

position. There is a very excellent American paper, very well got up, and cheap also, called the *Trained Nurse*, and another which hails from the same country called the *Nursing World*; there is also for midwives a paper published by the midwives' Institute, which at present is the only organ which caters, so far as I know, especially for midwives. For them it often contains much that is of interest, although I think its point of view is somewhat that of the midwife solely, and not of the woman who is a trained nurse first and a midwife also. Still, it undoubtedly supplies a want, and attempts what at present is attempted by no other paper.

Next we must consider Nursing Exhibitions as agents of much educational value. The one held last year in St. Martin's Town Hall was the first of any size which has been held in England, but I think that most people who saw it hoped that it would not be the last. The Midwives' Institute also has, I believe, a small permanent Exhibition, and the one at the East End last year organised by the London Hospital, was full of interest to those who visited it.

Next comes the question as to how private nurses are to obtain a practical insight into Hospital work from time to time, and this is a more difficult matter. They are frequently out of touch with their own Training School, and access to others of high standing is not easy. Nevertheless the need is a very real one, and I believe there is a way of meeting it. Of course the matter lies to some extent in the hands of the private nurses themselves. If they prove themselves desirable acquisitions in Hospitals, there is no doubt that their services will be in demand.

There is, I am aware, a feeling on the part of some Matrons that it is, at least, a doubtful experiment for private nurses to return to Hospital work, because they have had a so much freer hand in private nursing than is possible in an Institution, that they do not readily fall in with the necessary regulations of a well-ordered Hospital; but this is a difficulty, if it be a difficulty, the solution of which rests entirely with the private nurses themselves. If they are ready to fall in with Hospital rules, and to adapt themselves to ways which are different, perhaps, to those to which they were accustomed in their own Training School, I think they would probably find that there was a demand for their services.

But before anything much can be done there must be *co-operation* among those private nurses who wish for modern experience to attain this end. If I were asked what were the elements of success in any undertaking, I should unhesitatingly say, *co-operation*, *co-*

*operation*, and again *co-operation*. I think neither as women or as nurses do we realise what an immense power we have here ready to hand if we would only use it. *Men* are well acquainted with its value, witness the force that Trades Unions have become in the present day; but we so far almost universally neglect it, with the result that we accomplish very little. *Men* hold together and support each other through thick and thin, sometimes to the extent of condoning wrong, to stand by their fellows. We stand aloof from each other and criticise. As units we may *feel* strongly but are powerless to act, but as a united body, with a common aim, our powers of compassing our ends are limited by very little beyond our desires.

I believe it would be of great value if some member of this Debating Society were to undertake to canvass other Private Nursing Institutions of repute, by which I mean those whose present standard for members insists upon a minimum training of three years before they are eligible for admission to their ranks, with a view to finding out the views of the nurses in these Institutions on the subject which we are this evening considering. The best course would be, I think, in those cases where the nurses express a desire for further experience, for the Lady Superintendents of these Institutions to lay before their committees the views of the nurses on this matter, and ask them if they would be willing to grant any nurse who desired it, for the purpose of further training, leave of absence for three months, and further, the Lady Superintendent should, I think, be empowered by her Committee to enter into communication with the Matrons of one or more Hospitals with the view of obtaining for the nurses the experience they desire. Probably a scheme which would work best would be, that in the summer, when the Private Nursing Institutions are slack and the holiday season very often causes pressure of work in Hospitals, that the private nurses should serve in the Hospitals for periods of not less than three months. A fair remuneration for their services would be, I think, at the rate of the salary which is paid to a three year nurse. If private nurses returned to Hospital about once in three years for a period of three months, I think they would find no difficulty in keeping in touch with modern methods. The consent of the committees of the Private Nursing Institutions being gained, the next step would be to enter into communication with the Hospitals. The most convenient way of doing this would be, I believe, to approach the Matrons' Council, and find out through that body how many Hospitals would be willing to afford to private nurses facilities for fresh

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