

DISCUSSION (Mr. Welch's Paper)

Dr. Hamlin stated that it was a great help to have such a forthright message from management. To have been endeavoring to sell management on the nursing program now for a number of years, and while there has been general acceptance of the idea there are still a few locations in the Company without nursing service. It is a source of satisfaction to receive so many valuable ideas as to the viewpoint of top executives particularly from one who has had the experience in industry that Mr. Welch has.

In this talk we asked for brick bats as well as bouquets, and while Mr. Welch did not throw too many of the former, those he did select were well chosen. Criticism of this sort brings results. Perhaps you are already aware of some of the things he mentioned but as we all know misunderstandings still arise. If everyone works together most of these can be settled locally by simply sitting down and having a heart to heart talk. Management expects you to do this in such situations. A nurse with a "chip on her shoulder" is bound to run into trouble and usually she will be the one who suffers most.

Dr. Hamlin said that he was impressed by Mr. Welch's remark that nurses not only represent local management but also the Brake Shoe Company as well. Perhaps some nurses did not realize this but it is something concerning which all should be aware. The story told about one of our nurses was typical of the entire group.

Question: Does the nurse have to get approval from the Superintendent before sending an employee to the doctor for treatment?

Answer: Mr. Welch said in his opinion there was no question about the nurse having the right to decide when men should be sent to the doctor. Furthermore, management should rely on the nurse's judgment in this regard. However, the superintendent has a right to know about such cases and it should be the nurse's duty to keep him informed. Because she has this authority, the nurse must not become arbitrary or dictatorial about it and she should remember that she is still an employee subject to the superintendent's jurisdiction. In some locations it was evident the nurse does not always get the full cooperation of the superintendent in this regard. In such event the matter should be brought to the attention of the Superintendent of Nurses, Mrs. Steele, who will discuss it with Dr. Hamlin before bringing the matter to the Operating Head of the Division.

Question: How is transportation of a patient to the doctor handled?

Answer: This will vary according to each Division and its particular policy. Mr. Welch stated that if the Company car is not available at the plant, other means of transportation must be secured even to the extent of calling a cab. Usually, however, provision for such emergencies has been a standard procedure which has been found to be applicable to the individual plant. The important thing is that the means be available at all times to get injured employees to the doctor.

Question: How are nurses classified? Are they management or what?

Answer: They are considered as supervisory personnel.