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FOR NEXT YEAR'S
HOLIDAYS**

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Last year the total of £12,105 was saved by this means.

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Chance

COMMENTS



SEPTEMBER — OCTOBER 1957

3^D

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.

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EDITOR A. OGDEN

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Accounts Office	J. ALLEN
Blown and Pressed Inspection	F. O'CONNOR R. TURTON
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Seven Storey	
Laboratory	MRS. W. RUSSELL
Maintenance and Construction	
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BRANCH ESTABLISHMENTS

Glasgow	A. C. THOMSON
London	J. C. PERKINS
Malvern	MISS D. CLARE

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THIS MONTH'S COVER

This clever photograph arrangement of a Chance Fiesta diamond tray emphasises the "Night Sky" pattern.

DEPOSITORS' MEETING

THE annual meeting of depositors was held on 17th July. The Chairman, Mr. D. V. Phelps, said that this year he proposed to keep his remarks to a minimum, and after Dr. Hampton and Mr. Newman had given their customary accounts, he would ask Mr. Arthur Pilkington to talk about the general activities within the Group.

Mr. Phelps said that generally it had been a good year for Chance Brothers but at the moment it looked as though the national economy would be undergoing a period of considerable tightness. Present indications were that everyone in the Group must be prepared for quick changes. Whilst it might be true to say that conditions are so tightly controlled that there is little that individuals or even Boards of Directors can do about them, there was one factor we must always keep under close observation—the price at which we can export our goods. This in turn depends very largely on productivity and each one of us must keep an eye on his personal productivity and make every effort to increase his output so that the battle to reduce costs should be won.

Mr. Phelps concluded his remarks by thanking all Chance Brothers employees and said he thought that the integration of Chance Brothers and the pooling of resources in the Group was making very satisfactory progress. He expressed his appreciation to the Chance Brothers Executive Directors, Dr. Hampton and Mr. Newman, on the results which had been achieved.

Dr. W. M. Hampton said that he too proposed to depart from his usual procedure and devote rather more time to talking about the future. In the Optical division there was less activity at Spon Lane as the furnaces here had stopped producing. The new factory at St. Asaph which had just started production was to be the centre of control for what was previously Chance Brothers Optical division here, Umbroc Works, St. Helens and part of Pilkington Brothers Works which made spectacle glass. Production had already started at St. Asaph, and they were making very good glass indeed. As a result of this, it was expected that more remoulding would be done at Spon Lane and as the resultant product would be far better than had been produced hitherto, we hoped to regain markets which we had lost.

In the Blown and Pressed division our fluorescent tubing continued to be equal in quality to any produced in the world. There were signs of development of competition in prices and it was important therefore to keep in mind the necessity for reducing costs wherever possible. The fabrication of cathode ray tubes had been an amazing achievement, and everyone in the division and everyone connected with this product was to be congratulated.

There had been much building activity recently in the Works and this was in connection with the new Fibreglass unit which was being brought into production shortly. This has meant a lot of hard work for those associated with the plant and would mean hard work for those responsible for running it when it started. Fibreglass looked like being

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an expanding market and we might need more units in the future.

At Malvern increased efficiency in producing syringes had been achieved and extension of sales was hoped for.

On the question of productivity, Dr. Hampton said that this really meant being able to produce the same goods at a lower cost or more goods at the same cost, but achievement of this brought in more and more technical problems. Two Committees of technical staff throughout the Works had been formed, the Glass Technology Committee and the Engineering Committee. These would deal with technical and engineering problems throughout the Works.

Dr. Hampton expressed his appreciation of the support of all employees during the past year, and whilst he recognised there were difficulties ahead, he felt the prospects generally were good.

Mr. C. J. S. Newman started his remarks by dealing with the Rolled Plate section. He said that during the past twelve months demand had been sufficient to take the whole of our output from here and Glasgow. Considerable improvements in production were made during the year, and on many occasions throughout the year weekly production records were broken. It was planned to increase rolling speeds still further and make other improvements in efficiency from the furnaces.

The micro plant operated satisfactorily during the year apart from one or two short periods of trouble and it was satisfactory to be able to record that during the last year sales of micro glass

increased by approximately 50%, almost entirely as a result of our having captured export markets from the Germans.

In the Fiesta section a new pattern "Night Sky" had been introduced and a further pattern "Intaglio Cut" glass would shortly be on the market.

Mr. Newman then referred to the drawn flashed plant which he said had produced glass equal in quality to that being manufactured at the present time in Western Germany. There were still problems to be overcome, however, much to the disappointment of those associated with the plant whose efforts had been really tremendous.

One small section in which success had been achieved was in glass foil. For this we had received an order for one million pounds in weight. At present about nine tons per week of this was being exported to America and this quantity would have to be increased.

Mr. Arthur Pilkington then gave an account of the developments in other parts of the Group.

Mr. L. G. Barton proposed a vote of thanks to the Directors. He said that when it was first known that Chance Brothers had become a subsidiary of Pilkington Brothers there was some concern among the employees of Chance Brothers as to what would happen to their jobs. Now there was a general feeling of satisfaction that we were in the P.B. family.

Mr. H. Sedgley seconded the vote of thanks which was loudly applauded.

EUROPEAN

Free Trade Area

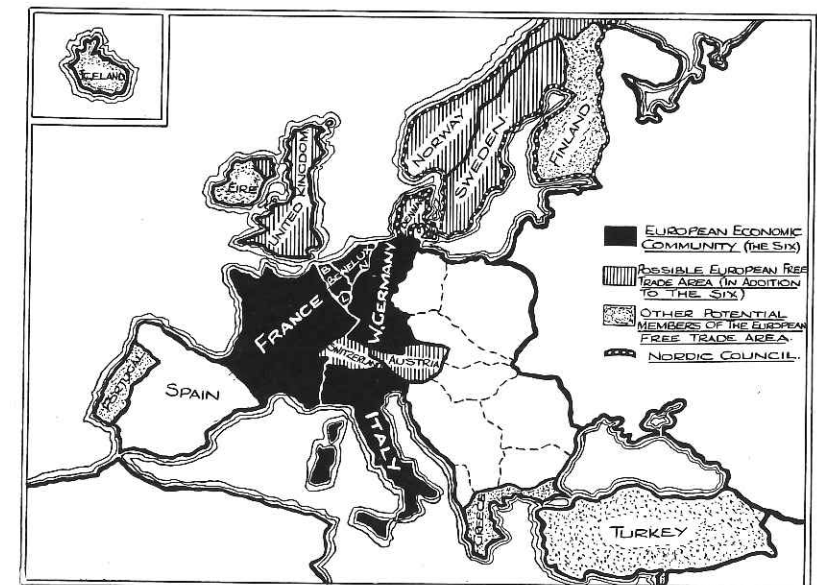
by T. A. S. GREEN

UNTIL comparatively recent years, the general principle of international trading was that every country protected its own industries by levying a tariff or import duty on similar goods of foreign origin, i.e., making the price of the imported article higher than it otherwise would have been and so helping its own industries to compete

In addition, since the war the pattern of international trade has been dominated by Import Quotas—i.e., quotas fixed by individual countries to limit,

arbitrarily, the quantity of foreign goods coming into the country. These quotas were mainly necessary because of the limited foreign exchange available in the country applying the quota.

There has, nevertheless, been a tendency for the nations of Western Europe to become more closely linked with each other. The reasons behind this tendency are mainly political and economical, and since we are only concerned with the effects, we will not investigate the causes.



continued from page 3

One of the first direct results of the closer economic co-operation brought about by the tendency mentioned above was the Schuman plan for the pooling of coal and steel resources of Western Europe in 1950. Although Great Britain declined to participate in this, six countries agreed to the plan, and a Treaty was signed by them in 1952 bringing into being the European Coal and Steel Community (E.C.S.C.).

The countries who took part in the E.C.S.C. consider that it has been a success and has greatly stimulated trade between them in these commodities. In 1955 they decided to investigate the possibility of taking the idea further and establishing a common market between them for all goods. The argument for a common market is that if you remove all barriers to trade between countries, such as import duties and quotas, trade will be stimulated, production will increase and, with the much larger market available to each manufacturer in every country on equal terms, costs will come down. The tendency will be for manufacturers to concentrate on and expand their production of products for which they are suited, and gradually products will only be made by the most efficient manufacturers of that particular line, and the whole community should benefit from lower costs and efficient production.

The six countries who are members of the E.C.S.C., and the originators of the common market idea, are France, Western Germany, Italy, Belgium, Holland and Luxembourg. These countries are commonly referred to as "The Six." They are often referred to as the Messina countries, merely because they met at Messina in 1955 and appointed a committee to look into the common market position.

The main proposals of the common market are as follows:—

1. Within 12/15 years all trade restrictions between member countries will end—(i.e., tariffs will be progressively reduced to extinction and import quotas done away with).
2. One single tariff will be adopted in respect of countries outside the Common market.

There are other provisions, but the above are the two which concern us mostly and will have a great bearing on our position in this country, and we will now look at the position of Great Britain in relation to these proposals.

If Great Britain stayed outside the proposed common market the member countries would gradually lower their tariffs among themselves and establish a common tariff against outsiders, including Great Britain. Eventually Belgian exports to France, French exports to Germany, and so on, would pay no tariffs, while British exports to all these countries would pay a tariff. Obviously the Six countries would then buy more from each other and less from us, and these markets take a fair percentage of our export trade and are growing quickly. Furthermore if, as is expected, the common market leads to greater specialisation in industry, then manufacturing industries on the Continent would become bigger and more efficient, and therefore stronger competitors in countries outside Europe as well.

Alternatively, we could seek to join the common market. We would then have to establish the same tariff wall as the other Six countries against people outside the common market. The snag here is that we have preferential tariff arrangements with the Commonwealth countries whereby we charge no duty on Commonwealth goods in many cases, or a lower duty than that charged on similar goods from other sources, and in return the Commonwealth countries charge lower duties on British goods. If we joined the common market we should have to give up granting this preference to Commonwealth goods. We would have to put tariffs on many Commonwealth goods which at present pay no duty, while the same goods coming from the common market countries would come in free.

On the one hand, then, it would be a big handicap to our trade if we did not join, but on the other hand, it would damage our Commonwealth trade and relationships if we did.

There is a third alternative—the Free Trade Area—and it is this alternative that we are pursuing.

There are two essential differences between the European free trade area proposals and the common market:—

1. Countries in the free trade area, while abolishing tariffs among themselves, will be free to fix their own tariffs in respect of the outside world (i.e., not adopt a common tariff wall as is proposed in the common market arrangement).
2. The free trade area arrangement would exclude agricultural products.

The second point above largely overcomes our Imperial preference difficulties, since 50% of our imports from the Commonwealth are foodstuffs. Another 40% are raw materials which come in duty free from any source—i.e., there is no preference on them. The remaining 10% would, of course, have no preference over imports from free trade countries but could be given tariff preference over goods from other countries.

The proposal now is that Britain and other countries (probably Switzerland and Austria, and all the Scandinavian countries, excluding Finland), should associate with the six in a free trade area alongside the common market of the Six.

We have now examined the proposals for a common market and free trade area and, at this stage, it should be pointed out that these are not hypothetical things which may or may not happen in the dim and distant future. Treaties for a common market have actually been signed by the Six, and the lower houses of the French and German Governments have already ratified these Treaties. The other four countries have largely been waiting for France and Germany, and it is virtually a certainty that the common market will come into effect by the end of this year. By the middle of 1958 they can be expected to have listed quota restrictions, and to agree to introduce no more. A start will also presumably be made for doing away with quotas. By January 1959 the first step in the abolition of import duty, consisting of an initial reduction of 10% will probably take place. From that point onwards British exporters will be feeling the effect of increased competition at lower prices in all Six countries unless Great Britain pushes on with the free trade area proposals.

The free trade area proposals are being examined by O.E.E.C., and the main stumbling block is the objection by some countries to the omission of agricultural products. It is hoped that by the Autumn a plan will have been worked out for the free trade area, and the tariff proposals should keep in step with the timetable of the common market.

Although there is nothing yet absolutely cut and dried about the free trade area and there are many details and other factors to be worked out in connection with the common market, we must work on the assumption that both will become fact in the near future, and while they will both take a comparatively lengthy period of up to 15 years to achieve their full objects, the effects, particularly of tariff reductions, will be felt almost immediately and will increase. We will therefore look, in general terms, at the situation we shall be faced with in due course.

There will be one large market, common to the free trade area and common market countries, all producers selling in that market with no duty barriers so that manufacturers in any individual country face competition on equal terms from manufacturers abroad. While this will broaden export possibilities, it brings the intense competition which exists in export markets at the moment into the Home market, which is usually the backbone of any industry, and at present is protected to some extent—varying from industry to industry—by import duties. Take those duties away and British manufacturers will have to compete with foreign manufacturers on equal terms.

That briefly, is the problem facing us. As a Sales Department, we, in common with most manufacturing firms in this country, are actively engaged in compiling a great deal of involved information regarding our foreign competitors, their prices and relative import duties in every country for all the products in which we are interested. While this will eventually define the problem in precise terms with which we, as a firm, are faced, it cannot provide the answer to the problem as a whole which lies, quite simply, in more efficient production than our European competitors. Every increase in cost, without greater production, must take us further away from the solution of the problem involved.



From all Departments

MOSTLY PERSONAL

Flat Glass

The Rolled Plate department congratulates Sam Fenton on his appointment to the position of staff foreman at No. 1 warehouse.

Ray Baynham has been absent through illness for a considerable time and the warehouse sends him best wishes for a speedy recovery.

Ralph Peters of the Seven Storey retired on 19th July, after fifty-two years service. He was presented with a clock by Mr. C. J. S. Newman and we publish a photograph of the presentation.

Evelyn Lewis has left the Seven Storey after seventeen years service as she is expecting a happy event. The best thoughts of her colleagues are with her.

It is with regret that we record the death of Herbert Phipps of the Rolled Plate warehouse on 5th August. Herbert was only forty-nine and had been with

Ralph Peters receives a Long Service Award from Mr. C. J. S. Newman.



Page Six

us for twenty-three years. Deepest sympathy is extended to his family.

Glasgow

By the time this appears in print summer holidays for most will be just memories. From all accounts it would appear that the weather was better in most places when compared with Glasgow!

Table tennis is starting and we hope the team will fare better this season.

John Boyle of the warehouse retired in July and our best wishes go to him.

Rose Miller of the wages office was married on the 24th August and she was presented with a gift by the staff and our best wishes go to her.

Laboratory

Alan Giles of the chemistry laboratory married Rosalie Cole at Quinton Parish Church on 6th July. We offer them our congratulations and publish a photograph of the happy couple.

Congratulations are also offered to Ron Moore of the laboratory fitting shop on his recent engagement to Margaret Evans.

London Office

London office is now on the telex system as well as the teleprinter. The advantage of this is that we can get into touch with any of the Group offices who are also served by this system and vice versa. The operating of the two systems presented a problem which was solved by the arrival from the U.S.A., of



Alan Giles and his bride.

Ruth Kracko who expressed the wish to return to us. Her timing was excellent.

Sheila Griffin celebrated her twenty-first birthday recently and all friends in the building including Pilkington's staff, marked the important occasion by giving her a very attractive compact.

Malvern

The Malvern works draw the attention of the Spon Lane works to their entry in the Beauty Stakes which appears on page nineteen. Although there is no prize, we are convinced that our young girls would be judged the best so far. We would, however, like to see the answer to our challenge from the Smethwick offices and laboratory.

Included in our team is Diana Sealey and we congratulate her on her recent engagement to David Spencer. We also congratulate Dorothy Evans on attaining her majority.

Molly Ulett has been absent for many weeks and we sincerely hope that she will soon be fit and well again. Molly was one of the first girls to be engaged when the works were first opened just over ten years ago.

Maintenance and Construction

The Maintenance and Construction department can never sit back and relax but we can at least take a breather in that Operation Fibreglass has been completed as far as construction of the plant is concerned. We are now awaiting the starting pistol and we wish the Blown

and Pressed division every success in its Fibreglass manufacturing programme.

The Boiler shop congratulates Jack Horton and his wife on the birth of their second son.

The interests of the Boiler shop personnel have recently switched from canary breeding to dog training and Ken Hill has so far won three prizes with his alsatians. However, Jack Hill is going all out for competitions and expects to have a room full of prizes very shortly!

Mrs. Dangerfield has left the drawing office and we wish her and her husband Cliff (Pyrometry) much joy in the event which they are expecting in the near future.

Offices

The typing department was sorry to bid goodbye to Jean Talbot who left the Company after eight years service. The department congratulates Joan Shakespare on her promotion to the position of secretary to Mr. B. D. Patrick.

On a recent Friday, the office staff held a dance in the recreation club pavilion as a benefit to John Price, who, it will be remembered, was beaten up by "teddy boys" at Christmas time and sustained very serious injuries to his eyes. The result of this effort was £47 8s. 9d., and John's father has asked the editor to express his gratitude to the organisers and supporters and to those kind people who donated prizes for the raffles.

It is sad to report the death of Fred Udall on 15th August. Prior to his retirement in 1942, Mr. Udall was cashier and in his earlier days he was employed in the cost office. He will be especially remembered for the tremendous amount of work which he put into the recreation club during his office of general secretary to the club. Deep sympathy is expressed to his widow and his son.

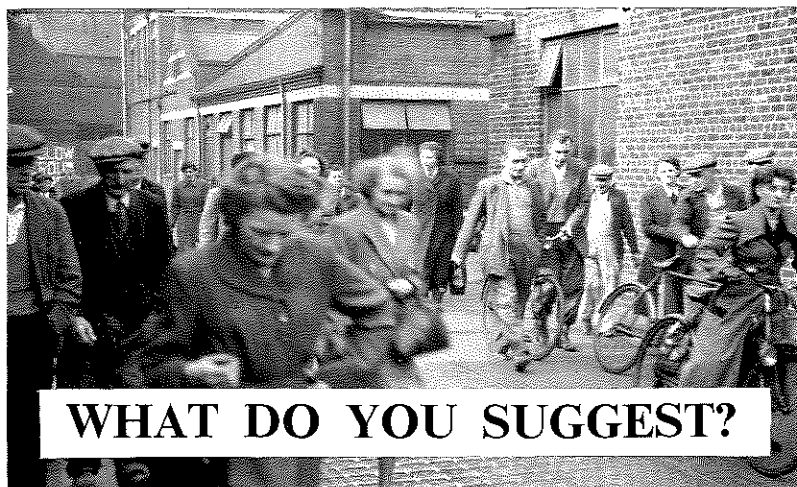
Optical

The Optical division is delighted to hear of the successful opening of the new optical works at St. Asaph. Congratulations and best wishes are offered to the several old friends who left Spon Lane for this exciting venture.

Three of our people have had prolonged absence due to sickness and we wish speedy recoveries to Mrs. Lee, Mrs. Washington and Len Lancaster.

continued on page 9

Page Seven



WHAT DO YOU SUGGEST?

Ideas that have paid off

Twelve employees received awards from the Suggestions Scheme in the last two months and ten people have suggestions which are still under consideration:—

F. A. Bodley receives £6 5s. 0d.

The highest award in the past period went to Fred Bodley of Rolled Plate who sketched out a suggested cover to be fitted on the furnace crowns to prevent the frit from settling on the crowns. The main virtues of this idea are that the covers would (a) protect the furnace wall above the doghouse, (b) saving of the frit build-up on the false doghouse arch, and (c) the trapping of the light materials which are carried up by the heat up-draught created by the space between the furnace and the bunker.

Further, it is anticipated that the adoption of the suggestion will probably save stones due to the retarding of the erosion by keeping the brick-work clean.

A £4 15s. 0d. award

A. Jones of Optical received an award of £4 15s. 0d., for having introduced a technique for gathering glass for a special purpose in such a manner as to ensure little, if any, vein.

£3 to J. Richards

J. Richards of Rolled Plate put forward the idea that a hole should be cut in Nos. 7 and 8 producers' coal bunkers and that attachments should be made so that in a case of coal feed failure from the vibrator, a supply of coal would be fed to the producers. In point of fact the vibrating feeders are not very troublesome and do not require frequent changing but the adoption of this idea will avoid changing over to oil firing while vibrating feed is changed. The idea was rewarded with £3 0s. 0d.

Two awards to R. Hinson

Roy Hinson of the electricians received two awards of £1 15s. 0d., each. One of his ideas was to have the four complete sides of the electric lathe H.T. shorting switch altered to make them easily removable.

His second suggestion was that an easily removable side panel be fitted to the brushes on the Variac control panel so as to save maintenance time.

Improved stores handling

E. J. Lowe of the stores had two ideas adopted and each one concerned the handling of goods in the stores. One was a device for the Stactruc to help in handling paper for Fibreglass and the other was alterations to the pallets to

enable more goods to be loaded at any one time. Each of these brain waves was rewarded with a gift of £1 15s. 0d.

Two £1 15s. 0d. awards

H. Bott and J. Horton, both of Maintenance and Construction, received £1 15s. 0d., each. The idea of H. Bott concerned the making of a rubber pulley. J. Horton recommended modifications on the cullet washer to prevent cullet dropping on to the lubricating points.

A safety suggestion

H. E. Beech of the Millwrights received £1 for urging that a hoop guard be fixed to the iron ladder at the clean cullet washing elevator.

Two merit awards

W. Hollyhead of Maintenance and Construction and G. Porton of the gatehouse each received a 10s. 0d., merit award for suggestions which were not adopted but where considerable time, thought and trouble had been given.

These suggestions are under consideration

53591	W. Chrimes	Clay Mill
53592	B. Jones	Roiled Plate
53696	R. J. Allmark	No. 1
		Roiled Plate
53708	L. E. Nicoll	Roiled Plate
53709	A. E. Hadley	Roiled Plate
53711	R. Moody	Roiled Plate
53719	W. Lowe	Electricians
53724	F. Gould	Millwrights
53728	W. Sharratt	M. & C.
53729	W. Hollyhead	M. & C.

WIN A CHRISTMAS HAMPER... OR A TURKEY... OR A BOTTLE OF WINE — PLUS CASH!

See inside BACK COVER for details of an
EXCITING COMPETITION

Continued from page 7.

Sympathy is expressed to Mrs. J. Bloomer on the death of her mother.

Stores

There are few people employed in the stores and it is seldom that they have domestic news to report in *Chance Comments*. This month, however, reference is made to the serious illness of Charlie Griffiths which has kept him away from work since May. We learn that it is unlikely that he will work again and out sincere thoughts are with him.

We welcome

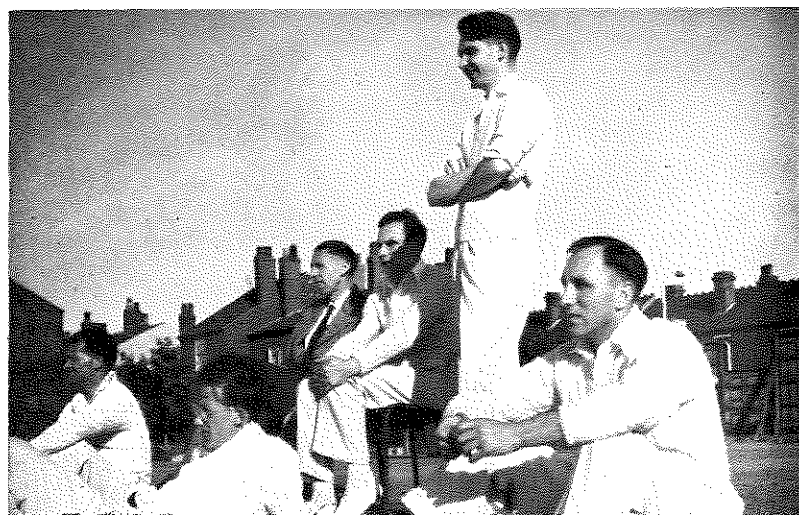
A welcome is extended to the following young people who have joined the Company recently on leaving school:—

Patricia Collins	Typing department
Lilian Hughes	Typing department
Beatrice Price	Blown and Pressed
Lesley Titley	Typing department
Michael Adey	Millwrights
Michael Haslum	Laboratory
Brian Johnson	Electricians
John Knowles	Laboratory
Michael Matthews	Laboratory
John Redmond	Drawing office
Leonard Roe	Drawing office
Colin Sedgley	Laboratory
Roy Sturman	Pyrometry
Keith Thompson	Drawing office
Robert Wood	Bricklayers

* *Chance* * SNAPSHOTS

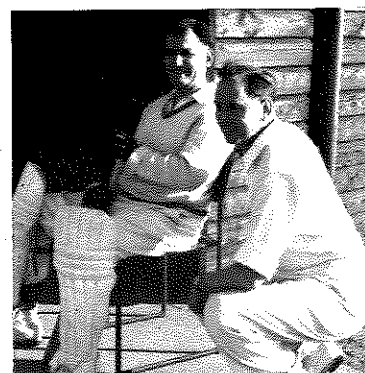
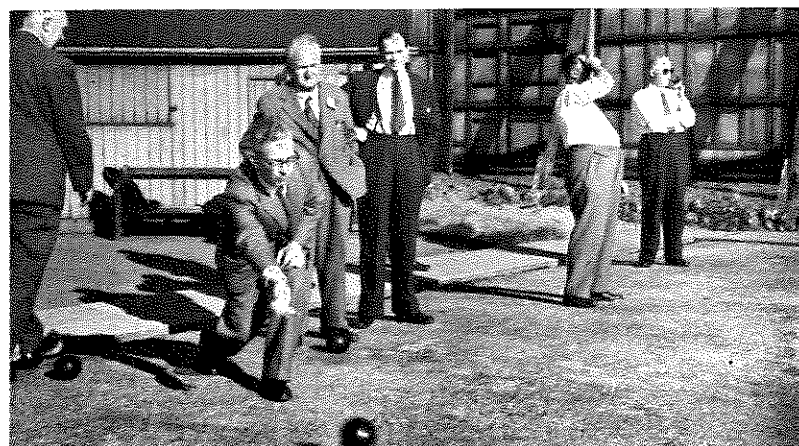
TAKEN AT THE RECREATION CLUB

The editor's camera was in action on the recreation club grounds for this month's page of photographs.



Above, left to right:—Bert Launchbury, John Paice, Alex Goodwin, Stan Butler, John Gordon and Vic Bicknell.

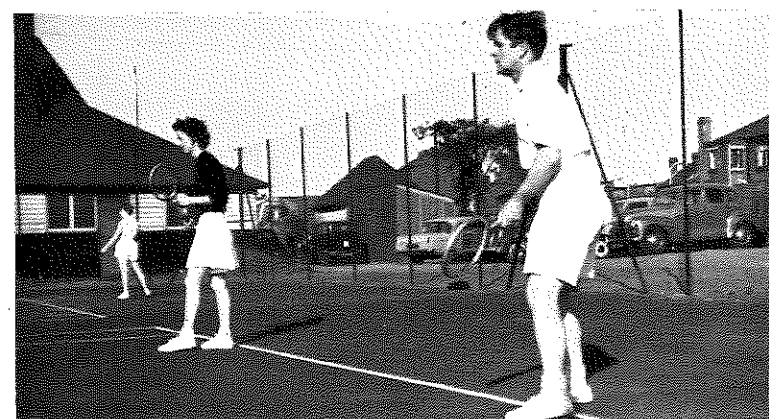
Below:—Cashier Albert Wood represents the offices in a match against the Company's bankers.



Kevin O'Leary and John Allen.

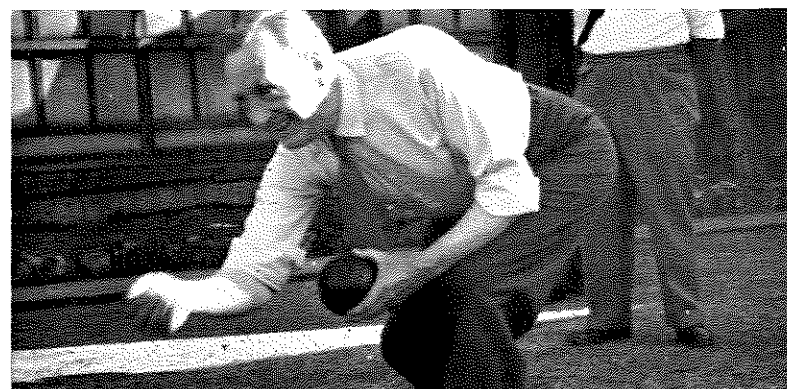


Alice Anson and Ken Fletcher of the Laboratory.



Above:—John Richards partners Joyce Nicklin on the tennis courts.

Below:—Fred Moore on the bowling green.



Jottings of shorter items and employees' contributions

FEWER WORKS ACCIDENTS

During the past year or so the works Safety committee has made very determined efforts to help management to reduce the number of industrial accidents. The charts situated in several parts of the works record that real progress is being made and in the nine months ended 30th June 1957, the frequency rate as compared with the previous year shows a reduction of 23%. The number of lost time accidents in the twelve months ended 30th September, 1956, was 43. In the nine months period up to the end of June this year the number was 26. This is remarkably good but there is no justification for complacency. Continuous efforts are being made to reduce accidents still further but the person who really stops

accidents is YOU and you must have the wish, the will and the determination to work safely all the time.

The section of the works which achieves the greatest percentage reduction in its own frequency rate compared with the previous year will receive a prize of £50. This competition period will end on 30th September and the returns for the first nine months, i.e. up to the end of June, show that the Building, Carpenters, Boilers, Stores and Vehicle Repair group is well ahead of the other sections. Here are the figures. The term frequency rate is the number of lost-time accidents in each 100,000 hours worked.

	Year ended 30.9.56			9 months ended 30.6.57		
	Hours Worked	Lost Time Accs.	Freq. Rate	Hours Worked	Lost Time Accs.	Freq. Rate
Building, Carpenters, Boilers, Stores and Vehicle Repairs ...	304,020	12	3.95	253,779	2	0.79
Coloured, Seven Storey and Fiesta ...	375,103	6	1.60	319,136	3	0.94
Electricians, Fitting, Machine, Moulds and Boiler shops ...	456,030	8	1.75	368,981	5	1.35
Pot and Clay, Mixing, Security, Cleaners, Traffic, Transport ...	370,673	3	0.81	301,227	2	0.66
Smethick Optical and Malvern...	378,776	3	0.79	237,158	2	0.84
Rolled Plate, Smethwick ...	422,362	7	1.66	334,910	6	1.79
Pressed Process and Cathodes ...	311,227	3	0.96	329,571	4	1.21
Vello, Pressed Making, Teazers, Inspection ...	466,468	1	0.21	289,208	3	1.04

A DAY IN PORTSMOUTH AND SOUTHSEA

At the invitation of Dr. Darmady of the Portsmouth and District Hospital Group to visit their Sterilization Centre, a party of twenty-eight from Malvern Works had a most instructive and enjoyable day in Portsmouth and Southsea.

Making an early start from Malvern by coach, we arrived at St. Mary's Hospital, Portsmouth, the Sterilization Centre, at 10.40 a.m., where we were met by Mr. and Mrs. Fulton who had arrived earlier.

Dr. Darmady outlined briefly the procedure of syringe sterilization and distribution to the various hospitals and

wards, etc. After this, we were divided into groups and shown the method of sterilization from start to finish. The staff were very patient with us in answering untold questions. Some of the equipment used was most ingenious having been designed and made by Dr. Darmady and his staff.

The method of sterilization is by dry heat infra-red. Firstly the syringes are dismantled into three parts, barrel, plunger and needle, then they are cleaned, dried, inspected, assembled and packed into a metal sterilization container which is sealed with the syringe inside and then passed through the infra-red apparatus which sterilizes the syringe inside its sealed metal container. The syringes are then packed into boxes, so many of each size, depending on the ward the box is destined for, each ward having a predestined daily quantity. The type and size of syringe in each metal container is distinguished by the colour of its sealing cap.

The whole procedure of sterilization at this centre is done in a very thorough manner, some 33,000 syringes being sterilized per month. It was interesting to note that a good ninety per cent of syringes in use were Chance syringes.

We were also shown hypodermic needles being cleaned and sharpened, a practice one wishes general practitioners would use, as most people have found out to their disadvantage when being "jabbed" by a G.P.

After all the groups had been shown round, we were entertained by Dr. Darmady and his staff to a most excellent luncheon, full marks for the Hospital Catering staff. After giving our thanks to Dr. Darmady and his staff, we proceeded to Southsea where we again split into groups to enjoy ourselves.

One group of the girls evidently decided on an air trip. One member had great difficulty in squeezing herself into her seat, but much to her horror found it impossible to extricate herself afterwards and had to call three members of the air crew to release her. I don't think there is any need to mention her name, there is only one person at Malvern capable of getting into such a predicament.

We all arrived back at the coach at 8.30 p.m., to start our journey home. On the way back we stopped at a way-

side inn for further refreshments and a sing-song, eventually arriving back in Malvern at approximately 2.0 a.m., when everyone agreed we had a most instructive and enjoyable day out.

Thanks to Dr. Darmady and our management for arranging and giving us a thoroughly enjoyable day.

H.J.D.

SPORTS NOTES

The cricket section has reached the final of West Midlands shield competition and will meet Accles and Pollock on 22nd September.

Both the first and second teams are comfortably holding their own in division 1 and reserve division B of the Business Houses League.

The inter-departmental bowls competition was won by Blown and Pressed. The losing finalists were the General office team and the score was 123—112.

The football season is with us again and the club has two teams in the Birmingham Works leagues. Arrangements are being made to organise an inter-departmental knock-out competition.

The angling section held their first contest of the season at Arley on 14th July. The heavy rains resulted in the river being in spate but despite this, fish were caught and the winner was A. Heath with A. Bodley second and H. Newey third.

A PHOTO FINISH

There's prizes to be won in our Summer Snapshots competition and 30th September is your last chance to enter. At the time of going to press few entries had been received so submit your photographs quickly—they will be returned to you in due course.

The competition has three sections, namely

- The best landscape.
- The best personal or portrait.
- The best general subject.

You can enter as many of your snapshots as you like, provided that you yourself took the photograph in this year. Entries to the Editor, c/o Personnel department.



YOUR COMMITTEE for 1957/58

Dr. W. M. Hampton presided at the Recreation Club's Annual General Meeting held in the pavilion on 23rd July. The secretary's report emphasized that the several activities had been well supported in the past year and that at football, cricket and table-tennis in particular, our teams were most successful in their respective leagues.

The finances of the club remain a serious matter. Costs for maintenance materials and wages have risen very considerably and whilst many members have been loyal and generous in voluntarily doubling their weekly subscriptions, the total income is insufficient. During the past year the Company came to the aid of the club by undertaking to bear the cost of maintaining the playing fields including the groundsman's wages and machine maintenance and replacements. As a result of this most generous help the treasurer just about scraped through and produced a small surplus of £43. The income from members' subscriptions was £808 but the expenses amounted to £1,077—the balance comes from catering profits and sweepstakes.

The elections resulted in the following being the officers and committee for 1957/58:—

President: Dr. W. M. Hampton
 Vice-president: Mr. C. J. S. Newman
 Chairman: Mr. E. R. Flook
 Treasurer: Mr. J. C. Richards
 Arbitrator: Mr. H. Fulton
 Board representative: Mr. J. Jordan

Group representatives

1. Rolled Plate—Miss W. Walker
2. Coloured, Seven Storey, Fiesta—Mr. J. Saul
3. Optical—Mr. A. G. Evans
4. Blown and Pressed Making, Furnaces—Mr. G. Worley
5. Blown and Pressed Process, Inspection—Mr. F. O'Connor
6. Blown and Pressed Warehouses—Mr. S. Clive
7. Millwrights, Electricians, Boiler shop, Gas Plant, Mould shop—Mr. J. Horton
8. Building, Carpenters, Garage—Mr. J. Stockin
9. Mixing, Pot and Clay, Transport, Traffic, Cleaners, Security—Mr. J. Foster
10. Offices, Laboratory, Old Hall—Mr. B. Bryan

★ A SPOTLIGHT ★ ON JIM SALT

DID you know that we have a youth working at Chance Brothers who has beaten Neil McKechnie at swimming? Well we have and he is Jim Salt who is a trainee physicist in the laboratory. Mind you he has only beaten Neil once whereas Neil has beaten him several times—it is, nonetheless, a great achievement and Jim threatens to do it again in the not far off future.

Jim, who lives at 254, Park Road, Smethwick, has already won ten Staffordshire, five Midland and one Birmingham and District competition plaques—all first place awards—and has represented Staffordshire three times in the last three years in inter-county events.

While studying at Holly Lodge Grammar School he represented the Midlands in English schools' swimming events for three years.

Our picture shows him holding the Staffordshire 100 yards free-style Championship Shield, which he has won for the past three years. He is pointing to the spot where the plate bearing his name will be mounted. Also in the picture are the Staffordshire Senior 220 yards free-style Championship Shield, which Jim won in 1955 and last year, and Smethwick Swimming Club's 100 yards Club Championship Cup which he won in 1956.

In order to keep what he calls "water fit" Jim pays ten visits per week to the swimming baths—sometimes he goes as often as three times a day—first at lunch time, then straight after work at 5.30 p.m., and again at about 8.0 p.m. In swimming as in everything else it is hard to get to the top and harder still to stay there.

To swim in the 1960 Olympic Games in Rome is his ambition—good luck to you Jim. We hope you make it.

Photo by Frank Spiers, West Bromwich.



A LAYMAN AT OXFORD

THE two crews rowing hard on Boat Race day have many fire-side supporters who, although not having entered the door of the many well known colleges, remain loyal to their dark or light blue crew. The dark blues being my favourites, I was pleased when I found myself on a recent Saturday afternoon, entrained for Oxford to spend a week in Wadham College. I had been looking forward for some time to this particular week of lectures and discussions on Management Principles for I was also hoping for an opportunity to see the buildings in Oxford which are steeped in history and tradition. This management course was held during the university vacation and apart from visitors allowed in the colleges during the afternoons and one or two residential students, the college facilities were made available to the study groups, one of which I was a member.

On entering the gateway of the college, I was directed to a ground floor room overlooking the quadrangle and this room I shared with one of the staff tutors. The layout of Wadham College follows a pattern similar to all the colleges which I managed to visit during the week. It comprises mainly of students' living quarters, a dining hall and a chapel. Most of the sleeping and

washing accommodation has been modernised and the bed allocated to me, although not fitted with an interior sprung mattress, was comparatively comfortable. Maybe my bulky figure was similar to that of the student who normally used it during the term.

The steps leading to the dining room are considerably worn by years of use and it was interesting to note that most of the wear had occurred through students entering the main doorway from either side. The quality of the food served by male "scouts" was very good. Breakfast, lunch and tea were taken in an informal way but arrangements for evening dinner were more in the traditional atmosphere of the college.

The morning lectures were given in the Clarendon Laboratory and the evening discourses in the music room. During the week we discussed many subjects related to management including economics, the Law, Board of Trade, development and design, technical progress and statistics. In between lectures, time was allocated for discussion groups and the particular group of which I was a member considered the problems of adjustment to conditions of change taking place in industry. The whole of the members of the course also put forward recommendations for a production control scheme in a medium sized factory.

The week was so planned that some free time could be spent in the town of Oxford. It is, of course, impossible within the space of a few hours to do more than catch a glimpse of the more outstanding attractions of the town. I was very interested in the second hand

bookshops, the Bodleian Library and one or two of the colleges I managed to visit. In the new Bodleian Library I saw one of the first books printed in English and the first illustrated "Mirror of the World." These were dated 1475 and 1481 respectively. There was also on show a copy of Coverdale's version of the English Bible printed in Cologne in 1535, and a first edition of the Authorised Bible printed in London in 1611.

As already mentioned all the colleges I visited had their own chapels and magnificent dining halls. In each of the halls were large portraits of benefactors of the colleges and one which comes to mind was the portrait of Charles I at the top of the dining hall in Exeter College. Within the precincts of Christ Church there is a small picture gallery containing many Florentine, Venetian, Bolognes and Italian paintings, most of them being 15th and 16th Century.

A friend I met in Oxford advised me to visit Keeble College Chapel to see the original painting by W. Holman Hunt, O.M., "The Light of the World." The painting was bequeathed to the College by Thomas Combe of the Oxford University Press. Reflecting as one who can only appreciate that branch of art which radiates a simple concord of pattern or sound, this particular painting appealed to my simple taste. The painting is a masterpiece; perhaps that is underestimating its qualities. The legend beneath it, a verse from the book of the Revelation Chapter 3 verse 20, reads:—

"Behold I stand at the door and knock. If any man hear my voice and open the door I will come in to him, and will sup with him and he with me."

The artist's conception of the figure of Christ occupies the central place on the canvas. To the left hand side of the

picture is seen a door. The door representing the human soul is fast barred; its bars and nails are rusty, it is knitted and bound to its stanchions by creeping tendrils of ivy. There is no handle on the outside of the door which implies that it can only be opened from the inside.

The title by which it is universally known comes from the New Testament and is found in the book of John, Chapter 8 verse 12. The text in the authorised version reads:—

"I am the light of the world; he that followeth me shall not walk in darkness, but shall have the light of life."

The two lights which are prominent in the painting radiate from the crowned head of the figure and a lantern suspended by a chain wrapped about the wrist of the figure. The light from the head is subdued and full of softness and yet so powerful that all the earthly objects are hidden by the light. The lantern's light is red and fierce and it falls only on the closed door and on the weeds which encumber it. The guide informed me that the painting was insured for £3,000.

As a work of art I would class it with a Burne-Jones—William Morris stained glass window or tapestry design, but as a subject it conveys its own unfading message.

Amongst the outstanding memories of my visit to Oxford must be, the sincerity of the Director of the course of management studies; the hardness of the music room chairs; the unspoilt dignity of the college buildings and Holman Hunt's exquisite painting.

I hope to make a return visit to Oxford someday and explore its numerous features of interest and beauty.

L.G.B.

PENSIONERS'

* PARTY *

It was dreadful weather for the pensioners' party on the 17th July, but the old people made the best of things and had a jolly good time. Tea was at Rednal with the Chairman, Mr. D. V. Phelps, Dr. and Mrs. W. M. Hampton, Mr. Arthur Pilkington, Mr. and Mrs. C. J. S. Newman and the senior managers and their wives.

After tea the party went on to Evesham.



Chance Beauty Stakes

The branch works have accepted the Smethwick challenge and here are three more entries in the beauty stakes.



Glasgow, left to right:—Betty White, Marion Grieg, Muriel Rothwell, Margaret Durnen.



Above, Malvern Works, left to right:—Dorothy Newman, Carol Price, Dorothy Evans, Doreen Hunt.

Below, Malvern Offices, left to right:—Joan Clay, Diana Sealey, Jean King, Janet Hadley.



BOUQUETS...

On August 20th this year Dr. W. M. Hampton completed forty years service with Chance Brothers. He started as a junior chemist and became Managing Director in April 1954.

* * *

Our young people have done exceptionally well in Technical College examinations this year and the following are the achievements (subject to assessment).

B.Sc. General, London University ... David Nellist

Higher National Certificate

Applied Physics	...	...	Douglas R. Curry	Ronald F. Winspear
Mechanical Engineering	...	...	Reginald Flavell	Edwin Morris
Electrical Engineering	...	...	Lewis Bright	Clifford Dangerfield
Chemistry	...	...	Kenneth J. Fletcher	

Ordinary National Certificate

Mechanical Engineering ... John Knight

City and Guilds Final Certificate

Carpentry and Joinery First Class	...	...	Anthony Ansell
Plumbing	...	...	Brian Manison

* * *

Congratulations are offered to Philip Whitehouse of the drawing office and Bob Turley of the electricians on attaining the age of twenty-one. We also congratulate Bob on his recent engagement to Janet Miller of the Seven Storey.

* * *

In the lorry driver of the year competition organised by the Birmingham Accident Prevention Council in July, we entered six lorries and were successful in obtaining third prize in two sections. There were one hundred and twenty competitors. Driver Edward Wall was declared the best of our drivers as he obtained 349 marks in his tests compared with 365 marks obtained by the winner.

* * *

Alan Cowles of the Sales department is congratulated on having passed the final examination of the Institute of Export.

* * *

Bill Forsyth, a pensioner, and his wife, attained their Golden Wedding on 5th August. They are both seventy-one and before retiring from the gatehouse staff, Bill had worked here for forty-five years. For a period of fifteen years he was secretary of the works football teams. In the first World War, Bill reached the rank of Quartermaster Sergeant in the Argyle and Sutherland Highlanders and this experience was put to good use in the last war as he looked after the works Home Guard equipment.

* * *

On 7th August, the Company loaned the Sheerline car to the organisers of the Boy Scouts Jamboree for a special V.I.P. assignment. Harry Garratt was the driver and his passengers were Prince Jean of Luxembourg and the Luxembourg Ambassador.

* * *

A bouquet is presented to the Company's architects for their designs for alterations to the works canteens. By the time this magazine is issued, the men's dining room will have been completed and the contemporary decoration scheme is courageous for Spon Lane and very delightful. We will report on the finished scheme in our next issue.

ANOTHER COMPETITION

The Prizes are:

CHRISTMAS HAMPER

TURKEYS

BOTTLES OF SCOTCH

BOTTLES OF PORT

PLUS A CASH AWARD

An Attractive Suggestion Scheme Competition

All suggestions received between 1st September and 31st October, 1957, will participate in a Christmas competition and IN ADDITION TO THE NORMAL AWARDS PAID FOR ADOPTED IDEAS, the following prizes will be given:—

1. Ideas which result in the largest financial saving

1st prize	Christmas hamper
2nd prize	Bottle of Scotch
3rd prize	Bottle of Port

2. The employee who submits, and has adopted, the greatest number of suggestions concerning safety.

1st prize	A turkey
2nd prize	Bottle of Scotch
3rd prize	Bottle of Port



3. The employee who submits, and has adopted, the greatest number of suggestions other than safety.

1st prize	A turkey
2nd prize	Bottle of Scotch
3rd prize	Bottle of Port

GET YOUR SUGGESTION FORM FROM A GATEHOUSE
AND WIN A CHRISTMAS TREAT

PLUS CASH!