

Year 1956 £222

Year 1957 £288

Year 1958 £338

Year 1959 ?

In 1958 one hundred and fifty-one Chance Brothers employees cashed in on their ideas and £338 was paid out in awards.

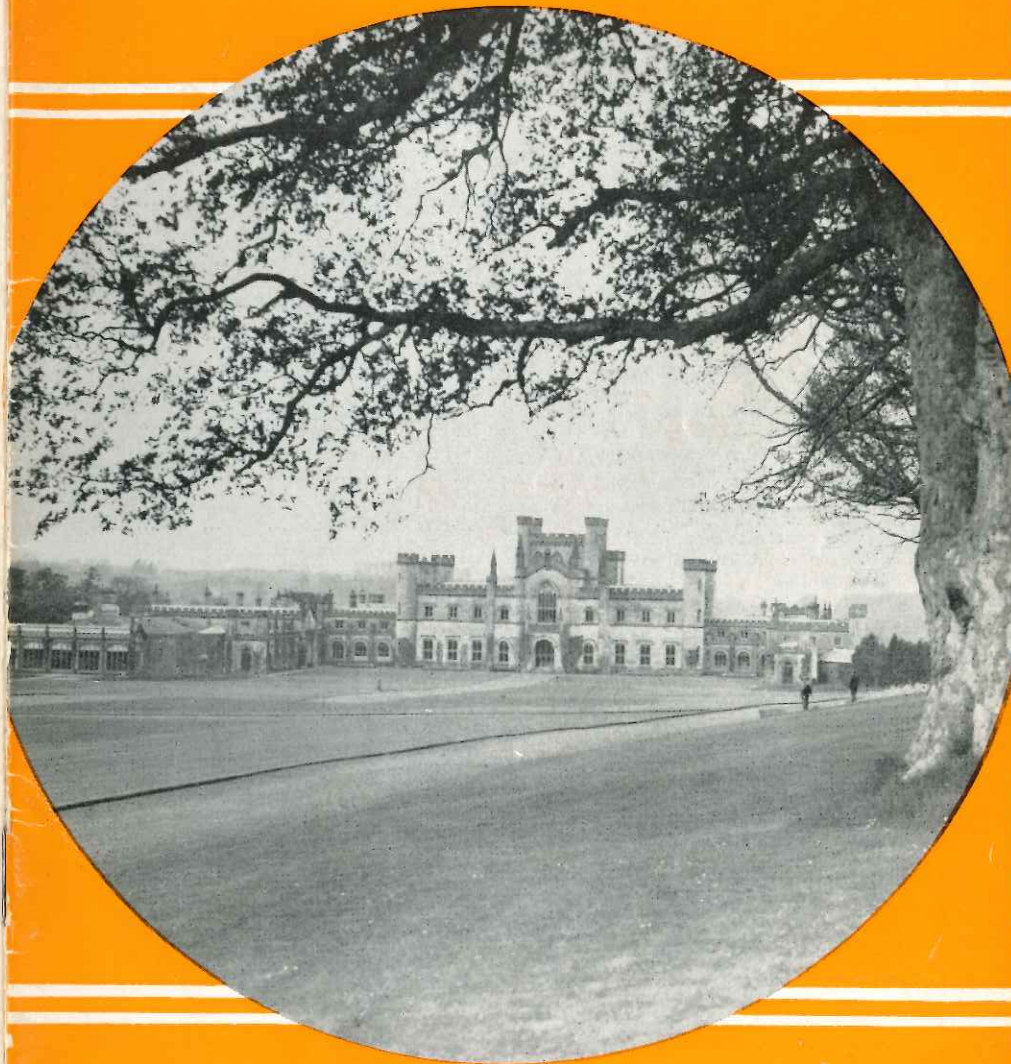
The Suggestion Scheme Committee will try hard to beat this record during 1959.

This Company employees people of high intelligence in a very diverse range of occupations. The accumulated knowledge, experience and skill of all these people is very great but almost all of it is directed to doing the day's work. The Suggestion Scheme is intended to encourage the birth, the growth, the maturing and the release of this knowledge, experience and skill directed to new thoughts.

THERE IS ALWAYS A BETTER WAY SO
CASH IN ON YOUR IDEAS

Chance

COMMENTS



Chance

COMMENTS

The MAGAZINE of Chance Brothers Limited, published in alternate months for the interest, entertainment and information of all employees of the firm.

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EDITOR A. OGDEN

CORRESPONDENTS

Blown and Pressed

Inspection F. O'CONNOR
Pressed Process S. STOCKIN
Cathodes A. SUTTON
Vello O. McKENNA
Warehouses G. GRIGG

Flat Glass

Fiesta MRS. GILGESS
Rolled Plate and Coloured R. E. EVANS
Rolled Plate Warehouse MISS W. WALKER
Seven Storey A. FARDELL

Laboratory MRS. W. RUSSELL

Maintenance and Construction

Boiler Shop R. TIMMINS
Boilers and Gas Plant J. WHEATLEY
Electricians R. TURLEY
Fitters L. BRADLEY
Drawing Office and Offices J. MORRIS
Vehicle Repairs H. COSNETT

Optical MISS. C. MOORE

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Accounts MISS J. TAYLOR
Sales A. COWLES
Typing MISS M. VICKERS
Buying and Stationery MRS. M. FLOOK
Wages A. E. CARTWRIGHT
Stores D. R. KIRKWOOD
Old Hall MISS V. HICKLING

BRANCH ESTABLISHMENTS

Glasgow H. MACLEOD
London J. C. PERKINS
Malvern MISS D. CLARE

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COVER COMPETITION

Last month's cover competition was won by Mr. A. Wood, Cashier. It was a picture of Rhuddlan Castle, North Wales.

Five shillings will be awarded to the sender of the first correct identification of this month's view. To make it a little more difficult we require to know not only the name of the Castle but also whose seat it is.

Entries in writing should be sent to the editor c/o Personnel Department.

TRAINING YOUNG CITIZENS

Our Company's Contribution

IT has been held in authoritative quarters that the maltreatment of child labour had its roots in the slave trade.

Although the English slave trade began late compared, for example, with the Portuguese, it developed faster than the slave trade of any country. For some time, a Chartered Company, known as the African Company, enjoyed a monopoly, but in 1698 the trade was thrown open and all British subjects were given the right to carry fire and sword into any African village and to kidnap the inhabitants. It was estimated that in the hundred years before the prohibition of the slave trade by the American Congress in 1776, 3,000,000 slaves had been imported into the European colonies and settlements by British ships. It was left to Fox in 1806 to put an end to this scandal in British public life, thereby making sure that sooner or later the remainder of Europe would follow suit.

In an age that thought of the African negro, not as a person with human life, but as so much labour power to be used, it was a natural development that the poor at home became thought of in a similar way. In the early nineteenth century, those who had to work for their living were looked upon, in the same fashion, as units of labour and not as men and women at all. The use was made of child labour on a vast scale.

The children of the poor were regarded as workers long before the Industrial Revolution. John Locke suggested that they should begin work at three; Defoe was pleased to see that, in the busy homes of the

Yorkshire clothiers "scarce anything above four years old, but its hands were sufficient for its own support."

Later, in the nineteenth century, John Fielden calculated that a child following the spinning machine would walk twenty miles in the twelve hours. Oastler reported a

West Indian slave-master in his company as saying: "I have always thought myself disgraced by being the owner of slaves, but we never in the West Indies thought it possible for any human being to be so cruel as to require a child of nine years old to work twelve and a half hours a day."

This terrible evil of using infant and child labour became as much fastened to English life at home as slave labour was to life in the Colonies. Reformers had an uphill struggle to get rid of its worst aspects. The first attempt was made in 1802 when Sir Robert Peel, prompted by Robert Owen and the great Manchester men Dr. Percival and the merchant Gould, carried a Bill limiting the hours of apprentices to twelve a day, forbidding night work and providing for visits to the mills by parsons and magistrates. The Act was never effective. A second Act, passed in 1819, forbidding the employment of children under nine in cotton mills and limiting the hours of those between nine and twelve years old to twelve a day was equally useless. The reason given in 1828 for the lack of implementation of this Act in Wigan was

FROM THE SLAVE
TRADE AND INFANT
LABOUR TO FULL
TIME INSTRUCTION
WITH PAY FOR
APPRENTICES, AND
IN THE FUTURE ... ?

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that all of the magistrates were cotton mill proprietors who were forbidden to try cases under the Act.

An Act passed in 1831 brought all persons under eighteen within the provision for a twelve hour working day but the first Act which had any effect was passed in 1833 and provided for State inspection.

This Act, applying to woollen as well as cotton mills, forbade the employment of children under nine, limited the working hours of children between nine and twelve years old to nine hours a day and forty-eight hours a week, and those of persons under eighteen to twelve hours a day or sixty-nine a week. However, although this Act was a notable advance because it introduced the principle of inspection, it was easily evaded. The work of the children was so closely connected with that of the adults that, in practice, it was impossible to protect the children except by a measure that would, in fact, limit the hours of the whole mill. This was the plan which had been urged by the advocates of the ten hours day. The struggle from 1829 when M. T. Sadler first adopted this scheme, was between those who thought it so important to rescue the children that they were ready to limit the working hours of the mill, and those who held that it was so important to let the mill work to the utmost of its capacity that it was necessary to overlook the consequence to child life. The struggle



ended, at last, in 1847 with the passing of the Ten Hours Bill which limited the actual work of all between nine and eighteen to ten hours a day, exclusive of meal times. The chief names associated with this reform are Sadler, Fielden, Oastler and Shaftesbury.

The opponents of the Ten Hours Bill forecast that irreparable damage would be done to the cotton industry by the passing of the Bill. This proved to be just as untrue as the forecast in 1806 that the end of the slave trade would mean the end of Liverpool as a port.

It can be seen that, far from providing education for the majority of the populace in the England of just over 100 years ago, reformers were only just beginning to win the battle for a little rest and provision for corporal health.

Nevertheless, the pioneers were at work in the field of education and Leonard Horner reported in 1839 that a population of over 100,000 people in the Oldham and Ashton district of Lancashire was without a single public day school for poor scholars. It was reported that in 1842, in South Wales, not one grown man in fifty could read—and this was at a time when both the village story teller and the travelling actors had gone. A few far-seeing men like Tom Paine, Dr. Price, Lord Brougham and Samuel Whitbread had pressed for the provision of public education. Whitbread carried a Bill in 1807 under which each parish would have had its elementary school. Brougham incessantly urged the claims of education but Parliament was prepared to leave the nation to a hopelessly inadequate provision made by voluntary societies. It was not until 1833 that education received any help from the public funds.

Whilst the nineteenth century proved to be mainly frustrating for the reformers, there can be no doubt that they were having an effect on the public mind and conscience.

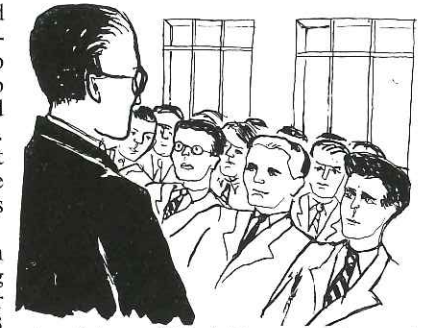
True, the Factories Act of 1844 did reduce the permissible age of employment from nine to eight, but it also provided that the children were to spend their mornings at school and only the afternoons in the factories. It was also true that there were not enough schools or teachers at the time but the principle of need was established.

Just after the turn of the century in 1901 legislation was passed making it illegal to employ children under twelve years of age and again in 1903 it became illegal to employ children in occupations injurious to their physical health.

The First World War caused people to think of each others needs and in 1921 compulsory education from the ages of five to fourteen was introduced. Local authorities had the power to increase the school leaving age to fifteen and to provide an annual minimum of 280 hours day continuation schooling for those who had left school and were between fourteen and sixteen years of age. These local provisions were not used on any significant scale between the First and Second World Wars.

The 1937 Factories Act consolidated much of the earlier legislation and considerable attention was paid to the employment of women and young persons. In the meaning of the Act a young person was someone employed between the ages of fourteen and eighteen. Those under sixteen were generally allowed to work a maximum of forty-four hours a week and those between sixteen and eighteen and all women could generally work forty-eight hours at the rate of no more than nine hours in any day and the times between which the nine hours could start and finish were laid down. Intervals for meals and rest were also specified during which any work was forbidden.

During the Second World War, the 1944 "Butler" Education Act was passed providing for future increases in the compulsory school leaving age first to fifteen and later



to sixteen, (this latter point has not yet been implemented). Provision was also made for compulsory education of at least one day per week for all young persons in employment up to the age of eighteen. This has not been implemented either but it has provided a spring board for much that has developed in day release for apprentices since the war. The provision was for education for all young people including non-apprentices and some firms anticipated the requirement by providing Day Continuation schools and Colleges of their own. Having done this for the non-apprentice it would not have made sense for the apprentice to have had to attend technical college in the evenings only, as had been the widespread custom before the war. Day release for apprentices has been very successful and, indeed, further progress has been made by the institution of sandwich courses for advanced qualifications provided by the Hives Council set up by the Ministry of Education.

Records of conditions at Chance Brothers Works in 1865 show that the rules of the Firm forbade the employment of children under the age of twelve. The Firm's high regard for education is recorded in the report of a Children's Employment Commission of that year as follows:—

"Great regard has been shown by the employers for the education of those under or around them. Large and handsome schools, (the present canteen buildings) including three lofty school rooms with class-rooms to

each, supplied with maps etc., and a house for a master, have been built by the firm close to their works at their own cost, which must have been very considerable."

and later:—

"It having lately been thought by the employers desirable to ascertain the actual educational state of their younger workpeople, all have been examined; and the result of this has led to a rule that all under the age of eighteen who failed to show the required knowledge of reading, writing and arithmetic, shall attend the evening school."

This attitude of the Company toward the young and towards education has been maintained up to the present. There will not be found in 1959 any man or boy under the age of twenty-one employed in the works excepting those who are apprenticed to a skilled occupation. The Company sends all of its apprentices to technical colleges on day release as a minimum. Facilities are available for those suitable to take sandwich courses and full time university courses. Girls taking commercial courses are allowed to attend college for half a day each week to study shorthand, typing and English.

The latest development introduced by the Company is that all engineering apprentices attend a technical college for a half year full-time pre-vocational course in engineering. This will ensure a good grounding in the fundamentals of engineering in the early part of each boy's apprenticeship upon which he will be able to build during the remainder of his "time."

In regard to the future of apprentices the writer feels there to be two good reasons for optimism:—

1. The boy is fulfilling his natural aptitude for a given kind of work by working satisfactorily in his apprenticeship. This aspect gains greater significance and gives greater satisfaction in the boy's mind during the later stages of apprenticeship and when he reaches full skilled ability.
2. The boy's progress in apprenticeship is carefully watched at Chance Brothers by the Apprentice Committee which sits to appraise each boy

twice a year. He is given regular praise or criticism as the occasion may warrant.

One's fears for the future are not for those who achieve balance and satisfaction and reward from the ability and desire to work along recognised channels. The educational problem of the time is felt to concern the great bulk of the population who will never achieve either practical or academic qualification. This has already been evidenced by the lack of apparent incentive in Secondary Modern Schools—why should children there work? It will not help them to qualify for jobs as will those who attend Technical and Grammar Schools. This is a major problem at present facing teachers. More evidence of it is found in the comparative failure of the Day Continuation Schools—there the non-apprenticed future unskilled worker has been sent for a day a week. One teacher informed the writer that he had measured the decline in a youngster's mental age during his first two years at work from actual age fifteen to seventeen. The boy, on leaving school at fifteen had a mental age of eleven and two years later this had reduced to eight. Sir John Wolfenden, Vice Chancellor of Reading University writes:—

"It is highly probable, however regrettable it may be, that neither work nor school completely satisfies all the needs of either "Michael" or "Margaret." If we are honest we must admit that there are many sides of their personalities which are not adequately exercised even in the best schools."

For at least three quarters of the population it is difficult to see how either schools or work satisfies even in small measure let alone completely. We have much to think out before we can approach, in Sir John Wolfenden's words; "what we have never yet seen in this country or anywhere else, an intelligent and interested democracy—that is, a community of intelligent and interested persons."

K.L.O'L

C.-P.O.W. Smethwick Works

THIS is a new heading to appear in *Chance Comments*, as the Optical Department is now to be known as C.-P.O.W. Smethwick Works.

It will be recalled that in 1957 a new organisation to integrate the Sales, production and development of glasses for optical and spectacle purposes was formed under the name of Chance-Pilkington Optical Works and a factory was opened in St. Asaph, North Wales. Until the end of 1958 Chance Brothers Optical Department continued to operate but production was controlled from St. Asaph.

It is logical that the department should now be part and parcel of the new organisation.

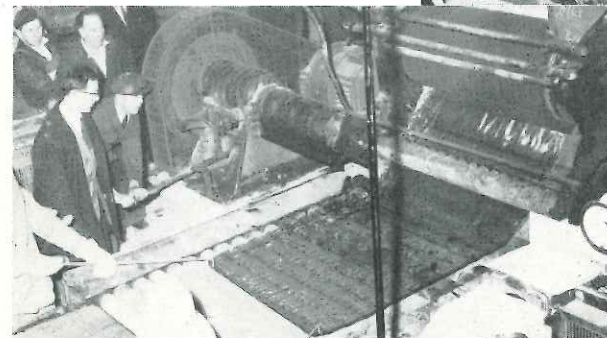
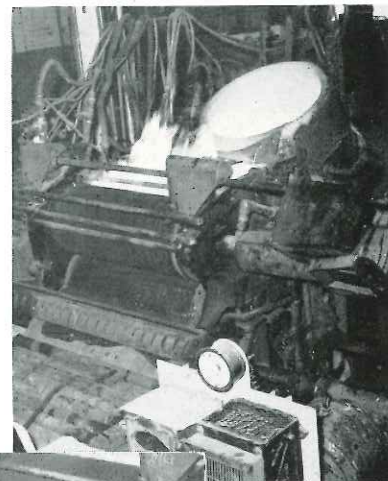
The Optical Works which were set up at St. Helens in 1939 and known as Umbroc Limited has closed down and some of the production carried on there has gone to St. Asaph and some to Spon Lane. The Spon Lane production programme includes Alloy pot manufacture, Clay pot manufacture, radiation shield windows, spectacle white and Chances Crookes repressings, colour filter manufacture and repressing and polishing, school prism polishing and white plate repressings. Mr. T. P. Whieldon is the Manager of the Spon Lane unit.

It is satisfying to see increased activity in Optical Glass manufacture at Spon Lane.

One of the processes brought back to Spon Lane is the Optical and Coloured glass rolling process which is perhaps the most spectacular of the Furnace Hall activities. Many long service employees have already identified the rolling equipment as having been used

many years ago near No. 1 Rolled Plate Tank, but modifications made to this machinery allow the manufacture of a much wider range of glass thicknesses. Over 20 men are employed in the rolling team (nearly half of these are from the M. & C. Building Department), and the sight of so many men working together with almost drill-like precision and the regular sound of the guillotine cutting the hot glass is very impressive.

John Bennett (ex Chemistry Laboratory) has come back to Spon Lane as Melting Superintendent after four years in St. Helens, and Terry Beauchamp from the B. & P. Division has joined C.-P.O.W. as Foreman of the Clay Pot Melting Section.



● The Optical Rolling Process.

RETIREMENTS



● Above: Dr. W. M. Hampton wishes happy retirement to H. Morrall, T. Clift and W. Moore of M. and C.



● Below: A. F. Hawkes of Mixing Department retires.

● Above: B. Fenton, G. Baldock and W. Withers of Flat Glass Division retired on 27th February.



● Below: G. Woodhouse of M. and C. clocked out for the last time on 6th February.



● Above: Mr. C. J. S. Newman chats to G. Sloan of Traffic Department. George retired at the end of January.



● The Malvern works presented B. Morris with a wrist watch on his retirement.

LONG SERVICE AWARDS



● Left: T. W. Guise, Fiesta Department received a watch to mark forty-five years service.

● Foot, left: J. Smith of Seven Storey has completed twenty-five years service.

● Below: J. W. Jesson also received a watch on the completion of forty-five years service.





Chance SNAPSHOTS



★
 ★



★ THE LABORATORY STAFF SOCIAL ★



★ THE ★
 RECREATION
 CLUB
 GALA BALL
 ★

★ ★



★
 ★

★
 ★





From all Departments

MOSTLY PERSONAL

Blown and Pressed

During recent weeks several young ladies have joined the Vello Process section and we extend to them a sincere welcome. Bert Cox of Cathode Welding has been appointed a foreman in Vello Warehouse and Arthur Sutton also of Cathodes has been appointed foreman of the division's Goods Inwards department.

Ellen Hunt of Pressed Process has retired after eighteen years service, and Mr. Dixon Davies left us at the end of March to take up a position in the North.

The division records with profound regret the deaths of three members and we extend sympathy to the families.

Edward Fletcher of Vello, passed away on 27th February at the age of fifty-one. He joined the Company eighteen years ago and his widow is a member of the Office Cleaning department.

Samuel Clive, Vello Warehouse died on 22nd February at the age of forty-two. Sam joined Chance Brothers twenty-seven years ago. For many years he took a big part in the life of the works being a member of the Works Consultative and the Recreation Club Committees, but certainly his greatest voluntary contribution was as second officer to the Works Fire Brigade.

After a long illness James Thorpe passed away on 21st March, aged 60. He started at W. E. Chance Works at Oldbury in 1913 and was employed as a skimmer.

C.P.O.W.

The explanation for this new subtitle is given on page five. The depart-

ment gives a sincere welcome to Mr. P. Whieldon and Mr. J. Bennett; they are of course not strangers to Smethwick. Mr. T. Beauchamp is also welcomed on his transfer from Blown and Pressed.

The first Optical cast was made on 2nd March and everything went very well.

On February 20th, the department organised a visit to the pantomime at Birmingham Hippodrome and thanks are expressed to Mr. A. Evans who made the arrangements.

The department was hit rather badly by the wave of 'flu but everybody is now back on the job. We are particularly pleased to know that Mrs. G. Viney who had been in hospital is now well again. Mrs. V. Westwood had a fall at work which resulted in a shoulder injury and we hope that recovery will be quick.

We express sympathy to Mrs. M. Fletcher whose husband died in February.

Alburt Burling passed away on 2nd March after a short illness. He was aged fifty-six and came to Chance Brothers as a boy aged thirteen. For the greater part of his life, he was a glass blower in the Blown and Pressed. Deep sympathy is extended to his widow.

Flat Glass

A number of new employees have joined the Rolled Plate department and we extend to them a sincere welcome.

George Baldock of Rolled Plate Making, and Ben Fenton and Bill Withers of Micro, have retired and we wish them a happy and long, well earned rest. Their many friends in the departments presented each with a silver tankard.

Ernest Courtney who retired as foreman of the Seven Storey in February 1956 died on 6th March aged sixty-nine.

Glasgow

The Recreation Club held a very successful Social and Dance on the 2nd March, and are now busy organising a Theatre night to round off the winter activities.

The table tennis team continue in winning form and have now reached the final of the House of Harris Cup.

William Anderson (Yard) has been on the sick list for some time. We wish him a speedy recovery and look forward to seeing him back with us soon.

To newcomers Joan McGregor, A. McDougall, J. Forbes and W. Graham we extend a warm welcome.

Laboratory

Ken Fletcher and Mary Eccles, both from the Chemical Laboratory were married on 21st March and Bob Beavon has become engaged. We congratulate these happy people.

John Knight has been transferred from Blown and Pressed to the Laboratory as a sampler.

Michael Haslum attained his majority on 6th January and Roger Barrett on the 7th January.

London

London Office staff are always very much concerned with the annual Blackpool Fair, and this year we helped to launch the new Fiesta design "Calypso," so called because the pattern is based upon the eucalyptus flower. Readers may like to know that the Royal College of Art set an exercise for their students and we were presented with many lively designs. Eventually "Calypso" was selected. Blackpool confirmed the popular expression of opinion, and buyers were much impressed. This of course was reflected in the orders received.

We were also rather pleased that our new handkerchief-shape vases, which generally speaking are attributed to Italian influence, were in fact sold to a buyer from that country!

Malvern

During recent weeks the Malvern Works have lost three good friends through retirements, namely, Mrs. Banks who kept the works and offices

clean for many years, Fred Banks who was in the grinding room for four years, and Bert Morris of the stores who was the first employee at the opening of the works. We wish them a long and happy retirement and hope they will come and see us often.

Maintenance and Construction

The Boiler Shop congratulates Vic Beresford on his marriage to Miss S. Thorpe on March 7th.

Bob Tandy of Millwrights commenced his National Service in R.E.M.E. on 19th February.

Old Hall

The Old Hall has received an influx of newcomers during the past two months and we are very pleased to welcome them to the various departments.

To Work Study, J. Baxter from Vehicle Repairs, T. Eggington, from Pipe Fitting, E. Brittin from Carpenters, C. Hargreaves from Boiler Shop and W. West from Seven Storey.

To Technical Development comes A. Rutherford.

R. Price has joined the Spon Lane Staff of the Instrument Section and after initial training at Spon Lane, A. MacDougall is now established at the Glasgow Works.

The Old Hall staff will appreciate this example of Spring madness:—

No more interest now in puffers,
Crop rotation even suffers,
His only love is the little cream van!

Offices

Walter Brittain has left the Cost Office in order to take up a similar position at the Chance-Pilkington Optical Works at St. Asaph and we hope he and his family will be happy there.

Tony Summers of the Cost Office has decided on the Regular Army as his future career.

Margaret Loach, secretary to Mr. J. R. Richards, married John Mole on 21st March and we extend congratulations.

Traffic

Derek Horton, of Traffic Department married Barbara Higginson of Blown and Pressed on 21st March and best wishes are extended to them.

Jack Hughes, Traffic Checker, has retired after thirty-one years service.

Jottings *of shorter items and employees' contributions*

NO SMASH HITS

In the Copenhagen suburb of Kastrup, musicians in an amateur orchestra perform with trumpets, trombones, horns and even a drum, all made of glass. It was twenty-five years ago that Kai Olsen, a local glass blower, got the idea of making these glass musical instruments, which are now very carefully looked after. There's only one snag. One certain note, if played, could completely shatter the instruments, but Mr. Olsen is happy to say that this note has never yet been obtained, either accidentally or intentionally.

THE FOREMAN

The foreman is, and always has been the subject of wise cracks—it is understandable that the contributor of the following wishes to remain anonymous.

The Foreman

Who has to be here on the dot?
Who has to know the blinking lot?
Who round the collar soon gets hot?
..... The Foreman

Who always has to have things right?
Who gets fetched in at dead of night?
Who still must seem both keen and bright?
..... The Foreman

Who argues with the boss next door?
Who gets abuses by the score?
Who swallows them and stands for more?
..... The Foreman

Who has to satisfy the men?
Who has to curse them now and then?
Who sometimes has to count to ten?
..... The Foreman

Who tackles jobs both old and new?
Who has to work the week-end through?
Who longs for payment same as you?
..... The Foreman

So workmates be advised by me,
Just do your job and sup your tea
And vow that you will never be
..... A Foreman

..... AND HEAVEN TOO!

Telephone Operator: "Good morning—
Chance Brothers can I help you?"

Caller: "Yes please—will you give me
OLD HELL!" (Old Hall).

BOUQUET

Last month a visit to the Works was made by a Polish Government Delegation accompanied by a representative from Guy Motors.

They wished to learn about the question and maintenance of a fleet of vehicles and Guys had recommended Chance Brothers to them as a good example. Mr. F. C. Cooke and Mr. J. Foster answered all their queries and they were obviously impressed.

OVERHEARD ON THE 204 'BUS

Mr. A: Dow yow think them theer
Hankercher Vawses in the Sales
Shap bin tew dear?

Mr. B: No, they are very good value
for an artistic production whose
shape and colours blend so well
with the flowers.

Mr. A: Well! I'm blowed. I thowt
they was on'y for handker-
chers.

PROVIDENT SOCIETY

The annual meeting of the Smethwick Glassworks Provident Society was held on 5th March. The accounts for 1958 showed that £855 was received from members subscriptions and the benefits paid were, sickness £622, deaths £60,

surgical appliances £3, convalescence £137—a total of £822.

The following were elected as the Committee for 1959:—

Dr. W. M. Hampton (*Chairman*), Mrs. J. Taylor, Mr. L. G. Hinton, Mr. E. Bullen, Mr. J. Kokke (Malvern), Mr. W. Holloway, Sister M. Jones, Mr. H. Turner, Mr. A. Wood (*Treasurer*), Mr. W. Durham, Mr. J. Hill, Mr. J. Randle, Mr. W. Short, Mr. R. Cammies, Mr. H. Care, Mr. H. Sedgley, Mr. R. Turley, Mr. E. Mann, Mrs. Bloomer, Mr. A. Ogden (*Secretary*).

EMPLOYEES CHARITY FUND

In 1958, a total of £168 was collected from employees by one penny a week deduction from wages for charitable gifts and this sum was distributed to twenty-five charities. In recent weeks a further number of employees have joined the fund and it is probable that some £220 will be available for distribution this year.

At the annual general meeting of members held on 3rd March, the following were elected as the Committee for 1959:—

Mr. L. G. Hinton (*Chairman*), Mr. A. Wood (*Treasurer*), Mr. A. Ogden (*Secretary*), Mrs. J. Taylor, Mr. D. R. Kirkwood, Mr. L. Steel, Mr. A. G. R. Talbot, Mr. H. Care, Mr. W. Bick, Mr. W. King, Mr. H. F. Cosnett, Mr. W. A. Standley.

"GLASS QUEEN" COMPETITION

We at Chance Brothers congratulate Judith Rogers of Pilkington Brothers works at Doncaster on winning the Group "Glass Queen" Competition held at the Winter Gardens, Blackpool on 13th March.

Miss Rogers was undoubtedly a worthy young lady to be the first to wear the all glass crown

... The P. B. Group "Glass Queen" Competition.



which was made at Spon Lane for the occasion. Anne Buckler of Malvern who went as Miss Chance Brothers, received a very high score from the panel of judges but failed to obtain a place amongst the first three by one point—hard lines Ann, as you really did look very charming.

There were eleven girls in the finals and the event was watched by some 2,000 Pilkington employees.

CRICKET SEASON OPENS

The cricket section of the Recreation Club looks forward to the 1959 season with the hope that the year will be better than last both in regard to weather and performance on the field.

The teams will be visiting new grounds as the first XI has been relegated from the first division of the league to the second division. It is planned to arrange at least one evening fixture each week in addition to league games and both hard and grass practice wickets will be used on Mondays and Thursdays.

The secretary of the section is Harry Helsby (Pyrometry) and he would be glad to hear from any employee who would like to play for the Club.

This year's officers are:—

First XI Captain: B. Fowles
Vice Captain: G. Moore

Second XI Captain: J. Allen
Vice Captain: W. Moore

How Your Suggestions

Are Handled



THREE hundred and seventeen suggestions were submitted to the Suggestion Scheme last year and the Committee strives constantly to increase the number as constructive thinking and the submission of suggestions result in the improvement of the Company's business.

When you feel that you have a useful suggestion to offer, write it down on a Suggestion Form which may be obtained from any gatehouse, and post the completed form into a Suggestion Box. If you require help in setting your idea down, your supervisor or the Personnel Manager will be glad to arrange for you to see the right person about it. Here are a few useful points to keep in mind when submitting your suggestions.

1. Give a complete explanation of your idea and how it can be applied.
2. State what your idea will improve.
3. Why you think it is needed.
4. Where it will apply.

If you think a sketch would help to explain your idea, attach one to your suggestion. Don't worry if you

are not an artist—you aren't expected to turn in a professional job.

Once your suggestion has been posted in a box, you really have started the machinery moving! A member of the Security Staff empties the boxes each Saturday morning and the contents are delivered to the Personnel Department. When your suggestion is received it is assigned a number, entered on a record card and a letter of acknowledgement is sent to you.

The original form together with a report sheet is then sent to the appropriate manager for investigation as to its merits.

Many suggestions are of such a nature as to require considerable time to investigate and in some instances it is necessary to conduct lengthy tests. All of this can, and does, tend to delay a final decision. In some cases, the Departmental Manager invites the Work Study Department to assist him in his investigations.

You really can be assured that Managers devote a considerable amount of time and thought in preparing reports on ideas.

As soon as your suggestion has been investigated thoroughly, a report is submitted to the Suggestions Scheme Committee. If the idea is accepted a tax free cash award is made and the amount depends on the degree of benefit which it is estimated the Company will obtain by adopting the suggestion. When suggestions are not accepted, you will be given a reason. If you feel

that all the relevant facts have not been fully considered or if you have additional information to offer, you have the right of appeal.

Here are some fields of thought for consideration:—

How can we eliminate

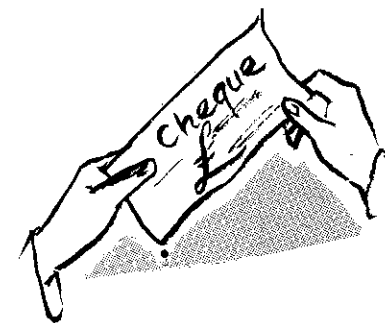
- (a) Duplication of work
- (b) Excess handling
- (c) Wear on equipment
- (d) Waste of time or materials
- (e) Breakages
- (f) Unsafe conditions
- (g) Unnecessary paper work

How can we improve

- (a) Methods of storage
- (b) Office procedures
- (c) Employees services
- (d) Manufacturing processes

Here is a brief summary of awards made in March:

C54056	R. Hinson	M. & C.	Hoods over Vello crizzle box to prevent damage from steam	£1 15s. 0d.
C54124	T. Hedley	Pyrometry	Trolley for Pyrometry Department instruments	£1 15s. 0d.
54150	V. J. Beresford	M. & C.	Improved lighting in Boiler Shop	£1 0s. 0d.
54152	F. Timmins	M. & C.	Repairs to floor s/s Mixing	£1 0s. 0d.
54171	M. J. Enefer	M. & C.	Safety	£1 0s. 0d.
54173	D. Forsyth J. Scarlett	M. & C.	Improved space heating at No. 1 Rolled Plate	£1 0s. 0d.
54176	J. Jewkes		Shape transfer on lathe in Mould Shop	£7 10s. 0d.
54183	E. R. Owen	M. & C.	Safer wiring system on n/s Telpher	£1 0s. 0d.
54187	D. H. Forsyth	Rolled Plate	Safety	£1 0s. 0d.
54193	G. Porton	M. & C.	Fitting rain gutter on Carpenters' Shop	£1 15s. 0d.
54197	E. R. Owen	M. & C.	Safety	£1 0s. 0d.
54220	G. E. Ross	M. & C.	Valves on boiler water tanks	£1 0s. 0d.
54206	H. Shermer	Seven Storey	Diamond holder for splitting glass cylinders	£4 10s. 0d.
54208	R. Etheridge	M. & C.	Safety	£1 0s. 0d.
54211	J. Moore	Rolled Plate	Ball bearings on wire cradles in Rolled Plate	£3 5s. 0d.
54213	D. Handy T. Allard	Traffic	Strength of loose load racks	£3 5s. 0d.
54216	A. H. Jakeways		Marking out working spaces at No. 1	£1 15s. 0d.



These are just a few examples of where improvement can be sought. There is, in fact, practically no limit to the type of suggestion which can be sent in.

Even if your first attempt is unsuccessful, keep trying because in 1958 a total of £338 0s. 0d. was paid out for ideas.



"A Glass of Water Please"

Although many people are not aware of the fact, a bona-fide railway traveller is entitled to go into a station refreshment room, say "A glass of water, please," and get it without question of payment. If one day, however, the assistant behind the counter replied "I'm sorry, we have no water until 6.0 p.m." the thirsty bona-fide traveller would have cause to wonder what had gone wrong. But with the ever-rising national consumption of water, such a situation could arise in certain places.

Recently, the Central Advisory Water Committee issued its first report. Its message is that our water resources are sufficient to meet the rising demand—if we do not waste what is a precious product often expensive to obtain. Water is one of the things we take very much for granted, unless we have fought in a desert or lived, as many people in rural Britain still do, half a mile from the nearest drinking water. And 880 yards seems quite a long way carrying a bucket of water.

Having a quick think about the amount of water you drink or use in various forms, what would you say was the average daily consumption per head? Five, ten or twenty gallons? Or more?

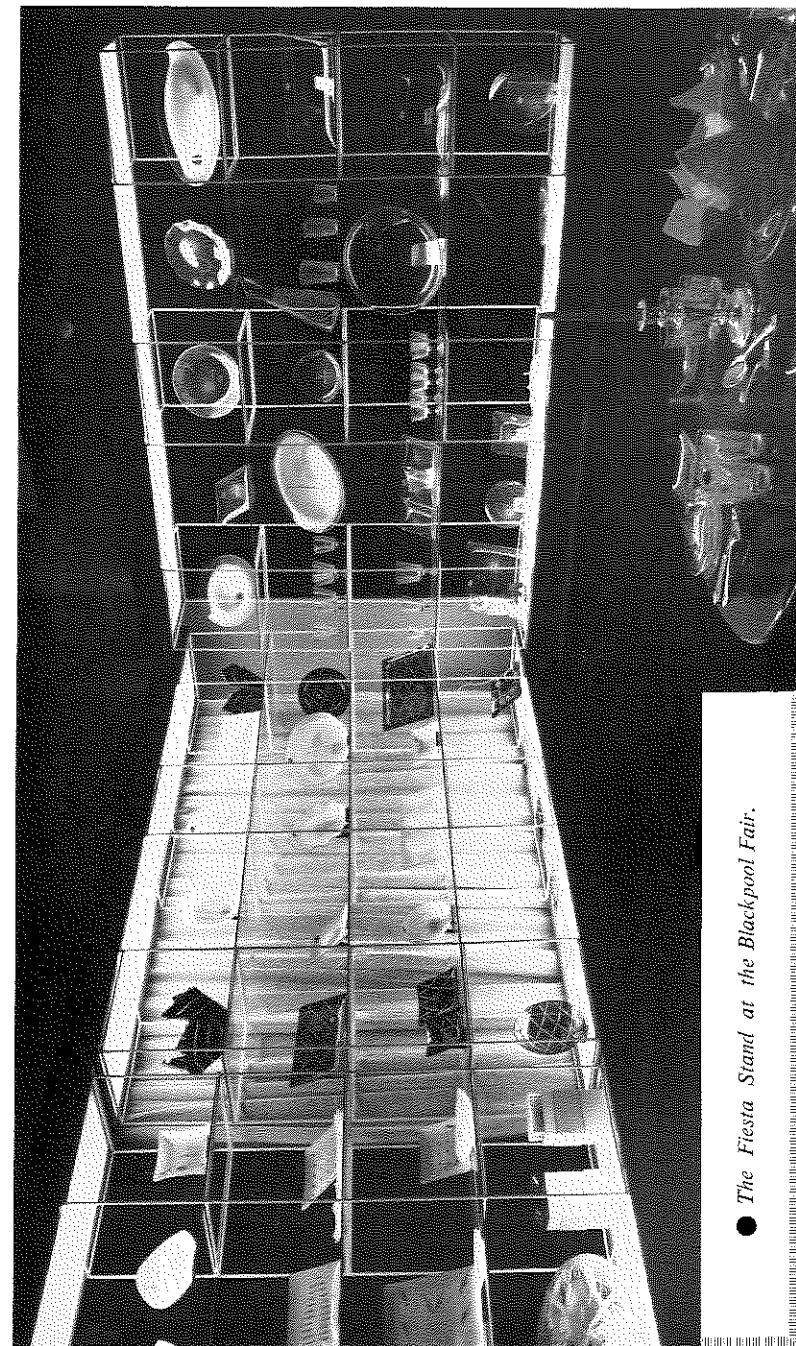
The answer is that in England and Wales it was forty-five gallons per head per day in 1955. It is expected to be fifty-two gallons per head in 1965. To put it another way, the public water undertakings of England and Wales send out the fantastic total of over two thousand million gallons per day.

Though the dripping tap and the worn washer in the home are Britain's worst water-wasters, it is of course industry that boosts up consumption to the present figure of about fifty gallons per head. It is responsible for over one-third of the daily consumption. It takes 120,000 gallons to produce one ton of aluminium, 65,000 gallons for a ton of steel. The production of a motor car takes 25,000 gallons. Industry often uses the same water several times over. For example a 300

megawatt nuclear power station requires, mainly for cooling purposes, 500 million gallons of water every twenty-four hours. The Central Electricity Generating Board expects to require by 1965 at least ten thousand million gallons a day for cooling. Bearing in mind re-use, that is more than twice the total demand by all other uses. At Smethwick works we use 113 million gallons of South Staffs water each year.

Consumption is rising fast, as is that of farming, with the development of overhead summer irrigation, especially for market garden crops. As the Water Committee's report points out, "rain is the source of all natural fresh water," but only a part of the annual rain fall finds its way into the wells, reservoirs and underground water resources. The task today is to survey and exploit our resources of ironstone or coal. As consumption rises so will waste prevention, in the factory, on the farm and in the home because of increasing importance.

Just how important waste detection and prevention can be as illustrated by two figures. Where water companies are operating waste detection schemes they can cut domestic consumption by up to seven gallons per head per day. One company related the cost of the detection service to the cost of water that would have been used if it had not been in operation. The saving was £70,000 per year. Whenever we waste water we are throwing away a precious asset. Only those who live in a perpetual water shortage really know its value.



● The Fiesta Stand at the Blackpool Fair.