

ditions in his endeavor to cure these people of their physical ailments and to disabuse them of their mental illusions.

The question of where the physician in industry should terminate his care of injured or sick employees and at what point an employee's private physician should assume such responsibility, is another problem that must be solved in a satisfactory way. What duties to delegate or not to delegate to the nurse employed in the establishment under his supervision; what instructions to give and what materials to furnish to laymen authorized to render first aid or emergency treatment to injured employees throughout the plant; how best to render some industrial operations free from the hazard of occupational disease, or how to protect workmen against such hazards if they cannot be eliminated, are questions that he is called on to answer in an intelligent and practical manner.

In the solution of these and similar problems the physician in industry often finds himself in a quandary. Previous training and experience had made no specific provision for their solution; in fact, many of these problems have but recently become recognized. In most cases the physician in industry has been obliged to find an answer to each problem practically alone and as best he could. Sometimes he has hit on a method that was only partially satisfactory; sometimes he has achieved results that were all that could be desired, while at other times he has failed in his aim. Occasionally, through a comparison of conditions and an interchange of experiences, physicians connected with industrial enterprises would reach common conclusions that would point to simple and practical remedies. The value of such informal conferences naturally led to a desire for a more systematic interchange of ideas extended over a larger group of physicians dealing with medical problems in industry.

THE CONFERENCE BOARD OF PHYSICIANS.

A preliminary meeting of physicians engaged in industrial practice held in New York City on April 4th, 1914, indicated that their varied knowledge and experience could be so combined and harmonized as to afford composite and definite conclusions that would be valuable to themselves and to the industries they represent. It was also felt that the findings could advantageously be made available to all physicians in industry to the end that employers and employees generally might reap benefit therefrom. The concrete outcome of this meeting was the organization of a "Conference Board of Physicians in Industrial Practice," the scope and work of which is embodied in the official declaration that