

gained by the profession ; there will be more effort to train and teach Nurses, as it will not be enough to let Nurses be in a ward without teaching, in case they fail, and there will be some rule as to the Hospitals recognised as Training Schools. Nursing, as a whole, will be brought up to a higher level. But there is no doubt that some of the best Nurses—those whose composition and words are not their strong point—will not be recognised. I look on the central body of examiners, who will be appointed, or who will attend at different local centres, as a necessary evil of enormous magnitude. It will come, and it is right it should come, and no doubt as time goes on and it gains experience it will increase in usefulness and omnipotence ; it will in all probability deal only with the final examinations, the preliminary and intermediate being conducted by the authorities of each training school.

Miss Nightingale says :—"Examinations : to see what has been omitted in the ward training and to remedy it, *e.g.*, by, say, the medical instructor of the school through the Matron—at the end of the nine months of each year, or more frequently, as may be convenient ; current supervision, which will touch what no examination can ; monthly reports by the ward Sisters to the Matron ; examinations by the Professors after each course of their own lectures. All these are useful—the drill by the 'Home' Sister of the lectures eminently so."

Question ten : "What form should the Certificate take?" Certificates should, I think, be made out in as general terms as possible, as to honestly describe the attainments of the least good Nurses who pass, that is, only the standard of efficiency should be certified. The more efficient Nurse can be indicated either by place on the list, honours, or by subsequent testimonials. The certificate should state the period of training, the satisfactoriness of the Nurse's work, and conduct, and that she has passed certain examinations. The examiner, the Matron and the principal authority of the Hospital should sign it. Miss Nightingale says, "Certificates are necessarily very misleading. They fail to include any, or at least any sufficient, description of the Nurse. As evidence of having passed an examination, they are worthless as to the real character of the Nurse, as to her moral characteristics. The value of them must vary greatly with the Hospital which gives them. [In the certificate of many Hospitals, "Training" means nothing more than serving as a Nurse, assistant or otherwise, in the wards, and picking up what knowledge of Nursing she can.] They are incapable of revision. It would be better if certificates could be dispensed with altogether. If that is not practicable, should not the certificate be confined to a statement of the date that the holder entered the Hospital, her then age, the date she completed her probationary training, and the date at which she left the Hospital, and perhaps the wards in which she served? This should be signed by the Matron or Superintendent of Nurses, and countersigned by the chief authority of the Hospital."

Certificates and Registration are, it is said, of no value in proving that a Nurse is good, but at least they bear testimony to the fact that she has had the opportunity and teaching necessary for the trained Nurse. Miss Nightingale also speaking of their drawbacks, says they cannot be revised, and rightly so. If a Nurse behaves herself for three years in a Hospital she has a right to her certificate, and no subsequent conduct can or ought to alter that. The

certificate is not a guarantee of good behaviour, merely a statement that between two dates the woman did behave herself.

Question eleven is : "On what financial system should a Nurse's training be based?" On this point Miss Nightingale says : "I find that what is worth having is worth paying for, and what is paid for is valued much more than what is given freely. An apprenticeship is always paid in trade, and a training for any of the professions is expensive. I do not see why women should not pay for their training in a profession, which will ultimately provide them with a living wage. As, of course, great riches are not made by Nursing, and the plums of the profession are neither many nor great, I would certainly make the amount expended in this way correspond with its return. I should like to see some such plan as this : The expense of the preliminary preparation would be borne by the candidate, which, with the examination fee, would amount to about £17 ; then those who passed the examination would pay an entrance fee to the Hospital of perhaps £20 or £30, and would provide their uniform for the first year. In this way the initial cost would be about £52 10s., washing, board, and lodging being provided by the Hospital. The second year a small salary (£12) with uniform might be given, and the third year (£20) an increase of salary. After the certificate of efficiency was granted the Nurse is no longer in her apprenticeship, and would, of course, command higher salary, which would run up to £30 and rise quickly to £40 or £45, with everything found, which would amount to something about equal to £80 to £100 a year, and find themselves, as teachers and shop-girls do."

The argument against this is, of course, that it would close the door to many suitable women, but the same thing may be said of medicine, law or Divinity, yet no one thinks of allowing them free education. Besides, £50 is a small sum when, for that, the father may pass the responsibility of supporting the daughter into her own hands. It is, of course, a fact that few men are willing to pay even small sums for the professional education of a daughter, who will spend large sums on a son. That is a subject we may, I think, leave to the daughters of the future, and we will not help them by making it too easy a matter to enter any profession. The majority of the ladies who answered this question agree that some fee should be paid, and I am sure if the probationers felt that they had paid for their instruction, perhaps with difficulty, they would be more eager to acquire it.

Miss Nightingale says : "Finance : without implying that all Probationers should be received free of cost, the arrangements should be such that the Hospital is not dependent on the income derived from the Nurses' payments, or on the advantages arising from her more or less gratuitous services."

The twelfth question is : "Are you in favour of State Registration?" Seventeen of the Matrons who answer this question are in favour of it, four answers are against it, and three ladies do not answer at all. Miss Nightingale says : "State Registration : altogether adverse to any system of public registration, either by the State or any other method. It cannot be otherwise than misleading. It is in my opinion a fallacy that any similarity exists in the matter of registration between the medical profession and Nurses, or in the supposed advantage to the public which the Medical Register affords, and any such

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