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Industrial Health

A DEPARTMENT FOR PHYSICIANS, NURSES AND LAWYERS

Keeping Them On the Job

Reducing the man-hours lost through illness and injury is the medical department's contribution to conservation

WHILE all of us are striving to prevent waste of valuable materials, physicians and safety engineers are waging a great fight on another front—with the element of time.

Progressive managements have long had a deep concern about the health of their employees. The staggering total of man-hours lost due to sickness or injury has not gone unchallenged.

Now, every hour lost through ill health or accidents is a 60-minute reprieve for the Axis nations.

One of the larger companies which for many years has manifested its interest in industrial health by setting up well-equipped first aid stations and establishing efficient safety and health

programs is the Caterpillar Tractor Company, Peoria, Ill. Those in charge of man-hour conservation at "Caterpillar" have quietly expanded the

scope of their activities as employment has increased.

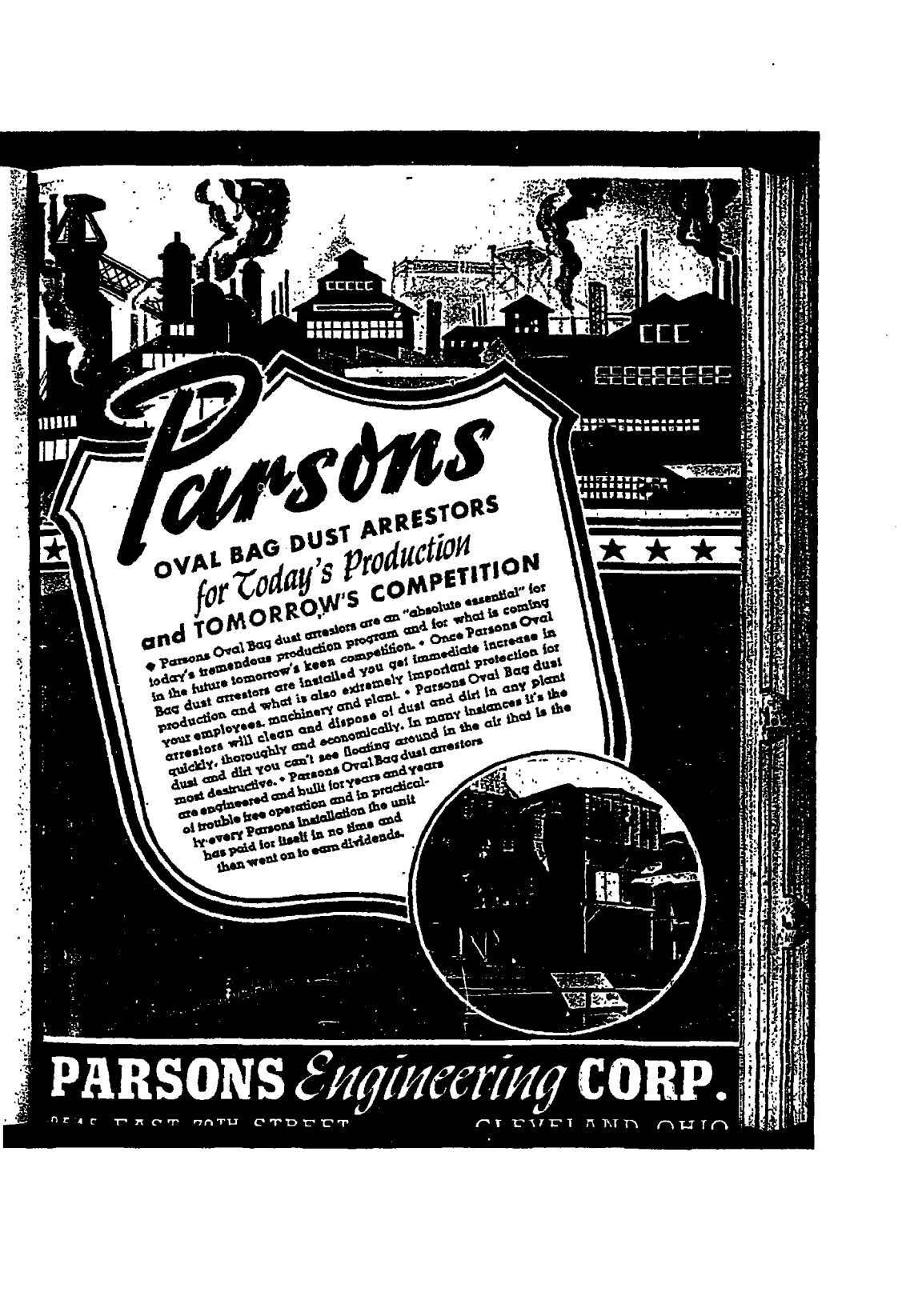
Pre-employment examinations consist of a complete physical examination including visual tests, blood samples and urinalysis. This examination reveals the applicant's physical condition and prevents his being placed on a job where he might endanger himself or others. Rejections, totaling less than 1 per cent, are made only when the applicant is suffering from contagious diseases, marked high blood pressure, tuberculosis, serious heart disease or impairment of sight.



The main first aid room at Caterpillar Tractor Company. History of an injury is taken by the nurse at the left. The man in the center is receiving first aid for an injured finger, while the patient at the right is receiving a continuous water bath for an injured foot.



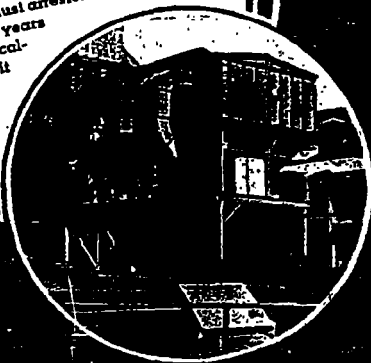
The Medical Department maintains a laboratory approved by the Illinois State Department of Health for making all necessary tests and analyses.



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A physiotherapy department with trained attendants and modern equipment shortens the period of disability following many injuries.

Later examinations are made periodically and on request of the employee or his supervisor. Here the old adage, "An ounce of prevention is worth a pound of cure," is applied constantly.

By cooperating with the U. S. Public Health syphilis control program, Caterpillar has helped industry's fight against the "great killer." The Company maintains its own laboratory, fully equipped for blood and urinalysis, blood cultures and chemical analysis to prevent and diagnose

occupational diseases. A trained technician is in charge to make these tests and provide emergency treatment.

The physiotherapy department is fully equipped with infra-red, diathermy and ultra-violet, and injured employees are given massage by a trained physio-therapist.

A constant check is made by the safety and medical departments for chemical and dust hazards, so that the employee's health will be constantly safeguarded.

Five first-aid stations are conven-

Modern X-ray equipment with shockproof features is operated by an experienced technician.

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ently located throughout the plant and are constantly supervised by graduate registered nurses. Both health and accident problems are discussed in the employees' magazines in articles prepared by the medical department.

Medical records are considered confidential and are available only to the physicians in charge. Results of physical examinations are not given to supervisors or other department heads, for it is desired to give the employee the same consideration he would normally receive from his personal physician.

Emergency treatment is rendered by the medical department in case of illness, but the individual is advised to consult his family physician wherever possible. In many cases the lat-

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Dr. H. A. Vanschen, general medical director, Caterpillar Tractor Company.

ter is called and informed of the employee's condition so that the medical department's findings may aid in the correction of the illness.

Accident prevention work is not the exclusive concern of the safety department. A well-functioning safety program depends not only upon the complete cooperation of safety, medical and supervision generally, but upon the employee himself. An important phase of this program is concerned with educating the employee to proper consideration of the importance of his own health and safety.



PRODUCTION PARALYSIS

The men and women on a thousand industrial fronts who produce the weapons to fight must be protected against colds, illnesses and other communicable diseases which paralyze production.

The dangerous "contact spot" is the common drinking facility.* There, one worker may leave the germs which may lay low an entire crew. Consider this startling fact—the President has stated that 42,000,000 man days were lost due to industrial accidents. **AVOIDABLE ILLNESSES LAST YEAR COST OVER 7 TIMES THAT FIGURE . . . OF THE MILLIONS OF WORKERS EMPLOYED, EVERY ONE AVERAGES OVER A WEEK'S ABSENCE.**

Every day . . . everywhere . . . **LILY-TULIP CUPS** help the crusade against contagious diseases. And, according to the study of Industrial Health Practices conducted by the National Association of Manufacturers, where companies established health programs, absences were reduced 29.7%. Put **LILY-TULIP CUPS** to work for you. **LILY-TULIP CUP CORPORATION**, 122 E. 42nd St., New York, N. Y.—1325 St. Louis Ave., Kansas City, Mo.—3050 E. 11th St., Los Angeles, Cal.

* A common drinking facility is any facility not sanitized between users.

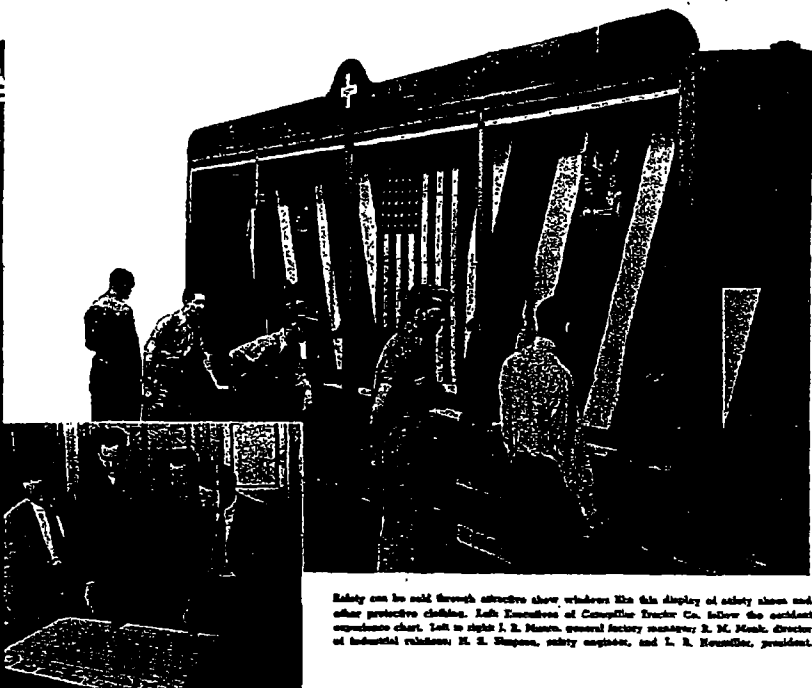
MODERN "GUNGA DIN" PORTABLE WATER CARRIER



Production is precious . . . wastes must. Many plants have found it more time and money to bring water direct to the men and women at machines. This modern "GUNGA DIN" does it. It keeps workers refreshed and alert . . . eliminates the dangerous, untended pail and dipper and other common drinking facilities. It dispenses **LILY-TULIP CUPS** from a dust and dirt-proof container. Human hands cannot come in contact with the rim of the drinking cup. Ask for the facts about the Modern "GUNGA DIN".

LILY-TULIP
Cups and Containers
A VITAL HEALTH PROTECTION SERVICE





Safety can be sold through attractive show windows like this display of safety shoes and other protective clothing. Left: Executives of Caterpillar Tractor Co. below the accident experience chart. Left to right: J. R. Mason, general factory manager; L. M. Monk, director of industrial relations; H. S. Simpson, safety engineer, and L. R. Kneffler, president.

SAFETY AS USUAL

"Business as usual" went out when war production came in. But safety stayed on the job and set a new low rate for accidents.

ACCCELERATED production, longer hours of work, the necessary employment of older and inexperienced men, worry, war jitters—all of these are blamed for the nation-wide increase in industrial injury rates. And safety men will agree that these are not imaginary problems.

Reversing the general trend in accident rates, more than 15,000 employees of Caterpillar Tractor

Company have established a new all-time low for disabling injuries. According to a report by H. S. Simpson, safety engineer, the number of accidents has been reduced to a frequency of approximately ten lost-time cases per 1,000,000 man-hours worked.

The company is now hitting the fastest manufacturing pace in its history and is geared 100 per cent to the manufacture of war materials.

With some 2,200 fellow workers in the various branches of the nation's armed service, those who remain on the job are determined not to let them down. Many of the new employees who have replaced those in service have not been familiar with their jobs and machines, which meant extra responsibilities in training and supervision.

The general decline in the accident rate in the face of such condi-

tions speaks well for the wartime morale and patriotism of employees, and the supervision of the Safety and Sanitation Division, which directs the program and helps maintain standard practices and conditions throughout the plant.

Mental and emotional fatigue, caused by a longer work week, inexperience, the faster pace of wartime, and general worry about the international situation and about loved ones exposed to danger, is at a minimum throughout the plant, judging from the fact that the wartime accident rate is lower than the best mark established in peacetime production.

"Our employees and their families have taken a realistic attitude toward the war," Simpson says. "They realize that Victory will be won by hard, careful work and cool thinking, rather than hysteria and haphazard methods."

"An important factor, in addition to the morale and patriotism of the employees themselves, is the splendid cooperation they receive at home. Wives and mothers deserve a big share of the credit for the increased safety at the plant. By keeping the menfolk in good spirits, watching their diets, and practicing safety around the home, they are helping to keep them both safe and well—full-time soldiers on the production front."

"A man off duty, whether the

cause be an accident on or off the job, or sickness, cannot help us win the war. Like many other industrial concerns, we have found that the biggest percentage of mishaps occur around the home."

"In addition, a community that keeps both safe and well removes much of the strain on medical facilities, already greatly reduced by the needs of the armed forces."

Records at "Caterpillar" show that the greatest proportion of lost-time injuries, in terms of the percentage of employment, occurs to men between 20 and 30 years of age, and again from 50 years of age upward. The smallest percentage of accidents, in like proportion, occurs to men between 30 and 50 years—and those between 35 and 40 are the safest of all employees.

According to the report, the average employee works 40 years before suffering a disabling injury and 4½ months before receiving even a minor injury requiring nothing more than first-aid treatment. All statistics are on the basis of a working week or six days.

Georgies that it make the eye protection program much easier. This is particularly important where prescription lenses are worn. The safety coat makes regular trips through the plant for any needed adjustments. George Georgies of the Safety Division, is in charge.

The Safety and Sanitation Division itself has a working force of 70 persons, including 50 janitors. Duties include safety inspection, laboratory work, investigation, maintenance of safety equipment, reports, and the preparation of statistics. In general, the Division supervises a never-ending campaign against carelessness, and its success is shared by supervisors and by all who accept their part of the responsibility.

A continuous program of safety training is carried out with the aid of plant supervisors who receive

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Keeping the workroom atmosphere free from contaminants is an important duty of the Safety Division. At the left, below, Melba Russell is waiting an atmospheric dust count. At the right, Ben Garrison is taking a sample of the atmosphere of the mouth of the furnace to determine whether it is emitting any carbon monoxide.

