

circumstances which make it difficult for the Matron to give systematic instruction. The lines of work are less defined, and it is irregular in quantity, and besides the Matron's work is of so mixed a character that, even if other difficulties did not exist—or were overcome—it would require a person of great perseverance and much determination to carry out a scheme of teaching. Since, however, I have demonstrated (I trust conclusively) that the Matron is the only available teacher, how can it be made possible to her? I think that here we will see we require the co-operation of the management. Where the Matron is "Upper Sister with the housekeeping to do," she cannot possibly have time for teaching and detailed oversight.

"It must be remembered that the work of Matrons and Nurses is not interchangeable. The Matron may do Nurse's work, but the Nurse should not be put in the Matron's place. . . . Nothing is more likely to cause friction between Matron and R.M.O., than the Matron being partly Nurse, and the Nurse, therefore, not feeling herself responsible." I quote from a short paper which appeared in *The Record* last year; but if the Hospital has its Head Nurse (or Nurses) trained and responsible, there is no reason why, though there should be but two Pro-

bationers, the Matron should not give them systematic instruction in the theory of the work, and regularly examine them as to their grasp of what the Staff Nurse teaches them in practice. Many superior young women would be glad to avail themselves of such teaching. At present, too many of the second-rate servant class are admitted by these small Hospitals. It is not long since I made some such remark to a lady in charge of a Children's Hospital of forty beds. She replied that she could not get any better applicants; but within eighteen months of a thorough system of teaching being organised in that Hospital, there was no further difficulty in getting a good supply of capable, educated young women as Probationers, and some willing to pay £13 13s. per annum for such teaching. The Matron devoted time and attention to the work, and took her class-room lectures as the text for her Ward admonitions, aided therein by competent and experienced Sisters; but where a Matron contents herself with Probationers of such an uneducated class that the teaching she is capable of giving is thrown away upon them, we cannot but fear that a perpetual supply of inferior Nurses will be the result.

Again, in the small Hospitals, and I fear also in some of our large ones as well, the number

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