



THE
OFFICIAL
MUKLUK TELEGRAPH

U.S. Public Health Service
Alaska Native Health Service
Area Office, Box 7-741
Anchorage, Alaska

VOLUME III

April-1959

Number 4

EMPLOYEE COUNCIL PROGRAM

The Employee Council has held three monthly meetings. The group is still in the learning stage so far as procedure is concerned and it is realized by both the Council and by Management that there is a need to establish a general plan in writing as to how the Council will operate.

Mr. Kelly, Area Executive Officer, met with the group recently and expressed his views as to the purpose of the Council and its general manner of operation. Louise Long, Chairman of the Council, appointed a special committee to develop a plan of operation to be submitted to the Council and then to Management.

One of the important features which needs to be clearly outlined in the plan is how a member presents a problem or suggestion. Should the problem first be presented to the supervisor of the department concerned, or should it be presented to the Council first? Mr. Kelly's viewpoint on this was that if the problem concerned a single organizational unit, then the supervisor of that unit should have an opportunity to answer it first. But, if the problem involved more than one organizational unit, then it should go directly to the Council.

The holy passion of friendship is of so sweet and steady and loyal and enduring a nature that it will last through a whole lifetime, if not asked to lend money.

-Mark Twain

Area Medical Officer in Charge-
Joseph A. Gallagher, M.D.
Editor-----Mildred Haley

REPORTERS

Anchorage-----Dolorous Byrnes
Anchorage Hosp-----Pat Blakley
Barrow-----
Bethel-----Tom Atwood
Juneau-----
Kanakanak-----
Kotzebue-----Rose Marie Zenk
Mt. Edgecumbe-----Lester Roberts
Tanana-----

"The chains of habit are generally too small to be felt 'till they are too strong to be broken."

ALL FEDERAL AGENCY BOWLING LEAGUE

A bowling league among all of the Federal Agencies in Anchorage is being considered. This, of course, would not take the place of the Public Health Service Bowling League.

A survey is being made to determine the amount of interest among employees of the various Government offices. This is planned as a "Men Only" event. If the girls would like to get such a league going for "Women Only," speak up. Let the Personnel Officer know. If enough interest is shown he will contact the other Federal agencies.

THE GOOD LIFE

In a contemplative mood, the late Gordon Dean, former chairman of the Atomic Energy Commission, wrote down on the back of an old envelope nine lessons which he had learned from an active and productive life. They might well serve as a guide to many of us:

"1. Never lose your capacity for enthusiasm.

"2. Never lose your capacity for indignation.

"3. Never judge people, don't type them too quickly; but in a pinch never first assume that a man is bad; first assume always that he is good and that at worst he is in the gray area between bad and good.

"4. Never be impressed by wealth alone, or thrown by poverty.

"5. If you can't be generous when it's hard to be, you won't be when it's easy.

"6. The greatest builder of confidence is the ability to do something -- almost anything -- well.

"7. When that confidence comes, then strive for humility. You aren't as good as all that.

"8. And the way to become truly useful is to seek the best that other brains can offer. Use them to supplement your own and be prepared to give credit to them when they have helped.

"9. The greatest tragedies in the world and personal events stem from misunderstandings: Communicate."

-The Firland Magazine

CONGRATULATIONS to Doctor and Mrs. Rabeau, who became the parents of a baby girl on March 26th. Baby Amy Ruth and her mother are doing fine - Dr. Rabeau also made a good recovery.

"Every time we hear a disc jockey playing the top 40 popular tunes, we get the shakes thinking what the bottom 40 must be like."

-Changing Times

If you've come to Alaska starry-eyed because you've heard that the male of the species abounds in this area - remember, while statistics may not lie, neither do they present the true picture. The following, taken from FEC "Chatter" will illustrate:

"Although there may be a lot more men than women in Alaska, our standards of eligibility may be somewhat different than those of the statistician. For instance: there is the perennial bachelor who has come to Alaska just to escape the designing females in the South 48. Then there's the old boy who expects his woman to tote water, cook, skin any stray bears in the vicinity, and put in a full day operating the dragline at the mine.

"From a female point of view the last two types considerably cut down the number of eligible men."

Oft was thought, but ne'er so well expressed.

LONGEVITY SALARY INCREASES

Employees who are paid under the General Schedule are eligible for salary increases above the maximum step of their grade if they meet all of the following requirements:

- 1 - A current performance rating of "Satisfactory" or better, and
- 2 - A total of 10 years service in the present position, or in the present grade and equivalent or higher grade, and
- 3 - Three years service at the maximum scheduled rate of the employee's grade.

It is possible to receive as many as three longevity salary increases. If the above requirements were met the employee would receive his increase at three-year intervals.

KOTZEBUE

In late January we were happy to welcome Mr. Jack Bartlett here for a Sanitation Workshop, the first of its type in the State. Mr. Bartlett was formerly Principal of the Kotzebue Day School so is not a newcomer to our village.

Mary Pope Byrd, Area Social Worker from Anchorage was here on January 28-30.

Doctors Colyar, Wicks and Palmquist visited the Hospital February 14-17. They received a sampling of Kotzebue's famous windstorms and were weathered in for a day.

The annual dog races were run March 1-2. Nereus "Doc" Harris was the winner and represented Kotzebue in the Fairbanks Winter Carnival.

Miss Anne Hammer left the staff March 6, due to illness in her family. On the bright side we will be keeping Mrs. Joanne Sturla, who came on TDY originally.

Polar Bear hunting season is in full swing and the frozen Sound resembles a small plane base - so far, the hunting seems to be moderately good.

March means mass typhoid immunizations and the greater part of the first week of March was spent giving boosters. So far we have given approximately 450.

The biggest event in March was the birth of a daughter to Dr. and Mrs. Matunis. Miss Mary Jo Matunis was born at the Anchorage Hospital on March 13.

The Alaska Department of Health, Education and Welfare presented an informal seminar-type conference in Kotzebue March 23-25. The following people were here to answer questions and explain the duties and problems of their departments:

Jens Forshug - Chairman of the Conference, with Alaska Department of Health, Education and Welfare.

Sgt. Gonnigle-Alaska State Police.
Warren Griffen -Alaska Department of Health Sanitation Aide Program.

Father Wm. McIntyre - President of the Arctic Circle Chamber of Commerce.
Mary Ann Larson - 4-H Club.

John Cross - Wein Alaska Airlines.
Station Manager at Kotzebue.
Mr. Thatcher - Alaska Department of Education.
Dr. Staley - Vocational Rehabilitation Program.
Elsie Mae Smith - BIA Welfare Worker.
Coleen Redman - DPW Welfare Worker.
Sig Olson - Fish and Wildlife.
Marjorie Myren - ADH
Dr. J.J. Matunis - PHS Hospital
Esther Schauble - PHS Itinerant Nursing Service.

The Conference was well attended and the general feeling was one of satisfaction. A delegate was elected to go to the August conference in Fairbanks, Mr. Daniel Karmun. Resolutions were also passed pertaining to law and order, welfare, economics and education.

March 28 the staff colored Easter eggs for the Hospital. We had a wonderful time producing the world's most ghastly colors.



*clay
Jan*

"Another thing that is often opened by mistake is a charge account."
-Anchorage Daily News

PROMOTION POLICY REVIEW

A representative of the Civil Service Commission recently reviewed our Promotion Program. Following are some of the changes in the Plan which appear to be needed:

- 1 - Discontinue using the Supervisors Appraisal form developed by the Washington Office; instead, develop a much simpler form for our own local use.
- 2 - Discontinue listing position titles and grades under "Areas of Consideration." Since this list becomes obsolete so quickly some of our promotion actions become technically illegal in that they are not covered by the Plan. So, instead of the detailed listing, we could establish "Area of Consideration" by grade levels; for example - all positions from GS-1 thru GS-4, and WB-1 thru WB-8 could be filled by advertising at the local station. Positions from GS-5 thru GS-7 and WB-9 thru WB-14 could be filled by advertising throughout the six hospitals in the Anchorage Area. Positions above those levels would be advertised Alaska-wide.
- 3 - It appears that a special plan needs to be described for nurses being promoted from GS-5 to GS-6, and Nursing Assistants from GS-1 to GS-2. These are not true, competitive promotions. If these employees make satisfactory progress on the job they are promoted as soon as they meet the qualification requirements.
- 4 - Only when more than 5 candidates are available should an attempt be made to rank them. Since the supervisor has the right to select any one of the top five candidates, it is not worth while ranking them when we have only five or less to consider.
- 5 - For higher grade positions it may be best to have a committee of three persons rank the candidates. This was one of the comments which the Washington Office had regarding our Plan.

We also are supposed to review our Promotion Plan after it was placed in effect - this

would make the review due in June, 1959. It is not known at this time whether the same committee who developed our Promotion Plan will make the six-month review - at any rate, if any employee has suggestions to make regarding our Plan, this is a good time to make them. Whoever makes the review will welcome ideas from employees, so, send them to the Area Personnel Officer.

UNIFORM ALLOWANCES

For a long time we have been attempting to get authority to pay certain employees a cost allowance for their uniforms. Approval has now been received, to start making payments effective April 5, 1959. Following are the employees who are eligible, and the amounts approved by the Washington Office:

	Annual Allowance	Pay Period Allowance
<u>BAKER</u>		
Female	\$ 31.50	\$ 1.22
Male	40.00	1.54
<u>COOK</u>		
Female	31.50	1.22
Male	40.00	1.54
<u>DENTAL ASSISTANT</u>		
	40.00	1.54
<u>HOUSEKEEPING AID</u>		
Female	31.50	1.22
Male	40.00	1.54
<u>KITCHEN HELPER</u>		
Female	31.50	1.22
Male	40.00	1.54
<u>MEAT CUTTER</u>		
	40.00	1.54
<u>PHYSICIAN & OCCUPATIONAL THERAPY AID</u>		
Female	31.50	1.22
Male	40.00	1.54
<u>NURSING ASST.</u>		
Female	31.50	1.22
Male	40.00	1.54

EMPLOYEE COMPENSATION FOR INJURY

Federal employees who are injured, or contract a disease in the performance of duty, are eligible for payment for lost time and medical care and appliances. If the accident is a fatal one the employee's dependents, or beneficiaries, are entitled to certain payment. All of these are important benefits.

But, as in all other claims, Uncle Sam requires proof before payments will be made. An employee must prove that he has been injured and also that the injury occurred in the performance of official duty. This is not always easy to do. Following are some suggestions which will help prove a case:

- a - Promptly report any accident which happens to you on the job. Your supervisor will furnish you with Form CA-1 for you to make this report.
- b - Be sure to include the names of any witnesses to the accident on your report. There is a space for this on the CA-1 form.
- c - Do not go to your own physician for treatment unless you are willing to pay the cost yourself. Because nearly all of our employees are located at one of our hospitals, we are expected to obtain medical treatment for employee accidents at our hospitals. This also helps to insure proper reporting of accidents.

If our hospitals are unable to treat an employee because of the special nature of his accident, we can request treatment by specialists, but this must be approved in advance by the Bureau of Employee Compensation.

Not only do employees have the above responsibilities, but supervisors also have the responsibility of seeing to it that their employees receive first aid treatment. In addition, they must complete certain report forms regarding the injury.

PATIENT'S EASTER PARADE

Friday, March 2, the patients at the Anchorage Hospital had their Annual Easter Parade. Some days prior to this date the patients are given an assortment of material from which they use their ingenuity to create the "prettiest" and "funniest" Easter hat. The activity and secrecy preceding the "showing" would do justice to Dache or John Frederics -- and so would the hats. Five Judges were chosen to pick the winners, and this was not an easy task. Fortunately, the patients were in three groups so there were two "firsts" in each category.

"Ingenuity is man's cleverness at getting out of spots his stupidity got him into."



"Why aren't you busy pollinating flowers like you're supposed to?"

"Go ahead and laugh, but he's made three discoveries that shook the archeological world!"

WORTHY OF NOTE

Scientists have long known that some people are carriers of physical disease. Now a specialist in mental health education, Dr. Alfred Kanm, tells us that some people are carriers of mental illness. These carriers may be children or adults, but wherever they go, their constant criticism, nagging, and belittling makes those about them sad, guilty, anxious, or bitter.

-The Firland Magazine

R. B. Jones doesn't have a first or middle name; he only has the initials R.B. This somewhat unusual arrangement has never been a problem, but R.B. recently went to work for an agency of the U.S. Government.

The Government is not accustomed to initialed but nameless employees, so R.B. had to do a lot of explaining. Finally he was given official forms to fill out for payroll and personnel, and his name was entered as R.(Only) B.(Only) Jones.

Sure enough, when R.B. got his pay check, it was made out to Ronly Bonly Jones.



"Go ahead and laugh, but he's made three discoveries that shook the archeological world!"

WALKING BLOOD BANK

We hope the request for applicants for our Walking Blood Bank has been seriously considered. This request is prompted by two major factors. First, we are at times asked to supply a quantity of a particular blood type, either because the regular supply is inadequate, or because the blood type is rare. Frequently, as hospitals in the other States have experienced recently, a civilian disaster like a wind storm or airplane crash has strained the regular source and valuable time has been lost recruiting and screening new blood donors. A current register of possible blood donors, kept up-to-date for employee turnover - would save this valuable time.

The second major factor benefits the employee. By applying for the Walking Blood Bank, each employee receives a card indicating his particular blood type for medical information if the employee ever immediately needs it. (This card will be given whether or not the employee's application is accepted.)

Disasters don't always happen to the other fellow.

VISITORS

February visitors at Anchorage were Dr. and Mrs. Donald Ebright. Dr. Ebright is President of the Alaska Methodist University to be located near Anchorage. Mrs. Ebright suggested a plan for clothing donations for children to the local Methodist Women's Group, which may materialize in the near future. This plan will enable children discharged from the hospital to have proper clothing when going to their villages or foster homes.

On March 5, Mr. Herman Turner, Agricultural Agent-at-Large of the University of Alaska, visited our facility. Mr. Turner made a suggestion for acquainting patients with agriculture on a practical basis and as a means of Occupational Therapy during their stay at the hospital. No concrete plans were developed at this time, but his suggestion will be considered further and possibility of having Mt. Edgecumbe Hospital included in this program was also discussed.

MEDICAL LIBRARY COMMITTEE

A Medical Library Committee to consider additions to our Library which could service both this hospital and field hospitals, has been appointed with Dr. Silva as Chairman and Dr. Rabeau as Secretary. The committee

ANCHORAGE MEDICAL SOCIETY

Our invitation to the Anchorage Medical Society to use our hospital for their monthly meeting was accepted graciously and took place in the Solarium on Tuesday, March 10. The meeting was preceded by a dinner in the Tundra Club. This marks the first meeting of the Society at our hospital, and it is our hope that periodically they will see fit to repeat the performance.

Once the world was slated to be destroyed by wrathful gods. Now it's a do-it-yourself project.



"Serve from the right and take away from the left."

"Glasses have an amazing effect on one's vision--especially after they have been filled and emptied several times."

PROBLEM EVASION

Profess not to have the answer. This lets you out of having any answer.

Say that we must not move too rapidly. This avoids the necessity of getting started.

For every proposal, set up an opposite and conclude that the "middle ground" (no motion whatever) represents the wisest course of action.

Point out that an attempt to reach a conclusion is only a futile "quest for certainty." Doubt and indecision "promote growth."

When in a tight place, say something the group cannot understand.

Carry the problem into other fields, show that it exists everywhere.

Say that the problem "cannot be separated" from other problems; therefore, no problem can be solved until all other problems have been solved.

Point out that those who see the problem do so by virtue of personality traits; e.g., they are unhappy and transfer their dissatisfaction to the area under discussion.

Ask what is meant by the question. When it is clarified, there will be no time left for the answer.

Discover that there are all sorts of "dangers" in any specific formulation of conclusions: dangers of exceeding authority or seeming to; of asserting more than is definitely known; of misinterpretation; misuse by uninformed people; criticism (and of course the danger of revealing that no one has a sound conclusion to offer.)

Look for some remote philosophical basis for settling the problem, then a basis for this, then a basis for that, and so on ad infinitum.

Retreat from the problem into endless discussion of various techniques for approaching it.

Rationalize the status quo with minor improvements.

Retreat into analogies and discuss them until everyone has forgotten the original problem.

Appoint a committee.

Wait until some expert can be consulted.

Notice that the time is up.

Conclude that you have all clarified your thinking on the problem, even though no definite conclusions have been reached.

Point out that some of the greatest minds have struggled with this problem, implying that it does us credit to have even thought of it.

Say forcefully, "Do we really want this laid out cold for us?" Obviously we don't. Therefore, wet-nurse the problem.

Be thankful for the problem. It has stimulated our best thinking and therefore contributed to our growth.

Certainly with all these techniques there is no excuse for awkwardness in problem evasion.

-Progressive Education

MULLIGAN EXPLAINS RATINGS

John Fox, for many years Civilian Personnel Officer with the Army, and in recent years Industrial Relations Officer of the Naval Ammunition Depot in Hingham, Mass., explains the following: "Mulligan and Grogan were two waterfront characters I used to talk with during lunch when I was in Boston. They knew I was the personnel director, so they generously advised me how to do my job. There was sufficient sense in what they said to teach me one great lesson: never be too sure that everyone understands you when you start trying to explain Civil Service. About 10% of what you say is understood - the other 90% is Mulliganese - whether you like it or not:"

Mulligan: "Grogan, this is the time of year when I am forced to carry out the sad duty of rating your performance as me assistant. Wanst a year the Navy requires us supervisors to find out who is working for us, and to tell the Government how bad they are, and to tell everybody that unless they improve in 90 days it will take another year. You realize I have no choice in the matter - I had rather cut off me right arm than turn you in, but duty is duty."

Grogan: "Don't feel bad about it, Mulligan. I've known all along that I'm not in your class. I don't know why the Government goes to so much trouble in firing people, as all of us expect it any minute. As for meself, I'm glad to escape your attention the other 365 days of the year, it gives me a chanct to get me work done. Am I as bad as I was last year?"

Mulligan: "I haven't added all the arithmetic yet. In order to tell where you end up I have to rate you on three things called A, B, and C. A stands for Quality, B stands for Quantity, and C is Adoptability. The trouble is I didn't go far enuf in school to learn how to add up three zeros. As near as I can make out if you start with nothing and wind up with three times what you start with you have less than you did at first. But that don't make sense. Is there anything less than nothing?"

Grogan: "What do the book say?"

Mulligan: "The book says to use your own judgment. But it require that when you have arrived at the performance rating you explain it to the defendant. If he plead guilty you send the record on to the Personnel Department; if he plead Not Guilty you tear it up and start over again in order to avoid a grievance. I don't mind the part about explaining your rating to you, as it goes without explanation. But I hate the thot of trying to explain it to higher authority. He is sure to become confused as he doesn't think clear like you and me. He is so busy with his authority that he don't have time to listen to reason. If I walk in there and tell him I have marked you with a triple zero performance rating he is sure to say that it reflects on my own performance as your supervisor, and then my goose is cooked."

Grogan: "Do the rating mean I go out the gate?"

Mulligan: "Well, yes, sooner or later. After the figures are approved by everybody and you are found guilty as charged, you appeal to the Assistant Sekretry of the Navy. If he thinks you are of any further value to the Navy he wires the Captain to keep you around for another Physical Year. They have so much on hand now that they are a full year ahead of curnt demands for people. Last July they were already into the 1959 Physical Year with no relief in sight."

Grogan: "Well, Mulligan, how are you going to get out of the situation?"

Mulligan: "I'm glad you asked me that question. I'll do what they all do. As there is no way of adding up three zeros and I do not want to stick my neck out by saying anything good about you, I'll rate you Satisfactory and keep them guessing about you for another year. Satisfactory means so-so, neither good or bad but inbetwixt. You're not good enuf to promote and not bad enuf to fire."

