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CHANCE BROTHERS LIMITED, Head Office: Glass Works,
Smethwick, 40, Birmingham. London Office: 28 St. James's Square,
London, S.W.1. Branch Works at Glasgow, St. Helens and Malvern.

HYSTIL (Regd.) HEAT-RESISTING GLASSWARE

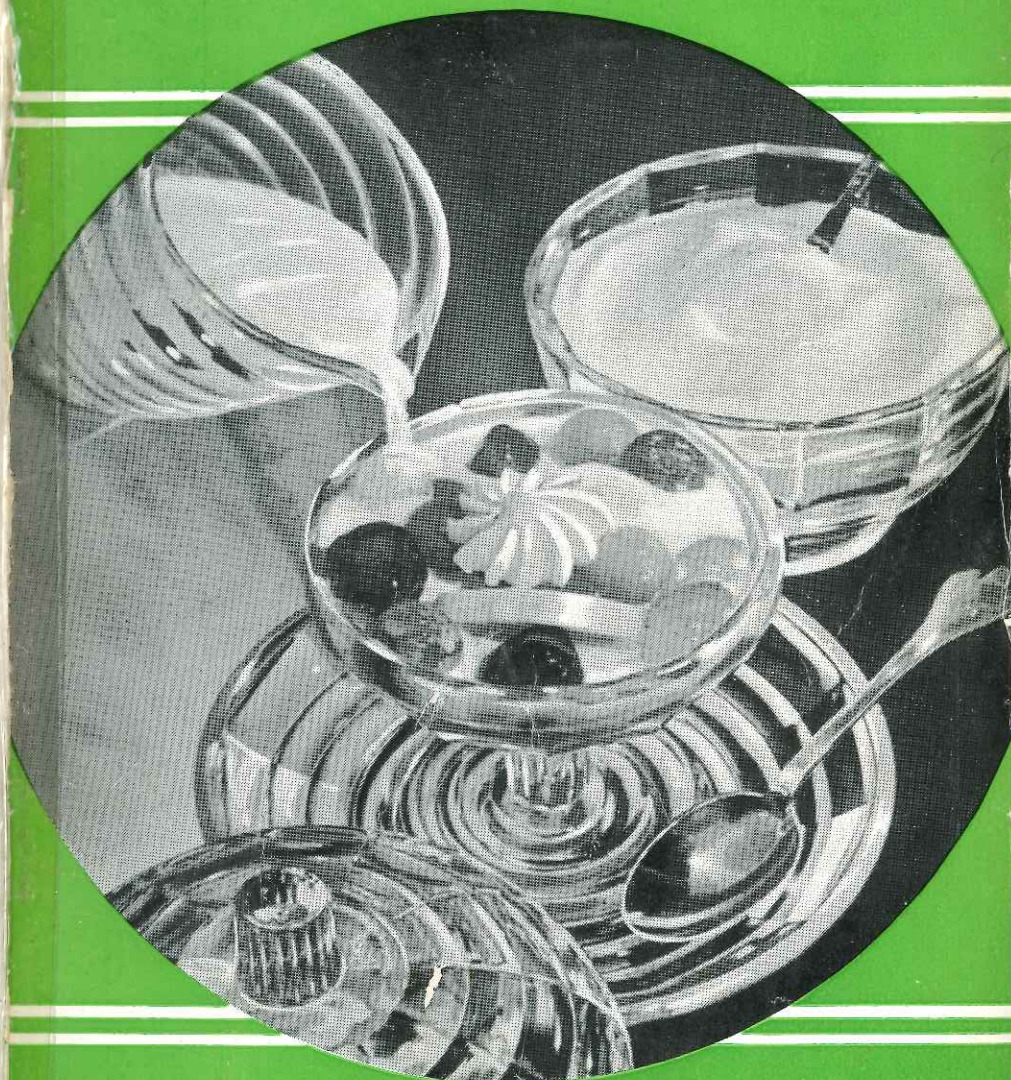
Don't look round for a sample — look up, next time you're passing through Trafalgar Square (or some other gas-lit thoroughfare). Right above your head will be globes of Chance Hysil, the clear hard glass developed especially to resist the heat of incandescent gas. And Chance (who began making glassware soon after Trafalgar) make an impressive variety of well-designed globes for all types of lighting—or will design afresh to meet special requirements.

This advertisement appears in the Gas Journal Centenary Volume, March 1949.

Chance

COMMENTS

JULY
1949
Vol. 2 No. 3



THE MAGAZINE OF
CHANCE BROTHERS LIMITED, SMETHWICK

3^D

Chance COMMENTS

VOL. 2, No 3.

JULY, 1949

THE Magazine of Chance Brothers Limited, Smethwick; published in alternate months for the interest, entertainment and information of all employees of the firm.

EDITOR A. OGDEN

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London J. W. CHANCE
Malvern Miss D. CLARE
St. Helens Mrs. I. DAVIES

Editorial ..

A meeting of Correspondents of *Chance Comments* was held recently to review the future policy of the Magazine.

There was a general feeling that the Magazine in its present form could not be materially improved upon. It was, however, decided to endeavour to persuade our own people to write the articles and thus avoid the necessity of engaging outside contributors.

This month our Women's Page is written by Margery Cole who is Secretary to Mr. Fulton, and the Sports Page is written by Eric C. Buttress who is on the Secretary's staff and is mainly concerned with legal affairs. Leonard H. Cleaver, who has written the article "The Day of Reckoning" is the Company's Secretary and Chief Accountant, and the description of a business trip to India is contributed by Thomas O. Orr, Sales Manager of Sumo Pumps. Postscript is by Leonard Barton who is in charge of the Glass Works Time Study Department.

There must be few Works Magazines which can boast that every article has been written by members of the Company. Incidentally, at the meeting of Correspondents it was estimated that each issue of *Chance Comments* is read by 12,000 people.

A. Ogden
EDITOR

SOME IMPRESSIONS OF

INDIA

by
THOMAS
O. ORR

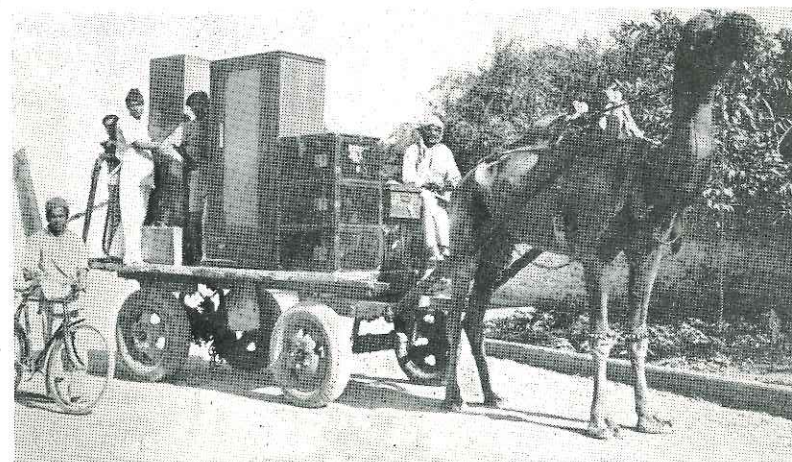
OF all countries in the world perhaps India, or to describe it more accurately, the sub-continent of India and Pakistan, has been most in the limelight of recent years. Its vast size, its enormous population, its variety of topography and climate are all of significance even on a map of the world, and there is, therefore, more than ordinary of interest for the newcomer on his first visit.

First impressions are often the most lasting. As the plane came in — at the usual ungodly hour of 4 a.m. — all that could be seen were the twinkling lights of Bombay. Expectation rose, as well as the temperature. Customs formalities were much as usual, then followed police examination, and one noticed right away that even now a British passport means something in India.

Bombay is a city of nearly three and a half million souls, of which only 3,000 are Europeans. It tends to afford a somewhat misleading conception of Indian cities. The residential quarter is very fine with broad streets and great blocks of modern flats, all with their verandas. The magnificent sweep of Marine Drive along the sea front is somewhat reminiscent of some of our English resorts such as Eastbourne. The streets are full of large and magnificent cars, British and American, side by side with donkey carts and bullock waggons.

And so to the first day's business. A few visits to the industrial parts of the city and you are at once struck firstly by the enormous throngs of people and

The camel cart.



Some Impressions of India (Continued)

their apparent disregard for motor horns, and secondly by the extremely bedraggled appearance of the buildings and shops. The sun is too much for the paint-work, and the exteriors of the buildings present a sorry sight. I was to learn that this was typical of what was to be seen in all cities. The filth of the pavements and shops, the street vendors, the beggars and the thousands who sleep in the streets at night, are all sights which are astonishing at first, but to which one gets accustomed as part of the everyday life of India.

It was hot, even in February, temperatures averaging 85° to 88° during the day, and only a little cooler at night. Except for four months in the year, the monsoon period, it seldom if ever rains at all. The sun blazes from morning till night and one has to try and avoid remarking "What a beautiful day it is."

My first visit out of the city proper was to Poona — about four hours train journey up country from Bombay. The train was hot and crowded. There seemed to be as many passengers travelling on the running boards as in the compartments, all hanging on by the skin of their teeth, or so it seemed. Safety regulations as we know them do not appear to exist. I now had my first glimpse of the Indian countryside, scorched brown under the eternal sun and relieved only by the somewhat surprising green of the trees and shrubs, which looked like green blotches on a vast brown background. Poona of music hall fame, did not impress. A straggling village or small town, 2,000 feet up and blistering hot. Transport from the station to the local Government offices was by a "Tonga," a two-wheeled horse-drawn vehicle, quite picturesque in appearance, but I should say just a little more uncomfortable than a "dodgem" at a fair.

Now my real travelling began, and I was soon to appreciate the enormous value of air travel. It is cool and clean and comfortable.

Memories of Delhi are strong. Here we are in the country of the Sikhs, stalwart fellows with their beards and turbans, some clean, others not so clean. The business and shopping centre of the old city is much like other cities in India, narrow streets and dirty shops and pavements. New

The wayside barber.



Delhi however, roughly six miles out, is really a beautiful garden city. It is the capital of India and the seat of the Central Government. Delhi being inland, is cooler in winter and hotter in summer than say Bombay, and against the parched appearance of the countryside I had seen so far, the green of the trees and the gardens was most refreshing.

Calcutta, largest city and commercial centre of India, is built on a swamp on the Hooghly River. Here, as far as my own observations went, was India at its worst. The business quarters are mostly narrow streets, crowded with people. Cows are lying on the pavements, or wandering across the streets. To the Hindu the cow is sacred and is never killed for meat or used as a beast of burden. They live on the city's garbage and how they survive is one of the many mysteries of this country.

Hotels are all bad by our standards. The food varies in different places but is often poor. Water, of course, anywhere in India must be boiled for drinking, and if, as one often suspects, the servants have not done this conscientiously, you may be in for some very unpleasant tummy trouble. In one hotel I had to conduct a cockroach hunt each evening on my return before I could use the room.

Calcutta, from what I saw of it had nothing of the attractions of Bombay as far as the centre of the city is concerned, nor has it the advantages of nearby seaside resorts. For the European I think it would be intolerable without the clubs, of which there are quite a number on the outskirts of the city. Incidentally, one of the trends in modern India is the opening of what were formerly exclusively European clubs to the Indians.

In contrast to the squalor of Calcutta I was impressed by the more generously laid out city of Madras, roughly 1,000 miles nearer the equator. Madras is reputed to have one of the finest beaches in the world. It is some 1,000 miles long, but bathing is unsafe on account of sharks. Madras, however, is very humid, and while the temperature was no higher than in Bombay, one felt it a good deal more.

The Madrassie is much darker in complexion than the Indian of Bombay or Calcutta. He is nearly as black as the African negro, particularly agreeable and pleasant, and nearly everyone except the very poorest speaks English. They are well advanced in social institutions such as hospitals and welfare centres, electric supply is more widespread than anywhere else on the sub-continent, and the local and Government officials seem to be more independent and less reliant on guidance from the Central Government

in Delhi. To a large extent this originates from the fact that Madras and the Madras Presidency were one of the first parts of India to be colonised by the British. It is interesting to note in this connection that Binny & Co. (Madras) Ltd., the firm whom we have appointed as our new agents, had their origins nearly 250 years ago.

So far I had touched only a few of the large cities of India. The next part of the tour, however, from Calcutta up through United Provinces to Delhi gave me contact with the smaller Indian towns such as Allahabad and Lucknow. From Calcutta the route was north-west through the plain of the mighty Ganges River, over the sacred city of Benares to the rather attractive little town of Allahabad. From there on to Cawnpore and Lucknow, the latter being the capital of the United Provinces, and a town of great historic interest. I was fortunate in being introduced to an extremely friendly business man in that city, a Parsee, who one afternoon took me round some of the celebrated places in the city. Outstanding among these is the old Residency which was the scene of the great siege. The old buildings and gardens have been beautifully preserved through the centuries, and the museum is full of interest. I believe that the Residency at Lucknow was the only place in the world where the Union Jack was never struck. It flew at the masthead night and day in honour of and to commemorate the siege and relief of Lucknow. Since independence, of course, the flag no longer flies.

From Lucknow I embarked on what turned out to be a mighty uncomfortable train journey. Apart from the heat, the chief thing one has to contend with on these trains is the dust. The wind blows strongly across the parched land bringing a continuous stream of dust into the compartments.

The railway stations in India present an extraordinary sight. The platforms are thronged with people who seem to have been waiting for hours. They are camped on the platforms, squatting, sitting or sleeping, or making "char." When the train arrives there is a general assault. Somehow or other the disembarking passengers manage to get out. The new entrants hurl their baggage and bedding through the windows and pour themselves into the compartments.

My tour finished with a visit to Pakistan, which is now the nation of the Muslims, with a different religion, different characteristics and different customs. The terrible strife is over, but feeling is still bitter between the two countries, and I gained the impression that it would be a long time before true, sensible, friendly relationships were established.

Pakistan, like India, is desperately anxious to prove her ability to handle her own affairs, and to show that she can develop into a great nation. I should say that the Pakistani is more ready than the Hindu to admit his continued need for British help and guidance in the administration of their affairs and in the building up of their great agricultural and manufacturing industries. The coming about of independence, and the apportioning of the continent into the two nations of India and Pakistan have brought their own problems.

Karachi, the capital, is quite an attractive city, built more or less on the Sind desert. There is no grass, merely a kind of brown scrub on which, miraculously, cows and goats appear to thrive. The annual rainfall is almost nil, and it is remarkable therefore to see so many trees.

One of the extraordinary sights in Karachi is the camel cart. The camel is seen frequently in India as a beast of burden or as a form of



The bullock cart.

locomotion. In Karachi you never see a horse-drawn vehicle — it is always the camel waggon. They take up an extraordinary amount of room on the road, and the drivers will swing to the left or right with a bland disregard of any motor traffic. It is not uncommon for a car to pass literally under the nose of the camel, to the accompaniment of language as picturesque as the scene itself.

From the point of view of business the tour was strenuous but tremendously interesting. The all important problem both in India and Pakistan is the production of food, and in a land where you have eight months or so without rain the growing of food simply means water for irrigation. New agents have been established in both countries, and while our submersible pump is a type which is new to the Indian engineer, we have every hope that our business will grow to considerable proportions.

It is an old joke that the European in India has an easy time; A life bounded by clubs, restaurants and servants. I can say, however, that the European out there is working as hard, if not harder, than we are at home. There is no five-day week, and nearly all of the business community work from 8-30 in the morning to 5-30 in the evening. They have many difficulties to contend with. The telephone service is a nightmare. A trunk call must be made as "Urgent," otherwise it would not get through at all. Telegrams despatched "Express" will get through to their destination with luck the next day; sending them at ordinary rate is a waste of money and time. Hotels are few and difficult to get into. Generally speaking you have no hope of getting accommodation. These services are slowly being improved, however, and on these problems, and on the constitution of their Courts of Justice, Houses of Parliament and their Civil Service, the Indian and Pakistani is following very largely the British pattern.

The sub-continent will be for many years a land of opportunity for the British manufacturer, particularly of capital goods such as pumps, and while we are at present experiencing substantial American competition, in the opinion of more than one responsible Indian with whom I discussed the matter, in the long run "other things being equal, the British will always get the business."



No. 3 MAINTENANCE and CONSTRUCTION

SAMUEL BEARDSMORE

Sam joined the firm in August, 1946.

Having served his apprenticeship with a Dudley firm, he travelled extensively all over the country and on the Continent on furnace work. He was engaged at the Birmingham and Liverpool Universities, and carried out intricate furnace work at the Liverpool School of Art. He was also engaged on the furnaces shown at the first British Industries Fair at Castle Bromwich and at the Wembley Exhibition. Therefore, he brought with him a wide practical knowledge of all sorts of furnaces with the exception of glass melting furnaces, his only experience of glass melting being gained at a small factory at Battersea in 1925. Much help, however, from the Furnace Design Office and the Furnace Staff, together with the background already acquired, soon had him thinking and talking glass.

There was some "gentle persuasion" from his wife in deciding him that it was time to quit travelling about and take a job at home. He does not regret doing this. His job is by no means a soft one; never a dull moment, no shortage of

worries, irregular hours, sometimes nights and Saturdays and Sundays.

Work has grown a lot lately and an ever increasing shortage of good skilled labour keeps him on his toes. For the short time he has been here, Sam has become well known, very few people ever using his surname — it's always just Sam.

Sam has a family of three, two girls and a boy.

ALBERT E. FREWIN

Bert claims to have had some connection with Chance Brothers since he started to walk because at the age of four he had to toddle down to Chance's School which is our present canteen.

Joining the firm 51 years ago as a boy of thirteen years he was employed as a messenger in the New Gatehouse, then situated by No. 11 Tank. A year later he was offered one of two jobs, the General Office or the Carpenters, but chose the Carpenters and there he served his apprenticeship. Bert became Charge-hand and then foreman of the Carpenters Shop and finally general foreman over Carpenters, Painters, Plumbers, Saw Mill, Box Shop and Crate Repairing.

Chance Comments doesn't have pages enough to tell all the comical and dramatic experiences, enjoyed and endured in his half century of service.

During these years he has seen many changes and while he declares it has been fifty years of hard work he does not regret the day he started for the firm. "If I was a youngster again,"

Meet Your SUPERVISORS ★

he says, "It would still be Chance Brothers."

JOSEPH HINTON

Forty-seven years last February, Joe Hinton commenced work as a striker in the Boiler Shop. He soon gained the confidence of Mr. Simcox, who was then foreman, and Mr. Lindsay Forster the Works Engineer and in 1933 became foreman.

"Anything I know," he says, "I learned by hard work," and here is a little of Joe's philosophy: "The gate to Chance Brothers always was and still is open to the worker, and there never was a short cut or easy way to promotion."

Joe has just handed over the foremanship to his son Joe. He does this with pride and so it's something like this:—

There's old Joe and there's young Joe,
That's old Joe's son,
And Young Joe will be old Joe,
When old Joe's done.

Joe senior has served under six different Works Engineers and declares there never was a standard of efficiency to be compared with today.

He was a member of the Works Ambulance team for twenty-two years and gained seventeen medallions.

Of the Fire Brigade he can tell many stories, having served on this for twenty-eight years and attended hundreds of fires.

Soon Joe will clock out for the last time and he will take with him the best wishes of all, from Director to Apprentice, that he will enjoy many years of leisure and contentment.

W. H. LLOYD NIXON

Thirty-four years ago Lloyd started work as a boy in the Millwright's Shop. He really wanted to be an Electrician but we were fully staffed at that time, having two qualified Electricians (including the charge-hand) and one apprentice. After six months, however, the apprentice was called to the Navy and Lloyd was transferred to the Electrical Department where he has since remained.

He grasped every opportunity to learn and gain experience and the steady growth of the Department offered more and more scope. In 1938 he was made

assistant foreman and six years later took complete charge.

He is a member of the Institute of Industrial Supervisors and he appreciates the value of good relationships between worker and boss and always tries to foster this, and is confident that there isn't a man under his charge he cannot depend upon at all times.

As a young man he kept goal for Langley Athletic Football Club. Unfortunately in a cup tie final against Belliss & Morcom, his leg was fractured and this terminated his playing career.

Lloyd has one son who is now serving in the Forces. His great pleasure is a quiet day in the country with his wife and son when the latter is on leave.

A Church Warden at St. Paul's he is a sincere believer in Christian living and is convinced this is the world's greatest need today.

HAROLD P. SMITH

Harold came to us from Scotland in 1933. He started work in the Fitting Shop and when war came was included in the team of key men chosen for shift work to deal with any disruption of essential service.

He was made assistant foreman of the Millwrights Shop in 1944 and promoted to foreman in 1946.

Although he neither speaks like it, looks like it, or acts like it, Harold is a Hielan' Laddie and a one time enthusiast and competitor in the Highland Games. He gained many successes in high jumping and five feet ten inches was an easy clearance.

In spite of this, however, he seldom "goes off the deep end" although harassed daily by urgent calls from all over the works to breakdowns and faults in plant or services, all demanding immediate attention.

Responsible for about 100 men, Harold has no use for the slacker, but is always ready to help and encourage the honest worker, and "I can assure you," he says, "I have a good crowd of chaps."

He is a member of the Institute of Industrial Supervisors and a firm believer in modern training in supervision.

He is proud daddy to three charming little girls.

★ Above from left to right :
S. Beardsmore, J. Hinton,
A. E. Frewin, H. P. Smith, and
W. H. Lloyd Nixon.



IT does not appear to be generally known that the Company's pensioners are full members of the Club. A hearty welcome is extended to all our friends in retirement to avail themselves of our existing facilities or to suggest new ventures that may interest them.
A. FARLEY (Hon. Gen. Sec.)

LADIES CRICKET MATCH

It is pleasing to record the enthusiasm shown by the ladies on the occasion of their cricket match versus the men on June 17th.

The many spectators present were thrilled to see the girls put up such a fine show. The rules were simple — the men were required to bowl and bat "left-handed" — that is, with the opposite hand to which they usually played, (which explanation is very necessary because the cricket section has one or two very able "left-handed" players).

The men also had to double the girls' score before they could score the winning hit, and they only just managed to do this. The girls' score reached 67, and the men had scored 135 when the last wicket fell, so that they virtually won by $\frac{1}{2}$ run. It was a very enjoyable match and the girls showed great promises — the most outstanding performances being the two fine boundaries hit by Esme Hadley and the boundary by Dorothy Cole. These two girls also took most of the wickets between them, Esme taking two wickets with her last two balls. In the next match — and there simply must be

another — I am sure the Captain will open the bowling with Esme who only needs to take a wicket with her first ball in order to complete her "hat-trick." Brenda Homer also bowled well, and Ruth Simpson captained the side splendidly. The girls need practice naturally, but their interest being keen they will get all the practice they can with the help of the members of the Cricket Section, and we all look forward to the return match. In fact, I believe they have a match already booked with the boys of the Youth Club. The two teams really got together after the match when impromptu dancing took place in the Pavilion. Altogether a very happy evening.

ANGLING

Several interesting contests have been arranged for the season just commencing. New members are always welcome.

BOWLING

A good start to the Season has been made, the team so far winning 5 of their 6 matches in the Oldbury and

District Works League and have reached the semi-final of that Association's Rose Bowls

CRICKET

The cricket committee would like to take this opportunity of thanking all supporters for regular attendance at our Sunday fixtures, particularly the concerts held in the evening, thus turning what at first appeared to be a doubtful venture into a successful one. We hope to carry on indefinitely and shall certainly do so with the same support.

The "Foster" Cup competition is now well under way, six teams only are now left to fight. Last year's winners, the "Globe," are still going strong.

The 1st and 2nd XI. in the Birmingham Business Houses League are doing fairly well, with 1st XI. challenging strongly for leadership of Division 2. By the time this edition is printed the leadership will most likely have been decided, we hope in our favour.

For the benefit of those who may have seen our 1st XI. skipper, Geoff Moore, walking about with a black eye they may rest assured that same was not obtained by matrimonial combat, but by a genuine cricket ball; I was there when it happened.

DANCING

Regular Saturday night dances have again started in the Pavilion. Providing sufficient support is forthcoming they will be held throughout the summer.

It is proposed to hold the 3rd Annual Gala Ball in the Autumn. It has often been remarked upon that the girls who enter the "Glass Queen" competition each year are not the only beautiful girls at Spon Lane Works, and there are many very attractive girls working in various Divisions who do not enter. Why is it that many of the pretty girls are so shy that they hide? If the Club decides to hold this competition again this year, why not enter it so that we can find out which Department has the distinction of employing the most attractive girl? The two Queens who have reigned so far (Edna Hickman and Jean Attwell) have set a high standard, but we know there are others who can carry on the tradition.

FOOTBALL

Before the next issue of *Chance Comments* appears football will be our main national interest. A team is being entered in Division 5 of the Birmingham Works League. Practise games will be held and all interested are asked to contact the Secretary, A. G. Hill (B. & P. Division) or the General Secretary.

GARDENING

The Section's allotments are doing well and a good season is anticipated. In fact "Everything in the Garden's Lovely."

GOLF

The Section is in need of new members. Full particulars can be obtained from the Secretary — H. Turner, Glassworks Cost Office.

LAWN TENNIS

Sectional membership has proved satisfactory, although attendance has been predominantly male, with the result that mixed matches so far arranged have had to be cancelled. It is hoped that the Tournaments will reveal the hidden female lights.

OUTING

A weekend trip to Blackpool Illuminations for the 15th and 16th October is being arranged. The charge for fare, accommodation and 5 meals is 50s. for Adults and 35s. for children under 14.

The Ladies' Cricket Match — see opposite page.





From all Departments

MOSTLY PERSONAL

BLOWN AND PRESSED

Blown and Pressed Glass Division is again in financial difficulties, partly because No. 8 tank is out and therefore not carrying its share of Divisional overheads and fixed charges, but mainly because the rest of the Division is not operating efficiently. There are some very obvious reasons for poor production such as the difficulty of producing good metal from tanks like No. 9, which are overdue for repair, but there are also other shortcomings which are apparent to an outsider, but which have come to be accepted over the years by members of the Division. One of the more important of these failings is the extent to which good articles produced by the glassmaker are subsequently broken, either by carelessness or because of unsatisfactory processing — in a word "scrap."

This is not the first time that scrap has been mentioned in *Chance Comments* but it still remains much too high and has even increased in different places at different times and for reasons which cannot be directly attributed to inferior metal from the tank concerned.

High scrap figures mean high costs and therefore high prices. If our customers, whether at home or abroad, find our prices are not competitive they will simply order their glass elsewhere. There is no reason why this should happen if only costs of production can be lowered, and a very large saving in this direction can be made by reduction of scrap.

The personal news includes the following weddings: — Eileen Twamley, Pressed Warehouse. Olive Parrish, Pressed Warehouse to D. Bowser (No. 9 Tank). Fred Clissold, Globe Process.

Chance Comments offers these happy people very sincere congratulations and best wishes for their future happiness.

The Globe Process was sorry to learn of the sudden death of Mrs Lucy Lole, on May 16th. Mrs. Lole terminated her employment on the previous Friday because of ill health.

Jack Hall retired in May at the age of 74. He had been employed by the Company exactly 37 years to the date of his retirement.

ENGINEERING

We are pleased to report a full order book at the moment, the Austinlite side of the business being particularly active.

It is pleasing to note that the lifting of lighting restrictions on outside signs has given us a very useful boost in orders for Bornkessel burners and Flamemaster hand torches, this section now being particularly busy. The previous embarrassment of outstanding orders for Flamemaster hand torches is now being wiped out, and production is now running at a more normal level, although we are still in need of accessories for this equipment. Further orders for lighthouse equipment for Nigeria

have been received in the Marine Section where the shops are still ticking over steadily. Orders on hand for Sumo pumps are still high, and we are keeping our fingers crossed with regard to the signing of the trade agreement with the Argentine, as it is hoped that this will assist us to increase our trade with that country.

The personnel in the Division have been giving some attention to the problem of staggered holidays and Joe Cottrell asks everybody in the Lighthouse Works to give thought to the problem and to convey their ideas to him in order that he can take the matter up through the proper channels.

Stan Dowling and John Wilcox of the Drawing Office and Ron Jobbins of the Time Study have been awarded the Engineering Apprenticeship Certificate. Ron Jobbins recently attended a two-weeks' course for students from industry at the College for Adults at Broadstairs, Kent. He attended this course under the auspices of the Chance Education Trust.

The Lighthouse Time Study staff welcomes Ron Grosvenor who has recently joined them. Sincere sympathy is extended to George Woodcock, Foreman of the Grinding Room, on the recent death of his father.

Paul Rutter of the Machine Shop retired at the end of May at the age of 70. He first joined the Company in January, 1934.

Betty Mitton of the Typing Pool attained her majority on 20th May.

James Brooks, Works Manager of the Engineering Division, left Spon Lane at the end of June to take up a position as General Works Manager to a well-known Engineering Company in Birmingham. Jim was exceedingly popular with everybody, and took a particular interest in the doings of the Recreation Club, to which he was elected Chairman at the last Annual General Meeting. The Works and the Club will miss him very much, and best wishes are extended to him for the future.

He is succeeded by Norman Stacey who had hitherto held the position of Chief Draughtsman to the Engineering Division Drawing Office. The appointment of one of our own people for such an important post has been well received and he is assured of the very fullest possible co-operation from everybody.

FLAT GLASS

The Rolled Plate Department is still busy, the demand for rolled glasses continuing to be sufficient to keep all furnaces working at full capacity. Troubles experienced recently with certain refractories at No. 1 tank necessitated a stoppage in production for a few days while the defective parts were replaced, and at Glasgow it has been necessary to carry out a hot reblocking. At the time of going to press, however, all furnaces are back in full production.

Orders for the types of glass manufactured in the Coloured Department continue to be substantial, particularly for Flashed Glasses. The repairs and alterations to the drawn flashed plant have now been completed and the furnace is being warmed up. It is hoped that it will be possible to report in the next issue of *Chance Comments* that satisfactory progress in the establishment of this new process has been made.

The Company and the Seven Storey in particular, was sorry to hear of the death of Dick Batten at the age of 77. Prior to his retirement three years ago Dick had had 60 years' service with the Company.

Deep sympathy is offered to Jack Roe on the death of his wife.

LABORATORY

Dr. W. M. Hampton is congratulated on being elected President of the Society of Glass Technology for the second successive year.

Ivan Molyneux has been awarded a Chance Education Trust scholarship which will enable him to proceed to Sheffield University Department of Glass Technology for a period of three years. Ivan, who is now 20, came to the Laboratory from the Handsworth and Barnstaple Grammar School, and his application to his work and his success at continued education classes makes him a suitable recipient for such a valuable scholarship.

The Physics Laboratory welcomes Jimmy Cheatham who has recently joined the staff.

MAINTENANCE AND CONSTRUCTION

The Old Hall staff wish to extend a welcome to H. J. Burton and J. E. Richards both of whom have recently joined the staff as Draughtsmen.

Harold Weaver left the Drawing Office last month and his colleagues presented him with a suitcase, and expressed the hope that his future would be a happy one.

The whole of the Works was profoundly dismayed to hear of the major injury to Jim Godwin which resulted in the loss of a hand whilst operating the Gas plant.

Dick Harvey of the Building Department retired on the 11th June after exactly 20 years' service.

OFFICES

There has been a spate of marriages amongst the office staff, and congratulations are offered to: Betty Pearson, *Flat Glass Sales*. Nora Brooks, *Pensions*. Nancy Daw, *Costs*. Brian Crowley, *Export*. Howard Williams, *Export*. Jean Williams, *Export*.

From left to right: Joan Beer and her husband; Mr. and Mrs. Hewitt (Optical); and Ivan Molyneux awarded a scholarship.



OPTICAL

The requirements of Ophthalmic blanks continue to increase and work is progressing with the installation of new presses, and a new lehr, with which we hope to increase our output by over 100%. Remoulders are being trained, and more will require training so that they will be available to work the new presses when they are completed, and ready to go into production.

The requirements of Optical glass from our platinum plant continues to remain at a high level, and new plant is to be installed to cover the increased demands. Work is continuing with the modification of the layout of the department in order to facilitate the flow of work.

Belated yet sincere best wishes are offered to Doreen Trafford on her marriage to D. Hewitt. The Department heard with deep sorrow of the death of Bill Connop after a very long illness. Bill had been employed by the Company as a Teazer since 1926.

PERSONNEL AND WELFARE

Congratulations are extended to Peggy Smith on the occasion of her marriage to John Bridgewater on 9th July. Consequent on her marriage she has gone to live in Stourbridge and has terminated her employment with the Company.

Donald Chappell has become a daddy, and we congratulate him and his wife Kay, on the birth of a daughter.

At the request of many lady employees we publish a charming photograph of Joan Beer's marriage to Richard Saxton at Penang.

TRANSPORT

Tommy Heath who received injuries at work, is having a rough time, and at the time of going to press he has had to return to hospital for further treatment. We wish him a speedy recovery.

On the 3rd June, Major J. E. Warner passed away after a long illness. Until his retirement four years ago Major Warner had been in charge of the Internal Works Transport Department for some 25 years. He took a very big part in the Works Fire Brigade, and was one of the stalwarts responsible for the formation of the Recreation Club 22 years ago.

News FROM OUR BRANCH ESTABLISHMENTS

● LONDON

The B.I.F. period is always a busy time for London Office, and this year was no exception. There were two stands, one at Earls Court covering mainly domestic and lighting glass-ware, and the other at Olympia where our optical and scientific products were displayed. The general opinion was that our stands were well designed and attractively displayed. London Office staff welcomed the visit to London of the W.C.C. and envied them their trip on the Thames, especially as the weather asserted itself for the occasion.

We are always pleased to see visitors to London from Smethwick, Glasgow, St. Helens and Malvern, and we hope that they will not fail to take the opportunity of visiting the offices if they are in this area.

Marjorie Brown has recently joined our staff as full-time teleprinter op-

erator. Miss Brown came to us from the W.R.A.F. and was last stationed in Berlin where she says the teleprinter tempo could not be compared to the demands expected of her at London Office. We still cannot quite accustom ourselves to receiving a salute when handing in a message for despatch!

● MALVERN

Our recent visit to our Parent Factory at Smethwick was a very memorable occasion. All were impressed with everything they saw, in particular the "antics" of the glass blowers. However, the method of drawing Hysil Tubing was perhaps of greatest interest to us, since that has a direct bearing on our own process. We wish to convey our thanks to Mr. Andrews, Miss Hickling and all who made our visit so pleasant. We would also like to express our thanks to the Canteen staff for serving an excellent lunch.

The Malvern party at Spon Lane.



Irene Walsh (St. Helens) after her wedding to Harold Davies.

A most enjoyable day's outing was marred only by the absence of our Mrs. Martin. She is, however, recovering rapidly from her illness, and we hope to see her back with us within a week or so.

● ST. HELENS

The production news at St. Helens is that a recent urgent request by the Ministry of Supply for an increased quantity of large prisms has certainly been the means of "turning on the heat" in our Furnace Hall, and it is now flat out on all the melting furnaces to produce the glass in the scheduled time.

The casting of large blocks of optical glass is proceeding smoothly and the initial results appear to be very promising.

To cope with the immediate overwhelming spectacle requirements brought about by the National Health Scheme, we at St. Helens are converting moulding presses to accommodate this type of work, in order to relieve the heavy pressure on Spon Lane and Glasgow.

There are two weddings to report:— Irene Walsh (*Technical Office*) to Harold Davies on May 14th, and Thomas Rooney (*Finished Stores*) to Eileen Hockenhull on June 4th. We offer our congratulations and best wishes for the future.

We said goodbye to Fred Warburton on June 11th, who left us to take up an appointment with Dunlop. Fred worked in the Laboratory at Spon Lane prior to coming to St. Helens. We wish him every success in this new venture.

On June 11th, we had our annual outing, this time to Keswick. The day was a huge success, being helped considerably by brilliant sunshine. The programme included a boat trip on Derwentwater and finally we spent an hour at Morecambe before leaving for home. A good time was had and we are eagerly awaiting Sept. 3rd, for a return trip to Llangollen.

Tom Hodgson is back at work again after his recent illness, looking fit and well.

We were very sorry to hear of the deaths of Mr. and Mrs. T. Finney (on June 1st, and May 23rd, respectively) father and mother of W. Finney (*Fitting Shop*). We extend our deepest sympathy in his great loss.

● GLASGOW

The Annual General Meeting of the Glasgow Recreation Club was held in the Firhill Canteen on the 2nd June, when the committee for 1949/1950 was elected as follows:—

President ..	H. Cameron
Vice President ..	J. McCusker
Gen. Secy. & Treas. ..	J. McLintock
Minute Secretary ..	J. Crawford

Departmental Representatives *Chance Brothers Ltd.*

Office ..	A. McCallum
Engineers ..	P. Madden
Warehouse ..	T. McCusker
Glasshouse ..	D. Harvie
S.M.D. ..	Miss J. McDonald

Fibreglass Ltd.

Maintenance ..	J. Goodwin
Continuous ..	L. Crammond
Textile ..	Miss Shades
Weaving ..	Miss O'Brien
Sales ..	P. Humpherson
Office ..	J. Wilson

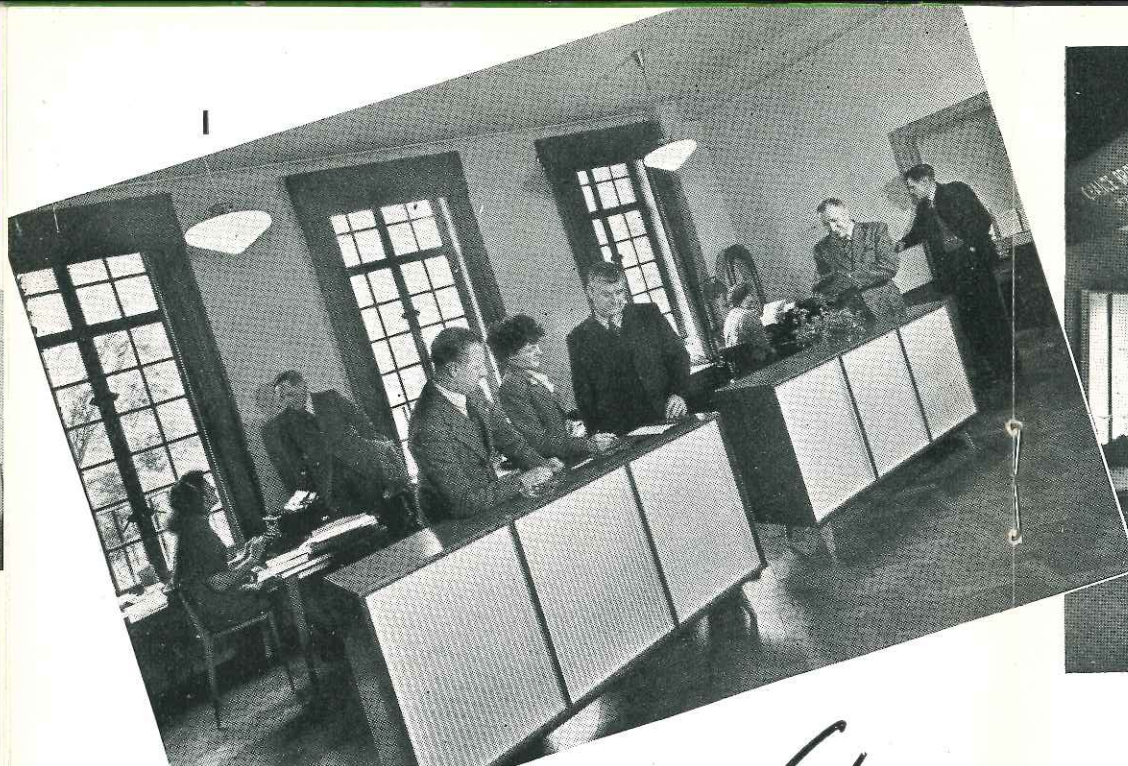
Tennis and Bowling tournaments are now under way.

Preliminary arrangements have already been made for the Children's Christmas Treat, also the Annual Dance.

The Swimming Club is now carried on throughout the year, there being no winter close season.

The Football Committee have secured permission from a local colliery for the temporary use of some ground in Maryhill.

Enquiries are being made for an Outing for the Autumn Holiday 1949, and also a bus run and dance to the "Heads of Ayr Hotel."



Chance

SNAPSHOTS

DURING the 1949 British Industries Fair the Workpeople's Representatives on the Works Consultative Committee were guests of the Company at Olympia and Earls Court and the itinerary included a visit to our London Office. Our photographs show :—

1 A section of the General Office, from left to right — Gina Mariani (London Office staff), George Caldicott (Garage), Arthur Ogden (Personnel), Ann Ledger (London Office staff), Bill Hartshorne (Rolled Plate), Marjorie Brown (Teleprinter Operator), Joe Cottrell (Machine Shop), and Ron Chalk (Electricians).

2 Another corner of London Office showing Ernie Armfield (Optical), Bill Veitch (No. 9 B. & P.), Jack Taylor (Grinding), Arthur Piper (Seven Storey), Frank Walton (Gatehouse), and Olive Foster (B. & P. Inspection).

3 The Company's Stand at Earls Court, with an emphasis on Domestic Glassware and Flat Glass.

4 The Stand at Olympia, displaying Optical and Laboratory glassware, and the Flamemaster Torch.



3

2

4

Tottings

OF SHORTER ITEMS
AND EMPLOYEES'
CONTRIBUTIONS

Domestic Glass

THE cover of this month's issue is a reprint of one of our advertisements for "Spiderweb" glassware. You will probably agree that it makes an attractive picture and if we remember that these glass articles are only the first fruits of a new venture they do hold out great hopes for the future.

Most of our readers know that No. 8 tank is used for domestic glass production and are familiar with the new building which houses it — a lot of us also have a rough idea as to how the glass is made. After melting, the metal flows through feeders to be dropped in the form of "gobs" into mould bodies, which are attached to a circular table rotated to allow a plunger to press the glass into shape within each body in turn. The glass articles thus produced — still hot — are passed to fire polishing machines, which give a "polish" to the surface, and thence into lehrs for annealing before they are packed. It must be remembered that each hour several thousand articles are produced and that the Americans have always been expert at mass production and are leaders in the field of automatic glass-making. Hence most of the equipment used was designed in America and some of it was made there, though the Lighthouse Works built the lehrs and also make a high proportion of the mould equipment. In short, the plant is up to date and as good as any other in Europe.

The term "Domestic Glassware" covers a wide variety of articles made in different ways, from the "Stourbridge" cut crystal decanter to the automatically pressed tumbler. We are concerned mainly with pressed domestic glass which can be made automatically, semi-automatically, or by hand. We know that there is a large demand for this sort of glass; for instance, in 1935 over £4,000,000 of this glassware was bought in the United Kingdom and 50% of this total was imported. In 1948

rather more than £8,000,000 was bought which, allowing for increased prices, shows that the demand was still considerable. On the other hand, partly as a result of trade restrictions only 25% was imported, the difference being made good by output from new-comers such as Chance Brothers. Prices of home produced glassware have usually been low enough to compete with the Continental product, but not with the American article and thus export markets are sometimes hard to capture.

How many people will buy "Spiderweb" and our other ranges of glassware? Who will they buy it from, what other glassware will they compare it with, and how much are they prepared to pay for it? The answers to these and many other questions are vital to successful selling and will only be obtained after long and possibly costly experience. What we do know is that if we turn out good bright glassware, well designed and of good colour, then people will want to buy it wherever it is sold. If we make it efficiently we shall be able to sell it at prices people can afford to pay and which will stand comparison with those of our competitors. We are determined to do all these things and "Chance" domestic glassware, already well known, has definitely come to stay.

H.F.

A Mis-Chance

The Editor has received a page from a publication entitled *Fun*, dated 18th July, 1868, in which the following note appeared:—

A destructive fire at Messrs. Chance's well-known glass manufactory in Spon-lane is reported to have been caused by a spark from a passing train. We think it far more probable that it originated *Spon-lane-ously*.

The Works' Library

There has been a collection of books at the Works for many years, in fact about 60 years ago people outside the Works were permitted access to the library. Its position was at the back of the old fire station where the girls' cloak-room is now situated.

For some years prior to 1939 there was a small collection of books kept in the Laboratory. In 1943 it was decided to appoint a librarian. The collection of books has gradually increased from its very modest number in 1943 until there are now about 700 books, many periodicals and thousands of Patent Specifications, British, American, French and German. The present library is situated in a room on the top floor of the Laboratory buildings.

The books are classified in the same way as most public libraries, that is by Dewey Decimal Classification. This embraces a very wide range of subjects of interest to all sections of the Works.

Somewhere in the region of 150 periodicals are received and circulated from the library to the heads of different departments, who in turn arrange for the relevant ones to be seen by members of their staff.

Books which we do not possess ourselves can sometimes be borrowed from the University Library, Birmingham, and the Science Museum Library, London.

The Library can be used by anyone subject of course to being given permission by their own Departmental Manager, so if you need information to help you in your work do apply and if we haven't got what you want we will endeavour to get it.

Winifred Russell

Do you Know?

The Quiz Competition in the May Issue certainly stumped our readers as nobody submitted the correct solution. The answers are:—



The Works Library

1. Chance Brother have never supplied a light on the coastlines of Greenland, Azores, Canary Islands, Madeira Islands, St. Helena, Tristan da Cunha, Haiti.
2. The height of the tower of the Eddystone Lighthouse is 168 feet.
3. The speed record for the Atlantic Blue Riband is measured between Bishop Rock and Ambrose Light.
4. No. 1 Micro is 5/1000th of an inch thick.
5. The area of the Works is 32 acres.
6. The Rolled Plate Department produces in a normal week approximately 14,600 yards, or 8.3 miles of glass.
7. A sheet of wired glass 10 feet by 2 feet weighs 70 lbs.
8. The date 1845 is to be found on the Chance Schools, now used as the New Canteen.
9. The six "Cutlasses" which were kept in the Old Hall were obtained to arm employees to protect the Works during the Charteris Rise.
10. Sir Hugh Chance and J. W. Chance are third cousins of W. L. Chance, and third cousins once removed of D. A. Chance. Sir Hugh and J. W. Chance are second cousins. W. L. Chance is the father of D. A. Chance.
11. The Directors of the Company are:—
Sir Hugh Chance (Chairman).
Walter Lucas Chance, J.P. (Deputy Chairman).
Harry Lewis Barman.
Geoffrey Robert Lucas Chance, J.P.
Major Wilfrid Lionel Foster, C.B.E., D.S.O.
Wilfred Marsh Hampton, Ph.D., F.Inst.P., F.R.I.C., F.S.G.T.
John Raymond, M.I.E.E., F.I.L.A.
12. When we receive £1 for glass sold from the Glass Works or for products made in the Lighthouse Works:—
(a) 8s. is distributed to employees' earnings
(b) 6s 2d. to materials.
(c) 5d. to dividends.
13. The smallest glass article we make in the Works is Ballotini, used for cinematograph screens.
14. Optical glass was first made by Chance Brothers in 1848.
15. The Company employs 3,100.
16. There are 10 Workpeople's Representatives on the Works Consultative Committee.
17. If you join the Chance Pension Fund at the age of 21 you will receive a pension of £1 14s. at the age of 65.
18. The total attendance at the Works Medical Centre during 1948 was 25,000.
19. The bell in the tower of the Seven Storey building is rung three minutes before the 7.30 a.m. starting time and three minutes before the 1 p.m. starting time.
20. The main virtues of Hysil Glass is that it is heat resisting and has durability.

JOTTINGS (Continued)

FROM THE POST-BAG

Dear Editor,

During the meeting of *Chance Comments* Departmental Correspondents you expressed a doubt as to whether Mr. Gould's article "It's only Cullet" is the type of article we require.

May I point out that "It's only Cullet" created extensive discussion and interest in the Rolled Plate Department, both by staff and workmen. This Department has suffered extensively during the last few years through dirty cullet, and tens of thousands of square feet of glass have been made defective through this cause.

A good workman takes a pride in producing a good article, and nothing annoys him more than defects occurring that are beyond his control to remedy.

Just a stopper off a milk bottle may damage machine rolls causing a loss of production of say two hours — in terms of glass 3,000 sq. ft. lost.

I myself think that the article "It's only Cullet" is one type of article we should continue, because it has an educational value, and I am sure that if the readers of that article learnt a lesson by it, it would result in the Company recovering at least a part of the £800 loss incurred in publishing the Magazine.

May I suggest a series of similar articles dealing with such matters as Coal, Timber, Paper, Electricity, etc. I am sure people could found on the Works to write on any of the above subjects, without undue preaching.

Yours sincerely,
R. E. Evans

It all depends on YOU!

In recent years a lot has been said and written about man-power, and the following table was cut out of *The Recorder* some weeks ago. We accept no responsibility for the accuracy of the figures.

Population of the United Kingdom ..	46,000,000
People of 65 and over ..	12,000,000
Balance left over to do the work ..	34,000,000
People of 18 years or younger ..	16,000,000
Balance left over to do the work ..	18,000,000
People working for the Government ..	9,000,000
Balance left over to do the work ..	9,000,000
People in the Armed Forces ..	2,000,000
Balance left over to do the work ..	7,000,000
People in Council, etc., offices ..	6,800,000
Balance left over to do the work ..	200,000
People in Hospitals, Lunatic Asylums, Pools and Greyhound Racing ..	126,000
Balance left over to do the work ..	74,000
Spivs and others who won't work ..	62,000
Balance left over to do the work ..	12,000
Persons in Gaol ..	11,998
Balance left over to do the work ..	2

The author suggests that the other member of the residuary pair should pull his socks up and get on with it, as he himself is tired of running the country alone!



DON KIRKWOOD (General Stores), Drawn by Wal Johnson.

A Smoky Slant on DRESS

by Margery Cole

WE who unfortunately live and work in an industrial area have to think very carefully when buying clothes. It is all very well to gaze with rapture at the creations one sees in, say, the Easter Parade in Rotten Row, and think how wonderful it would be to be able to buy such clothes — particularly the hats — but I wonder how they would look in Spon Lane on a rainy day! Not for us the flowing lines of the "new look" so we wisely refrain from buying many of the frills and furbelows (at any rate for work) and choose instead the happy medium in style which will look equally as smart in Birmingham as in London.

When I was asked to write this article, I remembered having seen photographs in "House Magazines" published by U.S.A. Firms of the American girls' dresses whilst at work, and when I have compared these with photographs that have appeared from time to time in *Chance Comments* of Chance Brothers Limited employees I have invariably found that our girls look just as chic as, and indeed often much more so than their American counterparts. I think, therefore that we in Great Britain should be congratulated on our "dress sense" when we remember that we have been restricted by clothes rationing for the last eight or nine years, while the American girls have had no such restrictions with which to contend.

I have chosen as the theme for this article "the best mode of dress for industrial work," and I have been told that the following golden rules are always useful:—

- (1) Choose tailored styles.
- (2) Avoid pastel shades.
- (3) Choose colours that blend.
- (4) Avoid wearing too much jewellery.
- (5) Choose simple hair styles.

To elaborate a little:—

(1) "Tailored styles" is rather a wide term to use, but I think everyone will agree that some of the more "tailored" varieties of the "new look" are very smart and are quite serviceable for wearing both at work and for "going places" in the evenings or at weekends. The more glamorous the style of dress, the more apt it is to look creased after a few hours at work.

As regards (2), I know that some of the new pastel shades now in the shops look simply lovely but the material will not stand the wear and tear of washing or cleaning every other week, and an industrial atmosphere is not conducive to keeping clothes clean and fresh. I therefore say for the sake of economy avoid pastel shades if you intend to wear your dress for work.

(3). It is always said that more males are colour-blind than females and I think it is often proved to be correct because girls are certainly much cleverer than men in choosing colours that blend. Some of the new colours now fashionable are delightful but if too many different colours are worn at the same time the nett result looks rather less like a rainbow than a patchwork quilt.

(4). Jewellery looks most attractive when worn at a party or dance, but does not always look "quite right" in the workshop or office.

(5). The reason I have included the rule "simple hair style" is this. You have all, no doubt, seen the dust flying on a dry windy day, but have you ever wondered how much of this dust goes on to your hair? It is quite true to say that the girls who live and work in an industrial area need to wash their hair much more frequently than those who live and work in the country, and therefore, it is much more economical, and easier too, to choose a simple style that can be kept in order with little trouble. Incidentally, the best advice I have been given for care of hair is continual brushing morning and night; some doctors advise against too frequent washing of the hair but none has ever stated that hair can be brushed too often.

The Day of Reckoning

by LEONARD H. CLEAVER

WHEN, as a small boy, I listened to the Choir singing about the "Rude Awakening" and the "Rending of the Tomb" little did I think that there would be a time in my life as an Accountant when I should be connected with many "Days of Reckoning" as a routine matter.

We have these days every four weeks at Chance Brothers when the Divisional Profit and Loss Accounts are presented to the Managing Director and the General Managers. There have been several "Rude Awakenings" but we have not yet "Rent the Tomb." Of course, in a well run business one should never have a rude awakening, and it is one of the duties of the Accounts Department to try to prevent this happening.

I propose, therefore, to review the duties of the Accounts Department in order to give the readers of *Chance Comments* a better idea of the work carried out and the services rendered by this important Section of our organisation.

Firstly, there is the responsibility of exercising an effective financial control over the complex activities of the Chance Group. It is essential to ensure that adequate money is available to finance furnaces, plant, stock and liquid requirements of the Company. The vast supplies of raw material (about which Mr. White wrote such an interesting article in the November issue) must be promptly paid for, and on Friday, that "Day of Reckoning" so important to Workpeople and Staff alike, the wages and salaries must be correct and ready for payment.

Mr Grigg's Purchase Accounts Section pays 2,400 invoices each month, Mr. Thomas's Wages Departments, in conjunction with the Cashier, pay £800,000 of wages per annum, and Miss Uffen and her two able assistants cope with the salary problems of the 600 members of our Staff.

It is, of course, equally important that the proceeds of our sales are collected with the utmost rapidity, but without disturbing our Customer relationships. To assist Mr. Moore in this important task we are proposing to install new Sales Ledger machines very shortly so that this Section will have the most up-to-date equipment to deal with our increased volume of sales.

Apart from the financial duties referred to above which are the responsibility of Mr. Nicklin, A.C.A., there is an equally important duty of informing the Management at reasonably short intervals as to the profit or loss incurred by the Company as the year goes along. I have no doubt that a large number of

Below—working out the budget. Tom Addis, Jack Jordan (Budget Officer) and Walter Brittain (operating the Facet Calculator). On right: Mr. Nicklin and his staff—Brenda Higginbotham, Joyce Boughton, Irene Franklin, Walter Smith, John Allen, Alfred Moore, Kenneth Nicklin, Dennis Grigg, Thelma Swene, and Doreen Padley.



Cost Office Senior Staff—Neville Southwell, William McCall, Doris Sanders, Mary Jones, Howard Turner, Frank Brownsword, Sydney Scriven and William Heath.

Smethwick families take great pains to divide up the weekly pay packet in such a way as to leave sufficient to pay the rent, put something aside for clothes, for baccy and beer, for the summer holiday and many other things besides, and that this is done in a way which would surprise the "Iron" Chancellor and even the most hard-headed economist. I think they would be extremely surprised if they were informed that they were "budgetting" although in fact they are, and that they were doing just what we do at Chance Brothers in the Cost Department.

By enlisting the co-operation of both Salesmen and Production Executives an attempt is made to estimate what the outgoings of the various Divisions will be during the subsequent twelve months and also what is expected to be received from sales. This information makes it possible to estimate the profit or loss of our Divisions, enables us to make our plans well ahead both for the purchase of plant and raw materials, and assists us to avoid unnecessary labour dislocation. Naturally, we do not always expect to be right and many things will happen to upset our carefully laid plans, but at any rate we can see where our estimates have gone wrong, we can endeavour to prevent them going wrong next time, and the Management is not in the dark as to the reason why the fortunes of the Company are fluctuating one way or the other. In fact this method avoids any "Rude Awakenings." This work is done by the Budget Section in charge of Mr. Jordan and the Cost Accounting Section in charge of Mr. Brownsword, both of whom are qualified Cost Accountants.

There are many other detailed duties which require to be done — ascertaining the cost of individual articles, costs of the various services operated by Mr. Barrett's Department, costs of capital and maintenance jobs, mixing and transport. In the Accounts Section, payment of dividends, keeping the Share Registers, deposit accounts and the complicated book-keeping of the Pension and Superannuation Funds.

It is perhaps the misfortune of the Accounts Section that they are usually sought after much more when things are going wrong than when they are going right. Somehow or other human nature only seems interested in figures when they do not come up to expectation. The whole of the Accounts Section are however, always willing to be of what assistance they can to any Manager or Foreman in helping him to control his Section efficiently and are only too pleased if on the "Day of Reckoning" his account shows a favourable balance.

NATIONAL INSURANCE

Review of First Year's Operation

THE National Insurance Scheme is now a year old, and some 24 million people are contributing for its benefits. During the year National Insurance Offices have dealt with 10 million claims involving 40 million separate payments.

DEATH GRANT

The Scheme became complete with the introduction of the Death Grant from 5th July, 1949. This is a cash payment varying in amount up to a maximum of £20 to help to meet the expenses connected with a death and will usually be paid to the person bearing the funeral costs.

SICKNESS BENEFIT

Seven million new claims to sickness benefit have been made in the first year, an average of 140,000 a week, about one half of which included claims for dependants.

MATERNITY BENEFIT

Some 800,000 claims to Maternity Benefit were made during the first year.

RETIREMENT PENSIONS

At present 4,150,000 men over 65 and women over 60 are receiving National Insurance retirement or old age pensions. Of these 55,000 men are receiving increases of 16s. a week for a dependent wife under the age of 60 and 9,000 retirement pensioners are receiving increases of 7s 6d. a week for a dependent child. About two-thirds of all insured men reaching 65 and about one-half of all insured women reaching 60 since 5th July, 1948, continue in regular employment and can then qualify for the increments for postponed retirement that will be added to their retirement pensions when they do retire and claim the pension. These increments are in effect 1s. (2s. for married couples) for every 6 months of postponed retirement and can increase the joint pension of a man with a wife over 60 by 20s. to 62s. a week.

Claims to retirement pension are at the rate of 8,000 a week.

WIDOWS' BENEFIT

460,000 widows under 60 are receiving widowhood benefits, claims to which reach nearly 2,000 a week.

In addition to the widows' benefits, guardians' allowances or orphans' pensions are also being paid to 10,000 children.

INDUSTRIAL INJURIES INSURANCE

About three-quarters of a million claims have been made to Industrial Injuries benefits during the first year. Some 16,000 claims are made each week for injury benefit, and claims to disablement benefit, a pension or gratuity for those still suffering a loss of faculty when fit again for work or in any case after 26 weeks, are now being received at the rate of nearly 6,000 a month.

Just under 200 claims a month have been received for death benefit which is paid to the widow or to certain other dependants of a man who has died as a result of an industrial accident or disease.

HOW YOU CAN HELP

Each insured person has a National Insurance number. When the number is quoted an individual's insurance record can be traced in 90 seconds; if it is not quoted there may be delay in paying benefit while the record is traced amongst those of the other 24 million insured persons.

Some people have lost benefit because their claims and medical certificates have been sent in late. Sickness Benefit claims, which are included in the medical certificates normally obtained free from the doctor, should be sent to the local National Insurance Office within the first three days of sickness.

Injury Benefit claims should be sent in promptly and not later than 21 days from the first day of incapacity for work.

The Maternity Grant can be claimed at any time within 11 weeks before the expected date of confinement to 3 months after confinement. Attendance Allowance can be claimed on the same form and at the same time as Maternity Grant or not more than 28 days after confinement. Maternity Allowance should be claimed between the eleventh and sixth week before the expected week of confinement.

From your COMMITTEE ROOM

● Suggestion Scheme

£91 awarded

The Suggestion Scheme Committee has reason to be satisfied with the considerable increase in the number of suggestions which are being submitted and since the last issue of *Chance Comments*, 66 ideas have been considered by the Committee.

The outstanding one was a suggestion from W. R. Sheldon of the Boiler Shop, who was awarded £20 for thoughts in regard to the pipe nozzles used by the glassmakers. T. Lovesy of the Old Hall received £5 for being connected with this particular suggestion.

L. Hill of the Blown Process Division received £10 for suggesting a use for discarded tank stoppers.

May Roberts of the Seven Storey was awarded £7 10s. for suggesting a new method for badging protex glass.

Jack Horton of the Millwrights submitted several suggestions, and received £7 10s. for effecting improvements to the sand drier elevator, £5 for reducing wastage of frit at the new Mixing Department, £1 10s. for a method of cleaning the sand drier screen, and 10s. for improvements to the conveyor in the Mixing Department.

T. H. Viney of the Rolled Plate was awarded £5 for suggesting that an attachment be fitted to the Rolled Plate "gun" to allow the heating up of metal on the edges of the sheet.

£5 was awarded to N. Stanley and W. J. Baker of the Optical Department for jointly suggesting an improvement to the mould clamps.

J. Richards of the Lighthouse Machine Shop also received £5 for an original suggestion for improving the method of slotting. Other awards made during May and June were:—

J. Yates (Blown and Pressed) £3;

W. Bodley (Rolled Plate) £3; E. S. Hill (Optical) £1 and 15s.; H. F. Stanley (Lighthouse) £1 Interim award; G. Smith (Boiler Shop) £1; J. E. Bonas (Optical) £1; J. Davey (Optical) £1; E. Forsyth (Blown and Pressed) 15s. Interim award; H. Bodley (Rolled Plate) 15s.; J. Herdman (St. Helens) 15s.; N. Stanley (Optical) 15s.; F. A. Cartwright (Lighthouse Fitting) two awards of 10s.; J. F. Ferguson (Blown and Pressed) 10s.; J. Ward (Optical) 10s.; W. Holloway (Garage) 10s.; S. Cutler (St. Helens) 10s.; T. Rooney (St. Helens) 10s.; T. Hodgson (St. Helens) 7s 6d.; H. T. Westwood (Blacksmiths) 5s.; T. Page (Optical) 5s.

● Safety

Lost Time Accidents Reduced

The Works Safety Committee has been reconstituted and the Workpeople's Representatives for the 1949/50 year are:—

L. J. Harris *Transport*. R. Kenning *Plumbers*. J. Kenny B. & P. *Inspection*. T. W. Newey *Electrical*. E. A. Parish *Seven Storey*. R. Watkins *No. 9*. E. Whitehouse *Electricians*. W. Wenman *Machine Shop*. F. Turner *Optical*.

During the last two or three years there has been considerable progress in safety matters, and not only are more machines being adequately guarded, but there has been a marked improvement in tidiness and a reduction of congestion on the shop floor.

During 1948 the number of lost-time accidents was reduced by 10% of the figure for the previous year. Even so, there were 85 accidents which resulted in employees being absent from work for more than three days.

As is common in most factories, many of the lost-time accidents could have been avoided by the employees taking more care. More than a quarter of the

FROM YOUR COMMITTEE ROOM—cont.

accidents were caused by people either falling or knocking against objects or dropping articles on to their toes.

The Safety Committee appeals to every employee to become more safety conscious. If any person sees something that is a danger it should be reported immediately to a foreman. In each foreman's office there is a supply of accident hazard slips, and the best way to report a hazard is to complete one of these slips and leave it on the foreman's desk. The foreman can be relied upon to take appropriate and quick action.

Occasionally the Safety Committee receives a report of a minor cut turning septic, and in almost every case an investigation shows that the original injury was not treated at the Works Surgery. The moral here is that people sustaining even a ridiculously minor injury should be sensible and visit the Surgery for expert attention.

● Works Consultative Committee

3,000 Bars of Chocolate!

There have been two meetings of the Works Consultative Committee since the last issue of *Chance Comments*. At each of these meetings the Main Committee received the reports of its various Production Sub-Committees. As our readers are aware, there are Sub-Committees to deal with canteen affairs, fuel economy, and production on a departmental basis. The Minutes of these Sub-Committees very positively indicate that the principles of joint consultation are effectively carried out, and many detailed matters are discussed and decisions made.

The Main Committee has become a kind of Upper House to which the various Sub-Committees report and if necessary obtain support for recommendations to Management.

So far as is known Chance Brothers was amongst the first Companies to extend the principles of joint consultation to departmental organisations, and Joe Cottrell from the Machine Shop recently attended a lecture on the subject of works committees and was

interested to learn that the set-up which prevails at Spon Lane is considered to be the ideal system and many firms are following our lead.

The Minutes of the Main Committee are posted up each month on the Notice Board outside the Medical Centre, and the Production Sub-Committee Minutes are posted up in the departments concerned. Any who are sceptical about the value of such committees should take the trouble to read these Minutes.

At the June meeting the Committee enjoyed a talk by Mr. T. O. Orr, who has recently visited India to develop the sale of Sumo Pumps, and he gave an enlightening picture of the scope for selling our products in India. One point that he did stress was that the Indian customer has a faith in British goods, and is more inclined towards British products than the products of other countries, but to retain business it was essential that British Industry should give quick deliveries and should honour their delivery promises, and should produce goods which were not only comparable in quality with any other firms but were offered at a competitive price.

The title to this report is not intended to be facetious as the Committee did give some very deep thought to the method of distributing the canteen's supplies of chocolate. The position is that the canteen can expect some 3,000 bars of chocolate in each period of six weeks. It is important that such limited supplies should be equitably distributed, and quite frankly it was stated that there would be many who would deliberately abuse any easy method of selling supplies.

Despite the work entailed it was recommended that as and when a supply of chocolate was received a ration ticket should be distributed to every employee. It is hoped that it will be possible to share the chocolate out without any bickering, but employees are reminded that several methods were introduced to sell cigarettes in a fair manner, but the privilege was abused by people queuing up at the canteens in their working hours and in the end the Company decided that cigarettes should not be sold at the Works.

Cycling ..

by E. C. BUTTRESS

BY the end of the week, the aesthetic attractions of the Gas Plant tends to diminish, the ozone laden breezes from the Canal seem to lose their healthful tang, and even the pristine freshness and charm of Spon Lane palls a little.

I know then that I am getting slightly jaded and that only a good day's run with my Club will restore me to that fitness and vigour necessary to cope with the problems of next week's work—or what passes for work in the Secretarial Department.

To my mind, there is nothing like cycling for pure enjoyment. There is the ever changing scene, the sense of fitness, the satisfaction of climbing hills like Long Compton or Stanway, the cheerful companionship of tried friends, the wayside incidents and encounters, and that glorious feeling of ease and relaxation which comes at the end of a hard day's run—similar to the feeling of the man who used to butt his head against a brick wall all day, because, he said, he felt so good when he left off.

It is curious how people's ideas of enjoyment differ. Some like making vicious and often unavailing swipes at an inoffensive golf ball, others get varicose veins through standing for weary hours on a cricket field, some run about a hard court until they drop from exhaustion, while a few hardy souls, otherwise sane and even brilliant, deliberately invite a sudden and watery demise by sailing little cockleshells with top-heavy sails in the open sea.

Compared with the above pastimes, cycling is safe, pleasant and easy, and contrary to popular belief is not hard work provided you have the right machine. Even I could not pedal one of those dreadful heavyweights with gear case and rubber pedals, for more than 30 miles without feeling tired. My own machine, an F. C. Parkes is typical of those used by the Club. Touring weight 25 lbs., High Pressure Wheels and Tyres, alloy fittings and Simplex Gear. The cost is about £42. On a machine like this it is quite easy to do 100 to 140 miles on a Sunday without feeling fatigued. Occasionally in the Summer we get more venturesome and do night rides to Bourne-mouth or Minehead, arriving for breakfast, and always our annual ride to Scarborough, although this takes a little longer.

Some people think that real cyclists are slightly mad. They may be right, but I wish they would not look so blankly incredulous, or tap their foreheads significantly when I mention some quite ordinary ride, like going to Buckingham for lunch.

I met one of the incredulous type on Whit-Monday when I was having tea with my sister at Cleethorpes. When he learned that I had cycled 135 miles that day for the meal, he tactfully drew my sister on one side and murmured "He's a bit hard up I suppose. We'll have to see to his train fare back." When I said goodbye next morning to ride back, he was still shaking his head pityingly as though I was not quite "all there."

Actually the distances I do are not very great. A reasonably good racing cyclist will cover 100 miles in 4½ hours, 240 miles in twelve hours, and over 430 miles in twenty-four hours.

Many years ago, in the days of my youth, I was reasonably good, but with advancing years and approaching senility, the joints creak, the lungs wheeze and the limbs totter, but even in my enfeebled state I manage to get back from Scarborough in one day.

Which just goes to show that cycling keeps you fit.



Heard in the Canteen



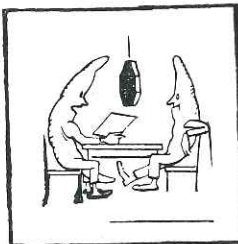
The housemaid was defiant. "I ain't makin' the beds, ma'am," said she. "There's a notice up tellin' us to strike."

"Wherever have you seen that?" said the mistress amazed.

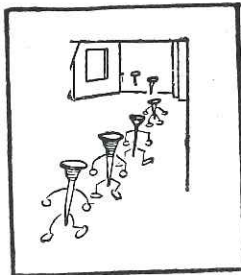
"In a shop-window," replied the maid. "It says 'Down quilts'!"

DOODLE QUIZ

What do these "doodles" mean? The words below each are a clue. More "doodles" in our next issue.



5 PANTOMIME CLIMBER



6 BURDEN FOR THE BILLION

Young wife: "I want some lamb, please."

Butcher: "Yes, ma'am, which part?"

Young Wife: "Oh, the part you eat mint sauce with."

Throwing open his fur-lined coat, the successful man produced a five-pound note, which he handed to the waiter.

"Bring me a whisky," he ordered, "and get something for yourself."

Presently the waiter returned with a tray on which was a glass of whisky and a pound note.

"What's the idea?" asked the customer. "I've had one drink and you only bring me a pound change from a fiver."

"But you told me to get something for myself, sir," explained the waiter meekly.

"Well, what on earth did you get?"

"A new overcoat, sir."

The woman entered the bank. She had some bills and cheques to deposit, so she procured a deposit slip which required the listing of bills, specie and cheques.

She listed the bills and cheques in their respective places, but was in doubt what to list under specie.

After a few moments' thought she wrote after the word specie "Female," and handed in her deposit.

Mistress: "And I want even the kitchen floor clean enough to have our meals on."

New Maid: "You will look funny."

ANSWERS.
No. 5. "Beanstalk."
No. 6. "Income Tax."

Postscript

WHILST reading the postscript in the May edition of *Chance Comments*, I pondered over the thought that no team or group can pursue a common objective or live tolerably together without some degree of discipline. The degree of discipline depends of course upon the nature of the task. When a country is at war and large numbers of troops are housed together under very trying conditions, discipline becomes the corner stone of the whole organisation and if one doesn't like army discipline then there is a special place at which they can apply the necessary corrective process. In our daily jobs every person in the team wishes to live his or her own life as much as possible. We want to make this portion of our life practical and tolerable by applying the minimum amount of regulation necessary. We cannot exist as a team for long without a common rule which expresses the general feeling of the majority as to the conditions which all must observe. However much Tom or Bill may prefer to have his midday meal alone, he must sit down within certain limited times or the canteen organisation becomes impossible. We only need enough regulation to enable the team to do a job together in a precise manner, and just enough self-control to ensure that we don't get in each other's way. The necessary discipline in industry is essentially impersonal. You may not entirely agree, but it is really nothing to do with the will of the Manager or Foreman. It is a necessity. The necessity exists in the work, the materials and processes employed. No one is giving "orders," but someone must work out plans. The plans are the orders. The resentment is there if the plans are badly drawn. The fact that there must be plans cannot bring resentment from the great majority.

We must have common arrangements about time-keeping, safety, quality of work and similar matters. We must do a little decarbonising from time to time to remove the deposit of current practice, tradition, etc.; and however much we want to impose our will and desires on the rest of the team, we must practice organized self-control.

Kipling suggests a basis for the latter in a verse of his poem "IF."

*If you can walk with crowds and keep your virtue,
If you can talk with Kings — nor lose the common touch,
If neither foes nor loving friends can hurt you,
And all men count with you, but none too much;
If you can fill the unforgiving minute,
With sixty seconds' worth of distance run,
Yours is the Earth and everything that's in it,
And — what is more — you'll be a Man, my son!*

It is very evident that the clock disciplines our lives to a large extent. How often we wish for the good old days; surely, these are the good old days we shall be longing for in a few years from now. Can we do anything now to influence the future. Our time-card records the time we spend in the works. The products despatched show how that time was utilised. I'm convinced that we can influence the future especially if we "fill the unforgiving minute with sixty seconds worth of distance run."

Our portion of the earth is worth holding, and we will get through providing the team is disciplined and all are working to a well thought out plan.

L. G. Barton

Glass Works Time Study.

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