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MONDAY AFTERNOON SESSION

October 7, 1940

The session was called to order by General Chairman Angus D. Campbell, Safety Engineer, McIntyre Porcupine Mines, Ltd., Schumacher, Ontario, Canada, who presided.

In his opening remarks the Chairman sketched activities of the Section and Standing Committees during the past year, and then introduced the first speaker.

A Course of Training Foremen for Safety Work

By F. E. BEDALE

Assistant to General Manager, in Charge of Safety, Consolidated Coal Co. Inc., Fairmont, W. Va.

Before one can even start the education of the foreman a great deal of ground work must be done—a price must be paid for safety.

A safety program must be decided upon and unless the executive officials realize that such a program is merely a sound and profitable operating program and are willing to cooperate and stand behind such a program, the desired results cannot be obtained.

A department of safety should be organized with a director or chief reporting directly to someone of the higher executive officials. This department should have sufficient mine inspectors, ventilation inspectors and other field men to properly cover the various operations of the company. There must be an office force sufficient to study and properly assemble the information turned in by the field force.

The first work of the safety department is to study the past record of the company. This study should cover the various accident causes. The official foreman organization should be studied; many of these men will or should be excellent material for the program that is to be carried out. The study of the foremen on the job is a difficult one and must not be hurried; it may take a year or more. You must have a report of the conditions found under each foreman, meet them personally and find out whether they are popular with their men; whether they are able to have orders carried out or whether they are considered "easy marks." The health, habits and thousand and one little things that go to make up personality should be ascertained for each foreman.

Arrangements must be made to have a report covering each and every accident that occurs and a method of classifying these injuries. This process, carefully carried out will automatically determine where and how injuries are occurring. A method of permanently classifying your foremen should be made. This is done by keeping a record of each individual foreman, charging to his ac-

count each personal injury occurring under his jurisdiction. The causes of these accidents will probably disclose just where each foreman needs training and education. This preliminary work will determine, to a large extent, just how the foremen on the job will fit into the new company policy.

Whether new foremen are employed or whether the old ones are retained, the maximum benefits cannot be realized unless careful consideration is given to fundamental qualifications. Intelligence and a magnetic personality, in addition to experience, must be weighed carefully. A well rounded high school education is desirable, its equivalent should be required. Each foreman underground should hold a first grade mine foreman's certificate, a first aid certificate and a mine rescue certificate. Ambition and a sense of loyalty to the company and its operating policy are essential qualities if the educational effort is to bear favorable results.

As the work progresses the first step toward the education of the foremen is the preparation of a set of safety standards and operating rules. This involves an enormous amount of study and work. The safety standards and operating rules must cover all phases of operation underground and on the surface. They should be gone over by the entire executive staff, criticized, corrected and revised; then sent in preliminary form to the superintendents, foremen and others for criticism and suggestions, until finally you have what is really a text book for your operations.

By the time the safety standards and operating rules are prepared you will have completed your preliminary study of the foremen and laid the ground work of making them receptive to a safety education. You have impressed upon them that safety is pure operation with care and common sense, that safety and good mining are synonymous and that safety and mining efficiency are usually found together.

The next fundamental step is to place a complete set of the operating rules in the