

of the Nursing Staff is very inadequate. Just enough Nurses are kept to get through the work. Nothing is more difficult to a Matron than to get her number of Nurses increased. She is at once met with the reply that the Hospital has always been managed so before. It requires a very great deal of moral courage on her part to face her Committee, and say in so many words it was badly managed, and if she has the strength of mind to speak plainly, in the end she generally suffers for it. But there is no doubt that a Nurse too many is better than a Nurse too few, and more economical in the end. The work in small Hospitals is irregular. For days there may be no operations, and few patients. There is time to go over inventories, get up the Ward stores, and patch and mend in the work-room. The Nurses are none the worse for a change of employment, though they may think it rather dull; and, above all, when the Staff is large enough, proper holidays may be given, and extra days off—often much-needed. The very reverse is what often happens. The "days off" cannot be given, holidays are curtailed, and frequently Nurses dare not ask to go off duty—however ill they may feel—as long as they can hold on at all, because they know that by doing so they will throw so much work on

their already over-tasked fellow-workers. The Matron finds it almost impossible to get her Nurses together for an hour to give them a class, and the Head Nurse or Sister has no leisure to teach a new Probationer how to make a poultice or dress a blister, and she has to pick up the knowledge as best she can, and only learns by being scolded for doing it wrong. So that one of the first necessities to ensure satisfactory training in any Hospital is to have enough Nurses to do the work; but supposing this were the case, and that systematic teaching were recognised as desirable—supposing the Matron's work was so arranged as to make it possible for her to carry out such teaching—there are still difficulties. First with the Matron herself. Too many of those appointed to such posts are selected only for their working fitness, and their fitness to teach is never considered. The salary is small, and the better educated women in the profession seldom seek the small Hospital appointments. How is this difficulty to be met? Only, I think, by making teaching, part of every Nurse's training. Whenever a Nurse concludes her Probationship, she should be taught to teach theory as well as practice, and then, when she is put in charge of some small Hospital, she is fit to give instruction to those under her. But,

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