

from overhead, foot injuries, eye injuries, cuts and abrasions, burns, mechanical and electrical hazards, and fire and explosion hazards. These hazards could have an unfavorable relationship to the disability of the handicapped person. For example, a job that may involve foot injury hazards is unsuitable for the diabetic because of his susceptibility to gangrene of the feet and slow healing of wounds or union of fractures.

Will it work? Many industries have perfected their own special plans for selective placement, based on an adaptation of the principles suggested here. The United States Civil Service Commission has made great progress and had outstanding success in matching disabled workers to suitable jobs

through the use of a similar method. (See form reproduced in Fig 40-6. Also see the state employment service forms reproduced in Fig 40-7.)

Details of the technique for using the form shown in Fig 40-6 are contained in *A Manual of Job Analyses for Physical Fitness Requirements*, obtainable from the U S Civil Service Commission, Washington, D C. It is recommended as well worth study by those who wish to develop improved methods of employee placement. Other volumes suggesting different methods which warrant review and study are shown in the references. Particularly recommended is the work by Bert Hanman, *Physical Abilities To Fit the Job*, published by American Mutual Liability Insurance Company, Boston.

References

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- American Conference of Governmental Industrial Hygienists, 1014 Broadway, Cincinnati, Ohio
Guide to Health Records for Health Services in Small Industries
- American Medical Association, Dept of Occupational Medicine, 535 North Dearborn St., Chicago, Ill 60610
Guide to Developing an Industrial Disaster Medical Service
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Standard Nomenclature of Diseases and Operations, 5th ed
Survey of the Occupational Environment
The Legal Scope of Industrial Nursing Practice
- American Mutual Liability Insurance Company, Engineering Department, Boston, Mass *Physical Abilities to Fit the Job*
- American National Red Cross, 17th and E Sts NW, Washington, D C *First Aid Textbook*
Latest revision
- American Nurses' Association, Inc., 10 Columbus Circle, New York, N Y 10019
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Guide for the Development of a Manual for an Employee Health Program
- Bridges, Clark D *Organization and Operation of an Occupational Health Program* Chicago, Industrial Medical Association
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