

**YOUR SAFETY
COMMITTEE REPRESENTATIVES
WISH YOU A HAPPY AND
ACCIDENT FREE
NEW YEAR**

Ring out the old, ring in the new,
Ring, happy bells, across the snow,
The year is going, let him go,
Ring out the false, ring in the true.

TENNYSON—*In Memoriam*

ANSWERS TO CROSSWORD

Across:

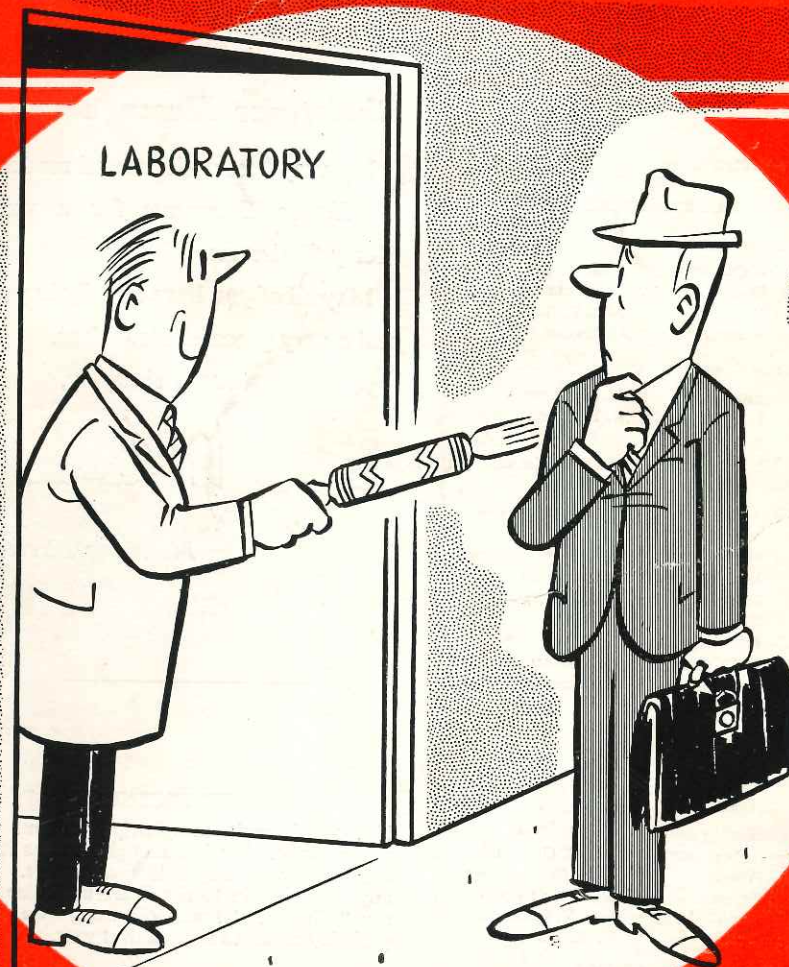
5. Chains, 8. The Frost, 9. Wedding, 10. Feast, 11. Easter Egg,
13. Shepherd, 14. Unkind, 17. Try, 19. Ate, 20. Valise,
23. Nazareth, 26. Bethlehem, 28. Ibsen, 29. Shopper, 30.
Ardennes, 31. Stayed.

Down:

1. Stuffs, 2. Penates, 3. Cratchits, 4. Ostler, 5. Chestnut,
6. Adder, 7. Nonagons, 12. Ado, 15. Negatives, 16. Paper Hat,
18. Reverend, 21. One, 22. Peasant, 24. A Merry, 25. Honest,
27. Happy.

Chance

COMMENTS



Symington

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

CORRESPONDENTS

Blown and Pressed

Inspection	MRS. I. PALFREMAN
Pressed Process	G. WORLEY
Vello	MRS. R. YATES
Warehouses	G. GRIGG

Flat Glass

Fiesta	MRS. GILGESS
Rolled Plate	R. E. EVANS
Rolled Plate	
Warehouse	MISS W. WALKER
Seven Storey	E. BATES

Laboratory W. H. D. LILLEY

Maintenance and Construction

Boiler Shop	R. TIMMINS
Electricians	E. A. WHITEHOUSE
Fitters	H. BEECH
Drawing Office	
and Offices	S. SCRIVEN
Vehicle Repairs	H. COSNETT

Offices

Accounts	MISS J. TAYLOR
Sales	F. TAYLOR
Typing	MISS M. VICKERS
Buying and	
Stationery	MISS I. GROVES
Wages	A. E. CARTWRIGHT
Stores	D. R. KIRKWOOD
Old Hall	MISS V. HICKLING
Traffic	N. A. RHODES

BRANCH ESTABLISHMENTS

Glasgow	H. MACLEOD
London	G. H. ELPHEE
Malvern	MISS D. CLARE

Christmas Message

My very best wishes to all readers of *Chance Comments* for a very Merry Christmas.

May all of you have a really happy and a very peaceful New Year.

Yours sincerely,



Managing Director

COVER PICTURE

No, we haven't completely run out of photographs. We just thought that as it is Christmas you might like a change. If anyone writes in to the Editorial Office to say "That's not funny old man," we will probably revert to normal next year.

a safer Christmas and New Year

a six-month campaign

Following the successful "Dipped Headlight Fort-night" held in Birmingham early this year, the first issue of a six-month campaign newspaper has just been published. It has the title "See and Be Seen" and its news items are concerned with the rising toll of road accidents which might well have been prevented had all drivers used dipped headlights.

We produce below a question and answer feature that appears in the current issue.

Why Drive Dipped?

Your Questions Answered

You may never have had an accident by night, even though you have driven without dipped headlights. Remember that accidents can be caused by people like you and you will reduce the chances of your being the cause of an accident, if you drive on dipped headlights.

Q. Why am I asked to drive on dipped headlights in Birmingham this winter?

A. Because it is believed that if everyone uses dipped headlights there will be a substantial fall in the accident rate by night.

Q. When should my headlights be on?

A. When your vehicle is on the move at night.

Q. Won't I dazzle other people?

A. Not if your lights are correctly aimed.

Q. How do I find out if mine are correct?

A. By going to one of the garages giving free checks, or going into one of the roadside Police check points.

Q. Are headlights really necessary in brightly lit shopping streets?

A. Under these conditions, dipped headlights are to enable pedestrians to see you.

Q. Do other towns do this?

A. Yes. All over the world. In New York - Cologne - Toronto - Chicago - Tokyo - Melbourne - Johannesburg - San Francisco - Bonn - Sydney - Vancouver - Brisbane, to name a few. And these towns have excellent street lighting.

Q. I can see well enough on sidelights. Why drive on dipped?

A. You may think you can see well enough on sidelights but other people can't always see you. Particularly young and old people, who may have additional difficulties judging distance.

Q. What results are hoped for?

A. A reduction in the night accident figures, particularly those involving pedestrians killed by vehicles. In Birmingham in 1960, 64% of the pedestrians killed at night were 65 years of age or more—and in 1961, the corresponding figure was 53%.

VOL. 15 No. 5

DECEMBER 1962—JANUARY 1963

We must all be

COST CONTROLLERS

By J. Jordan,
Chief Cost Accountant

THE well known Dickensian character Mr. Micawber once explained that an income of twenty shillings with outgoings of nineteen shillings and sixpence brings happiness but that the same income with outgoings of twenty shillings and sixpence brings misery.

This simple but fundamental statement is still very true today, not only in private lives but also in the affairs of manufacturing and trading companies. If you translate Mr. Micawber's remarks into terms of sales, costs and profit you arrive at the simple equation that an excess of sales over costs brings a profit but that an excess of costs over sales brings a loss.

In a competitive market the opportunities of increasing sales prices are restricted so that, in the main, profits must be maintained or increased by a constant control of costs. In a small business like a newsagents shop, the proprietor is quite often the only person working there and as a result he has the opportunity of controlling his own costs but as the size of businesses increases, the owners place their trust in employees at all levels to see that costs are not excessive.

Most medium and large sized companies engage a cost office staff in an effort to exercise cost control but these employees can only record expenditure and advise management of the costs of various departments. The expense has however already been incurred before the Cost Office comes into action and the real efforts to control or reduce costs must necessarily come from the employees who authorise and incur the expenditure in the first place.

Cost is incurred in every action that takes place in the organisation and many of the readers of this article may feel that they have no direct responsibility in this matter. This is not true however and to become really economic we must all be cost controllers. In the course of one year, the issues from the stores cost the Company £50,000 and this means that if the issues could be cut by 5%, a saving of £2,500 per annum could be made. You may say that this is a tall order but is it? It means for example that if an employee uses twenty pairs of gloves a year, he could make the necessary saving by cutting down to nineteen pairs a year. The cost of one pair of gloves is a trifle but the cost of one pair per employee represents a considerable sum.

Another type of expense in which economies could probably be made is that of gas and electricity. Before cost is incurred by stores issues, there is the necessity of having a requisition prepared and of having it authorised by a foreman but as far as gas and electricity are concerned, the cost is incurred merely by turning a tap or moving a switch. In the operation of furnaces the control of fuel consumption rests with the technicians but there are undoubted savings to be made in the lesser uses of gas and electricity.

The most important item of all however is the reduction of scrap. Many years ago there was a fallacy in the glass trade that scrap did not cost anything because the cullet could be used again in the tank. Although the cullet is in fact used in this way it should not be forgotten that this is only a small part of the cost of the glass which is scrapped.

Suppose that the cost of an article (excluding scrap) is made up of:—

		Sub Total
Frit	2d	
Melting	3d	5d
Making	4d	9d
Processing	3d	12d

If the glass is thrown away after making but before processing the loss is 9d less 2d (cullet value) = 7d. If however the glass is broken in processing the loss is 12d—2d (cullet value) or 10d. It is quite clear therefore that although scrap is an important item of cost at any stage, the loss is more costly as the article nears its finished state.

If, in the illustration I have given the loss in processing is 20% it means that five articles have been made but that only four are available to sell. If no scrap is incurred the cost each (excluding frit) is 10d but with 20% scrap the cost each is 5 x 10 over 4 or 12.5d. This means that the processing scrap has cost 2½d., nearly as much as the cost of melting or 20% of the total cost of 12d. Now if the processing loss is 15% the cost per article (excluding frit) is 11.7d. This

means that such a reduction in the process loss would reduce the total cost by .8d, a very considerable reduction and one which can mean all the difference between profit and loss. The cost of scrap is important to all manufacturing business but the problem is greatest when dealing with glass which is transparent to show any visible faults and is also of course very brittle.

I have mentioned a few of the ways in which employees can assist in cost reduction and now I should like to make a comment about cost recording or ascertainment. This is of course the work of the costing staff who are charged with the duty of allocating all items of cost to departments or to job numbers.

This work is done as an aid to management in order that realistic information can be used for policy decisions such as the selling price structure, the economics of purchasing new plant etc. These decisions are of the utmost importance to the company and it is vital that they are based on correct information. The Cost Office, however, can only work on the information it receives and it becomes necessary for all employees who supply information to the Cost Office (whether it be through stores requisitions, purchase requisitions or wages tickets) to ensure that the correct accounting number is shown on the document.

An accounting system is as accurate as the information on which it is based and this information emanates from a large number of employees.

At the time of writing, no firm decision has been taken on the question of whether Britain will join the Common Market or not. One thing is certain however and that is that whichever way the decision goes, the future will hold a challenge to all British Industry to prove itself in ever increasing competition, which means a tight control of costs. As I said before we are all concerned in this. We must all be cost controllers.

"WE TOO CAN PLAY OUR PART"

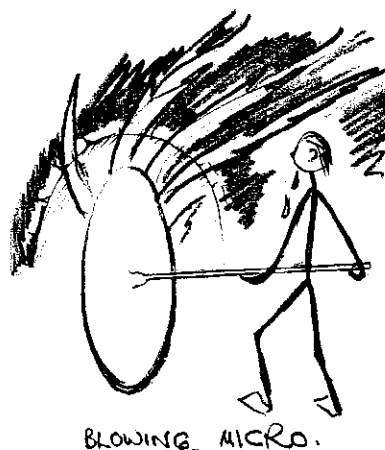
By L. G. Barton, Secretary to the Suggestions Scheme, sketches by Vera Hickling.

THE historians tell us that glass was discovered accidentally when fishermen landing on the shores of Asia Minor lit a fire which fused sand and other materials lying around into a lump of glass. Unfortunately we cannot sit back and hope that a similar fortuitous discovery will keep us in a competitive market. We have just got to look round for new ideas to raise productivity.

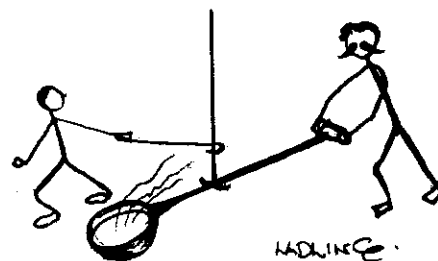
The past thirty years have seen many changes at Spon Lane but there is still a hard core of employees who will easily call to mind the earlier methods of production and the men and women who contribute their part in establishing the Chance tradition for good labour, relations and workmanship.

Space does not permit us to mention the methods adopted to produce the blownware, tubing, pressings and rolled glasses, but we sometimes wonder how some of the glass blowers had enough wind left after a Saturday morning shift to give vocal support to the 'Baggies.' Until 1930 every bit of metal for producing rolled glass had to be carried in a ladle from the furnace to the Double Roll Machine, and this was one of the duties of the late Walter Whitley. This however was only one of his activities for during his later years his pig production was far in excess of the fictitious pigs Dan Archer has claimed to have reared at Brookfield Farm.

On reflection we employed a fine team of craftsmen and some of these



BLOWING MICRO.



MAKING.

men are still to be found on the works. Not only were they skilled in glass-making but some, including men like Joe Deeley, saw the need for mechanisation. His idea of a mechanical boy to open and close blown moulds was widely used in the Old Blown Making Section. Such a piece of equipment released the previously

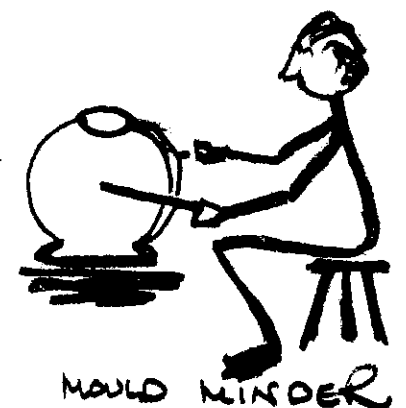
required manual effort for more rewarding tasks.

At one stage in the continuous production of rolled glass the question of cooling down the glass to help manufacture was settled by Joe Fenton. This man suggested that if we could blow cold air onto the ribbon using the technique he adopted for cooling his tea, we should get the glass down to the correct temperature. He was awarded £100 for the idea which contributed to higher productivity.

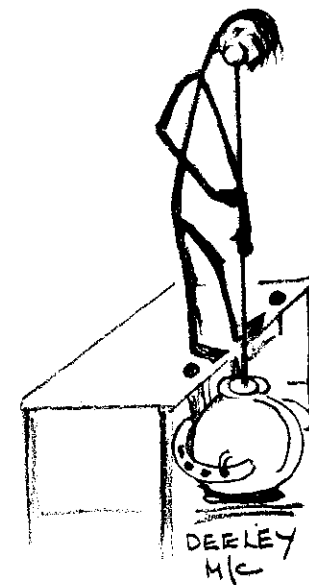
While it was found necessary some years ago to discontinue the production of blown ware, hand and semi-pressing was retained. Teamwork is essential for the production of pressed ware and while all Pressers have not the physique of Steve Morrall their stamina is up to any demand for maintaining a good level of productivity.

More recently much mechanisation has been adopted at Spon Lane, Glasgow and Malvern. This however means that we have got to look closer for the ideas to improve productivity. Contributions great or small, and ideas in embryo or fully developed will be gratefully received and if economically sound, fairly rewarded.

IN THE MEANTIME
MAY WE ALL HAVE A
HAPPY CHRISTMAS



MAULD MINDER.



DEELEY
M/C

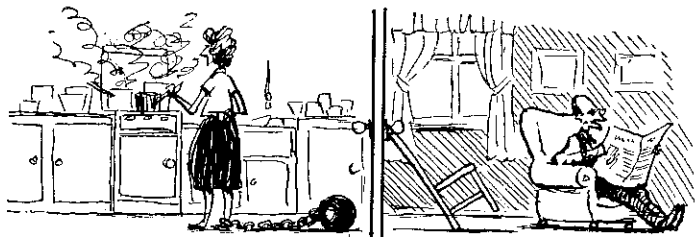


The First Noel

THE A.B.C. OF CHRISTMAS

by E. S. TURNER Author of Boys Will Be Boys

- Acceptable** A gift you wouldn't want even as a gift is always described by shopkeepers as Acceptable. See Z.
- Bath Salts** It is estimated that more than 200,000 tons of bath salts are exchanged by the inhabitants of the United Kingdom at Christmas. That is why half the population reeks of violets until mid-February and the other half of Blue Heaven. Last year fifty London sewer-men were taken to hospital overcome by fragrance.
- Cotton Wool** Forty per cent of the country's cotton wool is strung on thread to make falling snow for tobacconists' windows. Five per cent is used in hospitals and the rest is stuffed into aspirin bottles.
- Diaries** These are usually given at Christmas, but only field-m Marshals and schoolgirls enter them up daily. Field-m Marshals' diaries are always published sooner or later. Schoolgirls' diaries are absolutely unprintable.
- Exports** Do not give referees' whistles this year, as they are still in enormous demand for export.
- Fruit Cup** A refreshing and colourful potion for parties. It can be made from barley water, Algerian wine, gooseberries, chopped banana skins, holly leaves and bath salts.
- Garters** Few women wear garters nowadays. You must think of something else.
- Hull** A Seaport in England noted for trawling, seedcake crushing, and a municipal telephone system on which you can ring up Santa Claus.
- Indigestion** At least fifty certain remedies for indigestion will be advertised on television this Christmas, so for goodness sake stop worrying.
- Joneses** This year the Joneses are having a 20-foot illuminated tree on the front lawn, with fairy lights round their porch. They are also roasting a pig on Boxing Day. Keep up with them.
- Kitchen** Where women spend Christmas. They should be locked in at the first sign of mutiny.

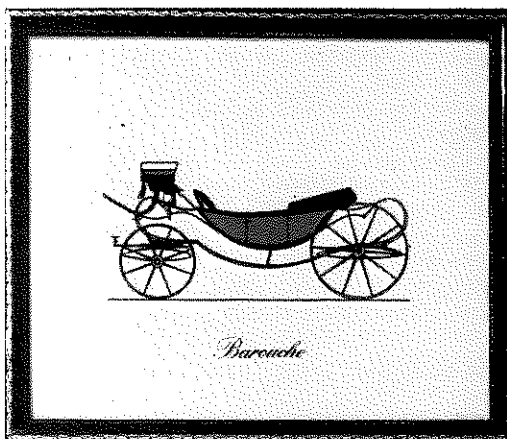


- Liver** Scientists estimate that every Christmas takes six weeks off the effective life of your liver. In Australia the loss is ten weeks, due to eating turkey and plum pudding in heat waves.

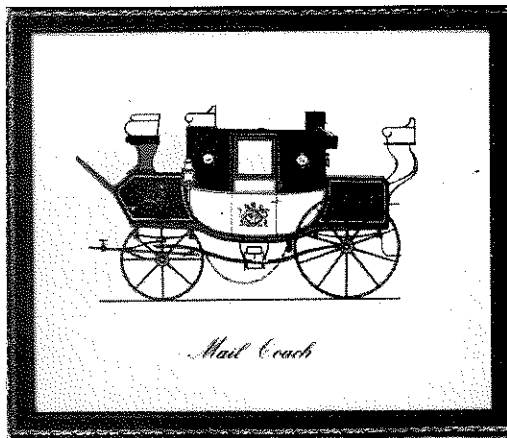
- Merry** Any Christmas which is unattended by nuclear fall-out, slipped discs, burst pipes, bailiffs or repossession men may be regarded as merry.
- New Zealand** You should have posted your cards for New Zealand five weeks ago. A bit slack, aren't you?
- Postmen** These disappear at Christmas and are replaced by uncombed young women in knee-length pullovers and duffle-coats and by unshaved young men in duffle-coats and knee-length pullovers.
- O.H.M.S.** Letters bearing these initials are traditionally posted by the Inland Revenue to arrive on Christmas Day.
- Quizzes** Almost all newspapers and periodicals publish quizzes at Christmas. After all, men must have something to do while their wives are in the kitchen.
- Relatives** Christmas would hardly be worth while without relatives and often is hardly worth while with them.



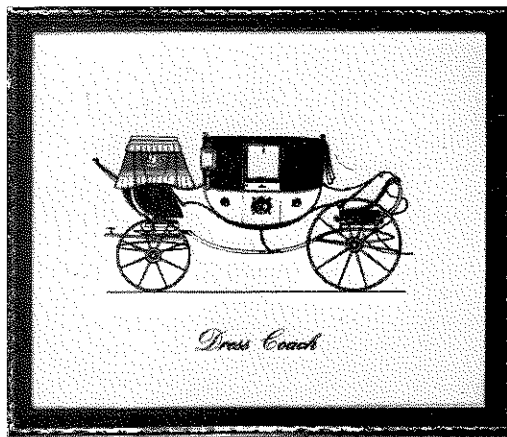
- Secretaries** These expect cash bonuses and gifts of nylons, also to be filled up with pink drinks and sent home in taxis. Immediately after Christmas they will give notice.
- Trees** Dealers deny that they boil the roots of Christmas trees to prevent you replanting them for next Christmas. If you want a permanent Christmas tree why not buy one of these plastic trees that open up like umbrellas. It will last a lifetime—and serve you right!
- Useful** A useful gift is one which a shopkeeper might hesitate to call Acceptable. Examples: a tooled-leather cover to slip over the existing parchment cover of your *Radio Times*; a plastic egg-cup holder; a strait jacket.
- Vacuum Cleaner** The contents of the average vacuum cleaner after Christmas will be found to contain: four pounds of best pine needles; 17 yards tinsel string; 12 ozs. artificial frost; 8 ozs. turkey stuffing; 8 ozs. icing crumbs; four ozs. broken tree ornaments; 10 charms from crackers; 22 cherry sticks; and 4 ozs. aspic.
- Whitsun** If your Christmas turkey is not finished by Whitsun you should seriously consider whether you may have over-estimated the capacity of your family. Try a small roasting chicken next time.
- Xerophthalmia** A dry and thickened condition of the eyeball, accompanied by lack of lustre. Caused by Christmas.
- Young People** The only reason why we go to all this trouble at Christmas is to make the young people happy. If they have not written their thank-you letters by January 10th, beat and starve.
- Zinc Baths** These are Acceptable gifts, according to ironmongers. Some of your best friends are probably ironmongers—why not send them one for Christmas?



Barouche



Mail Coach



Dress Coach

your carriage awaits

For the Regency buck, his carriage was the hallmark of success, and the yardstick by which his social standing was measured. Although by present-day standards they were possibly somewhat uncomfortable to ride in, for sheer grace and elegance the carriages of that era are hard to beat.

There are very few of the genuine articles preserved for the children of the Space Age to see, but there is a series of pictures just on the market that illustrates all the splendour and colour of these magnificent machines. The pictures are made of Chance glass and there are six different carriages in the series. Each picture measures 7 in. by 6 in., and is neatly framed in ebony and gilt.

The carriages are depicted in striking colours against a white background, and looking at them it is not difficult to capture the romance and excitement of the Regency days. An ideal size for hanging in a diagonal group of three, the pictures would add atmosphere to a previously neglected corner of your sitting room, or a long line of them in the hall would be most attractive. You can choose from a Barouche, a Chariot, Private Landau, Mail Coach, Private Omnibus or a very splendid Dress Coach.

Available to employees through the Works Shop, the pictures have a ring at the back for easy hanging. The same series is also featured on ashtrays.



fashion through the ages

The present vogue for Victoriana mercifully hasn't extended to the field of fashion, because negotiating the five o'clock rush in a crinoline would be no mean feat!

However, for those interested in the mode of dress of our forefathers there is a series of attractive "fashion through the ages" pictures. Made of glass each picture—there are six in the series—measures seven inches by six inches and is neatly framed in ebony and gilt.

The fashions covered range from 1550 to 1870 and each picture shows a couple dressed in the height of fashion for their particular era; the fashions are depicting in striking colours, against a white background, and looking at them it is not difficult to capture the romance and excitement of those bygone days.

The men of the Victorian age were very splendid fellows, quite adventurous as far as colour was concerned, and paying attention to accessories such as the elegant tall hat in grey, fawn or white beaver, handsome gold-headed canes, rings, scarfpins and heavy gold watches and chains.

The period covered by these Chance pictures are Victorian, Regency, Baroque, Renaissance, Empire and Louis XVI. There are also matching ashtrays in this series, all obtainable by employees through the Works Shop.



Regency 1815-1830



Louis XVI 1770-1793



Victorian 1833-1870

A TALE FOR THE LITTLE ONES

by Violet M. Williams



"It can't be Christmas already," said Pennytop.

"It is—almost," said Pip. "I've got everything planned. Dress the tree and wrap up the presents tonight. Tomorrow, get everything ready for Christmas Day and make sure the Wise Woman knows what time she's to come for Christmas dinner."

"You work out everything so beautifully, Pip," said Pennytop, admiringly.

"Somebody has to," replied the elf, sternly. "And if you'll get moving NOW everything will go without a hitch."

"It did, too, until the afternoon of Christmas Eve, when Pennytop set off to see the Wise Woman."

It was snowing and the woods were all silvery and Christmassy. It was very quiet except for the elf's steps in the crisp snow and the rustle of the gay holly bushes.

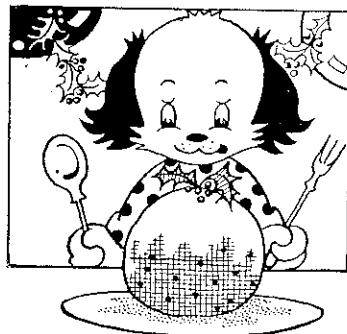
Then, Pennytop heard a sound quite different from any he'd heard before. There was a swishing sound which grew louder and louder until it seemed as if it were right overhead. Then it began to go away until everything was quiet again.

"Now what was that?" wondered Pennytop, looking all round him.

After he had looked all round, he looked up—and then he saw it. SOMETHING was coming down slowly through the trees.

"It-it-it can't be a D-D-D-DOG!" gasped Pennytop.

But it was! It was a dear little white dog with big brown ears; just like hundreds of other little dogs—to look at. But he was no ordinary dog!



This pup came floating down to earth as if he were sitting on an invisible magic carpet. And he wore a SPACE HELMET! His ears stuck out through holes in the helmet, and he had an important looking dial strapped to his chest.

Pennytop sank to his knees in the snow. "Gosh! A SPACE pup!" he gasped. "I wonder if it's come from Mars!"

"No, I haven't," wuffed the dog. "My name's William and I'm very intelligent. That's why I can talk. And why they've sent me up in a rocket," he added, glumly.

"Didn't you want to go?" asked Pennytop, sympathetically.

"Of course I did," wuffed William. "Who wouldn't? But not at Christmas! No turkey, no plum pudding; not even a decent bone. You can't have that sort of food in a tablet, which is all I get in my rocket."

"You haven't deserted your rocket, have you?" demanded Pennytop, sternly.

"Of course not," said William. "I set the machinery so that it will go a few times round the earth and then pick me up again—after Christmas Day!"

"Then you must spend Christmas with us," cried Pip. "We'll give you a wonderful time, and then see you off afterwards."

"The Wise Woman nearly fainted when Pennytop introduced her to William, carrying his space helmet under his arm."

Pip did faint, but William licked his face like any ordinary puppy and so he soon came round.

None of them would ever forget that Christmas! There never was such a tender turkey or plummy plum-pudding. The Wise Woman did a lot of spell-making, as it was such a special occasion, and there were fairy lights and twinkling candles and wonderful presents. There were trifles and ice cream and Christmas cake.

There was EVERYTHING! It was a wonderful party.

The day after Christmas William put on his space helmet and trotted off with Pennytop, Pip and the Wise Woman to the place in the woods where he had landed.

The very next moment the swishing noise started.

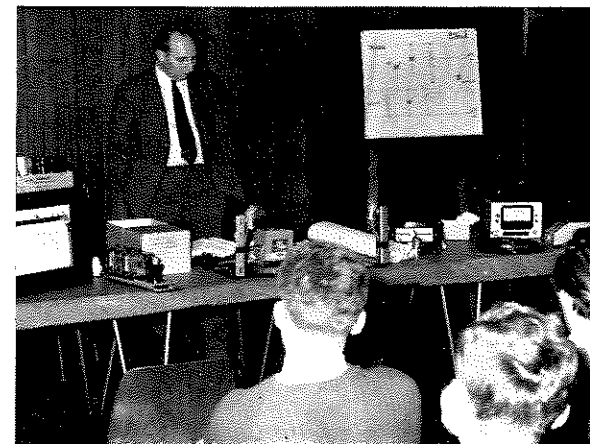
The rocket was long and silvery, and it landed gently on its tail fins. William gave a grin and a cheery wag of his tail as he scrambled in and shut everything tightly after him.

"Thanks for having me," he called. "I'll come and see you when this trip's over."

And he did, too, even though he was by then a very famous dog—and he'd have been even more famous if everybody had known how he'd stopped off at Pennytop's for Christmas!

THE DESIRE TO KNOW—

LECTURES FOR APPRENTICES



EIGHT lecture-discussions in works time are arranged each year for young men registered under the Chance Training Scheme. The programme runs from September to May and the current series is as follows:—

Monday, 24th September, 1962 "FURNACE CONSTRUCTION" Mr. J. R. Cheetham, Works Engineer.

Tuesday, 23rd October, 1962 "THE APPLICATION OF ELECTRONICS IN THE GLASS INDUSTRY" Mr. A. S. Walker, Instruments Engineer.

Wednesday, 21st November, 1962 "SKILLS INVOLVED IN THE MAKING OF ROLLED PLATE GLASS" Mr. N. K. Hadley, Flat Glass, Production Manager.

Wednesday, 23rd January, 1962 "GENERAL SALES" Mr. T. A. S. Green, General Sales Manager.

Thursday, 28th February, 1963 "THE EFFECT OF THE COMMON MARKET ON THE GLASS INDUSTRY" Mr. M. VanBeek, Sales Manager.

Friday, 29th March, 1963 "WORK STUDY" Mr. L. G. Barton, Work Study Manager.

Monday, 22nd April, 1963 "PHOTOGRAPHY" Dr. R. E. Bastick, Laboratory Manager.

Tuesday, 28th May, 1963 "THE VELLO TUBING PROCESS" Mr. O. McKenna, Assistant Manager, Blown and Pressed.

Three of these lectures have been held. In the first one Mr. Cheetham dealt with the design and construction of furnaces and the comparative merits of using gas, oil or electricity. The methods of firing across or along the tank were also discussed.

Mr. Walker's talk commenced with the invention of the radio valve and progressed up to uses of transistors and anodes and cathodes. The use of

sound waves in control of glass making and various other instruments were also described. Our photograph shows Mr. Walker during his session.

Mr. Hadley's talk described the types of furnaces for the manufacture of Rolled Plate glass and stressed the importance of diligence and skills in making, use of raw materials, temperature control, engineering, building and processing.

The Apprentices have found the lectures of value and they acknowledge a debt of gratitude to those who have lectured in the past and to those who have consented to do so in future.

In addition to the lectures, facilities are provided by the Chance Apprentice Fellowship for educational meetings in the evening between 5.30 p.m. and 7.00 p.m. Qualified lecturers on subjects of the attenders' choice are obtained in collaboration with the Extra-Mural Department of the University of Birmingham. A new session is soon to begin and the evenings chosen will be Monday and Thursday with different class membership on either day. The Fellowship would welcome class members of either sex at any age between the cradle and the grave. Anyone interested is asked to let Mr. Ron Southam (Chemistry Laboratory) know—he is highly respected Fellowship Secretary.

Jottings of shorter items and employees' contributions

UTOPIA

We are indebted to the '600 Magazine, the house journal of George Cohen & Co. Ltd., for details of a schedule of office rules issued by an Australian firm of Ships' Chandlers in 1852.

While space will not permit a full reproduction, the following selection of 'Rules for Clerical Staff' will, we are sure, intrigue our readers as well as bring a realisation of the rigorous conditions operating a century ago, even with enlightened employers.

The Clerical Staff will now only have to be present between the hours of 7 a.m. and 6 p.m. on weekdays. The Sabbath is for Worship, but should any man-of-war or other vessel require victualling, the Clerical Staff will work on the Sabbath. A stove is provided for the benefit of the Clerical Staff. It is recommended that each member of the Clerical Staff bring 4 lbs. of coal, each day, during cold weather. No member of the Clerical Staff may leave the room without permission. The calls of nature are permitted, and the Clerical Staff may use the garden below the second gate. This area must be kept in good order. The craving for tobacco, wines or spirits is a human weakness, and, as such, is forbidden to all members of the Clerical Staff.

Now that the hours of business have been drastically reduced, the partaking of food is allowed between 11.30 a.m. and noon, but work will not, on any account, cease.

The new increased weekly wages are as hereunder detailed:

Junior Boys (to 11 years)	...	1/4
Boys (to 14 years)	...	2/1
Juniors	...	4/8
Junior Clerks	...	8/7
Clerks	...	10/9
Senior Clerks (after 15 years with the Owners)	...	21/-

The Owners hereby recognise the generosity of the New Labour Laws, but will expect a great rise in output of work to compensate for these near Utopian conditions.

HOLIDAYS FOR PENSIONERS

Following the success of the planned holiday for pensioners last Spring, arrangements have been made for a party of forty-one veterans to have a holiday in Torquay from 11th to 18th May, 1963, at very much reduced hotel charges. The available accommodation was booked up very quickly and there is in fact, a waiting list.

WORKING POPULATION FORECAST

Assuming a continuation of the rates of growth of the last few years, with some slowing down towards the end of the decade, the Ministry of Labour calculates that the working population will rise by nearly a million over the next ten years. It is estimated that the total male working population will increase by 542,000 with the female working population rising by 411,000.

READING HABITS

According to a recent survey conducted by the British Association of Industrial Editors, more people in Britain read employee house magazines than Sunday newspapers. The figure is estimated to be in the region of 30 million, and is likely to increase still further by the end of the year.

THE COST OF A SLIP

In a recent speech, the Minister of Labour said that unofficial estimates put the annual cost of industrial accidents at something between £100m and £300m. The average cost of a lost time accident was calculated to be £300; for a minor accident £10 to £30. One in every 300 men working in factories is killed at work. In the more dangerous jobs, such as construction, shipbuilding and metal manufacture, the chance of being killed is 100-1, and the chance of being badly injured is 3-1.

OUT OF THE PAST

In the year 1850, the Spon Lane Works employed a total of 1,194. Sheet glass manufacture gave employment to 451 persons, the crown glass to 203, the patent plate to 175, the ornamental to 48, the offices to 22, other occupations to 295.

In 1871, the total employed was 1,800 of these 1,309 were men and youths over eighteen, 99 women and girls, 392 youths under eighteen.

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

In 1861 slack cost 2s. 7½d. in 1862 2s. 9d., and in 1865 3s. 9d., per ton. Large Cannock and other coal cost 8s. per ton in 1864.

The average wages per day in 1858 were 9s. 4d. for blowers, 4s. 10d. for gatherers, 2s. 8d. to 3s. for labourers, 1s. 6d. for boys and women.

WORTH PRESERVING

We have often been amused and usually mystified by the jargon used in official publications—the legal boys are particularly adept at it.

But this quote from the Preservatives in Food Regulations 1962 made by the Ministry of Agriculture really should be framed and preserved for posterity.

"Schedule 1', 'Schedule 2', 'Schedule 3' and 'Schedule 4' mean, respectively, Schedule 1, Schedule 2, Schedule 3 and Schedule 4 to these regulations."

But don't blame the Government boys for everything. A leading firm of cigarette manufacturers recently announced a cut in prices because of a

"marginal shading" in the length of cigarettes. Simply means that they are slightly shorter!

NAIL PROOF

According to the Russian periodical "Sovietski Soyuz," scientists at the Saratov glass factory have developed toughened glass of particular strength. The glass will not break even if a nail is knocked through it!

GLASGOW EMPLOYEE'S HEROISM

Alex Mann of the Fitting Shop at our Glasgow Works recently jumped fully clothed into the Forth and Clyde Canal and rescued a nine-year old boy from drowning. For his heroism he was presented with a Diploma by the Lord Provost of Glasgow and a monetary award from the Glasgow City Police. Well done Alex. We feel sure that your real award is the knowledge that you saved a life.

JOHN JAMES DISPLAYS FORTITUDE

Driver James whilst on a recent trip to Birmingham, saw in the Handsworth district a new van travelling in front of him with smoke issuing from under the bonnet.

With great fortitude and presence of mind, James with lights flashing, drove across the path of the van, forcing him to stop. Our driver then, with extinguisher at the ready, attacked flames which by this time were coming from the bonnet.

It would be nice to be able to say that the van was saved but in fact it was completely burned out despite driver James' and the Fire Brigade's efforts.

PHOTOGRAPHIC COMPETITION

Dr. R. E. Bastick, the judge to the Photographic competition, decided that too few employees entered the competition this year to justify the announcement of awards. Those who did enter submitted some good prints and the editor expresses appreciation for their support.



From all Departments

MOSTLY PERSONAL

Blown and Pressed

We congratulate Charles Ellis on his completion of forty-five years unbroken service on 3rd November.



CHARLES ELLIS

The Lead Glass process section extend sympathy to Mrs. A. Upton on the recent sad loss of her mother.

Ann O'Dea has left us to return to her home town in Ireland and we wish her every happiness.

* * *

Flat Glass

We congratulate Mr. Ken Hadley and his wife on their Silver Wedding anniversary on 1st November.

We also congratulate Jeannette Hale of the Seven Storey on her marriage to David Nash on 3rd November.

At the time of going to press Alfred Oldacre and Doris Staten of the Seven Storey are away due to illness and we wish them a speedy recovery.

Sympathy is expressed to Sam Lawrence of Rolled Plate Making on the death of his father on 30th October. Sam (senior) was aged eighty and he retired from the firm in 1956 after sixty years service.

* * *

Glasgow

The Glasgow Works Recreation Club held a very successful Dinner Dance at the Rob Roy Motel, Aberfoyle in October when a large number of members and friends attended.

Congratulations to Thomas Mitchell and his wife on the birth of a son.

We were all sorry when Sister Watt left us at the end of October and we wish her every happiness in her new appointment. To her successor, Sister Hunter, we extend a warm welcome.

* * *

Laboratory

John Radford left the staff of the Chemistry Laboratory early in November to take up a new career and we wish him success and happiness.

* * *

Malvern

Ella Perks and Douglas Baker, both employees at the Malvern Works have become husband and wife and we wish them every happiness. Many of the Works personnel attended the church to support these two popular people and as no less than eleven horse-shoes were handed to Ella they should indeed have much luck. After a honeymoon in Winchester the happy couple are now back at work.



MR. AND MRS. DOUGLAS BAKER.

* * *

Maintenance and Construction

Harry Collins of the Electricians department retired on 9th November, and we wish him every happiness. Harry first came to Spon Lane in February, 1939.

Anthony Timmins has joined the draughtsmen staff and we extend him a warm welcome. He is the son of Roland Timmins of the Boiler Shop and his grandfather William is a pensioner of the Company.

Mrs. Joyce Mann has left the Planned Maintenance department for domestic reasons and we wish her happiness.

We are sorry to record the sudden death of Mick O'Sullivan on 19th October, at the age of forty-three and extend sympathy to his wife and children.

* * *

Offices

New comers to office departments who are welcomed are Mrs. Holland (Sales), Valerie Gowing (Statistics), Mrs. Hollies (Accounts), Marguerite Gurney (Accounts).

On the debit side Mrs. S. Blewitt has left Accounts department as she is expecting a happy event.

Harry Helsby (Pyrometry) and his wife Dorothy (Buying) celebrated their Silver Wedding on 18th September, and we offer congratulations.

It is with deep sorrow that we record the death of Horace Newey on 27th November, at the age of sixty-three years. Horace first came to us in October, 1951 as Civil Defence Officer. His energy and enthusiasm was terrific and above all he was a most loveable person. Ill health necessitated an early retirement in January, 1962. Mrs. Newey is known to many of us and we express to her and her family sincere sympathy.

RECREATION CLUB QUICKIES

Saturday Night dances have re-started in the Pavilion.

* * *

The Club has entered the Oldbury Bowls league for 1963. Match nights will be Wednesdays and those who are interested are asked to contact section secretary Jack Hartley (Traffic).

* * *

Harry Price, the secretary of the Snooker section is proud of a letter he has received from the league secretary congratulating the club on the excellent condition of the tables, the sporting spirit of our players and the warm hospitality extended to visiting teams.

* * *

Why not form a club orchestra? If any member of the Club plays a musical instrument, he, or she, is asked to advise Mr. A. Ogden, (Personnel Department).



beams of Christmas History

by Marion R. Harris

Shopping 100 years ago

If we turn back the scrapbook of Christmas 100 years we will find that Christmas meant the same to our great-grand parents as it does to us. The traditional religious observances have altered very little, and the family celebrations are just as merry. But what a change in the social scene!

In 1885 the gas-lit shops were gay with paper chains, chinese lanterns and tinsel balls and stacked high with produce from the farms, dried fruits from the "Italian Warehousemen" and wines from Spain, Portugal and the Cape.

Turkeys were priced at 10/- each; a gallon of whisky cost 18/-; tea 1/4d. per lb; a large box of Christmas Crackers 6d; cured ham was 7d. per lb; cheese 6½d. per lb; bacon 4½d. per lb. and Christmas Cards were 6d. a dozen.

Golden guineas and sovereigns clinked over the counters as shoppers basketed their purchases. If they felt like "making merry" before their return home there was festive spirit and gaiety to be found at the inns and taverns where generous portions of hot rum punch could be bought for two or three coppers.

Mummers in towns and villages gave Christmas shows. Parties of mimers would visit the large houses to give performances of St. George and the Dragon and Nativity plays. Afterwards they were regaled with hot pies, spiced cakes, punch or mulled ale before going on their way.

Origin of Christmas Dishes

The food we enjoy at Christmas time has its own history. Mince Pies were originally made in an oblong shape to represent the manger in which the Holy Child was laid. During the 16th Century the pies were filled with mutton and known as mutton-pies; later "neats-tongue" was used in place of mutton.

Christmas Pudding is a derivation of plum-porridge, which was the customary first course at Christmas dinner in the 17th Century. Plum-porridge was made by boiling beef, or mutton, with broth thickened with brown bread. Raisins, currants, prunes, cloves, mace and other condiments were added.

Turkey was an old English name for Guinea fowl which originated from Turkey. Guinea fowl appeared at the Christmas dinner table of the poorer class some 500 years ago. It was the alternative to the boar's head and roast peacock which the festive tables of the more prosperous houses were adorned with.

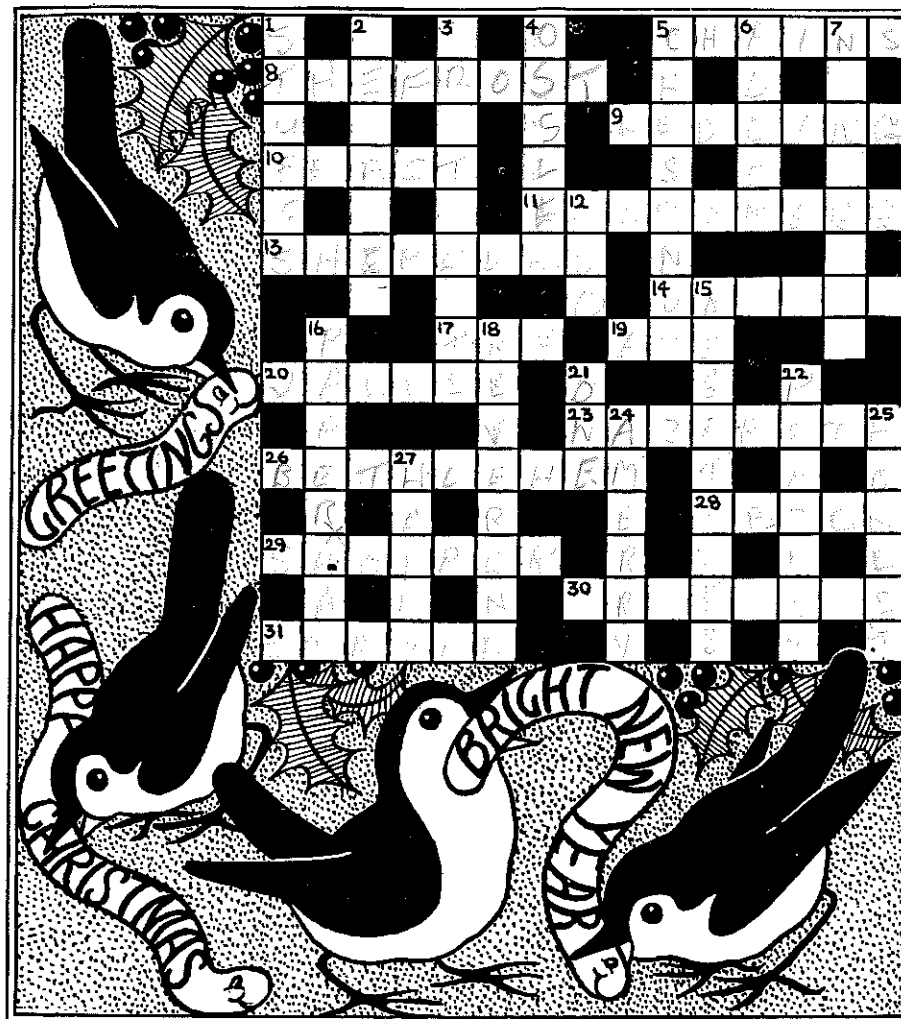
Tradition of Christmas

Christmas Day—25th December—is the most widely celebrated and the most popular Christian feast. Throughout the centuries the Church all over the world has marked it as a day of tremendous rejoicing. Christmas Day has been celebrated on the 25th December since A.D. 350. It had formerly been held earlier in the year, until Rome decided 25th December was nearer to the actual date of the birth of Christ at Bethlehem.

From the 7th to the 13th Century Christmas Day marked the beginning of a year. In the 12th Century, however, the Church introduced 25th March, Lady Day, as the beginning of the year and this was generally adopted, and continued until the reform of the Calendar in 1752.

On St. Stephen's Day, 26th December it used to be the custom for the contents of the alms boxes kept in every parish Church, to be distributed amongst the poor of the village—hence "Boxing Day."

Apprentices, on Boxing Day, would carry a box round to their master's customers for small gratuities. This is why errand boys, and other messengers now look for a "tip" at Christmas time for services which may have been rendered during the year.



Note: Figures in parentheses denote the number of letters in the words required.

Clues Across

5. Christmas decorations that can be binding, too? (6)
8. It was cruel for Wenceslas (3-5)
9. Wardle's Christmas included a daughter's this (7)
10. Mr. Scrooge, the founder of one (5)
11. Greet sage for another festival (6-3)
13. One who watched by night (8)
14. Christmas no time for a word of this sort (6)
17. Make effort and score points at Rugby (3)
19. Mixed tea (3)
20. Bag as veil disarranged (6)
23. Home — (8)
26. — and birthplace, of Jesus Christ (9)
28. He gave the stage "Ghosts" (5)
29. The one who buys the Christmas presents (7)
30. Scene of fighting about Christmas, 1944 (8)
31. Sustained (6)

Clues Down

1. What the greedy boy does at the Christmas

2. party? (6)
3. Nets are to make Roman gods (7)
4. "Christmas Carol" (9)
5. Stableman (6)
6. Gets a good roasting at Christmas, but we've heard it before (8)
7. A snake that puts two and two together? (5)
8. Noon snag (Anag.) (8)
9. Fuss and bother (3)
10. Gives a ten in change for photographic material (9)
11. Christmas cracker content (5-3)
12. This kind of gentleman has busy Christmas (8)
13. Hidden in stoned fruit (3)
14. "Yonder —, who is he?" As the Good King asked (7)
15. "— Christmas and a — New Year" (1-5)
16. The son has become upright (6)
17. See 24 (5)