

“IT’S ONLY A

*Chance*

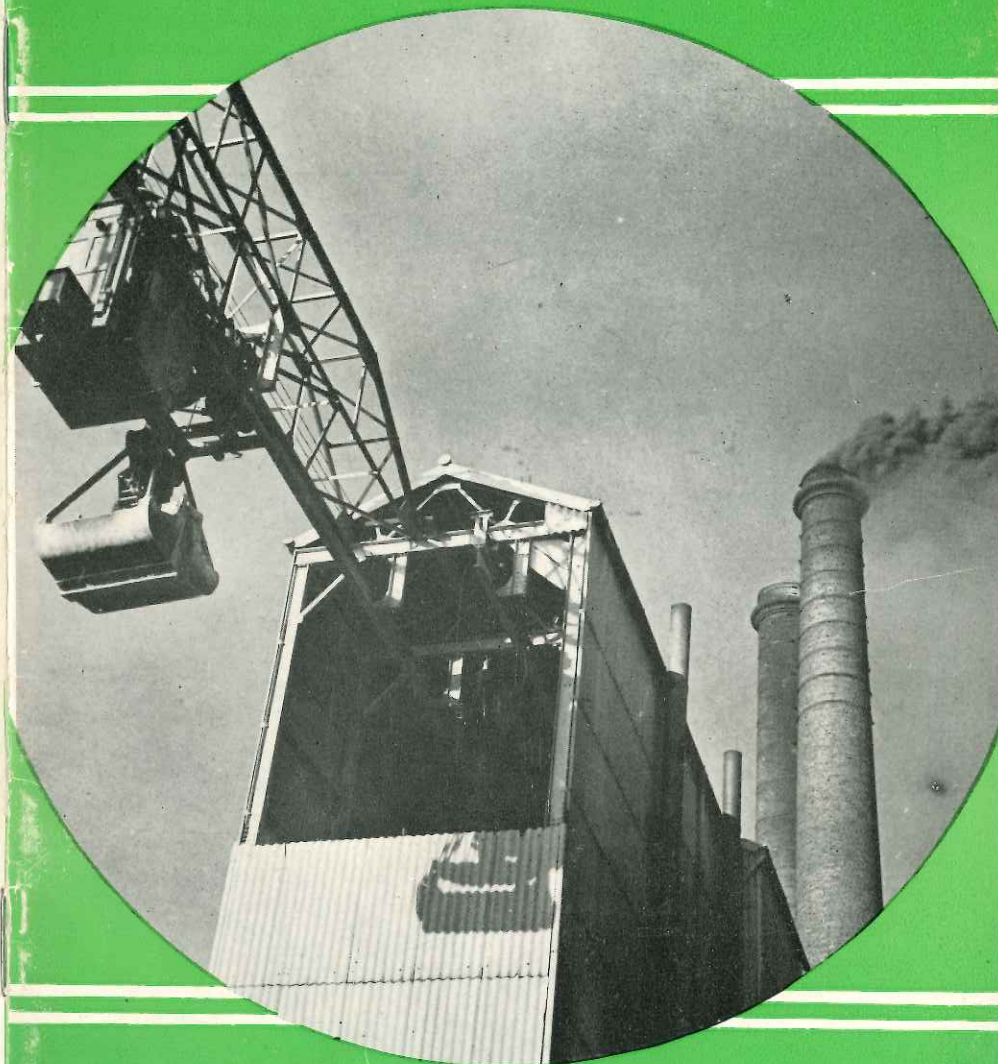
IN A THOUSAND!”

What is the point of saying, “it’s only a chance in a thousand of getting an eye injury” when you do the job hundreds of thousands of times? You don’t know whether you are on number 999 now—perhaps the next time is number 1,000.

All sensible chaps wear protective spectacles in danger areas, **ALL THE TIME THEY ARE THERE.**

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# *Chance* COMMENTS



APRIL — MAY 1963

3<sup>D</sup>



# 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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### THIS MONTH'S COVER

This is an excellent picture of the Telfer conveyor for handling raw materials for the manufacture of Rolled Plate glass.

## THE WORKS CONSULTATIVE COMMITTEE COMES OF AGE

by C. J. S. NEWMAN, Managing Director

In April of this year, the Works Consultative Committee attained its twenty-first birthday. This, in itself, is evidence that the Committee has justified itself over a long period and the fact that the original rules have remained unaltered is proof that it was well founded.

### How it Started

The W.C.C. was set up in 1942, at a time when the Government clearly demonstrated its interest in the formation of such committees. Then, it was a critical stage in the war. The thoughts and efforts of everybody were required urgently to increase the war effort and production in particular. Certain war-time regulations required the participation of employees with employers including the Essential Works Order and clothes rationing. Some firms set up joint production committees to deal with production and the administration of some legislation.

### The Purpose

We at Chance Brothers, went a stage further and declared that the primary function of our committee would be to provide opportunities for the joint consideration of production and of problems affecting workpeople and to give them a wider interest in, and knowledge of, the company's activities.

Not the least important ideal behind the Committee is the promotion of a spirit of co-operation which is, of course, essential to the efficiency of any Works and the contentment of the workpeople. These are not platitudes of mine—they are written in to the constitution and rules of the Committee.

To achieve this objective, the Committee considers all matters affecting the well-being of employees, such as canteens, workshop conditions, welfare services and questions concerning production.

The Committee does not act in an executive capacity. Its functions are consultative and advisory and recommendations are transmitted to the Management. It is not competent for the Committee to discuss matters relating to wages and employment agreements. There is other machinery for such matters.

### The Composition

The constitution provides for equal representations of the Management and of Workpeople, and consists of twenty-two.

The Workpeople's representatives are elected each year on departmental basis from nominations received and a secret ballot held. The Chairman and Secretary and Management representatives are appointed by the Directors.

It has been my privilege to have been a Management representative since the foundation. I became Chairman in 1954. Mr. A. Ogden, Personnel Manager was the first Secretary and has retained this position for all the twenty-one years. He is justifiably proud of the fact that he has not missed any of the 246 meetings held so far.

### Sub-Committees

Some years ago it was decided to delegate certain matters, and Divisional sub-committees were set up in order that local problems concerning production and workshop conditions could be considered in detail by representatives in the departments. A Canteen Advisory sub-committee was also formed. The

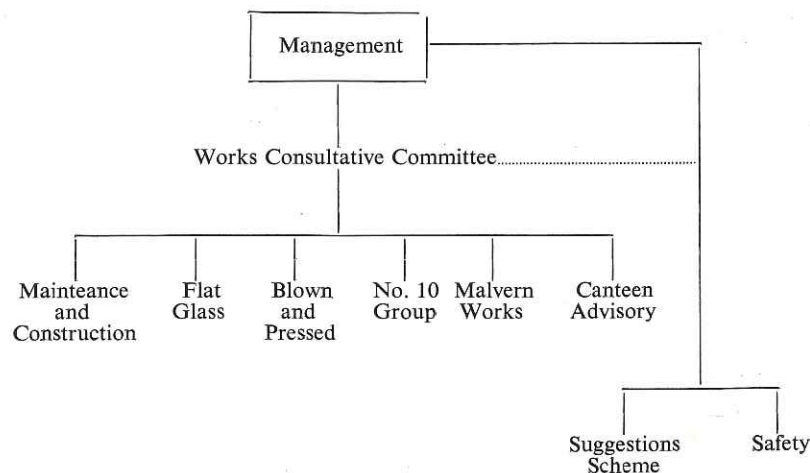
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The following is a diagram of the various committees



Suggestion Scheme Committee and the Safety Committee were in existence before the W.C.C. and these two Committees have retained their direct responsibility to Management but their findings are presented to the W.C.C. which can, and does, comment on them.

#### What has been achieved?

It is difficult to portray fully what the Committee has achieved in its twenty-one years. There have been highlights such as recommendations which resulted in the provision of benefits for retired employees, the establishment of a Charity Fund, the setting up of Optician and Chiropody services, agreement on the acceptance of foreign Nationals for employment, allowances for attending hospitals following accidents, agreement on how best the reduced working week should be worked, the setting up of a Works Shop, the granting of a subsidy for safety footwear, refurnishing the Works dining room. However, not the least important work of the Committee is the earnest discussion of day-to-day production problems, matters concerning workshop

conditions including ventilation and lighting, the provision and maintenance of desirable standards for toilets and washing facilities, safety, canteen services—much of this work is dealt with in detail by the several sub-committees. Other items considered recently include the position of the War Memorial, displays of Group products, holiday dates, car parks, inter Works visits, employment of juveniles, rules of the Cumulative Leave and Sickness Benefit Schemes, Pension Fund administration. The meetings afford management the opportunity to present an up-to-date picture of the Company's position in regard to trade and production and developments and disappointments. A "RUMOUR CORNER" is a standing item on the Agenda and disturbing or some times amusing rumours are confirmed or denied.

The often made statement "bring it up at the W.C.C." is not a threat to Management but an indication of the trust and confidence most employees have in the Committee. I hope it will continue for many years and accordingly wish it "Very Many Returns."

## THE PARISH CHURCH OF SAINT PAUL'S WEST SMETHWICK — *Its Past and its Future*

by The Rev. W. J. P. BOYD, Vicar of St. Paul

I was very pleased to receive the invitation of the Editor of *Chance Comments* to write about the Parish Church, to tell you something of its past, how the disaster of the fire has affected us and something of our hopes for the future. I was particularly gratified as for over a century now, there has been a close and continuous connection between the Church and your factory. First let us begin with the history.

The land on which the Church was built was given in 1856 by John Silvester. The area of West Smethwick was part of the ecclesiastical parish of Holy Trinity, North Harbourne (as it was known in those days). An assistant curate at Holy Trinity, the Rev. J. P. Shepperd had special responsibility for this district and he raised £1,200 towards the building of the Church. Over half of this sum was given by the working people of the parish, who found their livelihood mostly at the Glass Works. The firm of Messrs. Chance gave another £1,000 and £400 was given by well-to-do folk concerned with the project. It seems staggering that the Church could be built and furnished for a total sum of £2,600—less than the price of a modern semi-detached house. It is a sad comment on the changing value of money!

Mr. James T. Chance, the Grandfather of Sir Hugh Chance, whom you all know so well, laid the foundation stone on Monday, June 15th, 1857, and within twelve months the building was up and ready for consecration and use. It was consecrated by the Bishop of Lichfield on 26th July, 1858, before a congregation of 900 people. That may seem to be an impossibly large number for the seating capacity of the Church.

But you must remember that the Church was designed for 850 people and had galleries in the West-end and the North and South Transepts, where we now have the Lady Chapel and Choir Vestry. These facts are reminders in themselves that the Church building has undergone major structural alterations over the passing years.

Mr. Shepperd was the first Vicar of the parish. He opened a day-school in Nine Leasowes. The building disappeared with the advent of the railway, but it may be regarded as the not unworthy predecessor of the present Infants School there. He was helped in his efforts by the Chance family, who of course had been pioneers in forwarding national education with the schools they had built for their employees' children as early as 1845-1846.

The increasing housing development on the north side of the Oldbury Road made it desirable to provide a place of worship for those parishioners who would find it a long trek to the parish church. So St. Andrew's Mission was built through the help of the Chance family, and it became fully licensed for public worship in 1908.

There have been 8 vicars before me, though nine institutions, as one of them came back for a second spell. You might like to be reminded of their names:

1858-1864	The Rev. J. P. Shepperd, M.A.
1864-1890	The Rev. H. Stowe, M.A.
1890-1901	The Rev. T. W. Wilkes, M.A.
1901-1917	The Rev. G. A. Anning, B.A.

*continued overleaf*



- 1918-1936** The Rev. A. F. Giddings, M.A.
- 1936-1945** The Rev. J. C. Karn, M.A.
- 1945-1951** The Rev. G. E. Tilley, M.A.
- 1951-1957** The Rev. J. C. Karn came back for a second try.
- 1957-1958** The Rev. E. A. Beavan, who had to retire owing to ill-health.
- 1960-** The Rev. W. J. Peter Boyd, M.A., B.D.

The present Vicarage in West Park Road was built by Mr. Anning. It seems remarkable to me that it was built by a bachelor who thought 22 rooms about enough for his requirements and that in 1905 it cost no more than £2,000 including the cost of the land!

Since I have been here, I cannot say my stay has been uneventful. The day I was instituted to the living, 23rd February, 1960, the scaffolding went up to take down the old spire of wood and slate, as it was found to be unsafe owing to rotten base timbers. The executors of the later Mr. James Lord, a well-known figure at Chance's, approached me and offered me £2,000 if I could guarantee to replace a spire on the tower with it. I accepted the offer on the spot. I was amazed to find out, though, that to replace the wood and slate spire would cost £4,000! So I had to think again. At a conference of clergy and architects, I heard much about the new materials coming into use in modern church building. The upshot was that after collecting tenders, I placed an order for the now famous 60' fibre-glass spire. Many of you will remember the excitement and ordeal of the day it was erected, on 24th November, 1961. The crane broke down twice; the spire itself was dropped from a height of six feet and damaged slightly. The operation took 13 hours and finished amid the glare of the flood-lights provided by the fire brigade and the M.E.B. There was a crowd of

several hundred who watched for most of the day.

On February 3rd this year, about an hour after Evensong had ended, the Church was ablaze from end to end. The havoc caused by the fire was terrible. Those of us who worshipped there regularly were quite stunned and distressed by the disaster. However, the Bishop helped to restore our sense of perspective when he said, "The Church of God is never just buildings; it is always the People that count—not the building." Of course, we all know this in theory, but over the years, ties of memory, habit and sentiment perhaps make us become over-attached to the visible expressions of our faith and worship and so the building becomes, perhaps, over-important. What is more we tend to become rigid in our thinking about Church architecture. The very word 'church' summons up in most of our minds a "gothic" structure with a steeple. We expect the inside of the church to be a long rectangle divided into two main rooms—a large nave and a smaller chancel.

To-day, however, there are all kinds of fascinating experiments taking place in modern church building: some are built on a circular or octagonal principle; others on a triangular principle; and yet others cannot be so easily described as their shape is irregular. The interesting thing is that Churches of quite different denominations and traditions are building new churches on the same fundamental principles. They are asking the questions: 'What is a Church building for?' 'How should we design the building so that it serves best the needs of the people who worship in it?' What is exciting is that the Protestant extremes of the Church are producing the same kind of churches as the Roman Catholics are: the Protestants have reacted against the bareness and austerity and lack of imagination shown in many of their churches; whereas the Roman Catholic Church has reacted against the precious

and over ornate styles of baroque decoration, and are building much more simple and plain architectural statements of their faith. Thus the new church architecture of to-day is reflecting a modern Reformation of worship ideas that cuts right across the historical barriers between the different denominations. What has all this to do with us in West Smethwick? Well, we have to consider very carefully what we are going to do with the Church building, and modern developments are a very relevant consideration.

At the moment we are camped out in the Parish Hall which will have to become our temporary home for perhaps several years. The Congregation has worked with a will and transformed the Hall into a Church. Already there have been some interesting developments. I have noticed new people coming who never visited us before in the old Church. They say that they find our new quarters more 'matey' and more friendly. They can hear better! The place is better-lit. They felt about the old church that they did not quite belong there! They feel at home in the temporary Church. There are others again who do not fancy the new place. It has not the same sense of antiquity and other-worldliness that the old church had.

Our first reaction to a burnt church is "Let's put it back again as it was!" In this case there are very sound reasons why we should not do this. The old church has had its hundred years of life and played a noble part in the spiritual life of the parish, but it is an out-of-date shape for to-day. What I want to see in West Smethwick is a 20th Century Church that obviously belongs to this century; that expresses in architectural terms a living faith for to-day. That is the first priority. A modern church need not look ugly. In fact a first-rate functional building often has a simple

dignity of its own which is far more impressive than the self-conscious imitation of past styles of architecture. Nearly all revival styles have an element of the artificial and spurious about them. They represent a nostalgic hankering after past glories which reveals a loss of nerve and lack of faith in the present and future. The best modern churches are not those which have had the most money spent on them. They are those which before the architect was ever commissioned were the subject of close study by the congregations worshipping within them, finding out what their needs were, what kind of presentation of the Christian faith did they think was necessary to the area around them.

To achieve this, of course, sacrifices are necessary. Yet the greatest tribute we can give to the past generations of men and women who made the church here possible and maintained it through the years, is to make the Church in our day not a fossilized museum piece of past traditions but a vital expression of an on-going faith that will lift our people above the dead hand of naked materialism and the frustrations and meaninglessness of much of modern life. The break with the past need not be absolute. We could keep the old tower and spire, but clear the site for a completely new building. The combination of old and new has worked well in Coventry Cathedral. Just compare Coventry and Guildford Cathedrals. Most people have hardly even heard of Guildford, but over 2,500,000 people have visited Coventry. At the local level here we too can do something challenging and inspiring.

\* \* \*

*The Employees' Charity Fund has donated £10 10s. 0d. to the Restoration Fund.*



## CHANCE BROTHERS BOARD

The board of Chance Brothers Limited. Left to right: Sir Hugh Chance, C.B.E., D.L., M.A. (deputy chairman), Mr. D. V. Phelps, J.P., D.L., T.D., M.A. (chairman), Mr. L. G. Hinton, B.Com., F.C.I.S. (secretary), Mr. C. J. S. Newman, B.A. (managing director), Dr. W. M. Hampton, O.B.E., B.Sc., and Mr. G. McOnie, B.Sc.

The Company was incorporated in 1888, but the business of glass making has been carried on by members of the Chance family in Smethwick since 1824. In the background of the photograph is a portrait of the founder Robert Lucas Chance. The company is now a member of the Pilkington Brothers Group.

Mechanisation has brought considerable changes in the methods of manufacture of glass, and the hand crafts of the industry have largely disappeared.

The principal products now made at Smethwick are—building and constructional glasses, tubing for fluorescent lighting, lead glass tubing, slides and cover glass for microscope work, eye protection glass for welders, decorated bent glass ware for table use, pressed glass ware for headlamp lenses and other purposes.

The company has a works at Glasgow at which constructional glasses are made, and another works at Malvern where the principal products are interchangeable hypodermic glass syringes.

Optical glass, which until recently was manufactured at Smethwick, is now made at the Chance-Pilkington Works at St. Asaph, North Wales.

Lighthouses, another product for which the company was known all over the world, are now no longer made at Smethwick, this business having been sold with the remainder of the company's engineering division in 1954.



*This photograph with caption is reproduced from The Birmingham Post dated 18th March, 1963 with the permission of the editor.*

## Money in the Bank now for Mr. & Mrs. Everyman

"A bank account? Me?" That's the surprised reaction you'd have got from thousands of ordinary people a few years ago, if you'd asked them how they handled their money.

But not any longer. Today there are two good reasons why the operation of a personal bank account is the normal thing.

In the first place, there's more money about; more money in our pockets; more money changing hands in cash sales, hire purchase deals, and mortgage repayments.

And secondly, March 1st, 1963, was the date on which the payment of wages by cheque, authorised under the Payment of Wages Act, 1960, became operative. Now, the wages of manual workers and others to whom the old Truck Acts used to apply, can be paid by the employer into the employee's bank account, subject, of course, to agreement between employers and workers.

What have the banks done to meet the new rush of business? In the past ten years they have changed the traditions of centuries. As soon as they realised, in the new days of greater prosperity, that the ordinary man and woman had money, they started to change the whole face of banking. The system remains basically the same, but there's a different, more attractive complexion on it.

The bank buildings themselves are brighter, inside and out. The atmosphere is less impersonal, and those formidable mahogany and brass counter-grills are being done away with in favour of lower, open counters with nameboards to identify each cashier.

The sacred world of banking used once to be a man's world, but since World War I, women have proved invaluable, not only work-wise, but also as a decorative asset behind the bank-counter. As often as not, the cashier today is an attractive girl in a distinctive overall with the bank's emblem embroidered on it. She tones in perfectly with the new, brighter decor, the modern lighting, the general air of cheerfulness.

From press and television advertising to pamphlets and posters, the big banks have gone flat out to attract and help prospective customers—a sure sign of the new spirit of enterprise.

And talking of enterprise—have you heard about the floating bank, sailing between the mainland of Scotland and the Isles of Orkney? This is the latest and most unusual method of "Isle-to-isle" banking. The sea-bank is a 6½-ton cruiser, specially refitted for the new service. The National Commercial Bank of Scotland thought of the idea because they found that island farmers and other prospective customers were having difficulty in getting to the mainland for banking. They used to have to take the steamer to the Orkney mainland, which was very often inconvenient and sometimes impossible. But now the islanders have "on the door-step" banking, and consequently the bank has more customers.

Enterprise does not end there. Banks all over Britain are experimenting with drive-in facilities so that the motorist can now pay in or withdraw without leaving his car.

In their spreading quest to serve more and more customers, banks have shown considerable ingenuity. Today's trend is towards automation, and the machine is assisting, if not replacing the "little man in black."

With the growing volume of business has come the increasing use of every conceivable automatic aid. Innumerable calculating machines, cheque sorters, note counters and machines for recording customers' statements form an essential part of modern banking. Closed-circuit television is also being used extensively.

All this betokens expanding business for the free-enterprise firms which design and produce business machinery. There are multi-purpose checking and counting machines no bigger than typewriters, which count banknotes, coupons, stock certificates, bonds and other documents at the rate of 900 a minute.

March 1st brought the banks many new challenges to face. There is, for instance, the possibility of an extension of hours, with an evening period for the convenience of the many new customers who are expected to open accounts.

What about the new customers themselves? They will soon get used to the novelty of carrying a cheque book, but they will never lose the glow of satisfaction at "having a pound or so in the bank."





DR. A. S. PEARSON LECTURES ON FIRST AID TO MEMBERS OF THE SECURITY DEPARTMENT



ALSO AT THE S.G.T. DINNER, PROFESSOR R. W. DOUGLAS AND DR. L. H. A. PILKINGTON

DR. W. M. HAMPTON AND SIR OWEN WANSBROUGH-JONES AT THE S.G.T. DINNER



PRINCIPAL GUESTS AT THE ANNUAL DINNER OF THE MIDLANDS SECTION OF THE SOCIETY OF GLASS TECHNOLOGY

LEFT TO RIGHT: MR. W. E. C. STUART, THE RIGHT REV. J. L. WILSON (LORD BISHOP OF BIRMINGHAM), PROFESSOR R. W. DOUGLAS, MR. NORMAN HOWELL (CHAIRMAN OF THE SECTION), MR. JOHN DAVIES (HON. SECRETARY)



# Chance

## SNAPSHOTS



PHOTOGRAPHS TAKEN AT THE ANNUAL DINNER DANCE OF THE LABORATORY, OLD HALL AND PERSONNEL DEPARTMENTS





## THE CHANCE SCIENTIFIC AND TECHNICAL SOCIETY

A society to be known as the Chance Scientific and Technical Society has been formed. Preliminary enquiries showed that considerable support could be found for such a society, about sixty names being received. Consequently, a first meeting was held in the Assembly Room by the New Gatehouse at 5.30 p.m. on Wednesday, 13th March, 1963. It was attended by thirty-six persons.

The meeting lasted just over an hour and consisted of two parts, a programme of three films, and a discussion about the formation of the Society.

Three short films were chosen for the first meeting so as to be able to cater for different tastes. The first film entitled "Invitation to Prosperity" was a survey of automatic control equipment showing the various ways it could be used in industry to increase productivity. The second film which appealed more to the chemists was concerned with soap making, or "saponification" and showed the principles involved both on the laboratory bench and on the industrial scale. The last film was entitled "Entrophy," which is a rather abstract concept in the science of thermodynamics. This difficult subject was dealt with very clearly and this film, much to my surprise, aroused a considerable amount of interest.

As this was the first meeting, some time was spent in informally discussing various items, such as the name of the Society, its scope and the time and place of meetings.

Although the first meeting consisted of a showing of films, it is intended that other forms of meeting should be considered and it is hoped to be able to

arrange for occasional lectures from suitable people both inside and outside the organisation. Because of the ease with which they can be arranged, film shows will obviously constitute the main form of meeting for a while at least.

5.30 p.m. on a weekday evening appeared to be the most acceptable time for meetings, with days probably alternating between Tuesdays, Wednesdays and Thursdays. The frequency of meetings should be approximately monthly, with a break during the summer holiday period.

It was generally felt that each meeting should be devoted mainly to one topic rather than have an evening consisting of a number of varied items. The particular topic for any evening would not be restricted to subjects of direct concern to members of the audience, but would range over a very wide field of scientific matter. Subjects like biology, archaeology, medicine, astronomy, are just a few of the possibilities which are open to us.

A small informal committee was set up to plan the next few meetings and to consider any other necessary action. At present the members are:

H. Helsby, *Pyrometry*.  
D. Wilson, *Technical Development*.  
R. Hipkiss, *Physics Laboratory*.  
K. Tarr, *Chemistry Laboratory*.  
A. H. Bedford, *Laboratory*.

It would be appreciated if any interested persons who have not already done or who did not attend the first meeting, would contact me, or any member of the committee, so that they can be informed of future activities.

A. H. Bedford, *Laboratory*.

## OUR EMPLOYEES HELP THE FREEDOM FROM HUNGER CAMPAIGN

The Committee of the Employees' Charity Fund has donated £10 10s. 0d. to the Freedom from Hunger Campaign.

The following is an extract from the fund's appeal leaflet.

### HUNGER and its effects

At least half the world's people are still hovering uncertainly in poverty just above starvation level in a world of potential plenty. They have no reserves of physical strength, and certainly no reserves of food. So they are further weakened by disease, and in this state it requires very little to transform hunger into famine.

### HUNGER and its causes

Although world food-production is increasing each year the greatest increase is at present among the better fed communities. In those parts of the world where people are chronically underfed, increased food-production is failing to keep up with the yearly increase in population. These areas are in Africa, Asia and Latin America.

It is here that people have failed to build strong economies, to industrialise and to trade with the rest of the world, to modernise food-production. Millions of families produce barely enough food to keep themselves alive, and can never build up any reserves against disaster. Around them valuable land has gone to waste for lack of knowledge. And in the oceans abound virtually untapped sources of food—again for lack of knowledge. Even the food that is grown tends to be used unwisely because the value of proteins is not understood.

### HUNGER and its solutions

Although solutions to most of the problems have been known for some time not enough people, not enough

governments, have cared sufficiently to help each other apply them. That is why the Freedom from Hunger Campaign has been launched.

Here is a summary of what needs to be done.

### 1. LAND ALREADY IN USE MUST BE BETTER FARMED

Peasant farmers must be taught modern methods, how to use fertilisers, better seed, and more efficient farm tools. They need guidance, too, on storage and marketing. Farm schools and institutes, agricultural colleges, research centres, demonstration farms, pilot projects of all kinds—many more of these are needed. The plans for them are there. They just need finance.

### 2. FOOD MUST BE BETTER USED

In some areas malnutrition is due not so much to shortages as to unbalanced diets and badly prepared food. Again the projects being commended to the public for support by the U.K. Committee include many which set out to teach the womenfolk in these communities how to prepare better meals for their families.

### 3. MORE LAND MUST BE BROUGHT INTO CULTIVATION

Only ten per cent of the earth's surface is at present cultivated. Research and capital expenditure could solve some of the problems and probably raise this proportion to 30 per cent.

### 4. NEW FOOD-SOURCES MUST BE FOUND

Man still hunts the sea instead of farming it. Certain wild animals could be bred for food. Research could be speeded up—if we insist on it, and help.



# From all Departments

## MOSTLY PERSONAL

### Blown and Pressed

The Division was most pleased to receive many letters from retired persons expressing appreciation of the gifts made to them at Christmas time.

Joseph Meese, who has been with us since 1940, has left on medical advice to take a position nearer to his home and we wish him happiness and improved health in the future.

### Flat Glass

Joseph Richards retired on 22nd March, and we wish him much happiness. Joe first started in April, 1913, which gives him almost fifty years' continuous service. For many years he was a coloured glass maker.

Three lady members of the Division have also retired. Elsie Troth of the Seven Storey, bade farewell at the end of March. She first came to Spon Lane in 1913 but for a period of some years she had domestic responsibilities which necessitated her absence and her total years' service is forty-four.

Florence Finch, also of Seven Storey, retired with fourteen years' service and Beatrice Hand of Fiesta, with six-and-a-half years.

We congratulate Doris Round of the Seven Storey on her recent marriage to Fred Capewell of the Maintenance and Construction Department.

A welcome is extended to Carol Baker who has joined the staff in the Seven Storey Warehouse.

George Moore of the Fiesta department received his twenty-five years' service award on 11th February.

### Glasgow

The Glasgow Recreation Club continued their winter activities with a very

successful Dinner Dance followed by a Theatre and Dinner night.

Best wishes are expressed to Helen Lockie on her marriage to William Devine.

The many employees at Glasgow who knew him were sorry to hear of the sudden death early in the New Year of Mr. Daniel Luke, who for many years, was in charge of the Wages Office at Glasgow Works.

He came to Firhill straight from school in 1913, very shortly after the Glasgow Works were acquired by Chance Brothers Limited, and during the ensuing years earned a reputation for trustworthiness and hard work.

Owing to a physical infirmity, he was not called for war service, but did good work at Glasgow during the war years when adequate assistance was very difficult to obtain.

He was unmarried and, on his retirement in 1954, went to live in the family house in the Kingdom of Fife, but on his occasional visits to Glasgow, he always found time to pay a visit to the Works.

It was also with deep regret that we record the sudden death of James Kidd on the 31st January. Jimmy came to Chance Brothers in 1927, and immediately took an active part in the affairs of the Recreation Club, and in particular the football team for which he played on the left wing. He also played in several of the inter-works games between Spon Lane and Glasgow which took place pre-war.

In addition to his football activities he was a keen and enthusiastic bowler, and won the Club Tournament on more than one occasion.

To his relatives we extend our sincere sympathy.

### London

We were very sorry to say goodbye to Christine Tomlinson at the end of February. She and her husband have left London to live in the Provinces, and we all hope they will be happy in their new environment.

### Malvern

After many years as the Malvern Correspondent for *Chance Comments*, Miss Dorothy Clare has relinquished the post. We take this opportunity of thanking her for her good work in keeping the Company in general informed of events at Malvern.

Two of our talented young employees have recently become engaged. We send our very best wishes for the future to Miss Pearl Curtis and Miss Wendy Hunabun.

Mr. Jim Poole and Mrs. Sealey are back with us after their prolonged absence due to illness and we are pleased to hear that Mrs. Turner will shortly be returning.

Bouquets were presented to Mrs. Bellamy and Mrs. Ellison when they retired in February. We wish them health and happiness in the years to come.

### Maintenance and Construction

A welcome is extended to Mrs. Dorothy Bell who has joined the staff in the position of Secretary to the Works Engineer.

Sylvia Tonks has left us to take a position elsewhere and in wishing her success we record appreciation of the splendid help which she gave in organising the M. & C. Childrens' Party Committee.

The Building Department congratulates William Caddick on attaining twenty-five years' service on 16th March.

It was with regret that we learned of the death of Pensioner Joseph Yates on 18th March. Joseph was retired from the Boiler Shop. He was aged 89.

### Offices

A sincere welcome is extended to Ronald Youngs who has joined the staff as a Sales Representative.

Rona Whitehurst of the wages office, who was elected C.B. Glass Queen in 1961 and won second place in the Pilkington Group competition, married Alan Jones on 23rd March. Until a few months ago Alan was a member of the M. & C. department. We wish these two friends much happiness.

Wages Office are pleased to have Edward Holloway back after his long absence due to illness. At the time of going to press Mrs. Simcox is away ill and we wish her a speedy recovery.

Alec Goodwin is also away through illness and we look forward to his speedy recovery and return to work.

It was nice to get Don Jackson back in harness after his operation.

Whilst writing the copy for this issue of the Magazine we learned of the deaths of three very much respected and beloved employees.

On 4th March, at the age of 63 years, Alfred Eccleston, General Office, died after a long illness. He first joined the Company as far back as 1912. On 30th March, Mrs. Gert Stallwood who had been an office cleaner since 1941 became ill whilst getting ready to leave for work and died suddenly aged 67. On 2nd April J. Thomas Addiss, Assistant Administrative Manager died in hospital following a major operation. Tom was aged 54 and had been at Spon Lane since 1925.

These three were much respected for their personalities and enthusiasm in their particular jobs. Sympathy is expressed to their families. We have lost three good friends.

### Traffic

The efforts of six people in the Traffic Office have eventually succeeded in their winning the "Inter-department Snooker Championship." In the nine matches played, games were conceded to a few opponents, but with the final score of 42 points for and 12 points against it will be seen that not many were lost.

This, however, does not mean that people of "The Department" are only expert with a cap over their eyes and a cue in their hand, but are adaptable to any situation they may be called on to perform.



# Jottings *of shorter items and employees' contributions*

## LINE SHOOTS

"Line Shooting" occurs in all sections of society. Here are a few heard in the Works:—

"You know I'm convinced that this night driving is just a matter of luck."

\* \* \*

"I'll have to consult my staff—Hey Bill!"

\* \* \*

"Anyone trying to work finds it most disconcerting."

\* \* \*

"In about two or three days I'll bring Mr. — down to my level."

\* \* \*

"I've given up the notion of trying to re-organise this place."

\* \* \*

"I'm not paid for what I do—it's what I know."

\* \* \*

"I couldn't finish typing the minutes as my typewriter was red hot."

## WHO WANTS A PIANO?

The Recreation Club has two pianos to dispose of. Each is in reasonable condition and will be given free to the first applicants. Please apply to the Personnel Office.

## CONVALESCENCE

The Trustees of the fund for making grants for convalescence are anxious that full and proper use be made of the Firms' Convalescent Scheme. It is felt that at present some cases who would benefit, and whose return to work after illness would be expedited by a period at a convalescent home, are, for a variety of reasons, not receiving this benefit.

Those who attended one or other of the Convalescent homes—there were 11 cases in 1962—returned much improved

in health and were loud in their praises of the splendid facilities.

For genuine cases, there are funds available for convalescence and the Company encourages use of this Welfare Scheme.

If, and when, any employee with not less than 12 months' service has an illness and complete recovery is prolonged, he or she should not hesitate to ask the Doctor if two weeks convalescence at the seaside would be beneficial. If a Doctor's agreement is forthcoming, Mrs. Taylor, the Welfare Supervisor, will reserve two weeks' accommodation at either Llandudno or Clevedon. The fund will pay the fees and the Railway fare, and make a personal cash grant.

## DIALECT

Sir,

The bloke wot wrote ter yo' this wik wos rite. Ef anybody wot an bin bred an born in the Black Country gets up on the stairge an' op'ns 'is fairce an' impersonaits 'em they allez cummen a mucker.

Brummejun dialect's a diffrent-cul-lered 'oss—et any Crairdley, Ode 'Ill, Quarry Bonk, ner Tip'n. Ef yo'am a charnmekker frumm Crairdley et doe tek yer lung ter tell ef th'ode cock nex' dooer's fairther wos a nairimekker frumm Yeltz er a Brummejun jednap. Welly ev'ry villedge in the Black Country 'as got a diffrent road a sayin' the sairm things. Ef yo cumm frumm Yeltz yo sen "yo byet" and "yo jet," an' a mon frumm Ode 'Ill ull say "yo bay" an "yo day."

Then ther's th' intunnairtion—summ gon up, summ gon down: but, as yore reader sez, yo cor rite et ev'n if yo c'n spake et, nat soo as yode understond.

Yours, etc.

## ENGLISH AZ SHI IS PRUNAUNCT

The Editor is assured that the following is a genuine letter a certain Works Manager received some time ago:—

Dear Sir,

Just a few Line to Let yow now that I Cane not Come on thursday night.

wennndday moning has I went whit accident whit my head I had Sume TUBS Drop on It I have a way from work for 2 ore 3 Days I got to go to Hospital on Sat morning Let me nou Sir If you get this Letter from me Safe I think this will Be all for you now.

you have the addrse of my hous to right to me I have Sed all for you now.

## The 1963/4 Staff Consultative Committee

The annual election for representatives on the Staff Consultative Committee resulted as follows:—

No.	Departments	Representative
1	Flat Glass	Mr. A. C. Nicoll
2	Blown and Pressed	Mr. V. J. Bicknell
3	M. & C. and Stores	Mr. K. G. Hill
4	Laboratory, Personnel, Old Hall	Mr. D. Wilson
5	Main Office—ground floor and Traffic	Mr. E. J. Smith
6	Main Office—second and third floors	Mr. A. Farley
7	Glasgow Works	Mr. J. Crawford
8	Malvern Works	Mr. J. Poole

The Management representatives appointed by the Directors are:—

Mr. C. J. S. Newman—Chairman

Mr. B. Boorman

Mr. L. G. Hinton

Mr. G. Harris

Mr. A. Ogden—Secretary

FOR MANY YEARS IT HAS BEEN A TRADITION FOR THE MAYOR OF SMETHWICK TO VISIT THE WORKS. IT WAS A PARTICULARLY PLEASANT CIVIC VISIT THIS YEAR IN THAT THE MAYOR, COUNCILLOR C. KIRKHAM, WAS AT ONE TIME AN EMPLOYEE OF THE FIRM. THE PHOTOGRAPH SHOWS, LEFT TO RIGHT: THE MAYOR (COUNCILLOR C. KIRKHAM), MR. C. J. S. NEWMAN, SIR HUGH CHANCE, THE MAYORESS (MRS. KIRKHAM), LADY CHANCE.





## OUT OF THE PAST

A high-light at the annual dinner of the Midlands Section of the Society of Glass Technology held on 15th March, was the interesting menu card which included the following excerpts from:

### A CHYMICALL DICTIONARY

explaining Hard Places and Words met withall in the Writings of PARACELFUS, and other obscure AUTHORS.

(Printing in 1650)

#### GLASSMAKING

Anthonar	is a furnace of the spagirical art, but especially a reverbatory, sometimes of other use as the artificer pleaseth.
Colliquation	is melting.
Mercurious Crystallinus	is that by which often sublimations is brought into a cleernesse like Crystall.
Vulcanii	are such as alwaies worke about the fire.
Yrcus	is a Male Goat, whose blood is said to soften glasse, and flints, &c.

#### GLASSES

Anatrum	is glasse melted into divers colours.
Citrinulus	is pale Crystall.
Orobo	is the glasses of Metalls.
Ovum Philosophicum	is a glasse of the form of an egge which Philosophers use in their operations.

#### RAW MATERIALS

Anachthron	is a kind of salt growing upon rocks like white and stony mosse, some call it salt nitre.
Annora	is the ashes of Egs.
Caput Corvi	is Antimony.
Cycima	is Litharge.
Ezezech	is Salt.
Tinkar	is Borax.

#### GLASS FAULTS

Dienez	are spirits that dwell amongst hard stones.
Fel Vitri	is the spume of glasse.
Kymenna	is a bubble.
Laxa Chimolea	is a salt growing to stones.

#### SUNDRIES

Cenigdam	is a Chirurgicall instrument wherewith the CRANIUM is opened in fits of the Epilepsie.
Cherio	is the occult accidentall vertue of the external Elements.
Hydropiper	is Arsmart*.
Macha	is a flying worm.
Mandibularum Liquor	is the oyle of jawbones.
Mumia Versa	is the liquor of mummie.
Natta	is a bunch in the back.
Scacurcula	is the spirit of a bone in the heart of a Hart.
*The herb water-pepper, laid in beds to kill fleas.	

## The SUGGESTIONS SCHEME and NATIONAL PRODUCTIVITY YEAR

The 1963 Competition held in conjunction with National Productivity Year got away to a good start. At the time of going to press 70 suggestions had been received, some of which have already been considered by the Suggestions Committee and awards made. It is too early yet to judge the value of all the suggestions submitted, but to date K. Hill of the Blacksmiths Shop has received a double award.

The following are 1963 Competition Suggestions for which awards were made at the March Committee Meeting:

Competition 1963				Normal Award	Competition Award
63/2/31	K. G. Hill	M. and C.	Modifications to feeding troughs on C.B.1 Batch Feeders ... ..	£6 0 0	£6 0 0
63/2/42	B. H. Piggott	No. 4 R.P.	Protective screen for Cullet Bogey C.B.4 Lehr. ...	£1 0 0	Nil.
63/2/57	G. A. Lloyd	Rolled Plate	Transporter truck for 'L' frames ... ..	10 0 Merit	Nil.
63/2/58	G. H. Stone	No. 1 R.P.	Modification to trap doors at C.B. 1 Batch Feeders ...	£1 17 6	Nil.
63/2/60	N. Tidman	Rolled Plate	Battery changing trolley for worksaver trucks ... ..	£1 0 0	Nil.
63/2/64	V. Norton	Mixing	Face guard for Bottle Washing Plant ... ..	£1 0 0	Nil.
63/2/66	G. Dangerfield	Rolled Plate	Improvement to stock records of Tinted and Calorex Glasses ... ..	£1 10 0	Nil.
63/2/69	R. W. Timmins	Boiler Shop	To reposition Cullet Hopper wheel underneath C.D.8	£2 5 0	Nil.
63/2/73	L. Mason	Pipefitters	To attach notice near Machine Saw to ensure its use for proper purposes ...	£1 10 0	Nil.
63/2/74	L. Mason	Pipefitters	To eliminate 3" canal main by diverting water from another source ... ..	£1 10 0	Nil.
63/2/80	R. Launchbury	Cost Office	Re-position radiators in Cost Office ... ..	£1 0 0	Nil.

### 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