

of nursing under the tuition of the Nurse in Charge to make herself practically acquainted with the ward duties and the individual care of the sick, should apply herself diligently to the understanding and practical application of the theory gained in class.

Unconscious tuition is constantly going on; the Clinical Classes held for the benefit of the Medical Students are of great use to the probationer in keeping her memory fresh, and helping her to understand the why and wherefore of things.

The three years mentioned is none too long for the acquiring of the necessary skill to carry on so serious a work as nursing. We must not lose sight of the manipulative part of the work which largely predominates; in this, as in all other handicrafts, nothing but actual handling can produce skill. We might hold class after class, but all we can do is to give rules for guidance; books also can do no more.

It is for the nurse to make the knowledge her own by practical application. We cannot insure uniformity of skill in the carrying out of nursing, any more than in any other calling. Individualism will reign here as elsewhere, general adaptation and quick intelligence is not given to all, but we require a certain amount of definite knowledge.

ADVANTAGES OF SCHEME.

We found our previous method of carrying on of class work simultaneously with the acquiring of the practice of nursing a most distracting process, detrimental alike to teachers, Nurses, and patients.

Examinations were a constant Nemesis, giving no freedom to really enjoy work, and with insufficient leisure to study the subject matter given in lecture, much of the good of it was lost. Another advantage of the scheme is that it rids us of the incubus of a number of unsuitable women entering the wards upon a month's trial. I do not know which to pity most, the nurse or the probationer, where the old custom still prevails, and believe some good pupils are lost through the difficulty of getting accustomed to the extremely new environment into which they are thrown, whereas by being gradually let into it through a preparatory course they might succeed.

MODUS OPERANDI RE WARD WORK.

If our larger Hospitals must become recognised Training Schools for the supply of smaller Institutions (where they have not the facilities for teaching), and also for the supply of private nurses, I think we should endeavour to accomplish these objects with a minimum of disturbance in the ward work.

The constant change of probationers from

ward to ward to give them an insight into the different methods of working, was well enough in theory, but unworkable in practice; we found they were not long enough in any one place to take a grip of things, or for those about them to take sufficient interest in teaching, feeling they would be so shortly removed. We prefer them to take eighteen months in one set of Medical Wards before going to the Surgical to take the other eighteen months; but cannot always manage this, sometimes they have to take the Surgical first.

POST-GRADUATE WORK.

At the end of the three years thus spent in general Medical and Surgical work, we should like them to be examined by outside examiners from some recognised body, as I have already said, whose Diploma should be the only legal guarantee for fitness for the work.

Should the nurse be fortunate enough to obtain this, we should still be glad to retain her services; should she fail, I think she should have the opportunity of returning to her Alma Mater," and be readmitted to examination later on. At present there is a great demand, in our country, for nurses who have spent three years in Hospital, and with the human love of change, we require to do what we can to make Hospital life agreeable and healthful, and to give fair remuneration, otherwise we should be depleted of our best Nurses and our Hospitals would thus suffer from the use of them as Schools for Nurses.

REMUNERATION.

I think payment should commence as soon as a probationer is taken into the service of the Hospital. I repeat nursing is not a money-making calling. The day is past when it was thought to be noble self-sacrifice to take up nursing, it is now recognised as an "honourable calling for honourable women," and I think it ought to be so arranged that women of moderate means are enabled to enter with the object of making a living, which object does not necessarily entail a mercenary spirit. I think it is a stimulus to the overcoming of the initial difficulties connected with the work. We do not wish to attract the dilettante class, we rather wish to exclude them, and I would emphasise what has already been ably said by Professor MacEwen as to the desirability of equality in the work. Merit alone carrying the day, and not the paying of fees; nor purchase of the higher positions. We want women of earnest purpose with no heroics, but sufficient interest in the work, to be happy in it, and to carry them through emergencies, that may arise, with a spirit of pleasure, without feeling ill used.

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