

FIVE SHILLINGS SUBSIDY

If you buy Safety Footwear you will receive a grant of five shillings towards the cost of each pair.

Details of the subsidy scheme are given on page 12.

SAFETY SHOES LOOK SMART!

SAFETY SHOES WEAR WELL!

**SAFETY SHOES PROTECT AGAINST
TOE INJURIES!**

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Chance COMMENTS



OCTOBER — NOVEMBER 1959

3^D

Chance

COMMENTS

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

EDITOR A. OGDEN

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THIS MONTH'S COVER

Ron Moore of the Laboratory submitted a good selection of his snapshots in the photographic competition. The results of the competition will be reported in our next issue but it was thought that this photograph of his son David, would make a good cover picture.

Last month's puzzle picture was first identified by Don Kirkwood of the Stores who donated his five shillings prize to the Maintenance and Construction Childrens' Christmas party fund. The picture was taken at Bath.

A Strange Story—

NEWSPAPER SELLER IN AUSTRIA

QUOTES SHAKESPEARE

WHILST on holiday in Austria, Mr. Jack Perkins, London Office Manager, and Mr. Arthur Ogden, Personnel Manager, bought a daily English paper from the street vendor in Igls. Although he was an Austrian, the newspaper "boy" spoke perfect English and often quoted lengthy passages from Shakespeare and the English poets. Who was he? What was his background?

On a wet afternoon he was persuaded to talk about himself. Just a year ago, Michael O'Higgins wrote the strange story of Anton Hauptmann for the *London Evening News* and the editor is indebted to that paper for permission to reproduce.

The World's Graet Autograph Hunter

Anton Hauptmann, the world's greatest autograph hunter, was born in the Southern Tyrol in 1894.

At the age of fifteen, he was sent to learn the trade of pipefitter, but after three years he decided to go to sea.

From then until 1921 he wandered the world in a variety of ships.

Whenever he was in port however, he spent every available minute in libraries and museums, studying the lives of famous men.

Thus his great idea was born. He decided to wander the world collecting the signatures of the great and powerful among mankind.

He bought himself a huge autograph album and set off on the quest that became his sole purpose in life.

Making money was not his principal aim, but he believed that when

his work was done, his unique autograph collection would be worth enough to assure him a comfortable retirement.

His "Captures"

For the first two years of his remarkable career, Anton Hauptmann trudged through most of America's forty-eight states. He started from San Francisco on September 21st, 1921, and the first signature he obtained was that of Mayor Rolph at the city hall.

From San Francisco, he went to Hollywood—an autograph hunter's paradise—and from there through Arizona, New Mexico, Texas, Louisiana to Florida on the south-east coast.

In Miami his greatest "capture" was the signature of John D. Rockefeller, but by then his collection boasted of such a mixed bag as Lon Chaney, Thomas Edison, Jack Dempsey, General Goethal, builder of the Panama Canal, and hundreds of others.

Later, Hauptmann obtained the signatures of President Harding, ex-President Woodrow Wilson, and many other politicians. Then he headed for North Africa.

Arriving in Tunis in July, 1923, he bought a donkey and set out across the desert, where he was suddenly surrounded by a band of hostile Bedouins.

Convinced that he was an Italian spy, they took him to their camp, bound him, and examined his precious album.

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Page One

Burned!

They believed it to contain secret information in code. So, as Hauptmann looked on in helpless anguish, they deliberately set fire to it and burnt it to ashes!

He was almost beside himself with despair; his life no longer seemed to be worth living.

On Christmas Eve, 1923, after he had been in captivity for nearly four months, he managed to escape and made his way to Tripoli to find a ship to take him home to Austria.

But his spirit soon reasserted itself and long before he arrived in his native Innsbruck, he resolved to start all over again.

By May, 1924, he had armed himself with a new book of 800 pages and set off to Italy, from whence he travelled the Balkans, Greece Turkey, Egypt, Arabia, India, Malaya, China and Japan, gathering scores of new autographs.

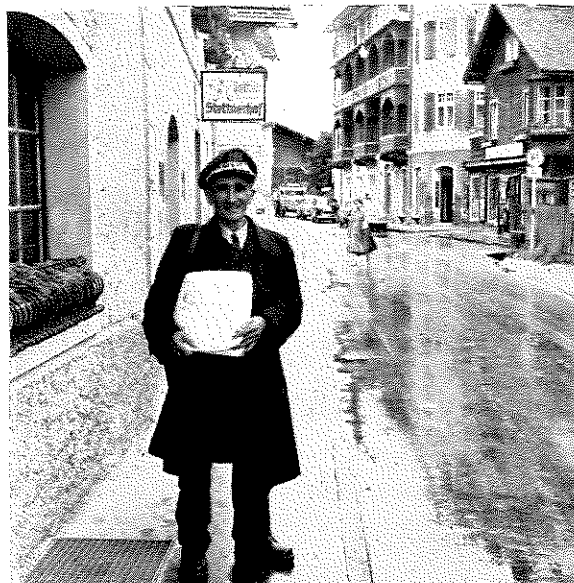
He faced death on more than one occasion in attempts to gain the signatures of Indian potentates and Chinese bandit chieftains.

Priceless?

But always he consoled himself that when it was filled, his beloved album would be almost priceless.

Mussolini signed for him in a bold but slightly cramped hand; Marshal Chang Tsoline wrote a poem in Chinese which required two full pages in the big, green book.

The Panchen Lama wrote a neat passage in Tibetan and included his



● He expected a fortune but his life's work sold for £12.

photograph. Mahatma Gandhi signed, almost unreadably, while sitting under a banyan tree in Cawnpore province at four o'clock in the morning. Field-Marshal Wu-Pei-Fu signed on the battlefield in Benglei, China.

King Carol of Rumania wrote his name in a broad flowing hand and green ink. Kang-You-Wei, the great Chinese poet and philosopher, contributed three pages of writing for which Hauptmann was offered 1,000 dollars by a dealer in Shanghai in 1926.

When he had covered most of Eastern Europe and Asia, this indomitable man decided to return to America in order to gain those vital autographs which had been lost when the Bedouin tribesman had burned his first collection.

From Japan he sailed to Seattle, in Washington, but was refused permission to land and was deported back to Japan. Hauptmann was forced to admit defeat and return to Europe.

He settled in Paris in 1929, took a job as a newspaper seller, and kept his collection growing by approaching all the famous people who visited the French capital.

When the war came, Hauptmann was forced to work for the Germans as an interpreter. After the war he obtained another job as interpreter—this time with the French Railways office in his native Innsbruck.

Throughout this period he continued seeking the signatures of the famous and by 1953 he had more than 3,000 names in his book—the first being that of Benito Mussolini; the last that of Benjamino Gigli, the world-famous tenor.

Now fifty-eight, he decided it was time to retire and live on the proceeds

of the sale of his valuable album. He was confident that it would fetch a handsome price. A wealthy American banker had offered him a cheque for 5,000 dollars for the album in 1930. He felt it must be worth considerably more now.

No Reserve

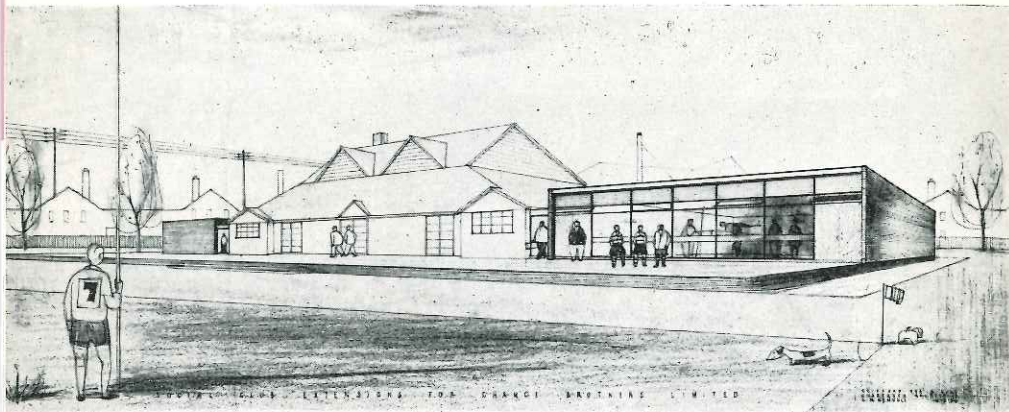
In due course he sent the heavy, green book to a British firm of auctioneers and asked them to arrange the sale. He put no reserve price on it.

His net profit from the sale was £12, less than one penny per signature.

So Anton Hauptmann, now sixty-three has had to return to selling newspapers to earn a living. He is back in Innsbruck in the Austrian Tyrol, with nothing to show for his life-long quest but a twenty-eight page typewritten list of the famous people he met in all parts of the world.

● Young Brian Perkins collected an autograph from the autograph hunter.

Innsbruck
Aug. 12. 1959
Anton Hauptmann
Good Luck To you



RECREATION CLUB

Pavilion Extension Scheme

THIS is an artist's impression of how the Recreation Club Pavilion will look in the Spring of 1960.

The Architect's scheme for extensions has been approved by the Board and the work will be started in the very early future.

A main feature will be the addition of a billiard room as shown on the right of the sketch. This will house the three tables which are at present over the canteen in the New Gate thoroughfare.

On the left of the existing Pavilion, a new block will be provided for dressing rooms, showers and toilets, and the main entrance to the club will be by an entrance hall at the Oldbury Road side of the building.

The existing bar will be retained but a lounge bar is to be added.

Officers and New Committee

At the Annual General Meeting of members held in July, the following officers were elected:—

President: Dr. W. M. Hampton; *Vice-President:* Mr. C. J. S. Newman; *Arbitrator:* Mr. H. Fulton.

The rules of the club were changed in regards to the constitution of the committee and the following are the new committees:—

(a) General Committee—Group Representatives

Miss W. Walker, Flat Gläss; Mr. G. Worley, B. & P.; Mr. J. Stockin, M. & C.; Mr. A. Evans, C.P.O.W. Smethwick; Mr. J. Foster, Traffic; Mr. H. Helsby, Old Hall, and Mr. B. Bryan, General Offices.

Appointed by the Board

Messrs. E. R. Flook, S. W. Round, B. D. Patrick, J. R. Cheetham, J. Bennett, Mrs. J. Taylor, and Mr. J. Jordan.

The General Committee appointed Mr. E. R. Flook to be Chairman, Mr. A. Wood, Treasurer, and Mr. A. Ogden, Secretary.

(b) Activities Committee

Mr. J. Foster, Chairman; Mr. A. Evans, Bowls; Mr. K. Hunt, Angling; Mr. H. Helsby, Badminton; Mr. H. Helsby, Cricket; Mrs. G. Boden, Darts; Mr. N. Hart, Football; Mrs. E. Horton, Netball; Mr. D. Hewitt, Tennis; Mr. H. Mills, Pavilion Entertainments; Mr. B. Cumberlidge, Table Tennis; and Mr. J. Gardner, Dominoes.

(c) House and Grounds Committee

Mr. J. R. Cheetham, Chairman; Messrs. B. Bryan, J. Stockin, J. Jordan, B. D. Patrick, H. Helsby and H. Mills.

Hints to Capitalists

WHO MAY BE THINKING

OF ENTERING THE GLASS INDUSTRY

So you have an ambition to produce:

Wool, cane, dice, muffs, knops, frost, bracken, muffled, friggers, air bells, Georgian, cats'-eye, coquilles, ballotini, Jeroboams, Rehoboams, cathedral, tappit hens, aventurine, Schelbach, demi-johns, fluor crown, millefiori, tram tickets, Salmanazars, stuck shanks, Methuselahs, Belshazzars, pulled stems, and Nebuchadnezzars?

The your first need is a furnace, which should be provided with:

Grog, baits, ports, boots, an eye, a siege, monkeys, alcoves, uptakes, a bridge, skittles, skewbacks, byeholes, a doghouse, sting-outs, linnetholes, tweel blocks, quarl-blocks, shadow-walls, baffle-walls, wicket-walls, soldier-blocks, spelling-books, and a dropped throat.

Your equipment must include:

Pigs, dope, lehrs, shoes, moils, ferrets, pontils, kettles, gadgets, marvers, mandrels, parisons, pucellas, chevellys, glory holes, deadplates, battle-dores, chest knives, trying irons, and mechanical boys.

And you will have to train:

Teazers, stoners, pushers, teemers snappers, slitters, swingers, spinners, cave-men, stackers, emptiers, chairmen, notchers, truckers, twistlers, trimmers, takers-in, fillers-on, cut-off men, fifth hands, jigger-men, remoulders, bottom-men, roller-men, footmakers, tougheners, knockers-off, markers-up, sitters-up, balcony-men, and cullet-washers.

Because you may need at any time to:

Pole, skim, float, boost, bleed, block, breeze bubble, potato, drag-

lade, run-off, burn-off, blow-over, double-gob, blanket-feed or blow the bull.

Thus equipped, you will not often be troubled by:

Dog, gall, foam, ream, boil rope, salts, froth, muddy, twists, specks, ambitty, sandiver, heeltaps, sweating, turbidity, white wash, low colour, corrosion, black spots, crown drops, spherulites, inhomogeneity, cheltered metal, devitrification, phase separation, or colloidal separation.

Indeed, the only defects you will really have to bother about are:

Bow, fins, laps, nibs, warp, coma, pluck, flare, bells, veins, cords, knots, seeds, cokes, scale, waves, vents, tears, blibes, chokes, strain, stones, smears, checks, sleeks, striae, Dannys, bad set, threads, hackles, pitting, filming, ripples, crazing, streaks, crinkles, crizzles, sweating, hot spots, feathers, blisters, fledage, bird cages, washboard, scratches, sulphured, rack marks, sugary cut, leaky rings, orange peel, shear marks, baffle marks, sun-burners, pushed punts, iridiscence, settle marks, and slugged bottoms.

WHAT COULD BE SIMPLER?

Note:

The above was taken from the menu card of the annual dinner of the Midlands section of the Society of Glass Technology. Acknowledgment is made to the British Standard Institution's 'Glossary of Terms used in the Glass Industry' and C. J. Peddle's 'Defects in Glass.'

A PENSION FUND TOPIC

Why it pays to start when young

IN the Pilkington Workmen's Pension Fund the pension earned in any one year varies not only according to the members contributions but also, according to his age at the time. The younger he is, the bigger the pension his contributions earn.

The reason for this is that the pension is not based solely on contributions but also on the interest the Fund accumulates on those contributions.

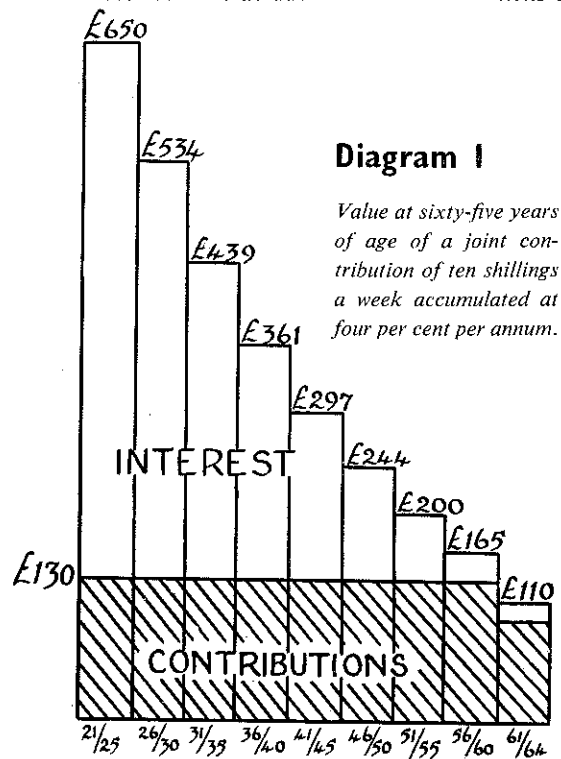
In order to earn this interest the contributions paid into the Fund are invested. The actual interest earned

by the investments has been averaging rather less than £4 for each £100 invested, but the Firm guarantees that the Fund shall receive interest of at least £4 for each £100 invested and it can therefore be said that all contributions accumulate compound interest at 4% per annum.

The pension payable to a member is based on the value of the contributions paid by him and by the Firm on his behalf together with the interest accumulated at 4% per annum. The longer the period for which contributions are invested the greater will be the accumulated interest, and the larger will be the pension which those contributions will earn.

Diagram 1 shows the accumulated value at age 65 of a contribution of 5s. 0d. a week by the member and 5s. 0d. a week by the Company, i.e. a joint contribution of 10s. 0d. a week, or £26 per annum, earning interest at 4% per annum. The contributions and the accumulated value are grouped in periods of 5 years, in each of which contributions totalling £130 (5 x £26) will be paid.

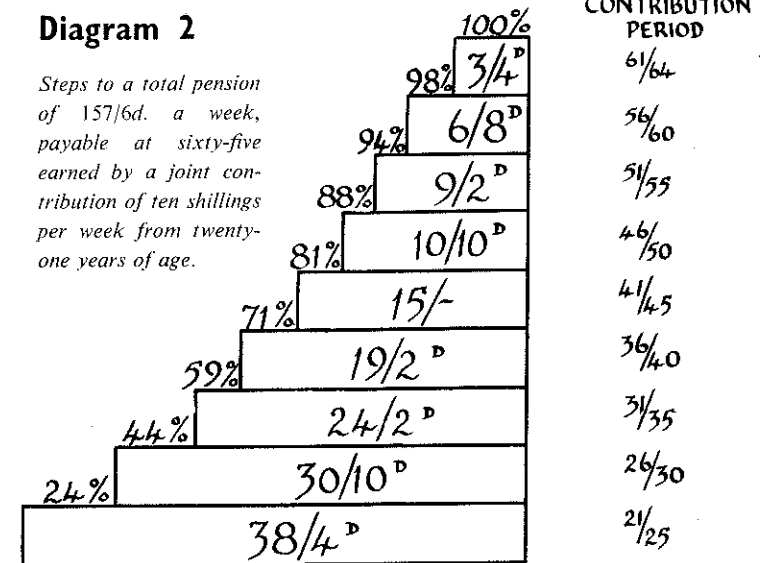
From the diagram it can be seen that the accumulated value at age 65 of the contributions paid between ages 21 and 25 is £650 and that the interest amounts to £520 or four times the value of the original contributions of £130. The amount of interest earned by the contributions paid at later ages



Age and five yearly contribution period

Diagram 2

Steps to a total pension of 157/6d. a week, payable at sixty-five earned by a joint contribution of ten shillings per week from twenty-one years of age.



is not so large. For example a similar amount of contributions paid between ages 51 and 55 will earn only £70 interest.

The contributions paid week by week and the interest earned by those contributions form the greater part of the total sum on which a member's pension is based, but other monies become available in the normal course of events and allowance is made for these in the calculation of the pension rates set out in the Rules of the Fund.

These other monies consist mainly of the Company contributions which are not refunded on the death of a member (mortality profits) or when the member leaves the Firm (withdrawal profits). As one would expect, mortality profits are higher in the older age groups whilst withdrawal profits are higher amongst the younger age groups. The amount of pension earned during any year is influenced by each of the factors mentioned above.

A male employee becoming a member of the Fund at age 21 and paying a contribution of 5s. 0d. a week until age 65 will earn a pension

of 157/6 a week. Diagram 2 shows how much of this pension will be earned by the contributions paid in each of the five year age groups corresponding to those in Diagram 1.

This diagram illustrates the fact that the 10s. 0d. joint contribution paid during the first five years of membership i.e. between the ages of 21 and 25, will earn 15s. 0d. and between ages 51 and 55 only 9s. 2d. of the total pension.

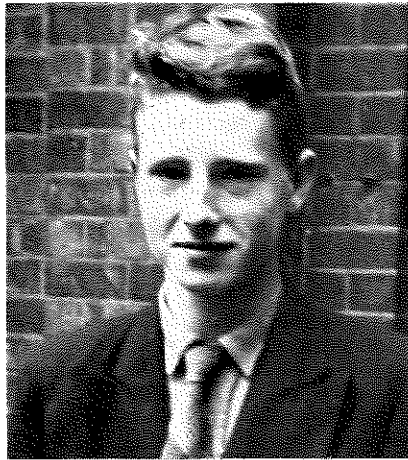
In fact one-half of this member's pension will be earned by the contributions paid before he reaches age 33, that is during the first 12 of his 44 years as a contributing member. A comparative state of affairs applies to those who become members after age 21.

All this leads very clearly to the conclusion that it is the contributions paid into the Fund during the early years of membership which largely determine the final amount of pension payable. It is therefore, most desirable that each member should pay the highest rate of contribution he can afford from the time he joins the Fund.

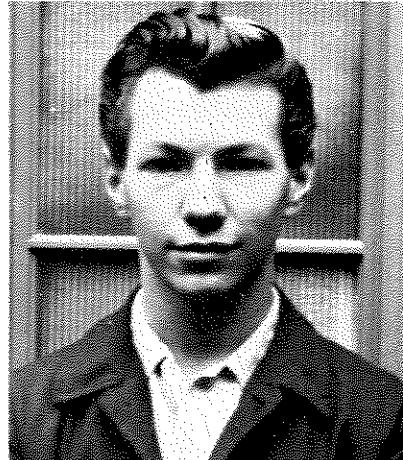
J. H. HUBERT NUTTALL

FROM SCHOOL TO INDUSTRY

Eight young people who left school this summer have joined Chance Brothers works and offices at Smethwick. It is our sincere hope that they will be happy with us and we wish them every success in their careers.



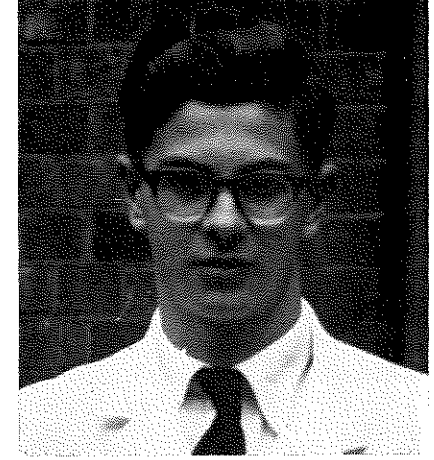
● Laurance Coulthard is seventeen and has joined Maintenance and Construction as a technical apprentice from Oldbury Grammar School.



● Christopher Thompson is sixteen and has joined the Millwrights Department from the James Watt Technical School, Smethwick.



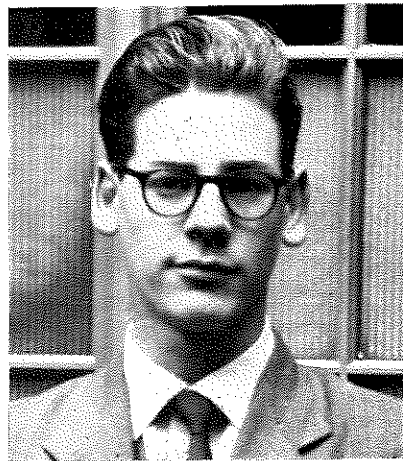
● Glen Riley is sixteen and has joined the Blacksmiths Department from West Bromwich Technical College.



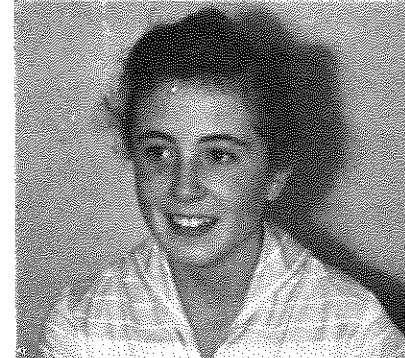
● David Joslin is eighteen and has joined the Laboratory as an Apprentice Chemist from Callington Grammar School, Cornwall.



● John Keogh is seventeen and has joined the Pyrometry Staff as a technical apprentice from Halesowen Technical School.



● Alan Green is eighteen and has joined the Technical Development Department from Halesowen Grammar School.



● Ann Corbett left Albright Secondary Modern Girls' School in July, and started work with Chance Brothers on her fifteenth birthday, 1st September, 1959. She is working in the Works Study department as a junior clerk. Ann's father, William Corbett, is employed in the Rolled Plate, but he has been away from work through illness for a considerable time.



● Nanette Goodman is the daughter of the late Percy Goodman, who was at one time employed in the Maintenance and Construction department. She is fifteen years old and attended Bristnall Hall Secondary Modern Girls' School. She is employed in the Typing department.



From all Departments

MOSTLY PERSONAL

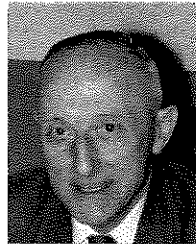
Blown and Pressed

The Lead Glass Process Section welcome as newcomers, Florence Allen, Pauline Millward, and Margaret Richards.

Mrs. Evelyn Moore has left the Company after fifteen years service.

Chance Pilkington Optical Works

Isaiah Partridge retired on 30th September and everybody wishes him great happiness in his well earned rest. Starting here in October, 1907, Mr. Partridge for many years held supervisory responsibilities in the Optical works and he is much respected by the many people who enjoyed working with and for him.



● Mr. I. Partridge has retired.

We are sorry that Freda Higginbotham has had to leave us due to ill health. She was a member of the Inspection Section for thirteen years. Harry Taylor is away from work due to a foot injury and we earnestly hope that he will recover soon. The department congratulates Kevin Morrissey and his wife on the birth of a daughter on September 17th.

The department's success in the inter-departmental bowls league is reported elsewhere.

Flat Glass

The Flat Glass Division held an enjoyable outing to Stourport on the

evening of 15th September. Dinner was at the Crown Hotel and Bill Taylor of Fiesta Department provided the music.

Our sympathy is extended to Les Collett on the death of his mother. It is good to have Joe Bowen back after his long illness and Mr. Gorman after his operation. At the time of going to press, Jim McInerney is away ill and we wish him a speedy recovery.

Glasgow

It was with regret that we learned of the death of James Henderson in his 74th year. He had a connection with the Glasgow Works dating back to 1909, and when he retired had completed forty-six years in the service of Chance Brothers and the previous owners of the works as a cutter.

We congratulate John Graham and Joseph McClune who were the ultimate winners out of fifty entrants for the Works Bowling Tournament.

The Recreation Club will be resuming its winter activities towards the end of October, including the usual monthly dances.

The Table Tennis Section recommences in the first week of October and is again entering a team in the West of Scotland Table Tennis League.

Laboratory

It is with deep regret that we record the death of Charles Gould on September 9th at the age of sixty-four.

Mr. Gould joined Chance Brothers in 1911 and retired due to ill health in April 1957. He was a much beloved man with a profound knowledge of glass manufacture.

Ken Fletcher left the Chemistry Laboratory at the end of September and we wish him every success in his future career.

A welcome is extended to David Joslin and Mervyn Hughes who have joined the Laboratory as apprentices.

Maintenance and Construction

Christopher Thompson has joined the Millwrights department as an apprentice and Valerie Partridge has come to the Maintenance and Construction by transfer from the Typing Department.

We congratulate Ray Acton of the Electricians on his marriage to Jean Adams from the Wages Office on 10th October.

We were sorry to learn of the death of William Yendole on 23rd August at the age of sixty-four. Bill was an electrician's mate and started here in 1909. He had been absent for several years due to ill health.

Malvern

The Malvern works extension scheme has now been completed and the employees are enjoying the much improved lay-out.

Carol Price and June Langfield were married recently and we extend our congratulations.

At the time of going to press, Iris Jones is at the Clevedon Convalescent Home after a period of illness. Mrs. Kite is in hospital recovering from an operation and Ella Perks is on the sick list—we wish them full and speedy recovery.

Several newcomers have joined our happy circle and we welcome them sincerely.

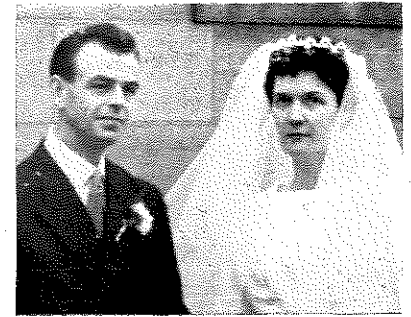
Offices

Congratulations are expressed to Joyce Homer of the Typing Department on her marriage to Arthur Thompson on September 19th.

Henry Burns of the Accounts Department retired in September and we wish him every happiness in the future.

A welcome is extended to Nanette Goodman who has joined us as a trainee typist.

Margaret Jones has left the Personnel Department as she is expecting a baby



Mr. & Mrs. A. Thompson

in October. We welcome in her place, Undene Pickering.

Old Hall

Several personnel changes have taken place recently in the Old Hall staff.

Mr. W. C. Hynd has been transferred to a new post with the Group Technical Development at St. Helens and Mr. J. K. Gillespie has been appointed as leader of the Technical Development team at Spon Lane.

Mr. N. I. W. Walker has also become a member of the staff of the Technical Development Department at St. Helens but he will however be located at Spon Lane for the time being. Mr. A. S. Walker is now in charge of the Instrument and Pyrometry Department at Spon Lane under Mr. S. W. Shaw. Newcomers to the Old Hall are Rodney Parkes, Laurence Coulthard and Alan Green (apprentices in Technical Development), John Keogh (apprentice in Pyrometry) and Ann Corbett (Work Study), Peter Andrews from St. Asaph is also with Pyrometry for a year's practical training. We hope they will be happy with us. We were very glad to have Hazel Evers, a university student with us for practical experience.

Congratulations are expressed to John Gillespie and his wife on the birth of a son, to Dennis and Doris Parsonage on the birth of a daughter and to Eileen Britt on the announcement of her engagement.

In the realm of sports, Dennis Hewitt won the Recreation Club tennis singles competition and shared the doubles competition with David Cooper (Buying).

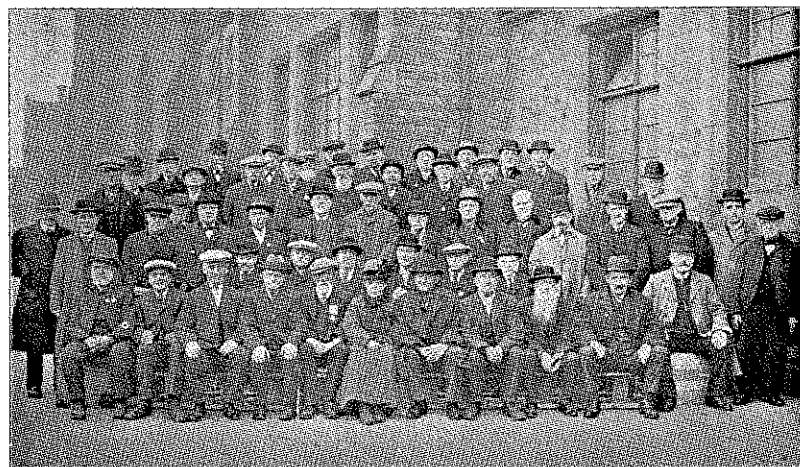
ODE TO PETTY SALES SHOP

Sing a song of sixpence—
Well 8s. 6d. we'll say!
For that's the very least sir
That you can pay today
For half a dozen tumblers
So exquisitely designed.
(And tumblers made by Chance's
are the finest of their kind)
They're used in cott and mansion—
From the highest to the low,
Do you like our new design sir?
We call it Calypto!
Take half-a-dozen home sir,
They'll last a lifetime through—
Unless perchance you break them
(But that's very hard to do!)
Your choice is NOT Calypto?
Of course, there's Green Leaf too,
We'll do our best to please
And be courteous to you—
If then you're still not suited
Will Swirl or Nightsky do?
Designs we have in plenty
And every size and shape.
So roll up lads and lassies
Get your glasses at special rate!
You'll find the Petty Sales Shop
At the entrance called, Old Gate.

H.A.U.

MEMORY CORNER

● Marie Jones of the Drawing Office has come across this picture of the Company's pensioners in 1916. Her late grandfather was one of the party. The lady in the front row was Miss Rebecca Manwaring, who was Almoner to the Pensioners.



● Arthur Evans of C.P.O.W. receives the Bowls Trophy.

A SUCCESSFUL BOWLS SEASON ENDS

Due to the enthusiasm of Arthur Evans of C.P.O.W. the Recreation Club bowls section had the best season for several years. Seven entries were received for the inter-departmental league and this was won by C.P.O.W. with Blown and Pressed as runners-up.

In the individual knock-out competition Howard Greenaway of Blown and Pressed defeated Jack Hartley of Blown and Pressed in the final.

The trophy and individual prizes were presented at an informal social evening in the Pavilion on 18th September.

Jottings of shorter items and employees' contributions

THE FIRM GRANTS A SUBSIDY

To encourage all employees to wear safety boots or shoes, the Company will grant a subsidy of 5s. 0d. per pair with a limit of two pairs for each employee in each year ending 1st April.

Men's footwear is stocked in the General Stores and women's in the Personnel Department.

There is a range of various types and they are virtually indistinguishable from normal everyday footwear.

BOUQUETS

David Cooper of Buying Office has obtained the intermediate certificate in Management, by evening study at the College of Commerce, Birmingham.

* * *

Stan Butler, Export Department has attained an intermediate certificate of the Institute of Export.

OUT OF THE PAST

The following are interesting extracts from the History of Chance Brothers:—

Costs have Risen

In January, 1848, it was resolved "that no more slack (coal) be bought above 3s. 0d. per ton in future."

Should Birmingham have an M.P.?

In 1830, William Chance served the office of chief magistrate, High Bailiff, of the town of Birmingham. It fell to him to receive in this capacity, firstly, the Princess Victoria, and afterwards the Duke of Wellington and Sir Robert

Peel, whose visit was partly arranged to convince them that Birmingham must have representation in Parliament. Such was their unpopularity that when William Chance entertained them and some seven hundred others at the Royal Hotel, the windows were broken by the mob.

This Export Business

To investigate the opportunities of foreign markets, John Reynell undertook a journey for the firm through Europe in the first months of 1833. On horseback or by sledge, he accomplished "an adventurous excursion upwards of 100 miles through mountains entirely covered with snow and forest," in western Bohemia.

School Leaving Age

In January 1846, it was resolved "That this Board, taking into consideration the great importance of educating the boys in the manufactory, are decidedly of the opinion that no boys should be employed until twelve years of age."

The Three R's

A notice issued in October 1863, provides that "all boys employed in the Glass Works under seventeen years of age, who cannot pass a good examination in reading, writing and arithmetic, are expected by Messrs. Chance Brothers to attend Evening School. Boys may wash themselves in the lavatory attached to the school. Clean hands and faces are essential to comfort in school, and a neat and clean suit of clothes is becoming the ordinary dress of the evening scholar."

SUGGESTION SCHEME

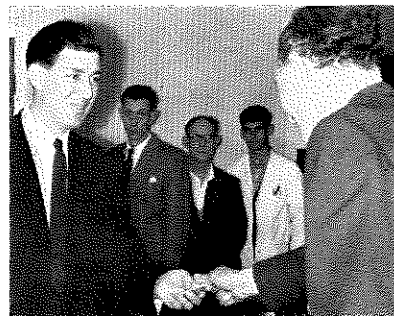
DURING August and September, twenty-three ideas submitted in the Suggestion Scheme were adopted and the awards totalled £63 15s. 0d.

Ideas which result in a measurable financial saving are awarded a percentage of the first year's saving. The scale

of awards for suggestions yielding intangible savings has been revised recently and these ideas are awarded points which are related to such factors as the area of application, the benefit to the Company and personal initiative or originality shown by the suggestor.

K. R. Evans is awarded £20

Last January, K. R. Evans of Blown and Pressed Vello Department recommended that two trucks should be placed at the side of the selecting conveyor on the tubing plant so that during a breakdown the operator could switch off the elevator and then remove by hand any tubes that remained on the elevator. The idea was quite simple but here was a way of reducing losses that did occur from time to time. The work method was applied for several months and as the salvage of good tubes was quite considerable, an award of £20 was made.



● K. R. Evans of B. & P. receives an award of £20.

An idea for templates earns £10

Henry Vincent of the Pressed Process Department suggested that a mask of sheet rubber should be adhered to the templates used for badging or obscuring

and thus protect the metal from being worn down by pressure from the abrasive. The adoption of this idea resulted in the templates having a much longer life and it earned £10.

£5 12s. 6d. for a newcomer

Dennis Williams started work as a cutter in the Rolled Plate Department only a few months ago but he soon spotted an improvement that could be made to the cutting wheels. He submitted the idea that the cutters should be attached to a ratchet-wheel so as to

ensure that a worn wheel could be turned one way only and removed only when it was in need of replacement. The award of £5 12s. 6d. was made under the intangible rating scheme mentioned above.

Don Parrott has another winner

Don Parrott of Maintenance and Construction is one of the many enthusiastic supporters of the Suggestion Scheme and last month he earned himself £3 0s. 0d. His idea was to provide a water storage tank and pump

on the edge-grinding machine in the C.P.O.W. He rightly claimed that this would result in a considerable saving of water as the idea would make it possible to reclaim the water after passing through the machine.

OTHER WINNING IDEAS

				£	s.	d.
54212	J. Mortiboys	Security	Improved security arrangements	1	15	0
54322	J. E. Simkin	M. & C.	Safety—hand rail	1	0	0
54325	A. Whitehouse	M & C.	Alterations to fire-doors on hoppers	1	10	0
54326	J. Burton	D.O.	Prevention of spillage at cullet hopper	1	0	0
54327	I. Groves	Buying	Formation of Staff Consultative Committee	1	17	6
54328	J. Burgess	General Office	Documentation of orders on Warehouse	2	5	0
54335	E. Gowans	Laboratory	Safety—scaffolding	1	0	0
54336	M. Sandel	C.P.O.W.	Departmental fire equipment	1	0	0
54337	M. Matulewicz	Mixing	Fitting an extension on magnetizing plant	2	0	0
54342	T. Sprigg	M. & C.	Safety on sand drier	1	0	0
C54033 (b)	T. H. Collier	Traffic	Safety—painting trailer couplings in white	1	0	0
54280	J. Ward	Rolled Plate	Fitting a horn on Rolled Plate crane	1	0	0
54304	A. H. Cooper	Traffic	Warning sign on Seven Storey crane	1	0	0
54307	D. Horton	Traffic	Rakes for cullet collection	1	0	0
54331	T. Allard	Traffic	Casing for straw pen	1	15	0
54333	R. Lepkowski	C.P.O.W.	Safety in C.P.O.W.	1	0	0
54341	J. Cannell	Rolled Plate	Safety in Rolled Plate	1	0	0
54343	J. Matthews	Laboratory	Fire equipment in Laboratory	1	0	0
54346	G. Smith	Work Study	Room number signs—Seven Storey	1	0	0
54354	A. Kingston	Millwrights	Floor safety	1	0	0

LAST MINUTE REMINDER

THE IDEAS COMPETITION CLOSES ON 31st OCTOBER. A GOLD WATCH OR A CAMERA IS TO BE AWARDED TO THE EMPLOYEE WHO SUBMITS THE IDEA WHICH RESULTS IN THE LARGEST FINANCIAL SAVING.

LONG SERVICE AWARDS



● S. Wallis Shaw has completed forty-five years service.



● Albert H. Barnett, Rolled Plate started at Chance Brothers Limited twenty-five years ago.

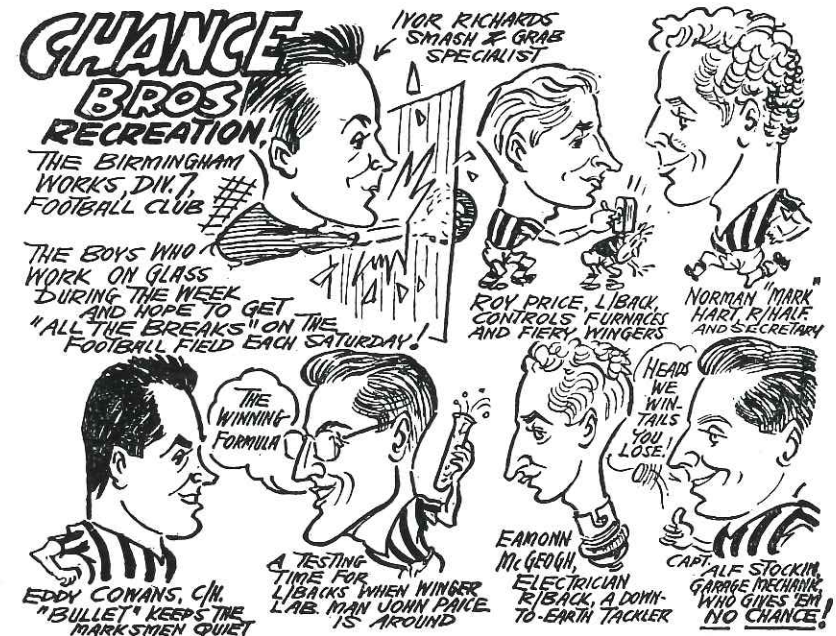


● Arthur Robinson, Transport, receives a clock from Dr. W. M. Hampton in recognition of twenty-five years service.



● Frederick B. Lloyd, M. and C., receives a twenty-five years service award of £10.

Norman Edwards



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SUCCESS

OUR young people have done exceptionally well in Technical College examinations this year and the following are the achievements:—

Grad. R.I.C.	Kenneth Tarr	Laboratory
H.N.C. Applied Physics	Alice Anson	Laboratory
H.N.C. Mech. Eng.	John Knight	Drawing Office
O.N.C. Chemistry	John Ellis	Laboratory
	Gerald Lane	Laboratory
O.N.C. Applied Physics	James Salt	Laboratory
O.N.C. Mech. Eng.	Ronald Fellows	Drawing Office
First Class Intermediate City and Guilds Carpentry and Joinery	Arthur Land	Carpenters
Second Class Intermediate City and Guilds Machine Shop Eng.	Reginald Jeffries	Machine Shop
	Brian James	Machine Shop