

The Factory Nurse.*

The successful work carried on by the Benefit Association and the Emergency Hospital has induced the Cleveland Hardware Company to employ a trained Nurse to give her entire time to this work. She is employed through the Visiting Nurse Association of this city, not only to get the benefit of their experience and supervision, but also to do away with the special employee. Our plan is to pay a stated amount to the Visiting Nurse Association, and they supply us with a nurse who gives her entire time, reporting both to the company and the Association. She takes complete charge of the factory dispensary, and has general supervision of the hygiene in connection with the entire plant.

She is in the factory dispensary every morning, and at that time is open to consultation for any employee. Her services are also given to any member of the employee's family. The work she has been able to accomplish during the year is beyond the limits of paper to explain. She makes a report of accident cases on a regular accident form, giving the information that is generally required by insurance companies. In addition to this she has a report in case of sickness in the home; this gives us such information as conditions of the home, patient's statement as to the causes of the sickness, and also a general statement from the nurse.

But probably the most interesting part of her work is a systematic investigation of the home of each employee, giving us generally information in connection with these home conditions. We have found this report very valuable, indeed, in understanding our working people, and, in a great many cases, our advantages of a larger contact with civic institutions have been able to materially aid our employees without any particular outlay on our part or the giving of charity in any way, simply an exchange of knowledge. This is especially true in connection with children of employees. We have been able, through our knowledge of the city dispensaries, to give aid in the correction of defects in eyesight, also very often in the deformity of limbs, where all that was necessary in the case of young children was slight medical attention, which the parents either did not understand could be had, or supposed they could not afford to obtain it. We have found in a great many cases, where employees have been in dire distress on account of their narrow vision of the work, by bringing them in contact with the broader, their troubles have been very greatly relieved.

* Contributed to the International Congress of Nurses, London, July, 1909, by the Cleveland Hardware Company.

There has also been one considerable source of profit to the company, inasmuch as every department foreman understands in case a valuable employee does not report for work, he can immediately communicate the name and address to the nurse, and she will visit that employee's home, making a report by telephone as to just what the conditions are. In some cases we have found employees have left us without any notice, and in other cases we have found they were staying home without sufficient cause. In this way we have been able to eliminate a great deal of absence from our factory, and have gained much valuable time for machinery that might otherwise be kept idle awaiting the employee's return.

The work of the nurse is carried out with the office employees on exactly the same basis as it is with the factory employees, and we find in both cases it is very efficient and valuable.

Factory Nurse's Summary for the month of April, 1909.

Total number of patients (dispensary) ...	70
" " new dispensary cases ...	58
" " old " " 	12
" " treatments	205
" " home patients	34
" " new home patients	15
" " old " " 	19
" " new investigation visits	14
" " visits 	122

Extract from remarks made by Mr. E. E. Adams, General Superintendent, to a meeting of the Visiting Nurses.

Cleveland Hardware Nurse.

"I feel in the Factory Nurse we have the greatest possibilities for the development of welfare work, and I wish I might create in each one of you so much enthusiasm for it that, as the work grows and other factories call for nurses, there might be no lack of applicants for the positions. The possibilities of such a position are limited only by the ability of the person holding it. To one interested in the general social uplift, the position, it seems to me, must be ideal.

"The average number of employees in one of Cleveland's large factories will number very close to 1,000 people, and very often more; and in averaging the families it is perfectly fair to multiply each one by five. That means that one of these great industrial institutions will have some 5,000 people dependent upon it. The population of Painesville, Ohio, is given as 5,025 people. Now, imagine holding a position that would allow you to administer to the welfare of every person in a village of that size, not to the poor alone, but all sorts and conditions of people that go to make up a town, and that through your influence a personal con-

[previous page](#)

[next page](#)