

Angeles smog problem is discussed in several places. A section on meteorology by Harry Wexler sets out in quite simple terms the principles underlying the dispersion of pollution. Translation difficulties may account for a few errors which appear in the section on sampling and instrumentation by F. Cambi (*e.g.* the term "colloidal matter" may mean colloid). Not all of the recommendations in this section are appropriate for the study of general air pollution. Many of the methods described are intended for industrial dusts and the sampling and analysis of urban smoke is not properly considered. There is a brief but useful section on the effects on animals by E. J. Catcott and a very well-documented account of the effects on plants by Moyer D. Thomas. This describes the effects of sulphur dioxide, fluorides, and "Los Angeles smog" on sensitive plants and it includes some excellent coloured plates. Legislation is dealt with by Albert Parker, and although he refers to the several Acts which have been passed in Great Britain, the implications of the Clean Air Act, 1956, seem sufficient to justify longer discussion. There is an excellent survey on radioactive pollution by J. P. Jammet, although it goes far beyond the field of practical interest at the present time. It is wise to consider possible hazards from a wide range of radionuclides, but little information is given regarding their actual occurrence in the air and nowhere is the naturally occurring activity of radon daughter products used as a yardstick.

Other sections deal with the identification of the air pollution problem (Louis C. McCabe), economic and social aspects (E. Leclerc), site selection (J. R. Taylor, A. Hasegawa, and Leslie A. Chambers), prevention and control by process changes (Andrew H. Rose Jr., David G. Stephan, and Robert L. Stenburg), and fuel selection and utilization (K. Barker and W. A. Macfarlane). Each section has its own bibliography, extending to over 400 references in one case. There is an index which successfully links similar topics in different sections and, taken as a whole, this inexpensive volume can be recommended as a useful introduction to the subject to those with more than a passing interest in air pollution.

R. E. WALLER

**Efficiency and Effort—An Analysis of Industrial Administration.** By W. Baldamus. (Pp. viii + 139. 18s.) London: Tavistock Publications. 1961.

The thesis of this book is that industrial organization is inherently unjust since it attempts to impose a disparity between the amount of effort put out by the worker and the wages he receives; industrial unrest on this assumption, so far from being the exception, must be the most characteristic feature of industry. In order to discover the nature of effort, work is analysed into *work realities*, which are the physical working conditions, repetitiveness, and coercive routines, *deprivations*, which are impairment (*i.e.* actual physical discomfort caused by work), tedium, and weariness, and finally there are what Mr. Baldamus reluctantly describes as *relative satisfactions* including inurement, traction, and contentment—the latter term denoting the absence of unpleasant feelings rather than the presence of good ones.

As wages are costs to the firm, so the deprivations inherent in effort represent "costs" to the employee for which he deserves remuneration whilst being continually bilked by the employer who attempts to lower the value of effort. In the process of putting forward these views the writer demolishes, or attempts to demolish, almost every concept in industrial psychology since Elton Mayo: that work can be really satisfying, that high employee morale results in greater efficiency, that formal and informal structures in the firm are of any significance, and so on. As for improving human relations and social satisfactions, their main function is "... to conceal from the worker precisely those managerial objectives which amount to increased wage disparity".

J. A. C. BROWN

**Absence from Work: Incidence, Cost and Control.** (Pp. 53. 10s. 6d.) London: British Institute of Management. 1961.

This booklet was prepared under the guidance of a committee consisting of representatives of the Institute of Cost and Works Accountants, the Institute of Personnel Management, and the British Institute of Management. It is anonymous, however, so that it is not possible to examine the statistical or medical qualifications of the authors.

The section on Incidence deals with the experience of manual workers in some 70 companies in the 12 months ended June 1956 and with the effect on absence rates of sex, seasonal influences, length of working week, size of firm, industry group, and locality. The interaction of the last four factors suggests that the conclusions based on this small sample of firms should be viewed with caution. The figures are not standardized for age and the effect of age on absence is not studied in detail.

The section on Costs relates to studies in 11 companies. The results varied widely; the total cost of absence to these firms ranged from 9d. to 15s. per week for each employee.

The section dealing with methods of controlling absence in five organizations is based on interviews with Officers of the firms concerned, and is almost entirely descriptive.

There is a useful bibliography.

C. J. CORNWALL

**The Health of Executives.** (Transactions of the Second Conference November 1960.) (Pp. 112. 15s.) London: The Chest and Heart Association. 1961.

This is an account of the proceedings of the second conference in the Royal Festival Hall promoted by the Chest and Heart Association.

For the industrial physician it contains very little with which he should not be already familiar. For the executives concerned, it must have been a stressful day, with 11 para-medical discourses to absorb, followed by question time. It might be asked for what purpose the Chest and Heart Association (formerly the National Association for the Prevention of Tuberculosis) gathers executives into the arms of its wisdom, when so many

diseases of managers arise roughly above or below C 7 and D 10!—and mostly above C 1.

The papers themselves make good reading on the whole and are not intended as significant contributions to the literature concerning degenerative and stress disorders, which are sometimes said to haunt our managers; those by Dudley White, O'Neil, and Norman probably best serve their purpose.

Sinclair (page 25) makes the somewhat controversial statement that "it is more dangerous to be ten pounds or more over-weight than it is to smoke heavily". This may be so, or may not, but it would be useful to have clarification as to what he means by smoking heavily and what is to be regarded as "over-weight"; standard tables relating height, age, and body weight are hopelessly misleading.

Finally, the uncharitable thought recurs constantly that if our managers were more scientifically selected and trained from youth, they would not need mid-career health education of this sort. Until that happy time this booklet will have to suffice.

OWEN MCGIRR

**Rehabilitation of Hand Function.** By A. N. Leont'ev and A. V. Zaporozhets. (Pp. 199. 60s.) Oxford: Pergamon Press. 1960.

The theme of this work is indicated by the first sentence of the foreword (by Colonel General of the Medical Service, E. Smirnov): "The main task of Soviet medicine at the present time is the eradication of the consequences of war." Many cases are described of men who were wounded in 1942-44. Presumably they had their rehabilitation long ago and it is difficult to understand why this work should be published in English so long afterwards. The latest reference is dated 1945. A publisher's notice apologizes for the poor quality of production "in the interest of speedily making available the information contained". There may be useful information in this work but it is difficult to find on account of the turgid style and poor typescript. No good service has been rendered to Soviet medicine by the publication of this work.

L. G. NORMAN

**Injuries and Infections of the Hand.** By R. H. C. Robins. (Pp. 220; 157 figures. 63s.) London: Edward Arnold. 1961.

This book adds another page to the better understanding of the hand and the modern development of treatment and rehabilitation. A brief reference to surgical anatomy precedes a review of general principles and due emphasis is laid on sound primary wound toilet. Prophylactic antibiotics are advisedly not recommended in all cases.

The importance of an early accurate assessment is stressed and the repair should be related to the patient's need to return to his pre-accident work.

Operative technique emphasizes the delicate handling of tissues and the use of fine instruments necessary to reduce the incidence of operative trauma and the limiting factor of fibrosis.

The chapter on infections deals with the more common conditions and their treatment. The author favours general anaesthesia, although local anaesthesia can be safely used for distal infections. Bed rest is ideal, but unfortunately accommodation in hospital is not always available for all hand infections. Tuberculosis of the hand is fully discussed. Accepted methods in the treatment of fractures and dislocations are well described.

The primary treatment of open injuries and skin cover by grafting is given well-deserved emphasis and the author has done a service in presenting so clearly the need to regard good skin cover as top priority in treatment.

This book is well illustrated and easily read, and reviews, in relatively few pages, the modern treatment of the hand, particularly in regard to injury.

It can be read with benefit by surgeons and house surgeons.

STEWART HARRISON

**The Practical Management of Head Injuries.** By John M. Potter. (Pp. xii + 84. 12s.) London: Lloyd-Luke. 1961.

This small book is one of those rare gems of common sense which cannot fail to absorb the interest of those who read it. It will prove of particular benefit to senior medical students, senior nurses, house surgeons, and especially to those often overworked young men who for the most part run our casualty departments. But no doctor who has to do with head injuries at any stage will regret the hour or two spent in reading through this little work.

The book is set out in orderly sequence of management: the casualty department, the ward, complications, convalescence, and rehabilitation, ending with three short appendices. At each stage the observations necessary and the practical steps to be taken are stated, and the reasons why they are important made quite clear. Esoteric descriptions of pathology and neurology in head injuries have been avoided, but the warning signs of impending serious complication are lucidly explained and the action required indicated with clarity.

Of especial interest to readers of this journal is the short final chapter on convalescence, rehabilitation, and sequelae. Here all the salient problems of after care in relation to occupation are discussed with masterly economy of words.

There is very little to criticize. The *early* establishment of a clear airway in the unconscious patient could perhaps be better emphasized. Some reference to brain stem compression at the tentorium, and to the reasons why lumbar puncture can be dangerous would perhaps have been useful elaborations.

Mr. Potter's style is everywhere most readable and concise. Among his acknowledgements he notes his affection for the work of Percival Pott, and running through the pages of this book there is discernible the same practical good sense that characterizes the writings of that great surgeon.

B. J. HARRIES