

The Three Years' Course of Training in connection with the Eight Hour System.

BY MRS. HUNTER ROBB (*née* ISABEL HAMPTON).

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WOULD it not be better to make a uniform allowance, say of ten dollars a month, for all the course? The extra expense, then, to the hospital would resolve itself into the cost of maintenance of a certain number of additional Nurses, together with their allowance of ten dollars a month.

The second proposition should, I think, find no objection, at least on the part of hospital trustees, and, as I shall explain later, the apparent objections from the Nurse's standpoint are not insuperable. This proposition advocates the establishment of a three years' course with a practical working day of eight hours, on the non-payment plan. The pupils would thus receive their uniform, board, room, laundry work and a really liberal education as an equivalent for the three years' service, as a result of which they would be qualified for lucrative posts, either as superintendents of training schools, managers of small hospitals, private nurses, assistants to practising physicians, or, in fact, to fill any position where the knowledge and skill of a trained Nurse can be fully utilised. This non-payment system would also place the schools, at once, on a scholastic basis, and be another means of attracting to them as students refined and intelligent women. In this connection, scholarships could be founded which would be a means of helping poor, but really competent, women to their education. I am not sure that Nurses more than any others who are preparing to enter a scientific profession should expect to be self-supporting from the very outset, and I do not believe that this arrangement would hinder any desirable additions to our numbers.

But, above all, such an arrangement would leave no solid ground upon which hospital authorities could object to the two changes just advocated, since the requisite increase in members would add but little to the expense, and some of the money now devoted to the remuneration of the pupil Nurses could be spent in paying a staff of trained head Nurses, all of whom should be graduates.

Further expense could be saved by having only one responsible head Nurse under the superintendent of the hospital for the domestic management. In fact, it is only by such an arrangement that the third year's training could

be made as practical as it should be. This position should be occupied by the superintendent of Nurses and principal of the training school, so that besides the responsibility of the work of the Nurses in the wards she should have the care of the Nurses' home, the linen room, the laundry, and the buying for the hospital. Her staff should consist of a graduate head Nurse in each ward, one for the Nurses' home, one for the laundry and linen room, and one for the office. Their assistants in all these departments should be drawn from the pupil Nurses of the third year; the head Nurse might also be a third year Nurse. The division of the practical work during the three years might be somewhat as follows:

For the first two years—

- Four months in the medical wards.
- Four months in the surgical wards.
- Three months in the gynæcological wards.
- One month in obstetrics.
- Two months in the children's wards.
- Three months in the private wards.
- Two months in the operating room.
- One month in the diet school.
- One month in the dispensary.
- One month on special duty.
- One month on vacation.

For the third year—

- Two months obstetrics.
- Four months as assistant in superintendent's office.
- Three months as assistant in laundry and linen room.

Three months as assistant in Nurses' home.

During the six months in the superintendent's office, the assistants preparing for the hospital position would be expected to give a certain amount of class-teaching to pupils of the first and second years. Nurses preparing for private duty should spend part of their third year in the wards, but all should serve their time in the linen room, and in the performance of the house-keeping duties at the home.

The first two years' teaching would consist of classes and lectures covering about the same ground as at present. Class instruction could be given twice instead of once a week, and since the pupils would have more time, and the instructors would be more numerous, the various subjects could be dealt with much more thoroughly than with our present system. For third year students, class instruction could be given once, or perhaps twice, a week. The first four months of the first year could be devoted to class instruction on practical Nursing and *materia medica* only, the second four months to human anatomy and physiology. At the end of the first year examinations might be held upon: (1) practical Nursing, (2) *materia medica*, (3) an-

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