

HEALTH ON THE JOB

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SOCONY-VACUUM MEDICAL PROGRAM STRESSES HUMAN RELATIONS

From a first-aid station to a comprehensive and integrated medical service in 30 years is the history of the medical department of the Socony-Vacuum Oil Company, now charged with the responsibility for the on-the-job health of approximately 43,000 employees in the United States.

The Socony-Vacuum medical department has just moved into new quarters at its 26 Broadway headquarters in New York City, where it utilizes 2,500 square feet of floor space for its activities, which include x-ray, electrocardiograph and basal metabolism units, and a completely equipped laboratory. Its staff of an associate doctor, three nurses, a secretary, two stenographers, a laboratory technician and an x-ray technician is directed by Dr. A. E. Hoag, medical director, a veteran of 30 years with the company.

Dr. Hoag is a staunch advocate of the human factor in the practice of industrial medicine, and attributes a low rate of absence from work to the establishment and maintenance of good employee cooperation. Evidence of employee response to his medical program is found in a 96% average individual acceptance of voluntary health examinations.

This factor is also evident in annual medical meetings for his plant physicians and nurses held in New York, where "The Disabled Veteran and the Handicapped," "Job Analysis," "Safety and Medical Liaison" may be found on the speaker's agenda, along with such inter-related topics as "Accident Statistics and Medical Reports," among others.

Functions of the medical department are divided into four primary duties: (1) Physical examinations (pre-placement, periodic, post-illness and re-examination at the time of changes of positions); (2) Work in clinic (Care of occupational and non-occupational injuries and diseases, together with emotional upsets and human relations); (3) Industrial hygiene (plant sanitary inspections and plant hazards); and (4) Keeping of complete and detailed records.

"We believe the doctor must feel that no problem is too small for him to consider when the nurse brings it to his attention," Dr. Hoag says. "While the problem may seem trivial to the medical personnel, it may be of mountainous proportions to the employee. When our employees are willing and eager to come to the Medical Department, and unburden

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Health on the Job

themselves of their intimate personal troubles, we are glad to help them. We measure the efficiency of our department, not by how few attend our clinics, but how many."

BASIC DATA RETARDS BERYLLIUM RESEARCH, DOCTORS SAY

Although there are thousands of persons in the United States who are exposed to beryllium compounds of various types, there is very little basic information available today as a means of determining proper plant control, Dr. Willard Machle and Dr. Emil G. Beyer, industrial consultants, told a recent Yale symposium on Occupational Medicine.

Since 1933, there has been an increasing number of reports of disease associated with exposure to beryllium compounds, their report pointed out.

"Since prevention of an industrial disease remains the best mode of treatment, no effort is being spared to reduce exposure occurring in the population," it said. "These levels are being reduced to the lowest that are economically feasible of achievement."

"It has been shown from study of the early chronic cases that onset followed from months to years (up to five years) following cessation of exposure. This implies that a repository of beryllium compounds was accumulated in the lungs during the period of exposure, this resulting in disease after an interval of months or years. Since experience with these compounds has been limited to a matter of 10 or 11 years for any significant group in the population, it follows that we are in a state of jeopardy insofar as continuing exposure for from 10 to 20 years is concerned."

AMERICAN CYANAMID PROGRAM EXEMPLIFIES MODERN APPROACH

Answering the challenge of new chemical compounds being developed daily in its 40 plants throughout the United States, the American Cyanamid Company has developed a modern medical program, which has closely integrated toxicology, industrial hygiene and engineering into a compact working unit, symbolic of tomorrow's medicine in industry.

Dr. Donald O. Hamblin is director of American Cyanamid's medical department, whose staff for six months has included the full-time services of a psychiatrist. Other staff members include W. R. Bradley, top-ranking industrial hygienist. A dietitian is also a member of the staff. The department is responsible for the health problems of about 20,000 employees, on a working basis of approximately one doctor per each 1,000 employees.

Because of its eminence in the field of chemicals, pharmaceuticals and biologicals, American Cyanamid lays great stress on industrial hygiene due to the wide range of products involved.

Unique in its operation is the utilization of the Zeiss Interferometer — one of three in use in this country — for measuring gases and vapors by comparisons of their refractive indices with that of air. Obtained after prolonged negotiation from the Russian commander of the Allied Zone in Germany, the Interferometer has the advantage of flexibility of calibration and on-the-spot reading of many rather than single

health examination at the expense of the Company and it is very surprising to note that not only have these examinations been neglected but also that a person is so late as to have a lung, blood pressure, stomach or whether he is beginning cancer, without having an examination. Winter will soon be approaching and all employees are urged to have a yearly examination. This should be done either with the family physician or with the Company Medical Department. Let either advise you how to proceed.

Prevention of the spread of the influenza virus is very important. The virus is spread by contact with infected persons, especially those who are coughing or sneezing. It is also spread by contact with contaminated objects, such as handkerchiefs, tissues, and cups. The virus can survive for up to 48 hours on a surface. To prevent the spread of the virus, it is important to avoid contact with infected persons, to use tissues and handkerchiefs properly, and to avoid sharing cups and other objects. It is also important to wash hands frequently with soap and water.

you will find

1945-1946

1947-1948

8/27/47

It certainly is a pleasure for me to again appear before you all. When we were first together, we were in a very loose kind of shape. Since then there have been eight medical departments really functioning together. I probably am about the happiest one here to see ideas of what I thought was a proper medical set-up put into actual operation. This was not done through my efforts alone. But through the great cooperation of Mr. Hooker and all his refinery managers, and the untiring efforts of the Industrial Relations Personnel. Mr. Dunham's refineries are now beginning to function in a very fine way also. I do not know whether I ought to mention this or not but you know I'm not going to let this gentleman get away with anything today or any other day. I don't suppose any of you can imagine who I'm talking about but I'd just like to mention in passing today that Jim Herbert has been my Guiding light and adviser and I cannot give him too much credit for the great help he has been to the Medical Department in working out the program that we are endeavoring to carry out.

Saint Louis always had a good Medical but we have developed a very fine Medical set-up now in Trenton, Michigan, East Chicago has a Medical which has not as yet begun to function in the way that we would like; and very likely in a very short time Augusta, Kansas will have a Medical Department.

These are just preliminary remarks. I might state that 3397 cases were seen and these cases required only 2921 treatments or 1.1 treatments per case. In other words, there were 6318 first visits and treatments given in our Medical Departments in March.

This subject you gave me today is a good one to answer. I am sure it is too early in the game to even try to answer it but I think probably instead of taking up your time and in doing a lot of useless talking that we might better discuss the various problems from the various Refineries.

40,000
first visits
cases

1947. This meeting was attended by representatives of the
26 Broadway and four refineries whose names were
namely, Sons and Fleming, Greenpoint, New York; Queens
Refineries recognized that the various medical depart-
ments in the way of prevention of sickness and accidents
between the doctors and nurses on various problems.

On December 5 and 6, 1947 our second annual meeting
ing we had represented Atlas Refinery, Buffalo, New York;
Kansas; Beaumont Refinery, Beaumont, Texas; East St. Louis
East St. Louis Refinery, East St. Louis, Illinois; East
Brooklyn, New York; Badham Division, Milwaukee, Wisconsin (first Marketing Division
to set up a Medical Department); Green Refinery, Greenpoint, New York;
Paulsboro, New Jersey; Research and Development Laboratories, Paulsboro, New Jersey;
Queens Refinery, Elmsville, New York; Sons and Fleming Refinery, Greenpoint, New York;
Trenton Refinery, Trenton, Michigan; and the Home Office Medical Department, 26 Broadway,
New York City.

The opening remarks of the meeting were made by Mr. E. F. Bently, Director in
Charge of Industrial Relations. Mr. E. M. Montgomery, Industrial Relations Manager,
discussed the Objectives of our Industrial Medical Department. Mr. J. H. Montgomery,
Assistant Industrial Relations Manager - Manufacturing, presented a preliminary
Organization Chart.

One of the outstanding events of the meeting was the presentation
of our Medical personnel by Mr. J. H. Montgomery, Industrial Relations Manager,
who said that all of the medical personnel were present and that the
discussion with them was a very successful one.

ing are a part of the program.

Personal hygiene is a part of the program.

It is the responsibility of the company.

running and in good condition.

human machine in good condition.

ment which, if taken care of, will

every day, every week, every month.

Preventive medicine is a part of the program.

disease as well as a part of the program.

Personal hygiene is a part of the program.

only outside, but also inside.

cause skin irritations. The use of

grease from hands and body, are

at home in the selection of soaps and

ways to keep well.

If one of our employees feels

is always ready and willing to do

sult with the family physician at

Our accident record in Safety-Vacuum

accomplished by the extreme care

is one of the greatest factors in

pressed his appreciation for the

The hope was expressed that the

Medical Department. The doctors

and

and

and

and

and

SEATED, LEFT TO RIGHT

1. Miss Mary E. Hall, Medical Director, 25 Broadway, N. Y. C.
2. Dr. A. E. Hoag, Medical Director, 25 Broadway, N. Y. C.
3. Miss Olga A. Ericson, Nurse in Charge, 25 Broadway, N. Y. C.
4. Mrs. Doris K. Krieger, Consulting Nurse, 25 Broadway, N. Y. C.

STANDING, LEFT TO RIGHT

6. Dr. F. C. Dr. John, Plant Physician, East St. Louis, Illinois
7. Miss Marge V. McKugh, Nurse, 25 Broadway, N. Y. C.
8. Dr. H. L. Butler, Associate Physician, 25 Broadway, N. Y. C.
9. Mrs. M. Elmer Tinker, Nurse, Augusta Refinery, Augusta, Kansas
10. Dr. E. E. Howard, Plant Physician, East River Refineries, New York
11. Miss Paula Korte, Nurse, East St. Louis, Illinois
12. Miss Florence Schelle, Assistant, East River Refineries, New York
13. Mr. E. E. [unclear], Industrial Relations Manager, 25 Broadway, N. Y. C.
14. Miss Julia [unclear], Nurse, Kings County, East River Refineries, New York
15. Mrs. Lillian [unclear], Nurse, Paulsboro Refinery, Paulsboro, New Jersey
16. Mrs. Ann [unclear], Nurse, Atlas Works, Buffalo, New York
17. Dr. E. E. [unclear], Plant Physician, Paulsboro Refinery, Paulsboro, New Jersey
18. Miss Madeline Averill, Nurse, Olean Refinery, Olean, New York
19. Miss Antoinette Smoljan, Nurse, East Chicago Refinery, East Chicago, Indiana
20. Miss Helen Balglaish, Nurse, Queens County, East River Refineries, New York
21. Dr. E. E. [unclear], Plant Physician, Olean Refinery, Olean, New York
22. Mrs. Helen Martel, Nurse, Trenton Refinery, Trenton, Michigan
23. Miss Louise Tullgren, Nurse, Wadham Division, Milwaukee, Wisconsin
24. Miss Rigor Christensen, Nurse, Magnolia Petroleum Co., Beaumont, Texas
25. Mr. J. E. [unclear], Assistant Industrial Relations Manager -- Manufacturing, 25 Broadway, N. Y. C.
26. Miss Audrey [unclear], Nurse, Magnolia Petroleum Co., Beaumont, Texas
27. Dr. L. E. Villanueva, Plant Physician, Atlas Works, Buffalo, New York
28. Mr. J. E. [unclear], Company Safety Supervisor, 25 Broadway, N. Y. C.
29. Dr. M. E. Schmidt, Plant Physician, Trenton Refinery, Trenton, Michigan