of interests. The industrial physician, on reexamining such employees, will frequently find that the convalescent period has not been sufficiently long when the job which the worker has to perform is taken into consideration. In many cases the worker is faced with an economic problem—how is he going to meet the cost of maintaining his household? Trade unions traditionally take the position that the worker is entitled to return to work regardless of whether or not he is able to do the work, and in disputed cases many arbitrators agree with this position. It is of interest to note one recent case, however, wherein the arbitrator said: "We all know that workers, impelled by pressing economic needs, frequently are willing to risk their health or safety unduly. The employer's obligation is to avoid exposing employees to undue hazards to their health or safety, and this obligation exists even where the employee denies that there is a hazard or asserts his willingness to undertake the risk."

A situation of this kind requires considerable tact and consideration on the part of both the family physician and the "company doctor." Understanding and cooperation are necessary if irreparable damage is not to be done. The degree to which the family physician knows and understands the work environment will quite largely determine his advice and recommendation. The company physician should be on such terms in the community that a professional exchange of this necessary information can be made.

Each industry has occupational diseases or resultant physical characteristics peculiar to itself—silicosis, for example, in the quarries. In our industry we are constantly on the alert for the appearance of anthrax. It is interesting to note that by a vigilance which has become habitual we have had only two cases of anthrax in the last 10 years. An industrial physician must know the potential diseases in his particular plant and by constant watchfulness anticipate the inroads on the worker.

It seems to me that the following are the proper objectives for an industrial medical program:

1. To ascertain by examination the physical and mental fitness of employees for work. Through such examinations we should succeed in getting the right man on the right job.
2. To maintain and improve the health and efficiency of those already employed.
3. To educate the worker in accident prevention and personal hygiene.
4. To reduce lost time and absenteeism from illness or injury.

There is one field in which the company physician should undertake the full responsibility—that is the field of workmen's compensation cases. In his follow-up function, he may be called on to communicate directly with the various physicians treating the person involved. It is the company physician's responsibility to see to it in a compensation case that the workman is completely cured when he comes back to work. This stems from the legal responsibility of the employer in workmen's compensation cases.

The industrial physician's professional relationship in the community should be so developed on a cordial, consultatory basis that mutual confidence will be established, so that the private physician who, for example, may be expert on cardiac conditions, will in turn be willing to turn to the company's physician for advice and counsel on occupational diseases. This "give and take" relationship,