

SMWHC 2015 268

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Glass splinters fly further than you imagine. Think of other people's eyes, and never throw glass or cullet about recklessly. Any eye injury, however slight, should be reported immediately. If you are issued with eye shields for your job, wear them.

Extracted from Pilkington Brothers' Safety Calendar

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Chance COMMENTS



JANUARY—FEBRUARY 1954

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Chance

COMMENTS

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

A great tragedy occurred on the 8th December, 1953, when four men lost their lives whilst engaged on demolition work at the factory. They were John Hinton of our Maintenance and Construction Department and Clarence Flavell, John Hayward and William Robinson employed by Contractors.

Jack Hinton was a member of a family much respected for their service to Chance Brothers and he was indeed beloved by everyone at Spon Lane. Clarence Flavell's employment brought him into our Works on many occasions and he was almost one of our people. John Hayward and William Robinson we did not know individually, but their loss has endeared their memory to us.

Chance Comments expresses profound sympathy to the families who were so tragically bereaved.

"Haile Selassie's Domain"

by Kenneth Sutton-Jones



Aboard the fishing boat—returning from Shab Shakhs, November 1953.

ERITREA is a coastal stretch of desert and mountains at the southern end of the Red Sea. The capital—Asmara—is a fine city built by the Italians during Mussolini's regime and stands six thousand feet up in the craggy mountain region. Here one feels cool in a thick European suit but seventy miles away in the flat coastal belt is the Port of Massawa reputed to be the hottest place in the world with a summer shade temperature as high as 126°F.

Very tragically, one sees scores of Eritreans and Ethiopians (formerly Abyssinians) begging in the streets, too maimed to work. This is a result of the savage war waged by Mussolini. Although Abyssinia (or Ethiopia to give its present name) now rules Eritrea, (having recently been decreed by the United Nations), it is strange that there is no open hatred of the Italian. Indeed, the Italians have done a wonderful job of colonisation and, in my opinion, work harder in some ways than we know how. There are excellent roads across the desert wastes and high mountains throughout Eritrea and Ethiopia—which cannot be said of the Sudan.

My job in Eritrea was to visit their nineteen lighthouses which were wrecked in the Eritrean Campaign. To reach these wild and desolate reefs and islands, I travelled on an Ethiopian ship, by no means the acme of comfort,

for there was no accommodation aboard and I slept on a camp bed on deck beneath the stars!

Getting ashore to these lights involved going in a rowing boat over coral reefs and then jumping in and wading amidst the crabs, jelly fish and weed—but, at Shab Shakhs it was different. We could not get near in the ship so had to walk across an almost uninhabited waste in a temperature around 90°F., and with a searing wind which whipped the desert into a dust "blizzard." Altogether, the Lighthouse Mechanic, Pietro Cassai, and I walked twenty-one miles that day in these appalling conditions. On the return journey, we reached a fisherman's hut dead-beat and we rested. Here in the shelter of a salt-bush was the entire family—Grandpa, Great Grandma—everyone—all making nets at high pressure! We persuaded the fisherman to take us back to the ship in his craft and we were sent off in great style by these friendly people. Altogether a most thrilling trip: we had started out at 5.0 a.m., and it was 3.30 p.m. before we returned to the ship.

Altogether, we travelled about seven hundred miles visiting lights and on the latter part of the trip we carried twenty-six passengers and cargo—the passengers slept also on deck and, in the monsoon wind the vessel pitched quite violently and nearly all the closely packed mass of humanity was sick! The cargo

comprised bags of quick-lime on top of which were loaded four cars and building timber. The lime got wet, which gets very hot under these conditions, and the bags caught fire at 10.0 p.m. one night. There was much ado aboard trying to stop the petrol in the cars from exploding and in tipping bags of lime into the sea. Eventually, we reached the Port of Assab—a grim place in the south of Eritrea. Lorries carry freight from here to Addis Ababa, nearly a thousand miles away.

I flew from Assab to Asmara and en route was absolutely thrilled to fly right over Mersa Fatma—a volcano in eruption. We circled the crater gazing down into the inferno of grey and red molten lava. On one side there was a boiling mass of red-hot lava from which issued a great pall of smoke—together an awe inspiring sight.

After a short spell in Asmara, I flew to the Ethiopian capital of Addis Ababa. We flew in a bucket-seated Dakota

aircraft via Gondar (the ancient capital), flew over Lake Tana—the source of the Nile, and came down at other places of enchanting beauty. The landscape is amazing, one flies over desert which rises sharply to pinnacles of rock six thousand feet in height. Suddenly a cliff looms ahead and the plateau on top stretches for miles and is fertile farmland much like parts of England.

Addis Ababa is eight thousand feet up and combines the Italian with the African in a curious blend. The people are friendly, honest and noble in appearance, but their ways are not western and one senses a strangeness bordering upon apprehension as to what might happen next.

I returned through Egypt where Egyptians are so friendly as individuals and so hostile collectively.

The flight to London by Comet in six hours was superb and in my opinion, is *the way to travel.*

S—J with the Arabs at Taclai in November 1953



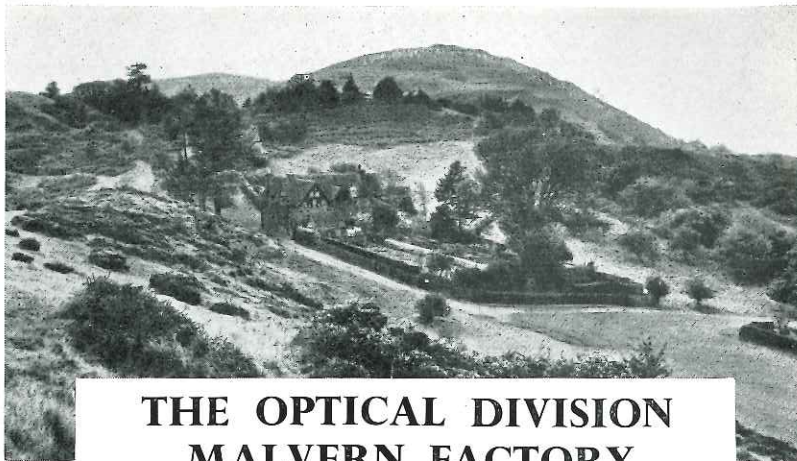
My hosts aboard the ship.

CHANCE COMMENTS *Gallery*



Chargehands are not always the most popular persons but when we selected the Engineering Works for this month's Gallery photograph, the girls had no hesitation in nominating Laura Bird.

Laura is in charge of the Stator Winding section where she has been working for the past eighteen years. Stator winding is a highly skilled job and for many years experienced personnel has been unobtainable. But Laura has a special aptitude for training and she now has a grand set of girls who really do know their jobs.



THE OPTICAL DIVISION MALVERN FACTORY

THE Malvern Branch was opened in January, 1947 and is the youngest of the Branch factories. The decision to open this Branch factory followed development work which had been carried out by the "backroom boys" of the Laboratory at Spon Lane. This development work concerned the production of a hypodermic syringe in which any barrel of one capacity would fit any piston of the same capacity.

Hypodermic syringes are usually manufactured so that only one plunger fits one barrel, and in order to match up the plungers and barrels after sterilisation the pair are given a similar reference number which is engraved on the surface. It will be seen that it can be very laborious when 100 or more plungers and barrels are sterilised together and the nurses have to sort through this mass in order to match the barrels and the plungers. How much easier it is when the parts are interchangeable. Any plunger can be fitted to any barrel that is picked up after sterilisation, and both parts can be put together without any danger of leakage of liquid round the plunger.

We had a considerable number of problems in transferring the ideas worked out by the Laboratory on to a production basis. These problems were concerned with the fact that for any one capacity of syringe we could only allow a total variation in the inside dimensions of $3/10$ ths of $1,000$ th part of an inch. This is very small when it is remembered that a human hair has a thickness of

about $2,000$ th of an inch. Hence methods had to be devised for reproducing barrels and plungers with precise dimensional accuracy.

The first consignment of interchangeable syringes left the Malvern Works on November 1948, and as far as we are aware these were the first interchangeable syringes to be produced commercially in any part of the world. During the following 12 months we tooled the factory to manufacture five sizes of syringes, and each one had its own particular production difficulties. The syringes were well received by the hospitals and we were asked to develop further types so that now we are producing 48 different types of hypodermic syringes.

In 1952 it became obvious that the demand from the hospitals for our product was greater than it was possible for us to produce with the labour, space, and material we then had at Malvern, so that a two shift production was brought into operation. We have already doubled our output in six months, and we are planning to further double production over the next three months.

The Malvern Branch factory is situated at the foot of the Malvern Hills and is different from either of the other factories in that there are no glass furnaces and no glass is made there. All the products are produced from Low Expansion Biorosilicate glass tubing which is delivered to the factory, therefore the working conditions are

very pleasant and there is no dust or fumes, which one normally associates with a glass factory. Until quite recently it was possible in September each year to pick a good supply of Blackberries from the hedgerows which form the boundary fence between the field and the factory area.

We are proud of the small garden in front of the factory buildings which is kept so well by Reg Titting with the assistance of Mrs. Ayling and Bert Morris.

Other products produced at Malvern include Veridia precision bore tubing and blanks for the production of non-interchangeable hypodermic syringes. All the people engaged on the production at Malvern come from the Malvern area and have had no previous experience in handling glass. However, they have all responded well to training, and manufacture a product with a high degree of uniformity.

Although we are not able to boast very long service records such as we often

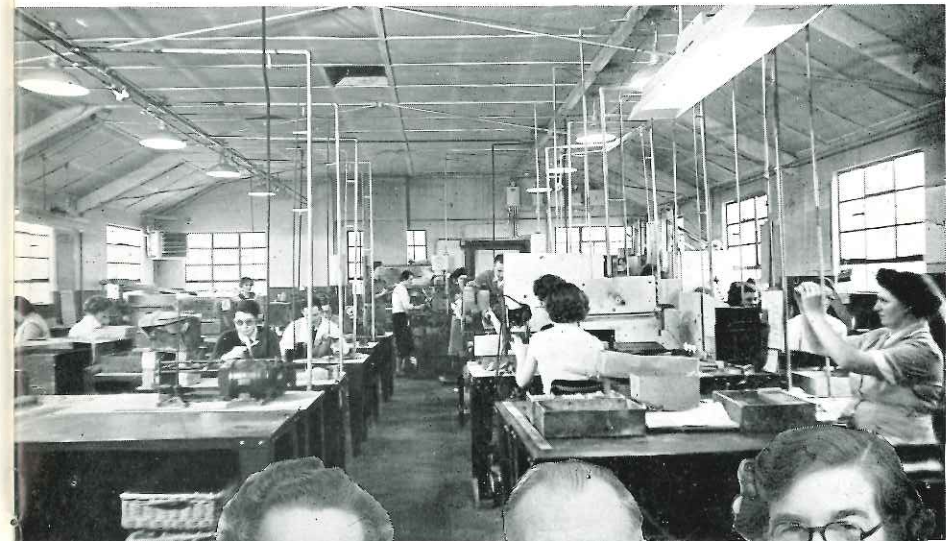
read about at Spon Lane, we are happy to be able to say that three of our employees' Dorothy Clare, Mollie Ulett and Bert Morris have been with us since the factory was opened.

All the good work which has been done at Malvern could not have been accomplished without the ready co-operation which has been given by the Laboratory and Maintenance sections of Spon Lane and other sections of the Optical Division both at Spon Lane and St. Helens, and we would like to express our thanks for this assistance.

At Malvern a great pride is taken in our products, and we look forward to the future continually seeking better methods of production to enable us to press home the advantage we have gained by introducing an interchangeable hypodermic syringe in advance of any other manufacturer.

S.T.P.

At top :—A section of the works. Below :—left to right : Dorothy Clare, Bert Morris, and Mollie Ulett.





PREPARING FOR SUMMER

During the past few months, our groundsman, Tom Dowd, has undertaken a considerable amount of work in preparing the grounds for the coming Summer season.

The bowling green was out of use last year due to a turf disease. It is now free from this curse and the green has had all kinds of treatments to ensure that in 1954 it will be worthy of the Club.

As the Cricket teams will be playing First League cricket, it has been decided that the square will be sacred to the League teams and an additional square has been laid down for inter-departmental and other non-league fixtures. We can assure our cricket fans that they will enjoy excellent playing conditions.

THE PAVILION

The programme of social activities held in the Pavilion has been most successful during the early part of the Winter. The Wednesday and Saturday dances are well supported and on most Sunday evenings the Pavilion is filled to capacity by those members who attend for the Concerts.

CRICKET

The Cricket section has completed the drawing up of its programme for

league fixtures and Sunday games for 1954. One particularly interesting friendly match will be both a home and an away game against the English Electric Company of Stafford.

The Section's Secretary, Reg Ward, would be only too pleased to hear from members who would like to play for the Club next season.

ANGLING

The Club entered a team for the Sports Argus Trophy and this contest was held at Arley and the winner was George and Dragon. The weights were Chance Brothers 2.13.0., George and Dragon 6.10.0. The top weight in our team was 1.5.0., which was caught by H. R. Palmer, Glassworks Drawing Office.

On Sunday, 6th December, a scramble was held at Arley and the winner was H. Adderly with 3 lb. 10 ozs.

The Section would gladly welcome more new members and anyone interested should contact any of the following Committee members:—

H. R. Palmer	—Secretary, Old Hall
H. Haller	—Treasurer, No. 8 Blown and Pressed Offices
V. Cooksey	—Chairman, Garage
F. Yardley	—Canteen
H. Belt	—L. H. Electrical

R. Hunt	—Transport
W. Sadler	—Boiler Shop

BADMINTON

Now that we have an increased membership the Section continues to grow in playing strength.

There are three matches scheduled for January and we hope that by the time that month is out we shall have recorded at least one victory.

January 13th—Chance and Hunts
Away

January 18th—Stewarts and Lloyds
Away

January 29th—Charlemont Home

To all interested—Come and see us sometime; Club nights are Monday and Thursday. If we can't get you to play we can sell you a blind chance on our football cards, which help to pay for the shuttles we "tread on."

Although we are still waiting to win our first match, our strength is such that we can easily break racquets without hitting anything at all, except the air. (Proverbially the racquet so broken would be one that we borrowed whilst two of our own were having new strings.)

FOUND

A cure for Rude Health—Pickles, Pop and Badminton.

LOST

The Ladies Match which we thought we should win.

STRAYED

Pair of carpet slippers carrying sixteen stone plus. Last seen with crossed racquets and shuttle rampant, reclining under domino board "frothing."

LADIES DARTS

The Ladies Darts team, having now played all League matches for the 1953 season, finished fourth in the League table.

The final result being:—

24 matches played—14 won—10 lost.

In the first week of the New Year two members of the team will compete in the fifth round of the Individual Competition and we are hoping that one, if not both, will get through to the finals.

The following week, the team play the S.D.F. in the second round of the Alfred Cox Cup Competition and we intend to put up some stiff opposition.

The 1001 Knock-Out Shield which we won will be presented to us sometime in January at the League's Annual Dinner Dance.

We still have some friendly games to play off and hope to fit these in before the 1954 season starts.

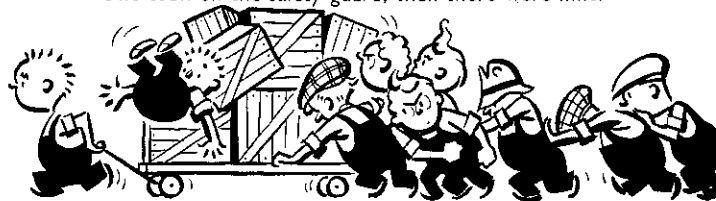
George Boulton contributes this photo of our Football Team in 1929/30.



TEN LITTLE FACTORY BOYS



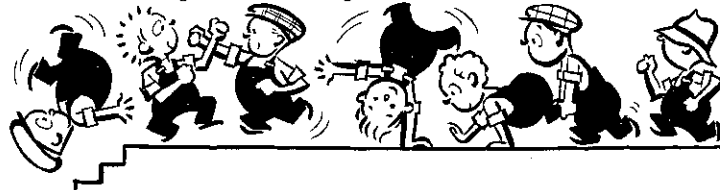
Ten little factory boys, working in a line,
One took off the safety guard, then there were nine.



Nine little factory boys, pushing heavy weight,
One jumped aboard the trolley, then there were eight.



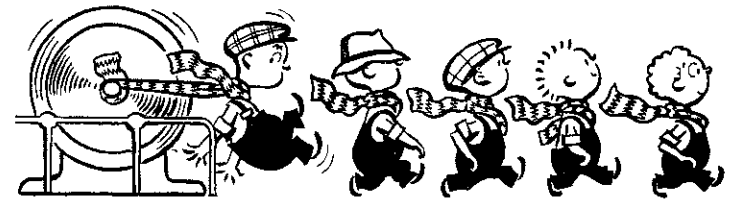
Eight little factory boys, thinking more of Devon,
One caught in the shafting, then there were seven.



Seven little factory boys, playing monkey tricks,
One fell down the staircase, and then there were six.



Six little factory boys, practising their "jive",
One fell in machinery, then there were five.



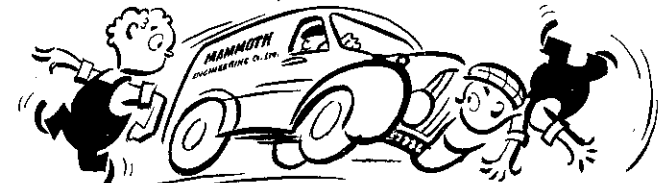
Five little factory boys, safety did ignore,
Didn't wear right clothing, then there were four.



Four little factory boys, thought work just a spree,
One fell through a window, and then there were three.



Three little factory boys, knew not what to do,
Didn't learn the safety drill, then there were two.



Two little factory boys, always dash and run,
One tripped under motor van, then there was one.



One little factory boy, sitting all alone,
Just didn't concentrate, and then there was none.

Verses by W. Thornton
(Bournville Youth Club).

Drawings by
Good Humour, Birmingham.
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From your COMMITTEE ROOM

WORKS CONSULTATIVE COMMITTEE

THE last Works Consultative Committee Minutes available for reporting on are those for the November meeting, as the December meeting was held after Press Day.

The several Divisional Sub-Committees again reported much activity on production matters.

In a statement on the Glassworks production position, the Chairman, Mr. C. J. S. Newman, reported that since the last meeting, the Directors had decided that the automatic machines in the Blown and Pressed Division would not be brought back into production when the furnace had been repaired. He stated that the Blown and Pressed Division had caused the Company a great deal of concern in recent years and investigations as to what steps should be taken to put the Division on a profitable basis had shown that the demand for automatic products was insufficient to keep the plant in full and economical production.

Unfortunately, this decision would result in some redundancy but the Company was doing everything possible to find alternative employment for personnel affected who had long service records with the Company.

The future policy of the Blown and Pressed Division was to develop and increase production of cathode ray tubes; to continue the manufacture of Vello Tubing and to continue and expand production in hand pressing.

Mr. Newman stated that Dr. Gibson had resigned his position as General Manager to the Division as from the end of the year and that Mr. Barrett had been appointed Works Manager to the Division in addition to his position of Chief Engineer to the Company.

In regard to the position in other Divisions, the Chairman said that the Optical and Special Glass Division was exceedingly busy and was in fact more busy at the present time than at any period since 1945. These satisfactory conditions existed at Malvern and St. Helens as well as at Smethwick.

In the Flat Glass Division, the demand for Rolled Plate Glass was exceeding all estimates and the plant was very busy indeed, as were the Glasgow Works.

In the Coloured Section, the order position had improved recently.

SUGGESTIONS SCHEME

OUR Suggestions Scheme, which was started forty-six years ago, has completed another successful year and the following figures for 1953 are of interest:—

Number of suggestions received 262
Number of suggestions adopted 152
Total amount of awards £345 : 3 : 0

Since the last issue of Chance Comments, twenty-three employees have had their ideas adopted and shared prize money amounting to £47 2s. 6d.

Some months ago, E. Forsyth, Blown and Pressed Inspection, received an award of £10 for a suggestion to fix a wire mesh tray to the gauge bar on the cathode welding lathe to assist in the warming of cathode bases prior to welding. His idea proved to be more successful than was at first thought and the Suggestions Scheme Committee, quite rightly, made an additional award of £15, thus bringing his total for this idea to £25.

Another substantial award, one for £10, went to C. Burford, Blown and Pressed. He, like all glassmakers, was concerned by the trouble caused when gathering iron knobs fall into the furnace. To assist in the immediate recovery of dropped knobs, he recommended that the "Pats" be extended to reach the edge of the tank rings.

Two of our Glasgow Works employees shared an award of £3 7s. 6d., for their suggestion for replacing the operating lever and pin on the Rolled Plate edge finishing rollers by a handwheel, rack and pinion.

S. Johnson, Blown and Pressed, submitted a suggestion for a machine for burning and pulling off and glazing cathode ray tube necks for which he received £3 5s. 0d.

Seven men with good ideas each received £1 2s. 6d. They were A.

Barnfield, Rolled Plate, for an idea concerning the centre cutting arms; A. Hand, Building, for a suggestion to improve one of the drain systems; M. Rogers, Glasgow, relating to Warehouse jiggers; J. Taylor, Micro, for suggesting that a D.C. light be installed over a D.C. motor; W. Bick, Pressed Mould Shop, who suggested that washer plates be fitted with pneumatic cramps; R. Stanton, Optical, for fitting improved bands to Optical pots and to O. Cotham, St. Helens, for improving the tray system on the rough lump trucks.

It is surprising how often the obvious escapes attention. Time after time, motor lorries and tractors damaged the down spouting on the corner of the Globe Warehouse. Frank Walton, from his position in the Gatehouse, noticed this and recommended that the spouting be set into the wall and earned himself 15s. 0d.

Three others also received 15s. 0d., each, namely E. J. Gardner, Pressed Mould Shop, and K. Atherton and S. Kelly, both from St. Helens.

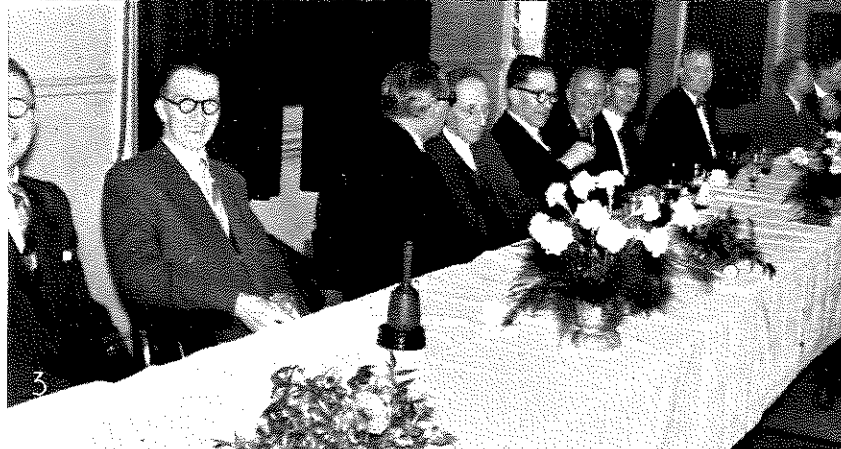
L. Mason, Blown and Pressed, was awarded 10s. 0d., for a thought concerning the entrance to the lift at Nos. 8 and 9, and W. R. Ball, Rolled Plate, and L. H. Jones, Blown and Pressed, each received a merit award of 10s. 0d., for suggestions which were not adopted but had necessitated much thought and trouble.

The Engineering Works awarded £1 5s. 0d., to R. Bellinger, Sumo, for an idea concerning a change in the arrangements made on a type of Sumo Pump rotors associated with balancing.

Other successful Engineering employees were:—

F. Woodall	15s. 0d.
P. A. Gibbons	17s. 6d.
J. T. Hall	5s. 0d.

Chance catch the festive
mood . . .
SNAPSHOTS



1. and 2. *The Blown and Presseas Staff Party.*

3. *The Top Table at the Electrical Department Dinner.*

4. and 5. *At the Malvern (Engineering) Works Dinner Dance.*





From all Departments

MOSTLY PERSONAL

BLOWN & PRESSED

THE Blown and Pressed Division staff started the first of the many social events which will be held during the winter, by arranging a Divisional staff social at The Anchor Inn, Wednesday, on Saturday, 28th November. John Hardy was the M.C. and the staff had a most enjoyable party. In particular, a fashion competition created much amusement.

The Pressed Mould Shop's Mutual Aid Society organised a dinner and concert in the Recreation Club Pavilion on 4th December. Merlin Belt, the Steward, and his wife, provided an excellent meal and the following kind people went along to provide the entertainment; Miss I. Robins, Miss J. Sandin, Mrs. N. O'Riordan, Mr. A. Heath, Mr. L. Neenan and Mr. D. Sandin.

The Division was indeed sorry to bid good-bye to Brian Hopkinson who left to accept a position in Lancashire and we all wish him well. Harry Haller has been appointed to take over Brian's position in the Mould Shop.

Frank Tatton has left the Division and is now on the staff of the Flat Glass Sales Office.

We are very glad to have Frank Langford back after his long illness.

ENGINEERING

THE Electrical, Grinding, Welding and Blacksmiths departments organised a Dinner and Concert on 13th November, at the White Horse Hotel, Birmingham. Mr. Albert Griffin was in the Chair and the one hundred and twelve guests included Mr. John Raymond and Mr. Norman Stacey.

The Drawing Office staff held their annual dinner at the Ward Arms Hotel, Dudley, on the 11th December and the lady members of the Drawing Office arranged a dinner and theatre party on 15th December.

Jim Taylor is welcomed back to the Grinding Room after a month's absence due to sickness. We are also glad to see Harry Westwood back after his very serious accident, and George Walters has also returned after a long illness.

Albert Wallace, Bill Wenman and Mrs. Lowe are away through illness and we wish them speedy and complete recoveries.

A welcome is extended to Derek Staines who has returned to the Drawing Office on the completion of his National Service. We were, however, sorry to lose Agnes Hopkinson consequent on her going to live in Lancashire and Mrs. L. Rutter has left the Electrical Shop.

Best wishes are extended to Geoff Shillam and his wife on the occasion of the arrival of a son.

Congratulations are also extended to Emma Simpson who has announced her engagement to E. Saunders.

Hilda Hughes, Secretary to the Sumo Sales Manager, married Vernon Silvester on the 22nd December. We wish them well and we are especially pleased that Hilda will stay on to look after Mr. Orr.

LABORATORY

IT is always sad to say farewell to old friends and the Laboratory in particular, and the Works in general, were sorry when Mr. Harold Martin retired at the end of the year. A tribute to Mr. Martin was made in our last issue.

A welcome is extended to our new apprentices Douglas Curry, whose home is at Shipston-on-Stour, and to Ronald Winspear who comes to us from Weymouth.

MIXING

AT the end of December, Harold Lloyd, foreman of the Mixing Department, retired after fifty-three years service.

Harry is one of five brothers who played a very important part in the history of Chance Brothers. We wish him every happiness in his retirement and hope he will come to see us often.

OPTICAL

THE Optical Division personnel are especially keen on organised parties. During the summer months they organised two evening coach runs and a day trip to Windsor. As a climax to the year's social activities, a dinner party was held at the Spon Croft Hotel, on the 11th December, when some eighty guests enjoyed the very happy evening organised by Frank Turner. We were delighted to have Dr. and Mrs. Hampton as principal guests and it was also pleasing to have Ken Appleton and Mr. and Mrs.

Kelly who came down to represent our St. Helens Works.

Congratulations and best wishes are offered to David Holland who recently married Miss A. J. McCullagh.

The Division welcomes Mrs. K. Parkes and Wendy Flook who have joined the staff.

OFFICES

THE Typing Pool welcomes Valerie Burgess and the Cost Office Pamela Heath.

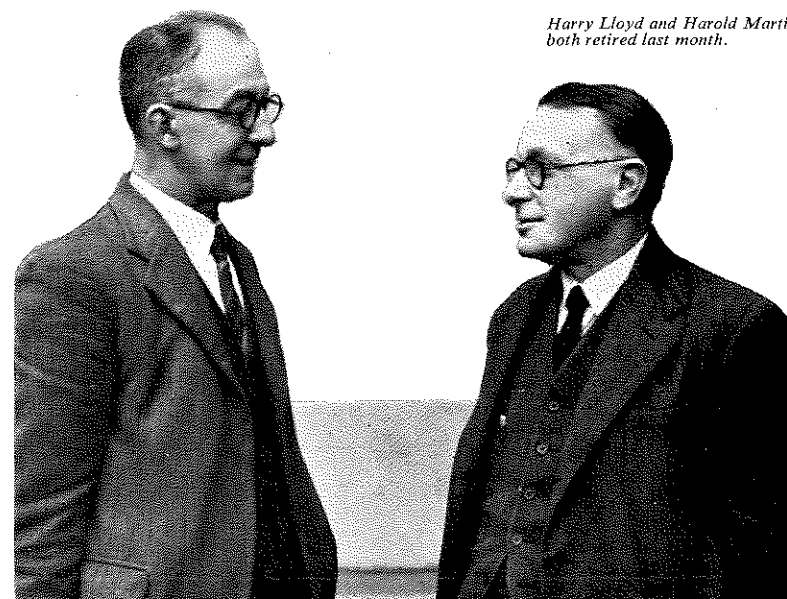
We were, however, sorry to lose Hazel Woodall and Audry Robertson, who left us to obtain positions elsewhere and Joan Stone who is looking forward to a happy event.

Mr. W. G. Redley, Administrative Manager, Mr. F. A. Brownsword, Cost Accountant, and Mr. M. E. Culley, Accountant, left us in December to take up important posts in other Companies. We extend to them our very sincere best wishes for success and happiness in their future careers.

TRANSPORT

MR. W. Warner underwent a serious operation early in December; we all hope that he will soon be quite well again.

Harry Lloyd and Harold Martin, both retired last month.



News FROM OUR BRANCH ESTABLISHMENTS

● LONDON

Miss Grace Southwell (Flat Glass) has reached her majority this month and her colleagues at the Office and Spon Lane presented her with a travelling case. It was impressed upon her that the gift should not be taken as a hint to leave us!

London Office's party this year takes the form of a visit to the theatre to see "Love From Judy." Light refreshments will be served prior to the departure to the theatre. This will enable our staff to enjoy the office decorations which doubtless will include holly and most certainly mistletoe.

Engineering Division staff will remember Miss Isobel Kelt who left us some years ago to tour New Zealand and Australia, working her passage so to speak. She has returned to this country and will reside here permanently. She wishes to be remembered to all who knew her while she was with Chance Brothers.

As this issue will appear too late to convey Christmas Greetings, we would like to wish everybody at Smethwick, Glasgow, St. Helens and Malvern and our "Outpost" Sumo Inc., a most successful and Happy New Year.

● ST. HELENS

On Friday, 18th December, the St. Helens Works held their Annual Ball in the Town Hall, St. Helens.

The dance got away to a good start following the presentation of a bouquet of flowers to the Mayoress of St. Helens by Miss Pauline Feeney. Bouquets were also presented to Mrs. Hampton and Mrs. Pickering by Miss Vera Hill and Miss Louisa Forrest. These three young ladies, who incidentally are the youngest people in the St. Helens Works

Following this pleasant little ceremony, non-stop dancing took place until one o'clock. As usual there were short intervals by individuals every now and then for both kinds of refreshments. There were old time dances, modern dances and spot dances, in fact, something to suit the taste of everyone. It had to end sometime, this wonderful evening, and as I stood on the Town Hall steps at 1.15 a.m., in the bitter cold of a December morning, listening to "Goodnight Fred, Goodnight Mavis, don't be late in the morning," echoing around the dark shadowy Town Hall Square, I couldn't help but think—good show Tom Hodgson, another grand dance to your credit, and I think everybody will echo my thoughts.

There have been quite a number of changes in personnel here at St. Helens, far too numerous to mention by name, but we do extend a warm welcome to all who have recently joined the firm.

We were all very pleased to see Harry Milne back with us again after a long illness, meanwhile our sympathies go out to Mr. Willetts who in his last few months of service to the firm is having a rather sticky spell—may it not be long before you are back with us Bob.

● MALVERN

The Malvern Optical and Special Glass Division Works held their Annual Dinner and Dance at the Abbey Hotel on Saturday, 19th December and the principal guests were Dr. and Mrs. Hampton. It really was a delightful party.

We would like to express our sympathy to Rosa Tilbury on the loss of her mother who was known to many of us.

The Malvern Engineering Works held a Dinner Dance at the Park Hotel, on Friday 18th December, when a hundred

We were very pleased to welcome all our guests, especially those who had braved the fog to come all the way from Smethwick.

Congratulations to Miss J. Jenkins on reaching her majority, at the same time her engagement was announced to Mr. L. Dance. We extend congratulations to Miss D. Wilesmith on the occasion of her marriage on the 5th December.

One of the members of our staff has left, Mrs. E. Capell, and we are very pleased to say that this position has now been filled by one of the girls out of the Assembly Shop, Miss E. Brassington.

We are very sorry that Mrs. G. Bancroft has had to leave us and we wish her every success in her new home at Tewkesbury.

A welcome is extended to the following members:—

Mr. S. Neville, Miss B. Denman, Mr. V. Gittens, Miss J. Evans, Mr. G. Bayley, Mrs. E. Morris, Miss D. Wilesmith, Mr. G. Bird, Miss B. Humphris, Mrs. R. Bradley, Mr. W.

Peters, Mr. J. Steadman, Miss Hitchings, Miss H. Bannister, Mr. G. Wood, Miss P. Hudson and Mrs. F. Hicks.

● GLASGOW

On Saturday, 19th December, the Glasgow Works held their Annual Christmas party for children in the Works canteen. Some one hundred and thirty kiddies enjoyed a wonderful party and received gifts from Father Christmas. The Recreation Club made itself responsible for all the arrangements.

We congratulate Jean Blunn who became Mrs. McNicol on the 4th December, and by the time this issue is distributed Ina Campbell will probably have fixed the date of her wedding to Les Bullock of the Smethwick Works.

In the recreation field, our No. 1 Table Tennis team is in good form and at the top of their League table, whilst the second team are comfortably in the middle of their section of the League.

The fortnightly whist drives continue to be very popular.

Our stand at the Building Exhibition.



Jottings *of shorter items and employees' contributions*

THE MANAGER'S JOB

MANAGERS are not without their problems, judging by the following tale of woe, quoted by Mr. Andrew Charnock, Leyland's general works manager, from an American source:—

As everyone knows, he said, an executive has nothing to do; nothing that is except:—

To decide what is to be done;

To tell somebody to do it;

To listen to reasons why it should not be done, why it should not be done by somebody else, or why it should be done in a different way;

To prepare arguments in rebuttal that are convincing and conclusive;

To follow up to see if the thing has been done;

To discover that it has not been done;

To enquire why it has not been done;

To listen to excuses from the person who ought to have done it and did not do it;

To follow up a second time to see that the thing has been done;

To discover that it has been done, but incorrectly;

To point out how it should have been done;

To conclude that as long as it has been done it shall be left as it is;

To wonder if it is not time to get rid of the person who cannot do a thing correctly;

To reflect that the person at fault has a wife and seven children, and that certainly no other executive in the world would put up with him for a single moment, and that in all probability any successor would be just as bad, or possibly worse;

To consider how much simpler and better a thing it would have been had he done it himself in the first place;

To reflect sadly that if he had done it himself he would have done it right in twenty minutes, but as things turned out he himself spent two days trying to find out why somebody else took three weeks to do it wrong, while realising that such an idea would cut at the root of the belief of all employees that an executive has nothing to do.

SMETHWICK GLASS ON SHOW

IMAGINATIVE methods of using glass in the building trade will be a feature of Chance Brothers' stand at the Building Exhibition at Olympia from November 18 to December 2.

Ingenious and extensive use will be made of glass in full-size sections of a living-room, a kitchen, a bath-room and an office, structurally and for equipment, in furniture and in decoration.

One new treatment of a standard product will be figured rolled glass with colour backing. Pot opal glass (a white opaque glass), which is being produced at Smethwick again after a lapse of twenty years, will be shown in the form of tiles with a silk-screened decoration. A mosaic screen of coloured antique glasses will be another feature of the stand, on which new decorative uses for roofing tiles, clear and coloured, will also be shown.

The above is reproduced from the Smethwick Telephone.

ANGELS IN GLASS!

ON the 24th October, 1953, the following article, appeared in the Dundee People's Journal.

"Two months ago the window of Miss Agnes Roy's Kitchenette cracked, and she had a new one put in.

The new one was of an unusual type of glass, opaque, with little raised blobs of glass like raindrops over its surface.

Shortly afterwards little Miss Roy, who is over eighty, was washing up at the sink when she happened to look out of this window.

What she saw through the glass sent her running to her neighbours.

"I can see something like . . . Angels through my window," Miss Roy announced. "Come and see."

Several neighbours gathered in the kitchenette. Miss Roy put out the light and the neighbours stared . . . and stared. Sure enough, quite clearly through the glass there were the glowing silhouettes of four or five angelic figures. They were in various colours. One was a pale pink, one a pale blue and another was white. As they stared another slowly came into view.

The figures were surrounded by a vague halo of light. The neighbours shook their heads. "Peculiar," they said.

For the next few days, as soon as night fell—for Miss Roy's Angels can only be seen in the dark—a few people would gather in the kitchenette.

Neighbours began to talk about it, and nearly every night there was someone curious to see the "Things." A number of children were enthralled by the sight and they brought their friends. Most people thought it was the reflection of a street lamp, but a few weeks ago that particular lamp was out of action for three days, and, sure enough, Miss Roy's Angels came into view as soon as it was dark.

If there is a bright moon Miss Roy can count as many as nine of the Ghostly figures.

The "Angels" in the window give the illusion of being 10 feet tall. We counted the number of lights in the street outside and compared them with the number of "Angels." There were five of each.

That doesn't explain, of course, how these figures slowly come into view—because lights go on suddenly. Strange isn't it? Or is there a simple explanation?"

The explanation can be seen by anyone who holds up a small piece of spotlyte to an electric or gas light.

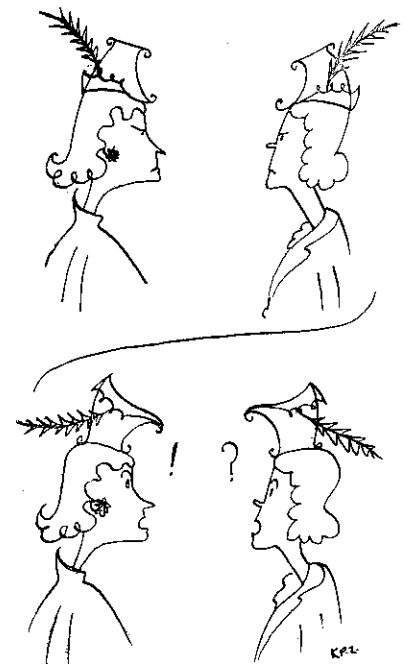
The light is reflected into the shapes described in the report.

* * *

OUR NEW BUS STOP

IN recent weeks, the Spon Lane bus stop has been moved to a new position and most people comment that the move was a sensible one to make in order to avoid traffic congestion at the main road corner. This excellent change was brought about by the persistent efforts of our Traffic Manager, Mr. W. A. Standley, who kept to his guns for over four years by worrying the Police, the Town Clerk, local Councillors and enlisting the support of the A.A., and the Road Transport Association.

* * *



"YOU'RE ON YOUR LAST PAIR OF EYES"

"WHY aren't you wearing goggles for this job?" asked the Factory Inspector, "I see your mate is wearing his." "Oh" replied the operator, "He has to—he's lost one eye already."

This true story illustrates the general reluctance to learn from other people's misfortunes, or often from our own. But eyes are too precious to take risks with. Of the five senses, sight is the one we value most. If we lose our sense of smell, or taste, or touch, we miss a great deal of the pleasant things in life; if we go deaf we are handicapped even more, but we can carry on at work and live fairly normal lives without these senses. But if we lose our sight we are helpless and cut off from a large part of our normal activities. Only after a long process of re-learning could we be trained to find our way about and do one of a very limited number of jobs. Not to be able to see the members of your family, or to enjoy your garden, not to be able to watch the Albion, the Villa, the Wolves, or the Blues, or to see the T.V., not to be able to carry on with your job—this would be a heavy penalty to pay for not taking sensible precautions.

The Chief Inspector of Factories in his last report said he was greatly concerned at the frequency and seriousness of eye accidents. He estimated that over 200,000 eye injuries occur every year in Industry, of which 9,000 or so cause loss of work for over three days. Many of these are severe injuries, resulting in permanent blindness or impairment of sight.

Your Safety Committee has also been concerned about eye injuries, and at its request a thorough survey was recently made of the whole Works; every department, every process, and almost every operator was scrutinised with the one purpose of finding eye hazards. A full report has been drawn up and

recommendations made for eye protection on the jobs which need it. Some of the jobs like tool-grinding, turning of non-ferrous metals, fettling and welding must have suitable protection provided by law, but there are other jobs such as cullet crushing, use of abrasive wheels and so on where protection is obviously necessary. Under the law not only is the employer obliged to provide protection for certain processes, but the employee must use the protection provided for his safety.

This report has been considered by the Management and will shortly be issued as instructions to the foreman of your shop. He will have the responsibility of seeing that eye protection is provided where necessary, BUT it is the people actually on the job—using the grindstones, chipping the glass, spading cullet, fettling—on whom the responsibility rests to make sensible use of the protection provided.

There is naturally a lot of reluctance about wearing goggles, and the Company appreciates this. Only as a last resort have goggles been specified. Wherever possible, we have worked on the principle of putting a guard between the machine and the operator to prevent bits from flying, or a dust extractor to stop the dust from rising. We have searched for comfortable, lightweight spectacles and goggles which do not restrict the vision, and we have found them. You can forget the old type of goggles—heavy, sweaty, cumbersome and ugly—which stopped you from seeing out of the corner of your eye. The new ones will shortly be on show in the Canteen—look out for them, and if your job justifies a pair, ask your foreman about it.

Now, which are the dangerous jobs? The chief one, common to the whole Works, is tool-grinding. A new type of guard is being tried out now, and if it is

suitable will be fitted on all tool-grinders. Please use them, and keep them in position; they are for your protection. The Chief Inspector of Factories found that dry grinding caused the greatest number of eye injuries, most of them to men between the ages of 20 and 39.

After grinding, he puts fettling, dressing or chipping metal, turning of non-ferrous metals, welding, handling acid, use of compressed air, use of mushroom-headed tools. To this list must be added our own special hazards—handling cullet, lump trimming, teasing etc. Familiarity with glass may tend to breed carelessness in handling it, but never forget that glass cuts, and flying glass cuts badly.

Even if you are protected, remember people who may have to pass by whilst you are working. This particularly applies to welders. All passers-by do not realise the dangers of "getting a flash." Welding should be done behind screens; portable ones have been recommended for jobs which have to be done outside the shop. People handling cullet should also be careful not to endanger passers-by.

One word about treatment—and this applies to office-workers as well, who may collect a solid particle of the Smethwick atmosphere in their eye—go

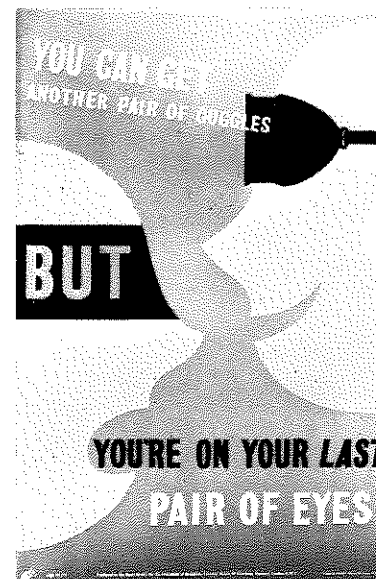
to the Medical Centre immediately for skilled treatment. Don't poke about in your eye, and don't ask or let anyone else poke about in it either. The only occasion for rapid treatment on the spot is if acid has splashed into your eye—wash it out with plenty of water as quickly as possible, and send to the Medical Centre for help.

To those who wear spectacles—don't be lured into a false sense of security because they have kept out small particles in the past. The new goggles will fit over your spectacles perfectly comfortably, and they are unbreakable—which your spectacles are not.

At Chances we make glass to protect other people's eyes—CROOKES, PROTEX, etc.—let's see that we take care of our own.

Once you have got the screens on your machines, and the new protective spectacles and goggles have been issued, see that they are properly looked after and are doing their job of protecting you effectively.

If you lose a limb, you can get an artificial one, if you lose your hearing you can have a deaf-aid, but there is no replacement for an eye, so remember, you are not a fly with a thousand eyes, YOU ARE ON YOUR LAST PAIR OF EYES.



Meet your CORRESPONDENTS



GORDON ROWE

GORDON came to us from the James Watt Technical School as an Engineering Apprentice. After a short period in the Glassworks Drawing Office, he went into the Boiler Shop, where he is training to be a skilled Sheetmetal worker. As part of his training he has been on special courses for Foundry work and for Welding. He is now studying for the final City and Guilds certificate in Sheetmetal work.

At school he was an outstanding schoolboy goalkeeper, and after leaving had trials for the Albion and Birmingham City.

His father has been in the Coloured for thirty-six years, and his grandfather was here for sixty-two years. In all, Gordon's family can claim between them a total of over two hundred years' service with the Company.

When he is not playing football, cycling, or swotting for the Tech, he likes to play the piano.



DENNIS EDWARDS

DURING the War, Dennis had a busy time in the Welding Shop making gun turrets and parts for radar equipment, as well as doing Home Guard duties. He joined the firm from Handsworth Technical College in 1936, and still has vivid memories of Mr. Slim's regime in the Engineering Works. He has been chargehand in the Welding Shop for ten years and has helped to train several apprentices. He has also served on the W.C.C.

Motor-cycling is one of his hobbies, and he has done Despatch Riding for the T.A. unit to which he belongs. He enjoys taking a machine to bits and rebuilding it, preferably with a few extra bits welded on to the frame.

When he was younger he was good at running and won several medals for short-distance sprints. He has now settled down to the quieter life of playing darts, watching Birmingham City, and bringing up a ten year old daughter.



Above left:—Gordon Rowe, right :—Dennis Edwards.



Above left:—John Thompson, right :—Tom Picken.

JOHN THOMPSON

JOHN came to us twelve years ago as a shy young apprentice under the old training scheme. He made the grade and has been a chargehand in the Electrical Shop for the past four years. He is in charge of the winding and engraving section, and in addition to several chaps he has twenty girls working for him, 'a grand crowd' he says. John believes in enjoying his job, and he is a leading light on the Shop Social Committee which organises outings, dinners, dances, etc.

He likes outdoor sports, and has played for the Works both at Football (at centre forward) and Cricket. He doesn't care much for indoor games. Give him a motor-car and he's happy, either driving or repairing it.

When he's not doing overtime at work, he is usually busy decorating the house, gardening or watching Aston Villa.

TOM PICKEN

WHEN Tom joined the firm fifteen years ago, he was with Lighthouse Production Control, but as soon as Sumo started up he became the first man on the progress side. He has watched, and helped, Sumo grow from the days when it was only a little squirt. He follows things up so keenly that he was once presented by the girls in the wiring section with a pair of running shorts to help him in his progress chasing.

He plays cricket regularly in the summer, and looks forward to his annual football match which he plays in the inter-departmental games. A keen supporter of the Albion, he showed his loyalty at the age of fourteen by cycling up to Blackpool to see them play !

Tom has three children, all girls, and is kept busy at home with decorating and gardening. He is interested in his children's education, and is a member of the Committee of the local Parent-Teacher Association.

FRIT & CULLET

Twisters

In each group of clues, the answers are composed of the same four letters. Find one answer, then twist the letters around to find the other two.

(Example: To challenge ...DARE

Beloved ...DEAR

To peruse ...READ

1. (a) A benediction
(b) Long hair of a horse
(c) An appellation
2. (a) A cock, hen or chicken
(b) Glide, as a stream
(c) An animal
3. (a) Crippled
(b) A repast
(c) One of the sexes
4. (a) To spring over
(b) Sound, as of a bell
(c) Wan, colourless
5. (a) Domesticated
(b) A set of players
(c) Flesh of animals
6. (a) A measure of land
(b) Contest of speed
(c) To be fond of

* * *

"I do hope I haven't kept you from your bed," said the talkative parting guest.

"That's all right," replied his host, "We'd have been getting up soon in any case."

* * *

"Why were you sacked?"

"Well, you know its the foreman's job to stand around and watch people work."

"Yes."

"He got jealous. A lot of the chaps thought I was the foreman."

* * *

The desperate outlaw burst in the saloon, waving his gun, and shouted, "Get out o' here all you dirty skunks."

In no time the bar was empty except for an Englishman who leaned on the counter

calmly finishing his drink.

"Well?" said the gunman menacingly.

"Well," replied the Englishman, "There certainly were a lot of them, weren't there?"

* * *

A youngster, being dressed down for a poor report, asked: "What do you think the trouble with me is, Dad—heredity or environment?"

* * *

Sandy had taken his friend Mac out to supper. To Mac's disgust, Sandy helped himself to the larger piece of fish put before them.

"Fine manners ye've got, Sandy," Mac admonished, "If I'd been in your place, I'd have taken the smaller piece."

"Well," replied Sandy, with his mouth full, "Ye've got it."

ANSWERS			
1. Amen	Name	Wolf	Car
2. Fowl	Flow	Male	Pale
3. Lame	Mcal	Meal	Peal
4. Leap	Team	Meat	Race
5. Tame	Team	Meat	Race
6. Acre	Race	Meat	Car

WHO LAUGHS LAST

