

atomy and physiology, (4) diet. At the end of the second year: (1) Children, (2) medical Nursing, including massage; examination of urine, and hygiene; (3) surgical Nursing including the duties of the operating room and the Nurses' duty in emergencies; (4) gynæcological and obstetrical Nursing.

The third year examination should include: (1) Methods to be adopted in class teaching, (2) administrative duties of the superintendents of training schools, (3) practical care of the wards, the Nurses' home, linen room and laundry, (4) hospital buying and supplies, (5) private Nursing.

I need not say that the above is only a suggestive sketch for the third year teaching; I have only tried to indicate the leading points. It will remain for the association to draw up a schedule in which certain modifications can be made applicable to all training schools.

Among other things, it will be their duty to decide upon the necessary qualifications for applicants, the standards of examination, the term of probation and to provide for other emergencies. My object at present is to put before you the leading points; when these are settled the rest can, I think, be comparatively easily arranged.

The daily division of work for the eight-hour system could be made to work very nicely and interfere little, if any, with the present hours for meals by taking as a basis the hours four and four for some of the Nurses, and six and two for the remainder. For instance, in a ward of thirty patients, with six Nurses, supposing the entire staff comes on at 7 a.m. Two are sent off at 11 a.m. (1st din.), 2; same two return from 7 until 11 p.m. (1st sup.), 2. Four and four hours' work.

Two off from 11 until 1 p.m. (1st din.); with same two on from 1 until 5 p.m. (1st sup.). Four and four hours' work.

Two on from 7 until 1 p.m. (2nd din.); same two on from 5 until 7 p.m. (2nd sup.). Six and two hours' work.

The night Nurse from 11 p.m. until 7 a.m.

In this way either the hours 7 a.m. until 11 p.m. may be taken, or hours from 6.30 a.m. to 10.30 p.m., or hours from 6 a.m. to 10 p.m. With this plan the Nurses' classes and lectures could very well be arranged, and one, two, or more Nurses could be sent off at once, according to the condition of the wards. In this way the full staff could be on during the busy hours of the morning, and there would always be two Nurses in the ward during meal time. The hours of the head Nurse and her first Assistant, or Senior, who would always be a third year Nurse, should be so arranged that one or the other should be in the ward at all times during

the day, and that both should never be absent at the same time. These are some of the conditions under which I think the three years' course could be successfully adopted. It would possibly not be advisable to try to alter the present condition at one stroke, but to make the changes gradually, so that in the course of the next five years the new system could be adopted on all our good schools. Another consideration in connection with the subject is the co-operation of the larger with the smaller hospitals, but this I must leave to be discussed at some other time.

In conclusion, I would suggest that a Chairman and Committee be appointed from the present convention to draw up a plan based somewhat upon the lines which have been suggested in this paper. That this plan, after having been duly considered, should be forwarded by the Committee to the authorities of the various hospitals for their consideration and approval, and that the Committee should ask that a trial of such a scheme may be permitted for a certain length of time in certain hospitals selected for that purpose in order that it may be thoroughly tested, after which some action may be taken, as the results of such trials would seem to indicate.

Workhouse Infirmary Nursing Association.

THIS excellent Association lately held its annual gathering of members in the Galleries of the Nineteenth Century Art Society, when the medals and gratuities were presented by the Duchess of Bedford.

Miss Wilson, the Hon. Secretary, was welcomed back to active work, and the affection and gratitude expressed by those present, for whom she has worked so indefatigably, is an encouraging sign of the increasing *esprit de corps* amongst Nurses.

Appointments.

MISS D'ARCY, M.R.B.N.A., has been appointed Matron of the Andover Cottage Hospital. She received her training at the Sussex County Hospital, Brighton, was subsequently Charge Nurse of the Male Medical Ward at the Suffolk General Hospital, Bury St. Edmunds, Night Superintendent at the General Hospital, Worcester, and has held other responsible positions; so that with ten years' valuable Nursing experience she brings a wide knowledge of her work to her new post.

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