

SELECTING THE NURSE FOR INDUSTRY.

Industry needs the open-minded, competent nurse who is not afraid of work, obstacles or people, and this is a field where both men and women who meet professional requirements have equal opportunity for broad usefulness. The professional preparation beyond graduation from an accredited school of nursing and registration in the state of employment depends on the position in the industrial health service for, just as in the hospital or public health organisation, there is a range in positions from junior staff nurse to head of the department. The nurse recently graduated from a school of nursing can give useful service in any industry where she is working under direct and competent nursing supervision. It is recognised that the inexperienced nurse is not prepared to develop a health service where none previously existed nor to carry responsibility for a department where she is the only full-time health worker.

Industrial medical practice is not solely the treatment of occupational disabilities. A sizeable financial stake is involved in absenteeism due to non-occupational illness, as well as in workmen's compensation and—directly or indirectly—the employer, the employee, and the community all pay their share of the cost. Accident prevention and health education have long been stressed, and industrial medical practice is looking toward a post-war expansion of service in which keeping the worker well will have main emphasis.

Because industrial nursing is a specialised branch of nursing, it is recommended that a nurse entering the field of industry have additional preparation after graduation from an accredited school of nursing. This preparation is being made available in many universities offering courses in public health nursing especially to prepare nurses who wish to enter the industrial field.

The nurse needs to have a working knowledge of industrial hygiene, workmen's compensation, accident prevention and safety promotion, plant sanitation, industrial welfare, activities and personnel administration, nutrition, communicable disease control and mental hygiene. She needs to be acquainted with community health policies and resources, public health and industrial hygiene organisations—local, state, federal and national.

Experience in the field of generalised nursing is valuable. Practical knowledge, such as that gained by working in an outpatient department, for instance, or within a visiting nurse service or health department, is an asset. For the newly-appointed industrial nurse, the planned period of orientation in her own plant should include the opportunity to visit other well-established health services. Whether her programme provides service to the employee in the plant only or is extended to him in his home, the nurse's ability to use and co-operate with community health organisations is of inestimable value to the employer and employee.

Certain personal qualifications contribute to the effectiveness of the nurse in industry. These include the ability to work with people and to contribute toward good working relationships, professional dignity, emotional stability, tolerance, initiative, skill in teaching,

and the ability to act wisely in an emergency. For the nurse working alone, foresight, ability to organise her service, and resourcefulness are also essential. The supervising nurse must have qualities of leadership, executive ability, special aptitude for teaching, and vision as to the potentialities of the service.

Often the nurse is the only full-time health worker in an industrial service; the scope of her work is broad, and the results of her decisions have far-reaching implications in compensation costs and in employee relations. In a competitive system where the cost of accidents and illness is inevitably added to the cost of production, the health service is an asset or it is a liability added to a liability. Therefore, thorough preparation for her work is the responsibility of the nurse. Discriminating selection of the nurse for the position is the responsibility of management.

Public Health Nursing, April, 1944.

NURSING IN THE MINES.

THE KOPPERS COAL NURSING SERVICE.

As the matter of nursing in the mines by Registered Male Nurses is on the *tapis*, we were interested to read in the *American Journal of Nursing* an article by Ruby Thompson Shirey, R.N., on "Nursing Miners and Their Families."

"Probably," she writes, "few nurses in the country to-day have more varied and colourful experience than the 'Koppers Coal' nurses. This is a kind of public health nursing, which includes school, child and maternal health and industrial nursing. The nursing service was inaugurated 10 years ago by the Director of Koppers Coal Division, of Boston, Massachusetts, in the hope of improving the general living conditions in the different mining communities of the company, and is now being realised in social and health dividends.

During the last eight years, the 22 mining communities of the coal company scattered over three States co-operate closely with any member of the nursing service who may be situated in a community which is near a public health unit. . . . The mining communities which the Koppers Coal Nursing Service attends may have no other nursing service, and one requirement for a position in this service is . . . residence in a mining community, or, at least, a knowledge of the social problem of the miner and an understanding of his psychological make up. . . . All nurses have trained in schools located in hospitals which specialise in the cure of sick and injured miners.

The industrial nursing is mostly taken care of near the mine. There is a doctor at each mine. His office and the nurses' office are located near the mine office. Mine injuries range from a fractured spine or pelvis to minor lacerations. Some of the most common injuries are lacerations and contusions of the fingers and hands, and laceration of the feet and toes, resulting from falling coal and slate. Fractures and major injuries, after first aid, are sent directly to the hospital.

The nurse assists the doctor.

Should a system of mine nursing materialise in this country, special training of male nurses will be obligatory.

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