him in a free moment and got answers to several questions at one time. I've learned when in doubt, always ask!

I believe that the primary requisite of an industrial nurse is, an interested, efficient and friendly attitude toward employer and employe. Once that is evident, she will learn from management how the company functions and what its policies include. Interest is somewhat like a contagious disease; you infect all contacts.

The nurse, in her position as screening agent for new applicants plays an important role. From her knowledge of job requirements, she determines through the interview, if an applicant's mental and physical attributes and history of previous work experience come within the scope of the job. Prior to this contact the applicant has been interrogated by supervision and management. After they have passed on him and turned him over to the nurse, he feels relaxed and confident that the job is his. He will therefore respond to efficient and courteous handling and thus enable the nurse to determine whether or not he will fit into the proposed type of employment. The applicant will talk freely because he feels that, here at last, he is talking to another employee. If there is any question as to his being unsuitable, it is wise to discuss the matter with supervision Often a good screening agent can cut down the rapid turnover in personnel, and thus save the company money that would be spent in manhours of trainin and teaching.

Because of the potential medico-legal aspect of all industrial accidents, it is to our advantage to keep accurate records of all such happenings. I like to keep absentee records but when this is not possible I have managed to keep posted on attendance and find out the cause if an employee is not at the plant. Discovering this quickly saves time and worry. Occasionally it has been my sad experience to discover that an absence, which I had checked for personal reasons, later was blamed on an accident that was alleged to have occurred in the plant. It is to everyone's advantage therefore, to keep posted on absentees. Such knowledge keeps insurance records straight, and the employee feels that we are interested in his welfare.

Most of us probably make tours within the plant. I have always managed to gain a great deal from such trips. They have helped me to observe general housekeeping and unsafe conditions such as broken ladders and windows. Participation in the activities of the Safety Committee, has assisted me in suggesting corrective action. Often when I have given First Aid for an injury, the employee in describing the accident hasn't been able to make me understand. In such instances, and whenever practica I ask him to take me out into the plant and show me how it happened. I've found this little maneuver very successful. It usually makes pretty clear what he did that was wrong and enables me to write a more intelligent repo of the accident.

We should acquaint ourselves with the State Labor Laws and keep up to date on publications pertaining to health, safety and employee relations. A good way to do this is by participating seriously in the activities of the local Industrial Nurses' Organizations. Nurses are often called on to provide help and advice for personal problems so it is to our advantage to become acquainted with community affairs that might have some bearing on these matters.

SPNY 000171