

played the game without fear or favor. I want to say that the least I could say—the most appropriate, I know you will say—is that he is a square fellow. I want to give you Mr. Boylan, your permanent chairman."

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**W. H. CAMERON**, Managing Director, National Safety Council, Inc., expressed the feeling of the conference when he said: "Today safety men everywhere know that they can definitely and successfully solve their accident problems."

"The First Line of Defense" about which he spoke, he considered to be the problem of producing equipment for soldiers and sailors and of protecting all of the many other persons whose activities are essential to the defense of the country. He said that these persons, the workers, can reach the ideal of maximum productivity only when they are working with complete efficiency and complete safety.

Paragraphs from Mr. Cameron's talk are as follows:

"I am well aware that many of our industries have used their special safety knowledge to build up excellent accident prevention records. Nobody admires these good safety records more than I do. It is creditable indeed that the 4,700 plants reporting to the National Safety Council, in the period since 1926, have reduced the average frequency of accidents by 69 per cent and the average severity of accidents by 50 per cent."

"But we must take account of two significant facts. First, we must emphasize that these are 'average' rates. All of the plants are trying to reduce accident losses, it is true, but these rates include both the plants that have perfected a high degree of safety organization and also those plants where safety organization is not so good."

#### COUNCIL RECORDS ACCIDENT FACTS

"In the second place, only some 4,700 selected plants are included in the group reporting regularly to the Council. Outside of this group there is a vast number of industrial establishments whose accident experience is not covered by these records. Some of these plants, doubtless, are doing some safety work; but we know that the great majority of them—particularly the smaller shops and work-places—have very little idea of what organized safety work is."

"These are the essential reasons why fatal accidents in all industry last year took 15,500 lives. And this is why the crippling and other disabling injuries among our country's workers ran to a total of 1,250,000."

"We have a right to be encouraged because the losses were smaller than in each of the two years before. Fatalities in 1939 were reduced by 500 over the total in 1938, and by 3,500 as compared with 1937. Injuries also were considerably fewer."

"But more than 90 per cent of all industrial establishments in our country have fewer than 100 employees each. In most of these there is no real understanding of the menace of accidents. A serious accident may happen rarely. Records are seldom kept of those which occur

merely a temporary injury, or the loss of equipment or tools. Too often it is believed that the insurance premium covers all the accident hazard, and there is no comprehension of the "hidden" or indirect costs.

"Yet these smaller plants of our country, despite their relatively few employees compared to the great industries, are charged with about 40 per cent of all industrial accident losses. The measurable money costs to them last year were some \$240,000,000; the similar measurable costs of accidents to all industry were \$600,000,000."

#### SIX MEASURES IMPORTANT TO MANAGEMENT

"Above all, there must be a definite and comprehensive accident prevention program, which has been laid out, scrutinized and approved in detail by the highest management. A very important part of it will deal with those personal causes of accidents, which, management knows, result in from 75 per cent to 80 per cent of all disabling injuries."

"There are at least six important measures that management employs in the elimination of personal accident causes. I will sketch them briefly:

- "1. Proper placement of men.
- "2. Job training.
- "3. Supervision.
- "4. Discipline.
- "5. General safety education.
- "6. Safety contests, rewards, etc."

#### NEW RECOGNITION OF ACCIDENTS "OFF-THE-JOB"

"Once industrial management paid little heed to what happened to workmen after they left the plant. But a workman killed or disabled is a definite loss, both to his employer and his country, no matter where he may be struck down. Studies show that in some plants the ratio of 'off-the-job' accidents to those occurring in the course of work is as high as two to one. Last year in all plants while work accidents took ten lives, sixteen others were killed in off-the-job accidents."

"Industry is rightly the chief support of our community safety council. Industrial executives are alert to promote the passage of drivers' license laws, to improve the local regulations for the control of traffic hazards, to encourage better administration of the safety laws, and to show their forceful support of conscientious public officials who cooperate in the State and National safety program."

"The first five years—or even ten years—are the easiest, not the hardest. In starting an industrial safety program, any plant—large or small—should be able to lay out a plan, use the standard methods of safety organization, and cut its accident losses 50 per cent in the first year or two. But all old safety men know that the farther we go along the safety road, the harder it is to increase the safety gains."

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