

he cannot break the release on the ground that the company surgeon was wrong in his advice at the time of settlement.

The surgeon of a railway or a traction company has a hard position to fill to satisfy every one, as his duties are at least fourfold.

1. He is ushered into a household to see a strange patient and usually under a very unsatisfactory environment. The patient, knowing that the doctor is a servant of the company, as a rule does not want his professional skill, and the injured and his friends are bitter against the company for injuring one of their family. He first of all has to attend to the injured, if he is allowed to do so, and as he is known to be the surgeon of the company he has to exert more care and give more attention than would otherwise be expected, in order to gain the good feeling and friendship of the family. If a poor result follows, he and the company are naturally blamed. If by his carefulness and attention he gains the friendship of the family he is to be congratulated.

2. He has the care of his patient and the result to follow his first duty, and later he has to be absolutely fair to the patient about his disability and as to any permanent injury. So in this case he has in a sense to occupy a dual position, as he, as well as being a company surgeon, is the private surgeon to the patient, who has the right to exact from him his help and just opinion of his case for the future.

3. He is the surgeon of a company, and consequently the company expects from him statements as to the injury, length of disability, permanent disability resulting and all help that can be given the company.

4. Later the case comes to trial, if a settlement is not made, and he has to give evidence for or against the plaintiff, as the case may be, and must do so with fairness to both.

All that can be done in these matters is for a company surgeon to be absolutely fair to all concerned, taking not one side or the other, but acting with fairness to both and neither should expect more.

It is always advisable for any company to have friends, in case of accidents, and friendship that should be courted is the friendship of doctors, as they can easily do an immense amount of good or harm, as the case may be, and in order to keep good friendship with the profession, the company should see that their accounts, when just, are promptly paid and that they are paid proper fees for the services rendered. The surgeons of the company should also be well paid for their professional work and advice, as they are the means very often of saving the company from unnecessary expenditure. If a company surgeon who has had training in accident work is looking after serious injuries he can very often, from his experience, save the company money, by not having limbs and fingers unnecessarily sacrificed, which under proper care could be saved by the good judgment of his services.

**EXAMINATION OF EMPLOYEES.**—It is all important in order to avoid accidents, that all employees in the active service of a traction or other railway company, should first of all be passed as physically fit for duty by the company surgeon. Physically fit employees work for the same wages as physically unfit, so why should unfit employees get work and so endanger lives and the loss of money to the company.

In my examination of employees during the past 15 years for railway service, I have found that practically 22 per cent. of applicants are rejected for some one cause of physical unfitness or the other. This being the case, it should be the duty of every management to only employ men who have been passed by their surgeon. There are 5 per cent. of people color blind for red and green and if this physical defect is not discovered before employment, how can the public be safeguarded against injury and the company against loss of capital. I submit a form of examination for railway employees as used on the Toronto, Hamilton and Buffalo Railway, and also for the Dominion Power & Transmission Co.

It is important the company surgeon be supplied with proper test,