

some years—that of supplying the Nurses with the necessary allowance for washing. When you come to think that the allowance is 2s. 6d. a week, you can see the inequitable nature of the system which has hitherto prevailed of a Nurse paying £6 10s. a year for her washing out of a salary of £12. With reference to the private Nursing accounts, I would enter a formal objection. You have given us the net receipts from the private Nursing account as about £1,700 a year, but I maintain that by the Charter of this Institution, we ought to have full and complete accounts of all the moneys that come into the Hospital and go out; and if we have not a balance-sheet before us of the total receipts for the private Nurses, and the total amount disbursed on that department, you cannot be said to put the whole accounts before the subscribers. There is a very strong movement going on in the Nursing profession to form societies and co-operative companies to enable the Nurses to obtain a fair share of their own earnings. What I fear is this: That if the Nurses in this Institution are receiving a very much smaller sum than anything approaching the amount they earn, nor as the Lords' Committee recommended—a percentage upon their earnings—the result will be that the Nursing department will be continually weakened by withdrawals of the best Nurses. The best Nurses will go to societies where they can obtain their own earnings, and by so much the Institution will suffer. With all deference to you, Sir, I think I understand something about the question of the separate staff of private Nurses, and, I unhesitatingly say it is a bad system that the private Nursing staff in this Institution should be practically one and the same as the Nursing staff used in the Hospital. It is bad in this way: that at the present time the Nurses in the Hospital can be sent out, and are sent out to act as Nurses to private people outside. That is very unfair to the remaining Nurses in the Institution, because it throws on each a large amount of extra work, and it is very unfair also to the Nurses themselves as I have pointed out before. I am speaking from memory, but I think the recommendation made by the Select Committee of the House of Lords was that there should be a separate staff; and I think if you will inquire, you will find that in all well managed Institutions the private Nursing staff is kept completely separate for the benefit of the Institution, the Nurses, the patients, and the outside public. I think we ought not to be behind other Institutions. I think we ought to have our private Nursing staff, but distinctly separate from the staff of the Hospital. With reference to the great work which has been done by the Institution, I cordially congratulate the Committee and the Hospital upon being able to publish such a record, because no other Institution in the world can do it. But the point I have brought up in this Court is that that work should be done with perfect justice to everybody concerned (applause). With reference to the matter that has been raised by Mr. Hunter—the appeal of this Nurse—there is no possibility of this Court traversing the decision of the Committee; but I would like to ask whether the Nurse was allowed to appeal through somebody else, or whether she had to appear herself; and in the latter case whether she was allowed to hear what was said against her and to reply to it. If she was not, I maintain that she was not fairly treated, and I feel sure the feeling among the Nurses and the public in such an event would be that she did not receive a fair and impartial inquiry.

Mr. JOHN HALL said: In the matter of Nurses, I do hope something will be done to prevent this matter going to the public again. I had placed in my hand this morning "a Nurse's Protest to the Governors of the London Hospital." If this Nurse does not think she has been fairly treated by the House Committee, the House Committee no doubt, on representation from this Court, would grant her permission to appeal again, and have

the matter set right, so that we can put a stop to protests by the Nurses, and to this literature being distributed wholesale, whether it is to the detriment of the Hospital or not. I think it would be to the interest of this Court to have the matter settled at once, and I do trust that the Chairman will inform this Court that if the Nurse who feels herself aggrieved thinks proper to come before the Committee again, her case will be further gone into, so that the matter may be set at rest.

Mr. YATMAN said: I must congratulate the Committee on the form of the report. It is a very superior form to that which we have formerly had. I want to say that I think it is a pity that you have not in some way or other accommodated yourselves to receiving ladies—I do not say on the House Committee, but to be associated with you, and I am sure that things would go better in some respects. I came here the other day and the House Governor was good enough to ask me to go over the Hospital and see things for myself. Accordingly he took me round and showed me improvements in sanitary matters with which he was very justly proud. It struck me that you could not have waited all this time for all these improvements, if you had had ladies who understood these things very much, going about, and who could have reported to you that this and that were necessary (laughter). The improvements are very great, but I really think that you need not have waited all this time if you had had proper advice.

LORD SANDHURST said: As I happened to be a member of the House of Lords' Committee, I think I might congratulate you upon the report which the House Committee have laid before the Governors. It shows an unprecedented amount of work done, and it endorses the opinion we put in our report that this is an admirable Hospital and does good work in this part of London, and confers inestimable benefits on a large population. I think the Hospital is deserving of the greatest measure of public support (applause). There is no hostile amendment before the meeting, and therefore I need not say much about the report. I think everything that has been said in regard to the report by those who have criticised it has been said in extremely moderate terms, and I am quite certain the Chairman will not complain of anything that has been said. These occasions, as I know from being Chairman of the Middlesex Hospital for some years, are the times when we are brought to book, to a certain extent; but I do not think Hospitals should have any fear of hostile criticism. I think there was a good deal in what was said by Dr. Fenwick in regard to the Nursing. I am not alluding to this complaint of the Probationer. If we have confidence in the Committee, we must leave that to the Committee (applause). But as I said to my own Board, the other day, no Committee is infallible. If the Chairman assures us on the responsibility of himself and his Committee, that they have investigated this case, and that justice is done, so long as the Governors intend to keep them as the Committee, they are bound to believe what they say (hear, hear). But there were two or three things thrown out as hints which I have no doubt the House Committee will give serious attention to in due course. In regard to the system that obtains here of allowing Nurses to go out of the wards in response to certain members of the staff, I can quite believe that members of the staff of the London Hospital think that the Nurses they themselves have had a hand in instructing are probably superior to those they get elsewhere. But I cannot help thinking that it does not do very much good to the wards to let your Nurses go outside (hear, hear). I say this in no hostile spirit at all, but as we are brother Chairmen, I think it is only fair to you to make the remark. I am sorry the system does not obtain here of percentages to those who do the outside private Nursing. As we

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