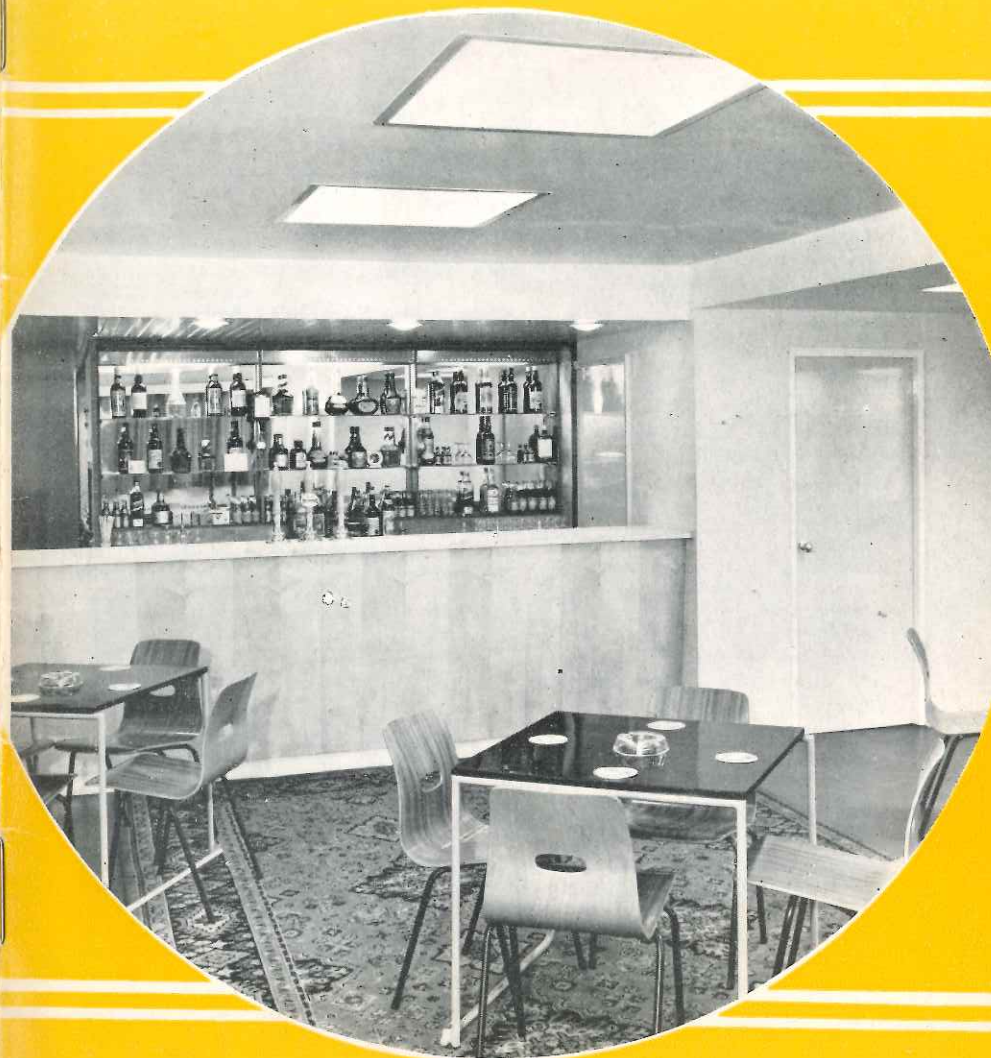
The General Store keep a stock of various types for men all of which are fitted with internal steel toe caps and are indistinguishable from normal footwear.

For ladies, the Personnel Department sells shoes and bootees in attractive styles.

To encourage workpeople to use these very valuable accident prevention aids the Company makes a subsidy of 10s. 0d. per pair for employees under 18 years of age and 5s. 0d. for other employees.

**SAFETY SHOES ARE NOT EXPENSIVE—BUT
ACCIDENTS ARE!**

Chance COMMENTS



FEBRUARY — MARCH 1963

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

CORRESPONDENTS

Blown and Pressed

Inspection	MRS. I. PALFREMAN
Pressed Process	G. WORLEY
Vello	MRS. R. YATES
Warehouses	G. GRIGG

Flat Glass

Fiesta	MRS. GILGRESS
Rolled Plate	R. E. EVANS
Rolled Plate	
Warehouse	MISS W. WALKER
Seven Storey	E. BATES

Laboratory W. H. D. LILLEY

Maintenance and Construction

Boiler Shop	R. TIMMINS
Electricians	E. A. WHITEHOUSE
Fitters	H. BEECH
Drawing Office	
and Offices	S. SCRIVEN
Vehicle Repairs	H. COSNETT

Offices

Accounts	MISS J. TAYLOR
Sales	F. TAYLOR
Typing	MISS M. VICKERS

Buying and	
Stationery	MISS I. GROVES
Wages	A. E. CARTWRIGHT
Stores	D. R. KIRKWOOD
Old Hall	MISS V. HICKLING
Traffic	N. A. RHODES

BRANCH ESTABLISHMENTS

Glasgow	H. MACLEOD
London	G. H. ELPHEE
Malvern	MISS D. CLARE

Contents

	Page
MR. WALTER L. CHANCE ...	1
WORTH MAKING A NOISE ABOUT ...	3
LONG SERVICE AWARDS ...	4
RANDOM HISTORY ...	5
PARTY-TIME ...	6-7
HAPPY CHILDREN ...	8-11
NEWS FROM ALL DEPARTMENTS ...	12
JOTTINGS ...	14
CHARITY GRANTS ...	16
SUGGESTIONS COMPETITION	

Inside back cover

THIS MONTH'S COVER

This is a corner of the lounge bar in the Recreation Club Pavilion. All employees at Smethwick are members of the Club.

MR. WALTER L. CHANCE

We regret to report that Mr. Walter L. Chance who was Chairman of the Company from 1928 until his retirement in 1947, died on 8th December, 1962.

Mr. D. V. Phelps the present Chairman, and Sir Hugh Chance, Vice Chairman contribute the following notes.

Sir Hugh Chance

Walter Lucas Chance died peacefully at his home at Wargrave in Berkshire on the 8th December, 1962. When he retired from active work—he had lived in Edgbaston for many years—he went to live permanently in a village which he had for long used as a summer retreat and of which he was very fond. Except for the last few years of his life—he was in his eighty third year when he died—he had always been blessed with exceptional good health and he enjoyed the company of his many business and personal friends. He was an excellent after dinner speaker and drew on his fund of stories both serious and light hearted to the entertainment of his listeners. "W.L.C." was the senior surviving descendant of William Chance of Bromsgrove and Birmingham—an only son who was the first in the family to become interested in the window-glass trade through the connection between his iron factoring business in Newhall Street, Birmingham, and the glass works founded by his brother-in-law John Robert Lucas at Nailsea near Bristol. W.L.C. was the eldest son of Arthur Lucas Chance, a non-active director of Chance Brothers & Co. for many years, and grew up at Great Alne Hall in Warwickshire. He was educated at Eton and went on to take his degree at Trinity College, Oxford. In 1903 he joined the firm as assistant to Kenneth Macauley, who was responsible for the commercial side of the Glass Works. W.L.C. had a quick brain and soon was on excellent terms with the Firm's customers. Largely due to his efforts, relations with Pilkington Brothers, which for some years had been on a formal if not on a distinctly chilly basis, was changed to the friendly and co-operative modus vivendi which eventu-

ally led to the absorption of Chance Brothers in to the Pilkington Group.

W.L.C. was a welcome guest at many Trade Association gatherings and in 1925 was President of the British Glass Convention, which he chaired with great charm and ability. Loyal backed by A. E. Bassett he conducted the Company's home and export business in flat glass with skill and enterprise but he largely left the details of management of the other departments to his colleagues.

When war broke out in 1914, W.L.C., who had at one time held a Commission in the Warwickshire Yeomanry, asked the Board to allow him to undertake military service. But it was felt that the importance of the work carried out by the firm made it essential that he should stick to his post and he was persuaded to stay at Spon Lane. Appointed Chairman in 1928 on the retirement of his cousin George Chance, he continued to serve until he retired in 1947; but he ceased to be a Managing Director when he was appointed Chairman of the Midland Regional Production Board in 1940.

W.L.C. was active in the public as well as in the business spheres. Chairman of the Birmingham Chamber of Commerce and its British Industries Fair Committee; Chairman of the West Bromwich Hospital Committee for many years; a member of the Council of Birmingham University; a Justice of the Peace for Smethwick; a Commissioner of Income Tax; a member of the council of the Federation of British Industries and Master of the Spectacle Makers Company, were some of his many activities. In his private life he enjoyed his shooting, golf and bridge, and was always a welcome guest and

VOL. 15 No. 6

FEBRUARY — MARCH 1963

kindly host. He made business trips from time to time to Australia, South America and South Africa; and wherever he went he enhanced the prestige of the Company and helped to establish and broaden its foreign trade. He was until recent years very fond of sea voyages, and he and his wife, who shared his social interests, made many trips abroad during the winter months.

Not many of those now working at Spon Lane or Glasgow will have been actively associated with "Mr. Walter." But his old friends regarded him with affection and loyalty. He had a fund of amusing—sometimes unprintable—stories about some of the characters who who thrived on Black Country humour. Would that he could have been persuaded to record some of the best of them. "Mr. Walter—your paternity and background would clearly seem to indicate that you are likely to make an ideal husband" was the form of congratulation coming from Job Jenner,

Mr. D. V. Phelps

My memories of Mr. Walter go back much longer than our respective ages might indicate because rather by accident I became involved in the background of the Pilkington-Chance negotiations on Vita Glass very early in my glass-making life. Those were the days when P.B. and C.B. still viewed each with the gravest suspicion. Years afterwards he told me, the, I suspect apocryphal, story that in his early days he had asked one of his elders "who are the Principals at Pilkingtons" to which the reply was "Pilkingtons have no principles!"

W.L.C. excelled in situations with that little amount of mischief in them which he so enormously enjoyed. But behind it lay a very shrewd mind which contributed much to the Glass Industry and to our two firms, both individually, and to the whole they now are. Very recently, indeed only a few days before W.L.C. died, the remark was made at a P.B. Board by Sir Harry Pilkington, apropos of a successful venture: "well, that was the result of Walter Chance's far-seeing commercial sense."

During the negotiations by which P.B. eventually took over C.B., Walter was indeed a 'bonny fechter' as the

the head traveller, on the announcement of Mr. Walter's engagement. A head poked round his office door when he was interviewing an important customer—"Please, Sir, shall we whitewash the Monkey"—was typical of the friendly relationship which traditionally existed between the Directors and their employees.

W.L.C. always gave the impression that "Life" was treating him well, and when at times business and other worries might have depressed others with a less buoyant outlook, his remedy was to say "let's try putting the price up," and usually it worked!

Chance Comments express their sympathy to Mrs. Walter Chance and her three children Lieutenant Colonel Ronnie Chance, Derek Chance and Vivien Hordern and their families. Mr. Walter's personality will remain bright and happy to those who knew him and appreciated his qualities.

Scots say, but he was a rival with whom a scrap had always some degree of pleasure for both parties.

I remember, too, his always neat appearance. Indeed, again very early in my glass-making life, I was taken to see an old Glasgow customer, a great character of those days, who remarked that Mr. Walter Chance "Yon immaculate mon" had been in the day before. Whether he was referring to his clothes or his character will never now be known. Again I remember travelling in a train from Birmingham to St. Helens with W.L.C. and the late Mr. Austin Pilkington, who wasn't by any means as careful about his clothes as W.L.C. Mr. Austin and I left the train at Runcorn in a great hurry, and a moment later he discovered that he was trying to put on W.L.C.'s very smart new trilby hat. What we never knew, though we could guess, was the nature of W.L.C.'s comments on the wreck, probably without ribbon or band, in which he had to face Lime Street Station.

But smart or less so, they were two of the big figures of their generation of the British Flat Glass Industry who learned to respect each other greatly.

WORTH MAKING

A NOISE ABOUT

By FRANCIS OAKES

NOISE is costing Britain £1,000 million a year through ill health. To help cut this bill, free-enterprise industry is launching a special drive to make Britain a quieter place in which to live.

Meanwhile, a Government committee is also investigating the problem of noise, and is expected to report to Parliament before the end of the year. A sub-committee, under the chairmanship of Mr. G. H. A. Pilkington, is studying industrial noise.

Following recent protests in Parliament about noise on building sites, constructors have promised to make every effort to cut down noise, by new techniques and modern tools.

For instance, electrically-operated diamond drills have reduced noise level on site, and silent welding is taking the place of riveting. On many building sites, electric concrete mixers are being used, together with electric barrow hoists. Sound mufflers are also being fitted to pneumatic drills.

New building techniques to lower the noise level include prefabrication off-site, under-pinning construction (as employed at Hyde Park Corner reconstruction, within earshot of St. George's

Hospital), and the introduction of plastics.

The Noise Abatement Society succeeded in getting the Noise Abatement Bill enacted in November, 1960, only 15 months after the Society's formation.

Says John Connell, honorary secretary of the Society: "Our aim is to reduce noise from all sources to a standard level of 60 decibels, by 1965. It is heartening to note that an increasing number of chief engineers contact us to find out what sort of noise is 60 decibels, and who plan to keep to this level in new machinery. The whole issue of noise abatement is one of education and information, rather than repression and restriction."

According to the recent findings of a medical authority, there was a 12 per cent. increase in typing output and a 24 per cent. decrease in errors, after office noises were reduced from 45 decibels to 24 decibels.

A "deafening noise" is 120 decibels, while a busy street usually registers 100 decibels, and light road traffic 60 decibels (the same as a business office). Gentle conversation—or the library hush—is around 40 decibels. For the country lover, a still night, which may also seem silent, is, in fact, in the 10 decibels range.

25 YEARS SERVICE AWARDS

1 BENJAMIN J. COATES,
M. & C.
23RD NOVEMBER



3 ROBERT S. TURTON,
B. & P.
10TH DECEMBER



5 WILLIAM MCCARTHY,
M. & C.
13TH JANUARY



2 ARTHUR FELLOWS,
B. & P.
29TH NOVEMBER



4 STANLEY W. ROUND,
WAREHOUSES MANAGER
1ST JANUARY



6 JOHN W. WALKER,
B. & P.
18TH JANUARY



RANDOM HISTORY

VENETIAN glass mirrors were first made in 1317.

Flexible glass was first made in Rome in 14 A.D.

Opalescent glass was made at Alexandria in 117 A.D.

Thevart discovered the art of casting plate glass in 1666.

The diamond was first employed to cut glass in 1600.

The first glass works were established in England in 1557.

Benedict Biscop brought window glass to England in 676 A.D.

The enamel system of glass painting was discovered in 1550.

Crystal glass was made and sculptured by the Persians in 532 B.C.

The Greeks employed glass for architectural ornamentation in 409 B.C.

Transparent glass drinking cups were made by the Greeks in 360 B.C.

Magnifying and burning glasses were known to the Greeks in 212 B.C.

Scent bottles of yellow and blue glass were made in Egypt in 1590 B.C.

Windows of mosaic glass were in use among the Singhalese in 306 B.C.

Glass mosaics were first employed by the Persians at Persepolis in 521 B.C.

Two-gallon wine bottles of blown glass were made in Egypt in 1900 B.C.

The body of Alexander the Great was placed in a glass coffin in 358 B.C.

The Phoenicians made all kinds of blown glass at Tyre and Sidon in 1450 B.C.

Coloured glass windows were placed in the Basilica of St. Paul's at Rome in 330 A.D.

Coloured glass windows were placed in the Abbey of Tegernsu, Bavaria, in 999 A.D.

Blown and cut greenish transparent glass bowls were made by the Assyrians in 722 B.C.

Cameo glass came into use among the Romans (Portland and Naples vases) in 79 A.D.

Painted representations of glass blowers on the walls of tombs at Beni-Hassan date from 2851 B.C.

Plate glass windows for coaches were made at the Duke of Buckingham's works in London, in 1673.

The oldest painted windows now in England are in the choir at Canterbury Cathedral, which date from 1174.

St. Sophia at Constantinople, when rebuilt by Justinian in 532 A.D., was adorned with coloured windows and mosaics.

Glass was made at Venice at a very early date, but the first documentary evidence of the practice of the art is of the year 1009 A.D.

Nilometers and other objects of blown glass, bracelets, beads and ornaments of cast glass in inlays, etc., were used in Egypt in 1703 B.C.

Flint glass was rediscovered by the English in 1635. In the same year coal was substituted by Sir Robert Mansell instead of wood as fuel in glass making.

According to a pamphlet entitled "Tiffany's Favre Glass," the oldest piece of dated glass known is an Egyptian amulet now in the British museum, which was made in 3064 B.C.

The Persians in 1516 B.C. invented a transparent glass varnish, which they laid over sculptured rocks to prevent them from weathering; this silicious coating has lasted to our day while rocks beneath are honey-combed.

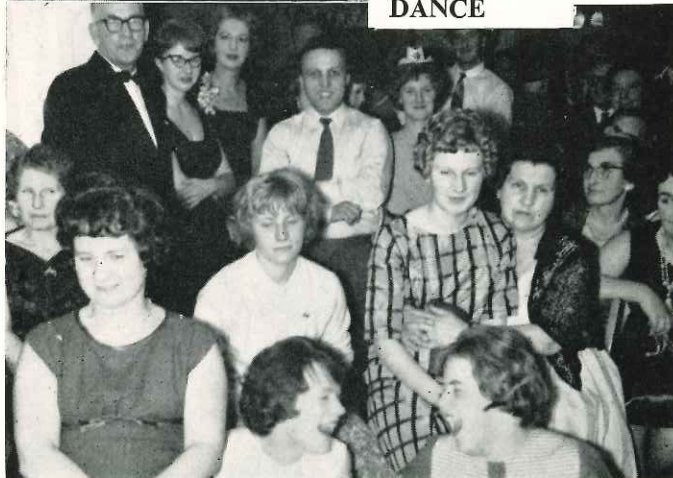
Glass factories were established at Rome in 54 B.C., in which blown, cast, wrought, embossed, cut and mellefiori glass of all kinds and colours was made in the shape of vessels, bottles, bowls, window panes, mosaics, water clocks, dice, chessman and ornaments.



BLOWN AND PRESSED DANCE



MALVERN WORKS
ANNUAL
DANCE



PARTY TIME SNAPSHOTS

★ ★ ★ ★ ★ ★ ★ ★



MAINTENANCE
AND
CONSTRUCTION
ANNUAL
DINNER





HAPPY CHILDREN

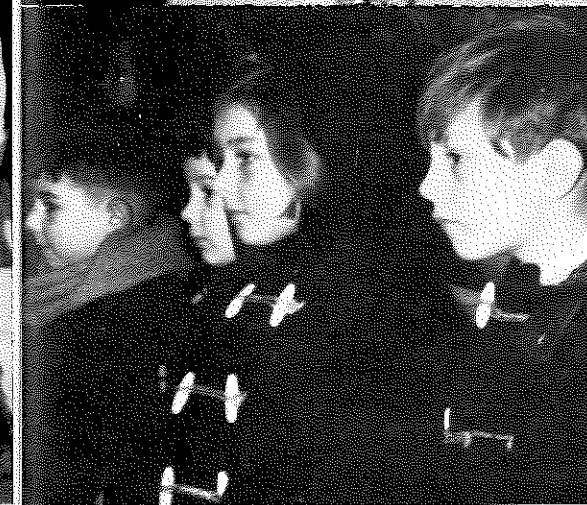
SNAPSHOTS AT THE CHILDREN'S PARTIES
CONTINUED ➤





HAPPY CHILDREN

CONTINUED





From all Departments

MOSTLY PERSONAL

Blown and Pressed

The staff and workpeople in the Division express congratulations and appreciation to the Committee which organised a Christmas party for employees children held in the Recreation Club Pavilion on 15th December.

The annual dance for the Division was held at the Recreation Club on 7th December. This was a great social success.

We recently said farewell to two colleagues who have retired and they went with everyone's best wishes for health and happiness in the days ahead.

Harry Cooksey who was a foreman retired on 11th January, after thirty-two years service. In his early days he was a Glass Presser. His many friends made a retirement gift of an electric shaver and a portable radio.

Benjamin Lucas retired on 25th January, after ten years service. It is difficult to believe that Ben is aged 65 as he is so youthful and active.

Just as we are about to go to press we learn with regret that Arthur Kendall died on 22nd January aged 59. Arthur started in the Lighthouse Works in 1938.

Flat Glass

The Flat Glass division learned with regret that C.B.3 tank had to be put out

at the end of January, consequent on a decision to cut back in the production of Rolled Glasses. Orders for wired glass in particular had not materialised at the level previously anticipated. Unfortunately this had repercussions on the number of persons employed and we were sorry to have to lose a number of colleagues.

There has been four recent retirements, Albert Ward from Rolled Plate Making retired on 21st December, Joseph Shearwood from Micro also on 21st December, Jenny Johnson of Fiesta on 18th January, and Harry Green of Rolled Plate Making on 2nd February.

Albert had 45 years service, Joseph 23 years, Harry 18 years and Jenny 6 years.

The Division held a successful dance in the Recreation Club on 12th January, when despite the awful weather there was a full house with lots of fun.

On Saturday 19th January, a party of some 250 children of employees attended the circus. They met at the Recreation Club for loading on to coaches and after enjoying a first class show they returned to the Club for refreshments.

It is reported that the difficult organisation work went well except that in the final count the party lost one child but gained three!

Fiesta department congratulate Janet Wallcroft on her engagement to Norris Chan.

Glasgow

The Annual Christmas party was held on the 15th December, when a

large gathering of children enjoyed films and games prior to receiving their gift from Father Christmas.

Matthew McGirr and James Young have both retired during the last few weeks after 27 years and 22 years service respectively. To these two old friends we wish much happiness in their well earned rest.

Laboratory

We congratulate Ken Tarr and his wife on the birth of a daughter on 3rd January.

Arthur Harris has left the Physics Laboratory to train for a career in the Fire Service, we were sorry to lose him and wish him every success.

London

London Office personnel were invited to take part in the Christmas Party given by Pilkington Brothers at Selwyn House, and it was a most enjoyable occasion. The canteen at Selwyn House had been transformed into a French bistro, with French travel posters on the walls, and candles in empty bottles stood on the scattered tables. With a wealth of delicious things to eat, French wines to drink, dancing to a record player, and a film show, it was a very happy evening.

Malvern

Our deepest sympathy is extended to Mrs. Turner on the death of her husband. The news was broken to her in hospital where she is recovering from an operation. We wish her a speedy and complete recovery. Mrs. Sealey is getting about again after breaking a bone in her ankle just before Christmas.

The Works Annual Dinner party was held at the Abbey Hotel, Malvern on 15th December and it really was a huge success. In particular the "Malvern Players" were stupendous!

Maintenance and Construction

A sincere welcome is extended to Arthur Wilcox who has joined the Company as Electrical Engineer and we hope that we will be very happy at Spon Lane. Mr. Wilcox is not a newcomer to the glass industry as

he was previously at Pilkington Brothers Works at Ravenhead, St. Helens.

Another newcomer is Harold Gardner as an Apprentice Electrician; his father is in the Millwrights department.



ARTHUR WILCOX

It is good to have Jim Godwin back after his long illness.

Brian Manison has left the Plumbers department to take a position with the Water Board. His place on the Works Consultative Committee has been filled by the election of John Ward of the Building department.

Allen Kingston of the Millwrights Office has been elected as President of the Old Boys Association of Brewmar Grammar School. He won a scholarship to this school fifty years ago.

It is with regret that we report that Walter Painting of the Millwrights department died suddenly on 11th January, aged 53.

Mixing

William C. Jones of Mixing Department retired on 28th December, after 12 years service.

Offices

The various office departments welcome as new comers Paul Parker, Export Sales, Christine Portman and Brenda Edwards, Invoice section, Graham Thompson, Production Control and Hazel Devonport, Accounts section.

On the debit side we are sorry to lose Jacqueline Dunn, Invoice section and Mrs. L. Wilcox, Printing department. Mrs. A. Ingram of Printing department retired on 21st December, after six and a half years service.

The Old Hall staff are sorry that Vera Hickling has had prolonged absence due to illness and hope she will soon be quite fit. We express sympathy to Vera on the recent death of her mother.

Jottings of shorter items and employees' contributions

FACE SHIELD SAVES EYES

Chargehand Mr. S. R. "Jack" Haggit, who has been employed at Chance Brothers' Malvern Works for over six years, escaped blindness recently because he was wearing a protective face shield.

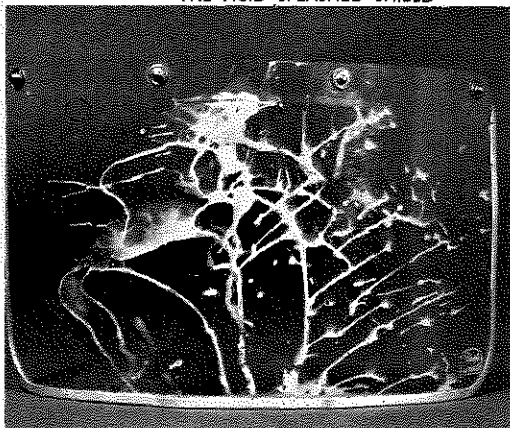
Hydro-fluoric acid was being decanted manually from a carboy when it accidentally splashed up. The face shield worn by Mr. Haggit saved what could have been a fearful tragedy.

The safest method of avoiding acid splashes in similar circumstances is to use a self-priming syphon which reduces excessive handling, and efforts are being made to standardise this type of equipment.

Even when using this equipment, however, protective clothing gives that frequently necessary secondary protection and Mr. Haggit told *Chance*



THE ACID-SPLASHED SHIELD



Comments: "I hope you will give this incident maximum publicity to illustrate the need to use protective clothing at all times.

BY NUMBERS

Our system of code letters to identify the area in which cars are registered sometimes turns up odd combinations. The authorities of course, try to eliminate embarrassing combinations, but that hasn't prevented some ladies from Southampton for example, from inadvertently driving cars with "COW" on the licence plate.

Essex county has just worked through an "OO" cycle, which has given rise to whimsies like COO, BOO, GOO, POO. Recently, a colleague who expected to have LOO allotted for his new car was told that the OO sequences were exhausted, and would be succeeded by WC.

One custom is meeting with official discouragement. That is the practice of celebrities obtaining Ministry of Transport co-operation in getting car codes symbolic of their calling or status. Lord Brabazon of Tara, holder of Britain's first aircraft pilot's licence has FLY 1 on his car's number plate.

Once upon a time officials often made extra efforts in complying with special requests. As the frequency of these increased, they finally helped only to the extent of informing applicants in what area the number could be obtained, or from what existing old car it could be transferred. The latter approach meant buying up the vehicle and making it inoperative.

Transport officials have now stopped the flood of special number requests. No more good turns for film stars, tycoons, or pop singers; too much other work to do.

This leaves status-seekers with newspaper advertisements as the only course left open to them. And a handsome business it sometimes is, for old car owners. One of them, a farmer with an ancient chariot tagged RR 1, advertised in *The Times* the other week. When last heard from, the highest offer he had received was £300.

DO YOU HOLD ANY FRENCH MONEY?

As from the end of 1962, the old type French francs will no longer be regarded as legal tender and can only be negotiated through the Bank of France.

WE'RE LICKED

This is National Productivity Year. A special commemorative postage stamp has been issued twice as big as the normal stamp. This means that people will be obliged to lick twice the area of postage stamp . . . in National Productivity Year.

SUBSIDY FOR FOOT SAFETY

To encourage all employees to wear safety boots or shoes, the Company grants a subsidy towards the cost. Since October, 1959 the Company grant has been 5s. 0d. per pair with a limit of two pairs for each employee in each year ending 1st April.

To give a particular encouragement to apprentices and other young persons the subsidy for employees under 18 years of age has been increased to 10s. 0d. per pair.

PRODUCTIVITY YEAR "NOT A GIMMICK"

Speaking at the Electrical Development Association Conference dinner in Southport recently, Mr. G. McOnie, a director of the Company, declared that, in spite of the efforts of the British Productivity Council over the last decade, there is still a great deal of ignorance regarding the real meaning of productivity.

"In these days of high-powered publicity we are disposed to regard the National Productivity Year as just another gimmick," he said.

"Since the war," he went on, "We have lived, apart from minor fluctuations, in a time of virtually full employment, not only of men, but also of plant, machinery and money.

"It has been full employment of our resources and only by increasing the productivity of our men, of our plant and of our money, can we raise our standard of living.

"Our productivity is below that of the United States, partly because we have lost several years during the present century through the diversion of our efforts to warlike purposes.

"Not only must we try to recover those lost years but we have also to think in terms of great expansion within the next generation."

He specified the two main requirements as the elimination of waste of effort and material and the need to mechanise and modernise our production so as to manufacture by our skill, our money, and our machines, the goods to meet the requirements of the world markets.

This would bring us, at prices we can afford, those basic materials which we must import.

BOUQUETS

Chance Comments has been asked to express appreciation to the men in the Internal Transport department for their splendid efforts in keeping the Works' roads open during the heavy and prolonged periods of snow.

* * *

Robin, son of Don Kirkwood the General Stores Superintendent has been awarded the Queen Scout badge and a Silver Award in the Duke of Edinburgh Scheme.

* * *

A number of employees ask that through *Chance Comments* they may express appreciation to the Canteen staff for the satisfactory meals that are now served and in particular for the splendid meals provided over the Christmas period.

* * *

The Maintenance and Construction department are congratulated on having won the prize of £50 for the 1962 Safety Competition. This department's record for the year showed an improvement of 31.7% on 1961. There were nine lost time accidents in the department in 1961 and six in 1962. The figures are worked out as a ratio of accidents compared with hours worked. Unfortunately no other division achieved an improvement.

CHANGE EMPLOYEES HELP TO CHARITIES

SMETHWICK

During 1962, the Employees' Charity Fund made donations to charities to a total of £265 13s. 0d. The Fund was formed in 1958 whereby volunteers may have one penny a week deducted from wages or salary and since that time the amount distributed is £1,132 18s. 0d.

The December list of donations was:

	£	s.	d.
Air Training Corps No. 494 (Smethwick) ...	3	3	0
Birmingham County Boy Scouts Association ...	5	5	0
British Epilepsy Assoc. ...	5	5	0
Clevedon Convalescent Homes ...	5	5	0
Father Hudson's Homes ...	5	5	0
Heath Lane Hospital—In patients Christmas Party ...	5	5	0
Hollies Convalescent Home ...	5	5	0
Infantile Paralysis Fellowship ...	5	5	0
Midland Societies for the Blind ...	10	10	0
Midland Regional Assoc. for the Deaf ...	5	5	0
Missions to Seamen ...	5	5	0
Muscular Dystrophy Group ...	5	5	0
National Society for Prevention of Cruelty to Children ...	5	5	0
Oldbury and District Assoc. for Civilian Disabled ...	5	5	0
Oldbury and District Citizens' Society ...	5	5	0
Prestwood Sanatorium—Hospital league of friends ...	5	5	0
Save the Children Fund ...	5	5	0
Salvation Army ...	5	5	0

Smethwick Diocesan Moral Welfare Council ...	5	5	0
Smethwick Society for Mentally Handicapped Children ...	5	5	0
St. Dunstan's ...	5	5	0
St. John's Ambulance Brigade ...	5	5	0
Sunshine Homes for Blind Babies ...	5	5	0
West Bromwich Assoc. for Mentally Handicapped ...	5	5	0
West Bromwich T.B. Voluntary Care ...	5	5	0
West Bromwich Old People's Welfare Committee ...	5	5	0
TOTAL	139	13	0

GLASGOW

For very many years the Glasgow Works have had a Charity Fund and their recent list of distributions was:—

	£	s.	d.
Kilmun Convalescent Home	10	0	0
Glasgow District Coast Homes—Saltcoats ...	10	0	0
Convalescent Seaside Homes Dunoon ...	10	0	0
Scottish Council for Care of Spastics ...	6	0	0
National Fund for Poliomyelitis Research ...	6	0	0
National Lifeboat Institution	6	0	0
Salvation Army ...	6	0	0
Little Sisters of the Poor ...	6	0	0
Mission to the Outdoor Blind ...	6	0	0
Glasgow Branch Limbless Ex-Servicemen's Assoc. ...	6	0	0
Scottish National Institution for War Blinded ...	6	0	0
St. Andrew's Ambulance Association ...	6	0	0
British Empire Cancer Campaign ...	10	0	0
Dr. Barnardo's Homes ...	6	0	0
Scottish Society for Mentally Handicapped Children ...	10	0	0
TOTAL	110	0	0

SUGGESTION SCHEME

National Productivity Year Competition

SUGGESTIONS SUBMITTED DURING THE MONTHS OF FEBRUARY AND MARCH 1963 AND ADOPTED BY THE MANAGEMENT WILL RECEIVE THE FOLLOWING AWARDS:—

COMPETITION AWARD

ALL NORMAL AWARDS OF £3 OR OVER WILL BE DOUBLED.

SPECIAL AWARD

THE HIGHEST INDIVIDUAL "DOUBLED" AWARD IN EACH OF THE FOLLOWING GROUPS WILL RECEIVE AN ADDITIONAL £5 0s. 0d.

GROUPS

Spon Lane Works

Flat Glass Making, Fiesta, Micro Making, and Hand Bending Departments.

Blown and Pressed Making.

Flat Glass and Blown and Pressed Warehouses (Excluding Fiesta).

Maintenance and Construction and Drawing Office.

Traffic, Internal Transport, Mixing, Pot and Clay, Stonemasons, Security and Office Cleaners.

General Offices, Laboratory, Old Hall and Pyrometry.

Glasgow Works

Malvern Works

POSSIBLE FIELDS FOR SUGGESTING TO IMPROVE PRODUCTIVITY ARE:—

New Products	Reduction of Costs
Advertising and Sales	Layout
Manufacturing Methods	Organisation
Production Yields	Office Routine
Quality of Production	Packaging