

The water supply system installed for the municipality by the Company, the modern residences constructed for employees, the golf course, tennis courts, athletic field, assembly hall and club, library, night school, band, orchestra, plant paper, etc. included in the Company's recreational and educational program are not considered here as they are not directly under the Health Service. The pension arrangements which are administered by a special Committee, the Inn, the Cafeteria and the Dairy are also omitted for the same reason.

With the financial cooperation of the Laurentide Health Service, the Municipality of Grand'Mere is undertaking the organization of a Board of Health with a full time Health Officer and laboratory facilities for diagnostic and therapeutic purposes. Health problems concerned with General Sanitation, Housing, Communicable Diseases, Food Inspection, Child Welfare, School Life, etc., will be dealt with. The participation of The Rockefeller Foundation in this work to the extent of providing a Fellowship for the Medical Officer of Health, so that he may spend a year at Toronto University and obtain the D.P.H. degree, has been secured.

A number of eminent physicians connected with McGill University and the Royal Victoria Hospital have consented to act as consultants to the Laurentide Health Service, thus making available expert advice and assistance in Medicine, Surgery, Ophthalmology and Rcentgenology.

A prominent Montreal dentist will be the consultant to the Oral Hygiene Service which is to be organized at an early date.

The facilities of the Laurentide Hospital are extended to the local physicians for their private patients and the charges of the X-Ray Department have been reduced to less than the cost of materials and maintenance so that its usefulness to the local medical profession in the matter of diagnosis may be increased.

Through the Safety Service, every effort is made to prevent accidents and care for injured employees.

The duties of the Safety Inspector include: (1) Chairmanship of the Central Safety Committee; (2) Investigation of and reports on all accidents or near accidents; (3) Systematic and regular inspection of the plant and its immediate surroundings; (4) Supervision of the issuing of safety goggles, dust goggles and gas masks; (5) Ordering and posting of Safety Bulletins; (6) Proposal of safety recommendations.

A First-Aid Office with a graduate nurse in charge, is maintained.

Hospital charges and surgeons' fees for injured employees are, as a rule, paid by the Health Service.

The different phases of the safety work relate to: (1) Safeguarding; (2) Organization; (3) Education.

The Medical Service is concerned with: (1) Physical Examinations; (2) Sanitation; (3) Personal Hygiene; (4) First-Aid Methods; (5) Medical Aspects of Group Insurance; (6) Health Education; (7) Occupational Research; (8) Cooperation with Grand'Mere medical profession.

Five members of the staff of the Nursing Service are engaged in district and child welfare work. Between 1200 and 1500 home visits are made by them every month. It has been arranged that, effective early in 1923, these nurses, together with the Superintendent of the Laurentide Nursing Service, will be given official positions with the Municipal Board of Health so that their work may be more closely coordinated with the program of the Board's Medical Officer.

Under the auspices of the Insurance Service, the administrative details connected with approximately \$2,000,000 of Group Life Insurance are conducted. This insurance is carried by the Sun Life Assurance Company of Canada and the coverage costs are paid in their entirety by the Laurentide Company, except in the case of members of the salaried staff which latter are charged with 50% of the amount of their premiums.

The insurance features of the Health Service program are based upon the sound principle of giving free life to those who are sufficiently interested in their own welfare to be willing to pay for their health insurance.

The salary provisions of the Company for staff members in case of illness are such that they are given only one-half of the cost of their life insurance.