circa 1953

(12)

HEALTH OF EMPLOYEES AT C.J-M

Canadian Johns-Manville Co., Limited had one of the first industrial health programs in the Province of Quebec, for the first doctor was employed over fifty years ago to care for industrial accidents. This service was later expanded to include the families of the workers on an employer-employee contribution basis. This has now been replaced by the protection given under hospitalisation and medical insurance. Following the war the Johns-Manville operations expanded, and with it the medical services; an x-ray machine was bought in 1922; a small hospital was started in 1927.

Finally, in November 1948, a modern two-story clinic and hospital was opened. This hospital is owned and operated by the company. It has complete facilities for minor and major surgery, as well as medical and obstetrical care. There is a well-equipped clinical laboratory and an x-ray machine which is one of the latest and most powerful. Special diagnostic equipment such as an electrocardiograph, as well as physiotherapy apparatus for rehabilitation of accident cases are available.

The hospital is centrally located in a quiet part of town, yet easily accessible to every part of the plant operation.

There are two fully-equipped first aid stations in the plant area with graduate nurses on duty. At strategic locations throughout the whole plant are placed metal first aid canisters containing a stretcher, blankets and ground sheets, chemical hot water bottles and the usual stimulants and dressings.

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These canisters are opened only in emergency for it is a standing rule that all injuries no matter how slight must be reported and seen by the nurse in the first-aid station or hospital.

All personnel have thorough pre-employment examinations with complete x-ray and laboratory investigation. These examinations are repeated every twelve to eighteen months, depending on the occupation of the employees. Medical counsel and health guidance are given to the employee at any time. Medical files are confidential and kept in the Medical Department. No one is transferred from one job to a more hazardous one without consultation with the Medical Department. After an absence of six or more days for sickness or accident every employee must receive the written permission of the plant physician before returning to work.

A carefully-supervised card index system provides a constant check on the periodic examinations. In cooperation with the employment manager all changes in the payroll are checked so that no employee will inadvertently be given a job for which he is physically unsuited.

There are numerous other functions of the Medical Department which could be discussed. Clinic and hospital facilities are used to make a diagnosis when an employee becomes ill at work. Once the diagnosis is made, the employee is referred to his family doctor for treatment. Usually the patient is given a copy of his laboratory tests for his doctor, and the company doctor contacts the latter by phone, outlining the signs and symptoms and his

(more)

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impression of the patient.

Co-operation with the practising physicians in the community, and with governmental or other health agencies, is an established part of Company medical policy.

Constant attention is paid to the health of the individual employee over many years. Group sickness and accident insurance claims have shown that over the years only approximately eight percent of employees have submitted claims.

In 1953, Jeffrey mine employees had no fatal accidents. The frequency rate for lost-time accidents was 5.19 accidents per million man-hours worked, while that for the mining industry in Canada and U.S.A. was 22.95.

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