

Based upon the official record of the Interstate Commerce Commission, covering all railroads of the United States, 1932 as compared with 1913 shows a decrease in the number of employee deaths from 3,715 to 557, and a decrease in injuries from 171,417 to 17,416. On a man-hour basis, this represents a reduction of 72.5 per cent in deaths and 81.6 per cent in injuries.

This means that in 1913 there was one death for every 498 employees, whereas in 1932 there was one death per 1,829 employees. The injury rate was reduced from one injury per 11 employees to one injury for 60 employees.

Had organized safety not been inaugurated upon the railroads of this country and the record of 1913 continued, there would have been during the succeeding 19 years up to and including 1932, 29,277 more employees killed and 868,162 more employees injured than actually occurred during this period.

Although railway accidents have been substantially reduced, we must not be unmindful of the fact that this record is in the past and future achievements must be measured against the record of today. We are still having accidental deaths and injuries to employees in such volume and through such inexcusable causes that they stand as a further challenge to railway management. They not only warrant our increased efforts, but a greater concentration of such efforts in the application of the well known specific remedies that will serve to ultimately result in the complete abolition of preventable accidents.

The Safety Section of the American Railway Association was organized in 1921 for the purpose of coordinating the efforts of the individual railroads in the prosecution of various activities in connection with the prevention of accidents of all kinds resulting from railroad operations.

It is imperative that we carry on this work and it must be pursued with greater zeal than ever before. As an aid to this plan, we must have a goal, pledging this section and the individual carriers to use every legitimate effort to continue the descending ratio. It is necessary that we have a goal, it matters not what our vocation in life may be. A man, to be successful, must have a definite objective. When that is reached, he must change his objective, making his goal increasingly difficult to attain. Our perspective in life changes as our ideals change and our ideals are controlled largely through a process of comparison. Therefore, our plans for the future must contemplate a new goal—one that will reflect the spirit of the Safety Section, the spirit of the individual character and the spirit of the American Railway Association—a spirit of indomitable courage and the will to do.

We must visualize the more than 18,000 railway employees who were the victims of 1932 and resolve unto ourselves that in so far as it is within our control such needless sacrifice shall not continue.

How to Establish and Maintain Safety in the Shops

By T. W. DEMAREST

General Superintendent of Motor Power, Pennsylvania Railroad, Chicago

The speaker said in part: The development of safety in a shop is wrapped around three major factors which have already produced lack of safety: (1) conditions; (2) practices; and (3) the human equation.

It is certain that if the conditions in a shop are such as to produce lack of safety, no rational correction of practices can be consistently made. The workman is always

in a position to point out that the management is not consistent in endeavoring to correct practices when they themselves do not establish safe working conditions. I would first then clean up the shop, maintain a clean shop, not only from the viewpoint of appearance but from the viewpoint also of the distribution of materials. I would endeavor to create a desire for cleanliness in the minds of the workmen. A dirty shop makes a dirty man, a dirty man cannot respect himself, and the combination will produce very poor results in any safety movement.

I would correct as far as practicable all unsafe conditions in the shop in order that the management shall be in a position to approach the men and obtain safe practices from them.

I would then begin the correction of unsafe practices, selecting the most glaring ones for correction first, and in such correction would most thoroughly explain not only to the man involved but all of the employees in such departments, the reason why the practice is unsafe and the possible effect of producing an accident, the results to the man involved and also perhaps to his family. If you are acquainted with the more personal conditions of a man's life, you can use this knowledge very effectively in getting his attention when talking about safety work. Refer to his family, to his children, and in this friendly way you will be able to interest him in what you have to say about safety.

Talks of this nature can be given by the department foreman or his gang foreman to his men at regular intervals. In the meanwhile, the education of the master mechanic, the general foreman, department foremen and gang foremen should also be progressing. The question of education is never completed. Talks are much more effective than papers or letters of instruction.

Too little attention has been paid to the mental process of new men being employed for service. We are very careful as to their physical condition, their education, and their skill and ability to perform the service for which they were being hired. We have in the past, however, paid no attention to their mental trends, to develop whether or not from a safety viewpoint they would make a good employee. Such tests should be established as a requirement and in addition to the physical examination.

Safety to be effective must be automatic and subconscious in the individual. If it is necessary for him to stop and think before performing any operation, whether he is doing it safely or not, he is more apt to make an unsafe employee than a safe one. Its initial establishment must begin as a youngster at home, and this has caused me to believe that where there are ladies' societies of any kind on a railroad, that a part of their work at regular meetings or calls should be the safety education of the mothers from the home viewpoint. It is certain also that safety studies in our schools would be more useful than some of the work now being taken.

Then safety rules; their development and application are apparently necessary in the inauguration and advancement of a safety movement. They are the texts from which instruction is given. They are effective, however, only in so far as their practice becomes subconscious on the part of the man.

I am of the opinion that the explanation of a safety rule should be reinforced by practical illustrations. Men transferred from one department to another, with little knowledge of such department's work, have difficulty in grasping the rules as the terms used are not familiar. We find the same situation in our laborers, many of whom are of foreign extraction and who do not have a good knowledge of the English language.