

LUNCHEON :—Sister, 12.30 p.m. ; Staff Nurse, 8.45 a.m. ; Probationers, 8.45 a.m. ; Ward Maid, 8.45 a.m.

TEA :—Sister, 4.30 p.m. ; Staff Nurse, 4.30 p.m. ; Probationers, 4 p.m., and 4.30 p.m. ; Ward Maid, 4 p.m.

SUPPER :—Staff Nurse, 9 p.m. ; Probationers, 9 p.m. ; Ward Maid, 8 p.m.

SUNDAY DINNER :—Sister, 1.15 p.m. ; Staff Nurse, 12.30 p.m. ; Probationers, 12.30 p.m., and 1.15 p.m. ; Ward Maid, 10.15 a.m.

SUPPER :—Sister, 8 p.m. ; Staff Nurse, 9.15 p.m. ; Probationers, 9.15 p.m. ; Ward Maid, 9 p.m.

OFF DUTY :—Sister, 5 to 8.30 p.m., alternate days ; Staff Nurse, 5 to 8.30 p.m., alternate days ; Probationers, 10 to 12 p.m., or 2 to 4 p.m. ; Ward Maid, 2 to 4 p.m., once ; 6 to 8 p.m., twice, per week. Sister, 2 to 10 p.m., once a fortnight ; Staff Nurse, 2 to 10 p.m., once a fortnight ; Probationers, 2 to 9 p.m., once a fortnight ; Ward Maid, 2 to 8 p.m., once a fortnight.

SUNDAY LEAVE :—Sister, 3 to 10 p.m., alternate Sundays ; Staff Nurse, 3 to 9 p.m., alternate Sundays ; Probationers, 3 to 9 p.m., alternate Sundays ; Ward Maid, 4.30 to 9 p.m., every Sunday.

Once in the month, Sister, Staff Nurse, and Probationers should be allowed a *whole day* off duty, from 7 a.m. to 10 p.m., when the luxury of breakfast in bed should be permitted, if wished for.

To *thoroughly* nurse thirty patients, all suffering more or less from acute diseases, and to give to each Nurse a reasonable time off duty, to recruit her strength, and to study, the following staff will be found necessary on day duty:—One Sister, one Staff-Nurse, one Probationer with not less than twelve months' experience, three Probationers, in their first year, Special Nurses for patients suffering from certain diseases and critical operations, and one Ward Maid. On night duty:—One Staff-Nurse, one Probationer, and Special Nurses at discretion, will suffice.

The necessity for the Staff-Nurse has arisen with the modern importance of Nursing in the treatment of the sick, now adopted by the majority of Physicians and Surgeons. This careful treatment entails the presence of a thoroughly trained Nurse on duty at all times, to receive and carry out the innumerable and detailed directions of the medical man. And to enable the Sister to be spared from her post at certain times, it is essential that she should be represented by a Nurse of experience, possessed of that skill which can only be gained *by experience*, and whom she can trust to perform her responsible duties during her absence. The habit of leaving ignorant and half-trained Probationers in charge of the Ward, during the temporary absence of the Sister, is greatly to

be deplored, and is as unfair to the Nurse, as it is to the patient.

For this reason a term of three years' training becomes necessary and important in a large Hospital, if the education of the Nurse, and the comfort of the patient, is to attain to any degree of excellence, as owing to the failure of many women to complete the curriculum of training—from one cause or another—it is the only means by which to ensure a sufficient supply of thoroughly trained Nurses, to fill responsible posts, as they are vacated.

No woman should be appointed to perform the responsible duties of a Staff-Nurse, until she has had two years' experience in the various branches of Nursing, and has worked in medical, surgical, gynecological, ophthalmic, and children's Wards, attended lectures on general and special Nursing subjects, and passed a preliminary examination in elementary anatomy and physiology. For in this important position she will have, at stated times, to act as the head of the Ward, and will at all times have to take her share of teaching and training Probationers.

I am well aware that in some of our most important Hospitals, where the term of training is short, it becomes necessary, from the lack of experienced Nurses, to put half-trained women in charge of Wards, with the disastrous results that they gain their experience at the expense of the patients, and are quite incapable, from lack of knowledge, of instructing their juniors in the *best* methods of performing their duties. But of late years it has become an acknowledged fact that Nursing is, *par excellence*, the most popular profession amongst healthy, energetic, practical girls, unendowed with any particular talent. And so, consequently, the old excuse of being unable to get women, in sufficient numbers, to sign for a term of three years' service, has become null and void, and there is no reason now why our Nurses of the future should not have the benefit of a complete training, and lengthy experience in their duties, before severing their connection with the parent institution, to which they owe so much, thereby giving the inmates the benefit, at least for one year, of their skill, before aspiring to occupy a more important position, or entering upon an independent career.

Hospitals which can offer the benefits of a complete training and certificate to women now occupy a singularly independent position, towards those desirous of being trained as Nurses. The supply so far exceeding the demand, they are in a position to make their own terms, and would, I feel sure, be able to recruit a sufficient supply of Probationers without offering them any remuneration whatever. We find in all popular professions

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