industrial health departments in slightly over half of all organizations, as an average, running up to 91% in the largest plants.

6. Cost figures varied greatly even in the plants of a large corporation with fairly good centralized control. These variations were due mostly to differences in the arrangement and number of the rooms used and to original equipment, as well as personnel. It was possible to show an array of figures concerning small plant costs in a group of 12 small plants in 12 widely scattered states. There was also considerable variation here, which was due mainly to the type of housing and equipment originally provided and also with respect to variations in personnel.

7. Finally, with reference to costs of service, there are certain fundamentals and basic principles which can be set forth as follows:

   A. The original investment for a small plant industrial health department usually will run from $500 to $3,000, the upkeep from $300 to $700 a month; for medium sized plants from $5,000 to $10,000 original investment and upkeep of $1,000 to $3,000 a month; for a large plant, from $10,000 to $125,000 original investment and upkeep from $2,000 to $8,000 a month.

   B. The small plants can do and have done very fine programs in industrial health work without the cost being what is termed excessive.

   C. Per capita cost of industrial health work will run somewhere between $10.00 and $14.00 annually in most plants.

FINDINGS FROM FOUNDATION PLANT AND LABORATORY RESEARCH

T. F. HATCH, W. C. L. HEMEON, M. S., and F. R. HOLDEN, Ph. D.*

A primary objective of Industrial Hygiene Foundation is to provide member companies with the services of a central agency devoted to the continuing study of industrial health problems. Accordingly, the technical staff members spend a considerable portion of their time in active investigation of specific problems in industrial hygiene in the plants of companies affiliated with the Foundation.

Facilities for such direct participation in the problems of the member companies were established in the belief that real value would be derived from bringing the varied experiences of many industries together so that each would supplement the other. Thus, the knowledge and "know-how" gained in one investigation aids in the solution of another problem—often in quite a different manufacturing field. The selected cross section of American industry and the great variety of manufacturing operations which characterize the membership in the Foundation offer many attractive possibilities in the fulfillment of this objective. An annual review of the activities of the technical staff provides a useful measure of the success attained in this phase of the Foundation program.

Growth of Plant Work

The Foundation has grown steadily from the beginning, in membership, size of staff and extent of plant investigation (Figure 1). Plant studies have been distributed among the different industries which make up the membership, as shown in Table I.

TABLE I

DISTRIBUTION OF FOUNDATION INVESTIGATIONS BY INDUSTRY

(1937-1945)

Industrial Group	Percent of Total Studies
1. Ceramic, asbestos, stone products	33
2. Mining, smelting and refining, metal processing	25
3. Manufacturing, metal and miscellaneous	17
4. Chemicals production	25

* Industrial Hygiene Foundation.