The Manufacturers Association of Connecticut

HARTFORD GENERAL

PLAINTIFF'S EXHIBIT I HF34

April 14, 1942

Bulletin No. 898

AN ANALYSIS OF MEDICAL & RELATED SERVICES IN CONNECTICUT INDUSTRY

Are the health services offered by your plant above or below the average for Connecticut? The attached report summarizes the information which 170 companies sent to us at the time our booklet "Conservation of Man Power" was distributed. This report prepared by Dr. Albert S. Gray, Director, State Department of Health is only a summary. The detailed report may be had on request.

As the report indicates many plants have visualized the great value of adequate health services. Contrariwise, it also indicates that for the majority there is much to be done.

The replies which came to us, however, did indicate that many plans were being formulated for developing or expanding health programs.

To assist you in formulating these programs, your Association's committee on Industrial Health and Safety and the Connecticut State Medical Society are bringing industrial executives and health authorities together in a Forum on "Health In Industry". This Forum is to be held at the New Haven Lawn Club in New Haven on May 7th.

A reading of this report will help you to know what others are doing and will bring up questions on your own policies. The Forum will answer those questions - May 7th - New Haven Lawn Club.

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An Analysis of Medical and Related Services in Connecticut Industry

A B S T R A C T

The Manufacturers Association of Connecticut and the Connecticut State Medical Society, through a Joint Committee on Industrial Health, have been cooperating for some time in efforts to extend and improve industrial medical service. A brochure entitled "Conservation of Man Power Through Extension and Improvement of Industrial Medical Care" was recently distributed to a large number of recipients including 740 industrial establishments of Connecticut. This publication contained a general discussion of some of the industrial health problems and an outline of the basic policies and objectives with which the two above named organizations will be concerned during the subsequent development of their program. An inquiry form was enclosed with each brochure which the plant officials were requested to fill out and return to the Joint Committee. The objective was to procure data for guidance in connection with the various phases of the promotional program. The information supplied on the returned forms is dealt with in this report.

Of the 740 inquiry forms which were sent out, 170 were returned and in suitable condition for analysis. According to the most complete records, there were 1597 plants in the State of the types which were asked to cooperate in the study and they employed approximately 300,040 workers. The 740 plants which received the brochure represented 46.3 per cent of the 1597 plants and approximately 95 per cent of all the Connecticut people employed in the types of industries represented. The 170 plants covered by this report represent 10.6 per cent of the 1597 plants and 34.4 per cent of their workers. Although the sample of plants was not accurately representative of those to be found in the State, both in regard to the number of establishments and the size of the plants, some worthwhile information was procured from the analysis. A more detailed report has been prepared and can be procured by those who wish to see it.

Tables 1 to 6, inclusive, which are a part of this report present the important information which was procured concerning the various types of medical and relative facilities and equipment covered by the inquiry. These tables are more or less self-explanatory and will not be dealt with in this report. The study was not concerned with the professional quality of services rendered nor with the adequacy of physical equipment found in the various plants. To procure such information would require much more detailed investigations than were undertaken by the Joint Committee.

The services and facilities which were provided for a majority of the workers covered are given below together with the percentages served.

First Aid Service--96.2
Record of Occupational Sickness and Accidents--92.2
Treatment of Compensation Cases--79.9
Medical Quarters--79.0
Hospitalization Plan--78.7
Pre-employment Examinations--73.1
Full-time Registered Nurses--67.4
On-call Physician--61.2
Group Insurance--54.3
Record of Non-occupational Sickness and Accidents--52.7
Medical Inspection of Plant Sanitation--50.0

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Certain other services were not provided for more than 25 per cent of the employees in any plant covered by the study. These services and facilities with the percentages of people served were as follows:

Periodic Examinations--24.0
Full-time Physicians--22.7
Laboratory Equipment--22.7
Trained Attendants--20.0
X-Ray Equipment--19.0
Part-time Physicians--18.8
Technicians--11.4
Dental Service in Plant--4.4
Part-time Registered Nurses--2.5

The other services and facilities which fell between these two extremes with percentages of workers served were:

Medical Inspection of plant--43.7
Records of Absenteeism by Cause--38.7
Trained First Aid Workers--38.2
First Aid Courses--26.6
Employee Benefit Associations--26.3
Physical Therapy Equipment--25.3
Health Education--22.6

There are no fixed rules concerning the number of workers justifying the various types of services and facilities covered by the survey or for accurately checking the extent to which the workers were served in these respects in the various plants. It was apparent, however, that the larger plants, particularly those with a thousand or more employees each, and to a lesser extent those having 500 or more as well, rated much more favorably than did the smaller plants in regard to the extent to which all of these services and facilities were provided. These shortcomings were particularly notable in the plants having under 251 employees each. It is recognized that the larger plants are in more favorable positions, financially and otherwise, to provide adequate health service for their employees. It is also felt, however, that more attention could be given to the physical welfare of employees by some of these plants as well as a majority of those in the smaller groups. According to the information revealed by the 170 plants studied, industrial medical care has not been developed to the point where even the majority of the workers can be considered as being covered by the type of service which is adequate to fill present day requirements.

Industrial medicine should not be considered as wholly therapeutic in type. The best interests of labor and industry only can be served by the type of health program in which the treatment of occupational victims is only one of the several phases of activity. The prevention or control of conditions responsible for the many occupational physical disorders is of paramount importance and will yield returns directly proportional to the investments in this direction. The various health problems to be found in industry are not amenable to control by any single rule or formula. Neither is it possible to outline the type of medical service which will be adequate in a majority, or even a large minority, of plants. The health needs should be determined in the same precise scientific manner as resorted to in developing or improving manufacturing processes. Consequently, it is recommended that efforts to develop or improve plant medical programs be based upon specific problems and needs of individual industries.

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TABLE 1

NUMBER AND PERCENTAGE OF WORKERS PROVIDED WITH CERTAIN TYPES OF MEDICAL SERVICE ACCORDING TO SIZE OF PLANT

Size of Plant	Total Workers	Types of Medical Service					
		Full-Time		Part-Time		On Call	
		No.	Per Cent	No.	Per Cent	No.	Per Cent
TOTAL	116,639	26448	22.7	21895	18.8	71369	61.2
Under 21	83	-	-	-	-	22	26.5
21 - 50	841	-	-	-	-	376	44.7
51 - 100	1,055	-	-	-	-	760	72.0
101 - 250	6,295	-	-	236	3.7	4117	65.4
251 - 500	11,860	-	-	1621	13.7	9267	78.1
501 - 1000	21,504	-	-	5982	27.8	14956	69.5
1001 - 2500	24,649	-	-	10826	43.9	14186	57.6
2501 and over	50,352	26448	50.6	3230	6.4	27685	55.0

TABLE 2

NUMBER AND PERCENTAGE OF WORKERS PROVIDED WITH

NURSING, FIRST AID AND SPECIAL TECHNICAL SERVICES

ACCORDING TO SIZE OF PLANT

Size of Plant	Total Workers	Registered Nurses				Trained Attendants		First-Aid Workers		Technicians	
		Full-Time		Part-Time							
		No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent
TOTAL	116,639	78,488	67.4	2,837	2.5	23,360	20.0	44,611	38.2	13,278	11.4
Under 21	83	-	-	-	-	-	-	51	61.4	-	-
21 - 40	841	-	-	-	-	-	-	190	22.6	-	-
51 - 100	1,055	-	-	-	-	-	-	412	39.1	-	-
101 - 250	6,295	610	9.7	-	-	398	6.3	4,417	70.2	-	-
251 - 500	11,860	3,681	31.1	746	6.3	2,413	20.3	7,178	60.5	-	-
501 - 1000	21,504	13,290	61.8	1,059	4.9	6,822	31.7	9,262	43.1	-	-
1001 - 2500	24,649	15,360	62.3	1,032	4.2	3,831	15.5	7,311	29.7	-	-
2501 and over	50,352	45,547	90.5	-	-	9,896	19.7	15,790	31.4	13,278	26.4

TABLE 3

NUMBER AND PERCENTAGE OF WORKERS PROVIDED WITH CERTAIN TYPES OF MEDICAL QUARTERS AND EQUIPMENT ACCORDING TO SIZE OF PLANT

Size of Plant	Total Workers	Medical Quarters and Equipment							
		Medical Quarters		Laboratory Equipment		X-Ray Equipment		Physical Therapy Equipment	
		No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent
TOTAL	116,639	92289	79.0	26557	22.7	22098	19.0	29564	25.3
Under 21	83	5	6.0	-	-	-	-	-	-
21 - 50	841	23	2.7	-	-	-	-	-	-
51 - 100	1,055	386	36.6	-	-	-	-	-	-
101 - 250	6,295	1217	19.3	769	12.2	354	5.6	118	1.9
251 - 500	11,860	9105	76.8	450	3.8	872	7.4	450	3.8
501 - 1000	21,504	20770	96.6	2488	10.6	-	-	1672	7.8
1001 - 2500	24,649	15242	61.8	-	-	-	-	1519	6.2
2501 - and over	50,352	45541	90.4	22850	45.4	20872	41.5	25850	51.3

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TABLE 4

NUMBER AND PERCENTAGE OF WORKERS PROVIDED WITH CERTAIN TYPES OF MEDICAL AND DENTAL SERVICES ACCORDING TO SIZE OF PLANTS

Size of Plant	Total Workers	Medical Services												Dental Service in Plant	
		Pre-Emp. Exams.		Periodic Exams.		First-Aid and Emergency Service		Treatment of Compensation Cases		Medical Inspection of Plant		Medical Inspection of Sanitation			
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
TOTAL	116639	85469	73.1	27942	24.0	112104	96.2	93200	79.9	50978	43.7	58428	50.0	5183	4.4
Under 21	83	-	-	-	-	41	49.4	31	37.3	-	-	21	25.3	-	-
21 - 50	811	-	-	-	-	677	80.5	410	48.8	-	-	29	3.4	40	4.8
51 - 100	1055	156	14.8	81	7.7	1055	100.0	753	71.4	129	12.2	129	12.2	-	-
101 - 250	6295	1668	26.8	336	5.3	5559	88.3	3459	54.9	679	10.8	1071	17.0	236	3.7
251 - 500	11860	6434	54.2	3120	26.3	11829	99.7	9800	82.6	3313	28.0	3951	33.3	-	-
501 - 1000	21504	15911	74.0	4230	19.7	21504	100.0	16522	76.8	9571	44.5	11691	54.4	-	-
1001 - 2500	24649	18629	75.4	3162	12.8	21087	85.5	16878	68.5	4608	18.7	6858	27.8	-	-
2501 and over	50352	42671	84.7	17013	33.8	50352	100.0	45352	90.1	34678	69.0	34678	69.0	4907	9.7

TABLE 3

NUMBER AND PERCENTAGE OF WORKERS COVERED BY CERTAIN TYPES OF RECORDS ACCORDING TO SIZE OF PLANT

Size of Plant	Total Workers	Plant Records					
		Occupational Sickness and Accident		Non-occupational Sickness and Accident		Absenteeism by Cause	
		Number	Per cent	Number	Per Cent	Number	Per Cent
TOTAL	116,639	107,567	92.2	61,414	52.7	45,114	38.7
Under 21	83	10	12.0	-	-	14	16.9
21 - 50	841	461	54.8	50	5.9	-	-
51 - 100	1,055	905	85.8	368	34.9	198	18.8
101- 250	6,295	5,325	84.6	1,449	23.9	1,124	17.9
251- 500	11,860	11,159	94.1	6,009	50.7	2,990	25.2
501-1000	21,504	20,864	97.0	14,029	65.2	10,157	47.2
1001-2500	24,649	21,087	85.5	10,461	42.4	3,807	15.4
2501 & over	50,352	47,756	94.8	29,048	57.7	26,824	53.3