

GENERAL SECRETARY'S TOUR

'Tentative Itinerary'

Jamshedpur	*23,24,25,26	March	Tanjore	12 April
Calcutta	27,28	,,	Trichinopoly	13 ,,
Cuttack	29	,,	Madura	14 ,,
Brhampur	30	,,	Trivandrum	16 ,,
Vizagapatam	31 March-1	April	Nagercoil	Within this period
Bezwada	3	,,	Neyyoor	,, ,,
Guntur	4	,,	Quilon	,, ,,
Ongole	5	,,	Erukulam	,, ,,
Nellore	6	,,	Tirupatt	21 April
Madras	7	,,	Kolar	22 ,,
Chingleput	Within this period		Bangalore	22 ,,
Arogyavaram	,, ,,		Mysore	25 ,,
Vellore	,, ,,		Bengalore	26 ,,
Ranipet	,, ,,		Hyderabad	28,29,30 ,,
			Jhansi	1, 2 May
			Gwalior	4 ,,

* Attending Conference of National Council of Women in India.

This itinerary is subject to change. I am looking forward to this tour and hope to meet as many members as possible.

LAKSHMI DEVI

Student Nurses Secretary's Appreciation.

Miss Dorabji wishes to thank all members of the T.N.A.I. H.V.L. and M.U. and student nurses for all their kindness and hospitality given to her during her tour in the U.P. and Bihar, and that it has been a great pleasure for her meeting the members.

THE NURSE IN INDUSTRY.

By

Mrs. Khorsheed Najib Khan, R.N., R.M. D.N.

With acknowledgment Journal of Industrial Medicine, India.

The present day world is one mad rush for production. Industries are worked to their hilt and Industrialists are realising the need of building up a happy and healthy working community in order to get the maximum production. In this country as in the West, employers are getting more and more health conscious; Industrial Medicine is gaining more and more concept, but we have failed to recognize and accept perhaps one of the most important roles played in the Health Service of an Industry by the Industrial Nurse. That two sessions were devoted entirely to Industrial Nursing at the International Congress on Industrial Medicine, which was held in London last year is enough proof that the Industrial Nurse is not just a mere show-piece. To-day she has proved to

be a valuable link between the most vital departments of an Industry created for the well-being of the workers—namely the personnel, Welfare and the Health Services.

Before dealing with the functions of a modern Industrial Nurse, I would like to give you a short history of her origin and how she came into being. England was the first to give the lead, and it was in 1878 when the firm of M/s. Colman Ltd. of Norwich appointed a trained nurse in the factory that the Industrial Nurse came into her own. The name of this pioneer Industrial Nurse was Miss Phillipa Flowerday. She assisted the doctor at the factory and visited the employees in their own homes who were away from work on account of illness. From this single Industrial Nurse of 1878 have grown the present health services in numerous factories, industries and works of every description, from the heavy industries of Steel, Coal and Transport, to the more lighter ones. The Chief Nursing Officer, in conjunction with the Medical and Welfare Officers, is responsible for the health and welfare of thousands of workers. It is said that Industrial Nurses are of vital importance to the health of the Nation and to the material recovery of the Nations at the present time.

The sphere of Industrial Nursing has grown tremendously since the time of Miss Flowerday. The Industrial Nurse is no longer just a dresser in the Ambulance Room of an Industry. First-aid Treatment is only one facet amongst her many other duties and responsibilities. She deals with the general health supervision of all the employees; is required to have a knowledge of and able to advise on factory hygiene and the prevention of accidents in the specific industry concerned. She assists with pre-entry and periodic medical examinations and the special services such as mass X-Ray and prophylactic immunisations and notifications of all accidents and emergency cases of illness. In addition the nurse must have specialized knowledge of the worker's job and must help in research and the collection of statistical material by her detailed records and record keeping. She must be able to co-operate with all the departments and agencies connected with the employees, in fact the nurse in industry to-day besides making great contributions to the health and welfare of the workers can also increase the maximum productivity of the industry in which she works. Industrialists and Governments to-day talk in terms of so many man-days lost, the absenteeism rate is high, but how many industries have analysed the causes of absenteeism amongst their workers? The value of a nurse in increasing the productivity of an industry was recognized in England during the first world war, when the Government set up a Committee to enquire into the absenteeism of workers in the munition factories in England. The Industrial Nurses at that time appointed usually to deal with accidents and emergency cases of sickness at work, realized the wide scope and opportunities offered in this field of work, and it was through their initiative and wisdom, that emphasis was laid on the value of health-teaching and of prevention in order to reduce absenteeism. This evolved a new aspect in the scope of Industrial Nursing which has since grown with rapid strides. As the field of work widened Industrial nursing got more and more recognition, and the need of a specialised training was felt. The Royal College of Nursing, London was the first to institute a course in Industrial Nursing and the first batch of Nurses got their diplomas in 1934. Industrial managements are not all enlightened and to the laymen this specialised training would seem superfluous. A general trained nurse could not adequately maintain a full medical service without this further training as will be seen when I relate to you in detail what the Industrial Nurse is, and what is required of her.

An Industrial Nurse in short, to-day is a nurse, cum welfare worker cum public health nurse. At the 1st session of Industrial Nursing at the 9th International Congress on Industrial Medicine held in London last year, one of the speakers Miss Blanche Bishop, Industrial Nurse from Canada, said, "Just as our conception of health has changed, so too has our idea of the Industrial Nurse undergone revision. The term had come to mean a highly trained specialist, capable and anxious to serve both the employer and the employee as a health educator, rather than a nurse employed in a factory to do first-aid". She said further, "With the rapid growth of social legislation and provision for welfare workers made after the first world war, there was a material change in the duties of the Industrial Nurse. Her field also broadened by the workman's compensation acts, which placed responsibility on the employer and made him realize the advantage of a full time Nursing Service in the factory".

The average workman in Canada in 1947 lost $9\frac{1}{2}$ days work during the year. Only half that time was due to occupational causes. The staggering total days lost she said because of so-called "functional" illness (or in other words neurosis) was a sad commentary on their mode of life. Dr. Russell Fraser had stated that neurotic illness was responsible for from a quarter to one third of the absence from work due to illness. "A virtual eradication of these illnesses should be the aim of every Industrial Nurse" commented Miss Bishop.

The qualifications of an Industrial Nurse are as follows:—

1. She should be well-trained, a general trained nurse with experience in a casualty and out-patient department of a hospital is a valuable asset together with a post-graduate training. This additional training is essential as the problems that arise in an Industry are something quite apart from those she has hitherto met with, in a hospital ward as a bed-side nurse.
2. She should have a full knowledge of the factory or industry she works in, in order to know the nature of the different types of jobs. This knowledge is necessary in order to be able to give the most appropriate dressing to the minor injuries that come to the ambulance room. For example, a worker handling greases cannot keep adhesive strapping on his fingers, and in industries where the workers are rehabilitated even temporarily this knowledge has proved very valuable. She should be able to say whether the worker is fit to return to his job, what are the physiological requirements of his job, what movements of finger, hands, arms, feet does the job require? Does it involve weight-lifting or stooping? She should be able to visualise the exact demands the job makes on him and answer intelligently the question "Is he fit to resume"?
3. She should have a knowledge of the factory acts and industrial hazards in order to be able to assist in the environmental sanitation and hygiene and the Safety Campaign of an Industrial concern.
4. She should have a sound clinical judgment and good technical skill. An Industrial Nurse is often required to use her clinical sense as she has to make a provisional diagnosis. She has to deal with emergencies

and should, therefore, be able to recognize a serious case and understand the significance of signs and symptoms. I would like to cite here, an instance which took place in our own plant some time ago. One of the Superintendents had a severe attack of haematemesis while on duty. The Industrial Nurse lost no time in dealing with the case. The patient himself wanted to be taken home, she realized the seriousness of the condition. She immediately made him lie down on a stretcher, gave him first aid treatment for shock and rang up the hospital where preparations were made to receive the patient and for immediate blood-transfusion, and in a few minutes of the patient arriving into the hospital, he was given a transfusion. This prompt action on the part of the nurse was responsible for saving the man's life.

5. She should know how to keep adequate and accurate records, by which analysis, deductions, and interpretations can be available to the employer and the Factory Inspectorate, so that lost time for accident illness or industrial disease and, unsatisfactory situations in the factory can be discovered, and moreover the scope of her own work be fully understood by her management.

The duties of an Industrial Nurse are multifarious and depend to a great extent on the medical set up of the industry she works in. We take it that all industries of consequence employ full time Industrial Medical Officers from whom the Nurse takes her instructions regarding the treatment and nursing care. Where there is no Industrial Medical Officer, or only a part-time medical officer, the nurse has to use her own clinical sense in dealing with minor injuries and ailments, and decide which are the major issues she should refer to the physician or to the hospital assigned to the Industries. Very few industries run their own hospital. Whatever the arrangement, there should be written standing orders for the protection of the nurse, the worker and the management.

Amongst her many duties she is responsible for:—

1. The general efficiency of the Ambulance Room and any other First-Aid arrangements in the factory.
2. For the First-Aid treatment of injury or sickness in the factory and any such subsequent treatment as may be ordered. The value of having a qualified person to attend to minor injuries and dressings cannot be over-estimated. Prolonged absence may be avoided by early and correct treatment of minor injuries. Faulty technique of the first dressing often result in septic wounds thereby greatly increasing the loss of man-days as well as money, and in some cases there may be permanent loss of the dexterity of the working fingers. It may be said that the present day dresser who mans the Ambulance Room in many an Industry is cheaper, but it must be remembered that little knowledge is dangerous and the ignorance of a man hurriedly trained to wrap bandages often leads to catastrophe. The doctor who sits usually in the Ambulance Rooms cannot take the place of a Nurse, neither in the plant nor the Ambulance Room.

The training of a doctor is fundamentally different from that of a nurse. The Nurse considers it her duty to perfect herself in dressings and first-aid which a doctor often considers as beneath his dignity. A nurse while attending to the

minor dressings can discover some useful information about the worker and his family, and be able to offer sympathy and advice to the worker and get him the help where necessary. Thus the nurse not only remains as a nurse, but soon begins to be looked upon by the workmen as their friend. The uniform of a nurse in itself helps in gaining the confidence of the workmen and the officers of the plant alike. This uniform should carry with it the status which permits the Industrial Nurse to approach the departmental heads in the plant whenever there are problems to be discussed.

The added advantage that a nurse has over the doctor is that she is a woman and can use her maternal instinct. This is all the more important in factories where juvenile labour is employed.

3. The Industrial Nurse assists the Medical Officer in all the medical examinations—namely :—(1) The pre-employment examination, (2) of employees returning after illness, (3) of employees exposed to industrial disease, (4) the periodical medical examination. These examinations give the nurse ample opportunity for health-teaching and advice in hygiene, rest and diet.

4. She has to maintain contact with the absentee, sick or injured workers. I would attach a great deal of importance to this in any industrial medical set-up. Our workmen mostly due to ignorance are indifferent about attending the I. O. W. clinics on their assigned days. They lay off work and attend the clinic again only when they feel like it. The result is the original dressing has become dirty and the wound infected. He has to lay off work much longer than need be. To the Management it means an extra expense, besides loss of production. Statistics in factories in England have proved that where an efficient follow-up system was instituted, the loss of working days was reduced to less than half. You will probably want to know how a nurse can follow up these cases. Modern filing methods and record keeping would enable the nurse to know her dodgers for the day in five minutes. She then contacts those who have not attended the Clinic. On a small factory, she does this herself or she has her own welfare workers who would do this for her.

Earlier I spoke about the need of the Industrial Nurse having an adequate knowledge of record keeping. You might want to know why a nurse should keep records. She may get clerical help but these records are her responsibility. A daily summary is of great value to her as well as to the Management, as she must know what is happening to be able to run her department efficiently and progressively. I am not going into detail of the records that should be kept. They depend on the Industries and Factory Acts that bind them, besides being of immense statistical value. Amongst her other duties, the Industrial Nurse would be required to visit the workers canteen and make such recommendations as need be regarding diet of the workers, hygiene etc. She could arrange for the special diets of workmen suffering from Diabetes, Gastric Ulcer or any such diseases that require a constant special diet.

Where women are employed (and in most factories these days women are employed) the added duties of the Industrial Nurse would be supervision of the creches. The women workers have their peculiar problems which they are reluctant to reveal to a man, especially in India, but to a nurse they would divulge most willingly, and she could guide and advise them every day while she

is about her normal duties. The Industrial Nurse is expected to co-operate with the personnel and welfare departments. The Personnel and Welfare Departments, like the Medical, are concerned with the worker. They cannot function efficiently in water-tight compartments. Good co-operation is essential because these departments have a joint concern with many problems. For example to begin with the placement of the workers, to find the job to suit the worker, transference of jobs for medical reasons, rehabilitation, sick absence and a whole net work of amenities that go with it. Miss Bishop had stressed the importance of mental health, worry, frustration, insecurity and uncertainty were some of the mental factors that were bound to have physical expression. The Industrial Nurse or Physician alone could not alleviate these conditions that are so closely knitted with Welfare and Personnel. With close inter-departmental co-operation much of this mental ill-health would disappear. In no branch of medicine or nursing is team work more necessary than in the Industrial field.

The number of nurses employed depend to a great extent on the type of industry and the number of workers. For the maintenance of a complete health service in an industry it is recommended that there be 1 nurse for upto 300 employees, 2 or more nurses for upto 600 employees and 3 or more nurses upto 1,000 employees, 1 nurse per additional 2,000 employees. The number of nurses employed would vary. Heavy industries and those with more hazards would require a larger number of nurses, while lighter industries and those which do not have serious occupational hazards, would need a smaller number. According to these standards Steel Works of the magnitude of the Tata Iron & Steel Co., should employ roughly 24 Industrial Nurses. Additional nurses may be required to supply service for second and third shifts. This number will be reduced by the number of technical and non-professional workers employed in the Medical Department.

Before concluding I would like to take stock of Industrial Nursing in India. I have no figures to show how many Industries employ nurses. The object of this paper is primarily to introduce the Industrial Nurse to those interested in industry and to bring home to Industrialists that the Industrial Nurse is not a liability but a valuable asset to an Industry. I hope, I have proved successful in convincing that a nurse in Industry is a vital link in the Health Service of an Industry. The Factories Act of 1948, Chapter 5, Sec. 4 reads "In every factory wherein more than 1,000 workers are employed there shall be provided and maintained an Ambulance Room or Dispensary of the prescribed size, containing the prescribed equipment, and in the charge of such medical and nursing supervisory staff as may be prescribed."

In India, Industrial Nursing offers a new field of work in the nursing profession. The Society as a body, should create an interest in those who direct the nursing profession, and the Nursing colleges in our Country to start a special course in Industrial Nursing in India. It is not possible to send nurses abroad in the numbers we require for this specialised training. But a course run on the lines of the Royal College of Nursing, London would solve the problem.
