

Nurse in whom they are interested; also, by such means, the dead level of uniformity existing among certificated Nurses will be removed.

The salaries paid to probationers vary considerably in different Institutions. In some, during the first year, their services are entirely gratuitous, board, lodging, uniform, and washing, however, being provided free of cost. The second year they receive sixteen or eighteen pounds, and the third year twenty pounds—or they commence at twelve pounds for the first year, sixteen for the second, and twenty for the third. Considering what a very large number of women enter hospital life from inclination rather than necessity, for the sake of occupation or having a profession, it seems only fair that those who can afford it, should pay, or at least give gratuitous service for the knowledge they obtain. The custom of some Institutions of making a distinction in the duties performed by the paying and non-paying probationer can hardly be looked on as a very wise one. If harmonious co-operation in work is desired, there should be absolutely no difference made in the class of duties assigned to each. Fitness should be the only qualification for promotion. To place a Nurse of a few months, or even a year's training, in a position of responsibility over experienced Nurses, simply because she has been in a position to pay for her training, is productive of untold evils. All should enter on the same footing, so far as the work is concerned, and work under precisely similar rules. A woman, when she enters a hospital, is not required now-a-days to do the same amount of scrubbing and cleaning as was formerly the case; but a certain degree of this wholesome discipline—if it can be called by no other name—is often necessary in acquiring knowledge and perfection in the minor, but not less important, details of Nursing matters. If the fault, some few years ago, was to give undue prominence to such duties, assuredly, now we are inclined to err in the opposite extreme. We hear too often of Nurses complaining that they have to do menial work—as if anything for the sick could be menial. Often the manner in which a Nurse performs such little duties as these speaks volumes for the way in which she tends and cares for her patient. It may not be necessary for a Nurse to know how to blacklead a grate or scour a floor, but surely she should understand how to dust and clean a room, and not be above clearing away and doing anything where her patient is concerned. Be assured that no true Nurse will ever decline to do things for her patient on the ground that it "isn't her place." If she does it is very obvious that she has mistaken her vocation. The good of the patient should come before every other con-

sideration, and a woman who will leave the room for the housemaid to dust and tidy up, and expect to be waited on when in charge of a sick person, is not worthy to be called a Nurse. A Nurse then should be personally responsible for all that concerns her patient, and, having embraced an honourable profession of this nature should be above all paltry considerations as to what is or is not her duty to do. The motto for every Nurse should be, "What ever thy hand findeth to do, do it with all thy might." The carrying of a scuttle of coals upstairs does not involve social ostracism—neither as a rule will servants presume because a Nurse spares them as much as possible the extra trouble and work that illness always entails in a house. I have known a professional Nurse not ashamed to call on the overworked parlourmaid in a small establishment to fetch hot water from a neighbouring room, or send her from the top of the house to the bottom on some trifling errand, because she was either too lazy or too fine to do it for herself. Now, it is women of this type who bring the profession of Nursing into disrepute. Instead of being a comfort and stay in cases of illness as might very reasonably be expected, they appear to take a pleasure in giving as much trouble as they possibly can. Women of the lower orders are invariably offenders in this respect, and it possibly arises from one of two causes—either they are unused to the confidential position in which they find themselves and cannot adapt themselves to it, or they are afraid that by exhibiting too much familiarity with duties of the kind a Nurse is expected to undertake, they would betray the class to which they belong in reality. How often do we hear it said by people, "I have had *one* trained Nurse in my house, and I never intend to have another." How unjust it is to the large number of high-principled, self-devoted women, who would blush to be classed, professionally, with the untrustworthy and inefficient examples just quoted. The system adopted in many private nursing institutions of employing Nurses with insufficient experience is largely to blame for this condition of things. It is only right to point out that many are merely trading concerns, their principal aim being to make as much money in as short a time as possible. There are well authenticated cases on record of Nurses, after a few months training in a Hospital or Infirmary, being accepted in some of these Institutions at a commencing salary of £18 or £20 per annum, and sent out as competent Nurses to the public at a fee varying from thirty shillings to two pounds weekly, with the usual extra charges for laundry, incidentals, and travelling expenses. The fact of women working for such wages as these when the market price

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