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EDITORIAL.

HEALTH IN THE FACTORY.

Among the many openings for nurses at the present day is that of factory nurse.

Foremost among the firms which have taken steps to conserve the health of their employees is that of Messrs. Cadbury Bros., of Bourneville, who have recently published a pamphlet, entitled "Health in the Factory," in which they state that the care for health at Bourneville may be regarded from three aspects. From the point of view of the *public*, it ensures that the firm's product is pure and wholesome—a first essential in a food-producing factory. The *workers* are relieved of many anxieties attaching to the incidence of sickness in themselves and their families, to say nothing of their own bodily comfort and well-being. The *firm*—apart from any humanitarian considerations—obtains an efficiency and stability in its labour-force resulting from a healthy, contented worker, a minimum time-loss through ill-health, as well as the confidence of a sensitive public in its manufactures.

The factory is surrounded by beautiful grounds—notably the Men's and Girls' Recreation Grounds, with tree-shaded lawns, flower-beds, swimming pools, lily ponds, &c., and among the factory buildings themselves lawns with trees and flowers are introduced where possible.

There are dressing-rooms, with facilities for drying wet clothes, and over-shoes are supplied at low rates during particularly wet or snowy weather. Both girls and men are required to wear overalls, mostly of white holland (this also applies to girls in offices), and, in some departments, caps completely to cover the hair. There is adequate lavatory and sanitary accommodation, and facilities are provided for hot baths, shower baths, &c.,

during and after working hours. There is sufficient accommodation to provide every woman employee with a weekly bath. "Bubble" fountains are put up in various parts of the factory, where employees may quench their thirst. These fountains, in which the water rises clear of the apparatus, are considered much more sanitary than the common drinking-cup. Among other provisions is the introduction of a rest-pause, with the opportunity to obtain refreshment.

The doctors are available for consultation and advice in all matters affecting working conditions, but their chief duty lies in dealing with the *personnel*, the treatment of individual illness and accident, and the examination of applicants for work, with a view to preventing unsuitable persons from being employed, and to ensure that those engaged are not employed on work for which they are not physically suitable.

The fact that this one factory alone employs two full-time registered medical practitioners (a medical man and a medical woman) and four trained nurses, three of whom are certificated masseuses, is an indication of the amount of preventive as well as curative work which needs to be done in connection with a great industrial organisation of this nature, and the injury to industry which takes place when preventable illness occurs. "The sick worker in industry is a weight carried by his fellows."

In addition to treatment by the Works doctors, all cases of illness treated at home, whether by the Works doctors or by a private doctor, are seen periodically by one of the nurses, provided that he lives within a radius of three miles. The nurses take charge of districts, their work being very similar to that of the ordinary district nurse. To one inspired by a passion for prevention the post of factory nurse offers an opportunity for happy work.

[previous page](#)

[next page](#)