

6. *The Health Department* may be a separate branch, but if so there should be close co-operation. In small factories, one person may combine all functions. In large concerns more than one nurse is really required for the multifarious duties:—

(a) The Works Doctor (who may also be the Factory Certifying Surgeon) usually attends each morning. He should have knowledge of industrial conditions and be interested in occupational diseases, industrial fatigue, etc. He examines apprentices and, in some firms, all employees on engagement, gives treatment, vaccinates, advises as to suitable employment in certain cases, decides questions of quarantine and supervises work and equipment of the Ambulance Room.

(b) There may be various branches, a dental clinic, an oculist, a chiropodist, sunlight, massage and electrical departments, or arrangements may be made for attendance at neighbouring clinics.

(c) A good deal of clerical work is necessary. Health records of individuals showing absence due to illness or accident, departmental health records, reports of accidents, examinations for insurance, and investigation of records for statistical purposes and with a view to prevention of disease and accidents.

(d) A more or less ceaseless flow of treatment, first aid for small or more serious casualties, dressings, fomentations, doses for minor ailments. Rest rooms are a great boon, specially for women, and frequently save the loss of much of a day's work. Arrangements are made for Hospital treatment, X-rays, etc., and for Convalescent Homes. Employers are often very generous with subscriptions and "Letters" are a great help. Advice of all kinds on health questions has always to be forthcoming and much may be achieved by suggestions in regard to personal hygiene.

(e) Visiting is interesting and very instructive and is nearly always appreciated.

(f) Lectures have to take place after working hours. Home nursing is a popular subject, also first aid and personal hygiene.

(g) Going round the factory or shop takes time but is well worth it. It gives opportunity for a word with busy seniors about themselves or their staff, and a better insight into working conditions.

As to conditions of work, there is an unbounded field of interest, in observation of working people, their mode of life, work and thought, in study of industrial conditions and developments, and above all of industrial health, prevention and cure of disease which may or may not be caused by working conditions.

A working day is usually eight hours so that the nurse gets free evenings and week ends. Holidays are short, not more than three weeks, but supplemented by public holidays.

Pay, as in most other branches of nursing, is not very good, the average seems to be about £200 per annum. Uniform and laundry may be provided and sometimes meals. An ideal industrial nurse should be strong, cheerful, adaptable, tactful, patient, sympathetic and understanding.

Training for Welfare Work varies with the job. For general welfare and for a Supervisor's position, the Social Science Certificate is necessary, and this entitles the holder to membership of the Institute of Industrial Welfare Workers. It entails a two years' course at the London School of Economics or some other centre, which is shortened to one year for those with special practical industrial experience and for nurses. There is, however, a great deal to learn in that time, and very few nurses have taken the certificate.

For medical welfare only, experience of public health work is invaluable, psychology, social economics, and sanitary law.

Some knowledge of industrial conditions, history and problems are all useful. The C.M.B. certificate is not essential for, though experience gained in midwifery work is very valuable, there is not time for everything. Massage is of more practical use.

Useful courses and classes have been arranged at the Battersea Polytechnic and other institutions.

There is no defined standard of training for the individual nurse and no register. At present the only way to get such a post is privately or through advertisement, or through one of the industrial institutes.

Leaders in industrial welfare work sometimes give it as their considered opinion that if nurses would undergo special training, they should be ideal Supervisors. There is, however, a definite feeling that, as a profession, we are afflicted with institutional minds—a defect produced by hospital training. Apparently we have impressed them with lack of broadmindedness and that we do not recognise the importance of that part of welfare work which does not relate to health. On the other hand, the average welfare worker considers she is perfectly capable of dealing with first aid, questions of hygiene and general health, and of assisting the doctor. She considers the nurse rather as an unnecessary specialist. It is for us to show the value of more expert knowledge and advice. Industrial welfare has come to stay, and now is our opportunity to take our place as an essential part of the organisation. If we neglect it, they will leave us out, and we shall have lost our chance of a great preventive and constructive work.

There is no means of knowing how many nurses are already doing industrial work. If more publicity were given to it, by articles and correspondence in the nursing press, widespread interest might be aroused, and more women encouraged to take up the work. Later on perhaps a Conference would lead to the establishment of a standard of training and the formation of a Register of great value to both employers and nurses.

CONFERENCE ON INDUSTRIAL NURSING.

At a Conference on Industrial Nursing held on April 19th at the Hotel Metropole, presided over by the director of the Industrial Welfare Society, Mr. Robert Hyde, over one hundred representatives attended from the first aid and welfare departments of large firms. Interesting papers were read by the Secretary of the Association, Mrs. Cole, Miss Boswell, Miss Kerr, Dr. Bateman and Dr. L. P. Lockhart.

Message from the Duke of York.

The following message from the Duke of York, Patron of the Society, was read by the Director at a luncheon during the proceedings:

"I am desired by the Duke of York to ask you to express to the delegates to the nurses' conference his sincere regret that he is prevented by his other engagements from attending the luncheon. His Royal Highness has, as you know, been in close touch with their work in many firms throughout the country, and has been deeply impressed by the valuable contribution they are making to industry by the highly efficient manner in which they deal with all questions of health. He cordially wishes them success, both at the conference and in their respective spheres of labour."

Dr. Leonard P. Lockhart, said that the sickness of insured wage earners cost the country millions every year and the industrial nurse could play an important part in the prevention of illness. Industry had not, however, set out to make its openings as attractive as it might have done to nurses.

Sir Edward Iliffe, M.P., the guest of honour, pointed out that owing to the Government De-rating Schemes most firms were finding themselves with a little bit of money up their sleeves which they did not expect. Now was the

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