

FIRST-AID METHODS

The First-Aid Nurse, under the direction of the Company Physician, gives attention to minor injuries as described under "First-Aid", page 1, Part II, Safety Service.

A limited number of standardized methods, employed by trained assistants, under proper supervision, are the essential elements of this work.

MEDICAL ASPECTS OF GROUP INSURANCE

The Group insurance of the Laurentide Company, Limited, has no connection with accident compensation and the Medical Service is concerned only with questions relative to sick benefits and indemnities for total and permanent disability on account of injury or disease.

Under the Group Life contract, any insured employee who becomes totally and permanently disabled by accidental injury or disease before attaining the age of 60 years is entitled to receive the amount of his life insurance in monthly or yearly instalments. The duties of the Company Physician include the investigation of and reports on all such claims.

In connection with Group Health insurance for Laurentide employees, which is administered by the Laurentide Mutual Benefit Association, the Medical Service has important responsibilities, the nature and extent of which are shown by the following excerpts from the Statutes of the Association:

- (1) "The Company Physician will serve the Association in a consulting and advisory capacity."
- (2) "The Company Physician shall be a member ex-officio of the Welfare Committee."
- (3) "If this Committee (Welfare) shall have good reason to suspect that an employee is malingering or otherwise prolonging unnecessarily the period of incapacity, it shall promptly report the same to the Executive Board, which, at its discretion and upon the advice of the Company Physician, may disallow any further claim for disability."

OCCUPATIONAL RESEARCH

The activities of the Medical Service relative to this subject consist of studies of different phases of the Pulp and Paper industry. Factors concerned with the mentality of the worker, his physical status, conditions of work and the working place, materials and processes, etc. are considered with the object of assisting the Employment Department in the placing of employees in positions which will not be prejudicial to their health.

SANITATION

The Medical Service cooperates with the local Medical Officer of Health in connection with problems relative to the sanitation of the community and with the Operating Manager of the Mill from the standpoint of sanitary matters concerning the plant and its immediate surroundings.