

(Course 153)

modern progress uses it for classification of employees, and as a basis for a group hygiene program.

2. Sickness and accident service. The second of these is now practically required and the first should be made available.
3. Control of communicable diseases. There is no possible excuse for the failure to provide this service for any group.
4. Health information service. This kind of service should be conducted through every modern means--lectures, personal talks, bulletins, posters, etc. It should cover:

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| a. Personal hygiene | e. Recreation |
| b. Proper clothing | f. Prevention of communicable diseases and accidents. |
| c. Food | |
| d. Rest | |

Combined Industrial and Home Health Service

The intimate relationship of the home of the worker to his efficiency and health has led to a number of experiments in attempting by co-operation to secure the advantage of group resources in meeting the total health problem of the worker.

1. Endicott Johnson Shoe Co. Plan. This company has approximately 15,000 workers, receiving an average wage of \$1441 annually. The factory owner by adding a few cents to wholesale price of each pair of shoes furnishes a complete health service for both its employees and their families, including:

- a. Health examinations
- b. Sickness and accident service
- c. Nursing service
- d. Dental service
- e. Pre-natal and obstetrical care
- f. Social relief
 - (1) Retirement pension
 - (2) Widow's pension
 - (3) Social relief
- g. Cost \$52.60 per capita annually, or $2\frac{1}{2}$ cents on each pair of shoes.

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