

facilities exist x-rays of this type can be performed with minimal cost and effort. However, in a Company such as Brake Shoe with its many scattered locations, such a venture would not be practical or justifiable.

Dr. Hamlin thought that of far greater importance was teaching employees the proper way to lift. While he admitted that proper selection and x-rays definitely have their place, our experience with a few exceptions, has been uniformly favorable. He emphasized the fact that most men of small stature who might be selected as potential back cases never develop back injuries if taught to lift in the right manner. Conversely, a fair number of back ailments occur in "big strong back" individuals who normally might be chosen for their ability to do heavy lifting.

If an employee develops a back complaint which does not clear up in a few days, he should be referred to the doctor who will decide whether x-rays are necessary or not.

At this point another inquiry as to reporting injuries arose. All cases treated by the doctor are to be reported. Also, if the doctor believes there may be some permanent disability or involvement of a tendon, joint, etc. and the employee complains of symptoms commensurate with the doctor's opinion, the case should be reported. Nurses were asked to keep the New York Office advised concerning injuries which might result in permanent partial disability.

Mrs. Steele referred to Bulletin #250 which concerns copies of doctors' reports. She stated that when a man files a claim for compensation he waives his rights to any confidential relationship. Copies of all letters and doctors' reports on accident cases will be sent to Mr. Gresh. Dr. Hamlin does not want all the accident reports except possibly on a serious one. Reports on accident cases are to be sent to Dr. Hamlin if there is total or partial disability, back injuries, hernias, etc. plus any about which you might be in doubt. You should indicate at the bottom of your covering letter those to whom you send copies.

On non-compensable cases, a copy of the doctors' reports should be made for the nurse's file and the original sent to Dr. Hamlin who will decide whether anyone else should get a copy. The nurse should state in her covering letter that copies have not been sent to anyone else.

If the nurse is unable to get the doctor's report, the Medical Department should be so informed or else she will be asked about it when their follow-up file comes up again on the subject. Reports have been too brief. They should contain all the information you can give on the man. Very often the doctor does not understand why we want the reports. In this case, Dr. Hamlin will write him stating why it is needed. Nurses need not wait for the follow-up period on letters but can write in any time before then.

Mr. Wallman told the group that the Safety Department greatly appreciated the help that the nurses had given in keeping reportable injuries to a minimum. He felt happy over the fact that they were pleased with the new definition of "reportable injuries" even though next year it might be necessary to change it. If discrepancies in safety reports occur or if there are other questions as to procedure, the Safety Depart-