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### THE INDUSTRIAL NURSE IN THE OCCUPATIONAL HEALTH SERVICE IN GREAT BRITAIN, HER TRAINING AND FUNCTIONS

The success of the health unit in an industry depends on the co-operation of many experts among whom an important place is occupied by the industrial nurse. The functions of the health unit are discussed as well as its co-operation with other public health services. The training of industrial nurses in England is also described.

The function of an industrial health unit is to promote the health of people at work. Each worker is however an individual of whose time only a limited proportion is spent on the job. An industrial health service cannot therefore operate in isolation, and its functions must be co-ordinated with those of the other services provided for the maintenance of the health of the people. Every country naturally plans its occupational health services a little differently, to fit them into the pattern of the health and medical services provided for the community as a whole, but the objective remains the same: the promotion of the highest possible measure of physical, mental and social wellbeing in the community at work.

The key to success in an occupational health unit lies in co-operation. In Great Britain, an occupational health service is not provided within the National Health Services. The industrial nurse therefore is an employee of one firm or of a group of firms but her work can only reach its maximum potentiality if she is functioning as a member of a comprehensive occupational health unit whose services are closely co-ordinated with those general services provided under the National Health Scheme.

#### *The Occupational Health Unit*

The Occupational Health Unit of which the industrial nurse is an essential member consists ideally of doctors, nurses, clerical staff, and first aid workers with such ancillary services (e. g. chiropody, dental, ophthalmic) as the situation and hazards of the firm may require. This team between them:

- 1) Select workers physically fit for the work they are to do,
- 2) undertake health education,

- 3) advise on health aspects of working procedure to establish a healthy working environment and advise on personal health problems,
- 4) provide an efficient treatment service for those whom the preventive service fails to keep fit,
- 5) undertake research.

#### *Other members of the factory staff*

The work of the occupational health unit is carried out in a community whose first concern is the production of goods or services. Yet on the factory staff are many people whose functions impinge on those of the health unit. Examples spring readily to mind: the safety officer has as great an interest in the prevention of accidents as the health unit; the canteen manager can play a very large part in the successful rehabilitation of workers with certain medical complaints; the shop steward has amongst his functions the promotion of healthy working conditions; the welfare officer has many of the function of a medico-social worker. These are a few obvious instances of identity of interest between the industrial health unit and other workers who will be found on the staff of the larger industrial concerns. Where an occupational unit is serving a group of firms the inclusion of a safety engineer and a medico-social worker in the occupational health unit itself has to be considered for with small firms these officers are unlikely to be available on the staff of each factory.

#### *Other Public Health Services*

The occupational health unit deals with only one aspect of the work necessary for the maintenance of public health and close co-operation is required with the public health services provided by the State. The youngster entering industry has only recently left the care of the school medical service; working conditions are supervised by the occupational health unit for the very same people whose home environment is the responsibility of the local authority; health education is part of the work of the health visitor as well as of the industrial nurse and they are striving to help members of the same families. Individuals can draw help from many sources and conflict must not arise.

#### *The Care of the Sick*

Despite these arrangements for the promotion of the health of the population, sickness and accidents will continue to take their toll. The occupational health units and the hospital and home treatment services can be of material assistance to each other in providing the best and most appropriate treatment service for individuals re-

quiring care during periods of ill health. On the one hand the occupational health units can assist in reducing the number of patients requiring hospital care, by immediate, efficient treatment of minor ailments and injuries so that the initially trivial complaint does not develop into a serious one; by supervising the health aspects of working conditions and by health education. Treatments prescribed by doctors in their surgeries or in the hospital casualty departments can be carried out in the factory medical departments, so that the workers do not lose time and money and the doctors can conserve their energies for new patients and those whose ailments are sufficiently severe to necessitate absence from work. On the other hand early detection of deviations from health by the occupational health unit can ensure that patients needing investigations or treatment are referred to the appropriate service before really serious trouble has developed. An occupational health service is a vital link in the chain of services which safeguard the health of the nation.

#### *The training of Industrial Nurses*

The nurse who is to work in an occupational health unit requires special preparation to enable her to adapt her hospital skills to meet the needs of industry. Education is essentially a continuous process and in planning a specialised training for industrial nurses it is necessary to build the course on the basis laid by the nurses' previous general and professional education in order to place in her possession sufficient additional instruction to enable her to embark confidently on her new work and to continue her own education as she practises the nursing arts and skills in industry. Provision has also to be made for short refresher courses to be available for all industrial nurses and for facilities for advanced study to be available for those requiring them.

In Great Britain candidates for the basic industrial nursing courses are required to be not less than 24 years of age, to have reached an educational standard approximately equal to the school leaving certificate standard, to be general trained state registered nurses and to have had some experience in casualty, outpatient or public health work and in ophthalmic or skin work. It is most important that these candidates should be efficient nurses and that they should have the right personality for industrial work. These qualities are assessed on personal interview and professional references. The selected candidates enter on a six months' course of instruction to prepare themselves to work as members of an occupational health team and to co-operate with the statutory medical and health services.

Both practical and theoretical instruction is given during the six months course. Lectures give an introduction to the industrial environment and to the nursing problems likely to arise; the health and social services are considered and teaching methods are studied

and practised. Three out of the six months the students spend in factories, docks, mines, stores or the transport services studying under the guidance of experienced sisters the practical application of the subjects taught in the classroom. In addition visits of observation to housing sites, hostels, canteens, various industries and local government services are made.

Only practice can make an experienced industrial nurse but the student leaves the six months course with a background picture of industrial problems as a whole and some idea of the general principles applied in their solution. She knows moreover where to turn for further information as the occasion arises. Thus she sets out to continue her own education as she works. Study days and refresher courses lasting from a week-end to a month are arranged regularly and many industrial nurses take advantage of these.

For the experienced industrial nurse who wishes to teach or to take up administrative work advanced courses lasting one academic year are available. During these courses she studies with the student teachers or administrators from other branches of nursing and with doctors preparing for the Diploma in Health. Those who wish to study at home for an advanced examination in their specialised branch of nursing can prepare for the Diploma in Nursing of the University of London taking industrial nursing as their special subject in the second year. Thus formal education is available to the industrial nurse throughout her career, to supplement the knowledge she gains as she works.

It is now more than seventy years since the first industrial nurse was appointed in Great Britain. Much progress has been made over the years and many facilities now exist to assist the industrial nurse in her work. Some 2,600 state registered nurses are practising in industry and the Report of the Committee of Enquiry on Industrial Health Services published this year bestows on them for the first time the seal of official approval. Much however remains to be done to improve the standard of the service, to create a uniformly good service in all firms, to extend the service to the small industries without making too heavy demands on the restricted nurse power available and to increase the integration of the occupational health services with the other health and medical services provided for the community. These are the problems of the future to the solution of which the Industrial Nurses of Great Britain are even now turning their thoughts and energies.

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## INDUSTRIJSKA SESTRA U ZDRAVSTVENOJ SLUŽBI ZAŠTITE RADA U VELIKOJ BRITANIJI, NJEZINO ŠKOLOVANJE I FUNKCIJE

Funkcija industrijske zdravstvene jedinice sastoji se u unapređivanju zdravlja radnog kolektiva. Međutim, svaki je radnik individuum i samo je ograničen dio njegova vremena utrošen u njegovu poslu. Zato industrijska zdravstvena služba ne može funkcionirati izolirano. Njezine funkcije moraju biti koordinirane s drugim službama za održavanje narodnog zdravlja. Dakako da svaka zemlja planira zdravstvenu službu zaštite rada na različit način, kako bi je bolje uskladila s organizacijom zdravstvene i liječničke službe, koja postoji za narod kao cjelinu. Ali cilj ostaje isti — ostvarenje fizičke, duševne i socijalne dobrobiti radnog čovjeka što je najviše moguće.

Ključ uspjeha zdravstvene jedinice zaštite rada leži u suradnji. U Velikoj Britaniji zdravstvena služba zaštite rada nije predviđena u državnim zdravstvenim službama. Industrijska sestra je prema tome namještenik jednog poduzeća ili grupe poduzeća, ali njezin rad može postići maksimalni potencijal samo onda, ako ona djeluje kao član jedne veće zdravstvene jedinice za zaštitu rada, usluge koje su usko koordinirane s općim uslugama predviđenim u nacionalnom zdravstvenom osiguranju.

### *Zdravstvena jedinica zaštite rada*

Zdravstvena jedinica zaštite rada, bitni član koje je industrijska sestra, trebalo bi da se sastoji od liječnika, medicinskih sestara, činovnika i osoblja za prvu pomoć s takvim pomoćnim službama (na pr. kiropedijom, zubarstvom, oftalmologijom), koje iziskuju situacija i opasnost u radu u nekom poduzeću. Ta zdravstvena jedinica:

- 1) izabire radnike fizički sposobne za rad, koji treba da vrše;
- 2) vrši zdravstveni odgoj;
- 3) daje savjete s obzirom na zdravstvenu stranu radnog procesa, brine se oko ostvarenja zdrave radne okoline i daje savjete za lične zdravstvene probleme;
- 4) predstavlja efikasnu službu za liječenje onih, koje preventivna služba nije mogla održati sposobnima za rad;
- 5) vrši zdravstvena istraživanja.

### *Ostalo tvorničko osoblje*

Djelovanje zdravstvene jedinice zaštite rada odvija se u zajednici, prvi zadatak koje je proizvodnja dobara i usluga. Međutim, među tvorničkim osobljem ima mnogo ljudi, kojih funkcije zasijecaju u nadležnost zdravstvene jedinice. Primjere nije teško naći: radni inspektor ima isto tako velik interes u sprečavanju nesretnih slučajeva kao i zdravstvena jedinica; upravitelj kantine može igrati veliku ulogu kod uspješnog oporavka radnika, koji trpi od nekih oboljenja; predstavnik radnika (shop steward) ima među svojim funkcijama i unapređenje zdravstvenih uvjeta rada. To je samo nekoliko očitih primjera o identičnosti interesa zdravstvene jedinice zaštite rada i ostalog osoblja, koje je zaposleno u većim industrijskim poduzećima. Tamo, gdje takva jedinica služi grupi poduzeća, treba uzeti u obzir i zaštitnog tehničara i zdravstveno-socijalnog povjerenika za sastav te jedinice, jer nije vjerojatno, da ih mala poduzeća imaju kao svoje stalne namještenike.

#### *Druge službe za narodno zdravlje*

Zdravstvena jedinica zaštite rada vrši samo jedan dio rada potrebnog za održavanje narodnog zdravlja, pa je stoga potrebna uska suradnja s drugim narodno-zdravstvenim službama. Mladić, koji postaje industrijski radnik, tek je nedavno napustio nadzor školske zdravstvene službe; uvjete rada u poduzeću kontrolira zdravstvena jedinica zaštite rada u korist onih lica, kojih kućna okolina pripada u nadležnost lokalnih zdravstvenih vlasti; zdravstveni odgoj je dio rada patronažnog radnika (health visitor) isto tako kao i industrijske sestre, i oni nastoje da pomognu članovima istih obitelji. Pojedinci, prema tome, mogu dobiti pomoć s raznih strana, pa treba izbjeći sukobe.

#### *Briga za bolesne*

Usprkos ovim mjerama za unapređenje narodnog zdravlja tražit će bolest i nesretni slučajevi i dalje svoje žrtve. Zdravstvena jedinica zaštite rada i službe za liječenje u bolnicama i kod kuće mogu se među sobom materijalno pomagati pružanjem najbolje i najprimjerenije službe za liječenje pojedinaca u vrijeme bolesti. S druge strane, zdravstvena jedinica za zaštitu rada može smanjiti broj bolesnika u bolnicama neposrednim i efikasnim liječenjem manjih bolesti i ozljeda, tako da se u početku neznatno oboljenje ne razvije u ozbiljno, a može smanjiti taj broj i kontrolom zdravstvenih radnih uvjeta i zdravstvenim odgojem. Liječenja, koja propisuju liječnici u svojim ordinacijama ili ih propišu bolničke ambulante, mogu se izvršiti u ambulanti tvornice, tako da radnici ne gube svoje vrijeme i novac, a liječnici mogu sačuvati svoju energiju za nove bolesnike i za one, kojih oboljenja su tako teška, da iziskuju poštedu od rada. S druge strane, rano otkriće zdravstvenih nedostataka od strane zdravstvene jedinice zaštite rada može osigurati, da se bolesnici, kojima treba naročito ispitivanje ili liječenje, upute na odgovarajuće mjesto, prije nego što se razvije ozbiljno poremećenje zdravlja. Zdravstvena služba zaštite rada je bitna karika u lancu služba, koje zaštićuju narodno zdravlje.

#### *Školovanje industrijske sestre*

Medicinska sestra, koja će raditi u zdravstvenoj jedinici zaštite rada, treba svršiti naročit tečaj, kako bi svoju vještinu mogla prilagoditi potrebama industrije. Odgoj je u suštini dulji proces, i pri planiranju stručnog odgoja industrijske sestre treba organizirati tečaj na bazi prijašnjeg općeg i stručnog školovanja medicinske sestre, tako da bi stekla dovoljno potrebnog znanja i mogla s pouzdanjem preuzeti novo zaposlenje te sama nastaviti svoj stručni odgoj u toku prakse kao industrijska sestra. Treba također organizirati kratke kursove za već svršene industrijske sestre, da se upoznaju s najnovijim tekovinama svoje struke, i organizirati upotrebu knjižnica, čitaonica, laboratorija i t. d. za dalje usavršavanje.

U Velikoj Britaniji kandidatkinje za osnovni tečaj za industrijske sestre ne smiju imati manje od 24 godine, a moraju imati školsku spremu, koja odgovara velikoj maturi, zatim školovanje diplomirane medicinske sestre i nešto iskustva u liječenju nesretnih slučajeva, kožnih i očnih oboljenja, kao i u radu u ambulanti i socijalno-higijenskom radu. Vrlo je važno, da kandidatkinje budu sposobne medicinske sestre i očito podobne za rad u industriji. Te osobine mogu se procijeniti u ličnom razgovoru i prema stručnim svjedožbama. Izabrane kandidatkinje se upisuju u 6-mjesečni tečaj, da bi se spremile za članove zdravstvene jedinice zaštite rada i za suradnju s postojećim liječničkim i zdravstvenim službama.

U toku 6-mjesečnog kursa nastava je praktična i teoretska. Predavanja uvode u poznavanje industrijske okoline i u probleme rada, koje će industrijska sestra vjerojatno morati rješavati. Razmatraju se zdravstveno-socijalne službe i studiraju se i u praksi iskušavaju razne metode nastave. Studentkinje provode 3 mjeseca od ukupno 6 mjeseci u tvornicama, dokovima, rudni-

cima, velikim trgovačkim kućama ili u transportnim poduzećima studirajući pod rukovodstvom iskusnih sestara praktičnu primjenu predmeta, koje su teoretski obradile na kursu. Osim toga se organiziraju posjeti nastambama, menzama, kantinama i drugim industrijskim ustanovama.

Samo praksa može stvoriti iskusnu industrijsku sestru. Ipak, studentkinje napuštaju 6-mjesečni kurs s jasnom slikom industrijsko-zdravstvenih problema kao cjeline i s izvjesnim idejama o općim principima u vezi s njihovim rješavanjem. One znaju, kuda se moraju obratiti za dalja uputstva, ako im ona ustrebaju. One tako nastavljaju svoj odgoj u toku svoga rada. Da bi se to olakšalo, organiziraju se kratki kursovi za osvježivanje i upotpunjavanje znanja (refresher courses), koji traju najmanje dan, dva na kraju sedmice pa sve do jednog mjeseca, i mnoge industrijske sestre se njima koriste.

Za iskusne industrijske sestre, koje žele postati nastavnicama ili prijeći u administraciju, organiziraju se napredni tečajevi, koji traju jednu akademsku godinu. U tim tečajevima one studiraju zajedno s kandidatkinjama za nastavnike i administratore iz ostalih grana sestrinske službe kao i s liječnicima, koji se spremaju za diplomu iz higijene i socijalne medicine. One, koje žele studirati kod kuće za viši ispit u svojoj struci, mogu se spremati za sveučilišnu diplomu medicinske sestre i uzeti industrijsko sestrištvo kao specijalan predmet u drugoj godini. Na taj način je industrijskoj sestri pristupačno i formalno školovanje u toku njezine karijere, da bi upotpunila znanje, koje stječe u toku svoga rada.

Prošlo je više od 70 godina, otkako je u Velikoj Britaniji postavljena prva industrijska sestra. Velik napredak je učinjen u toku tih godina, i sada postoje mnoge telkovine, koje olakšavaju rad industrijske sestre. Sada prakticira u industriji 2.600 diplomiranih industrijskih sestara. Međutim, mnogo toga treba još da se učini, da se standard službe popravi, da se stvori u svakom poduzeću jednako dobra služba, da se služba proširi i na mala poduzeća, a da se ne stave preveliki zahtjevi na ograničen broj medicinskih sestara, kao i da se poveća integracija zdravstvenih služba zaštite rada s ostalim postojećim zdravstvenim i liječničkim službama. To su problemi budućnosti, rješenju kojih industrijske sestre u Velikoj Britaniji upravljaju svoje misli i energiju.

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