

The nursing is, undoubtedly, best carried out on the same lines as in a General Hospital, and it is of paramount importance, that the Superintendent should herself be a highly qualified nurse of large practical experience. Under no other arrangement can the nursing be efficiently performed. This matter lies in the hands of the doctors, because, if they were particular to arrange that their patients should not go to any home where the Superintendent is untrained, such houses could not exist: it is quite as wrong for cheap philanthropy to be exercised where the rich are concerned as the poor, and it is very cheap philanthropy indeed, which, sanctions a person taking up a work for which she has had no previous training, in which the life and death of a fellow creature may be at stake. The Superintendent must not only be a trained nurse, but she must be an educated business-like woman, that is, habituated to be accurate, regular, orderly, methodical, and punctual. Ruskin's definition of an educated man is exactly what every woman working in a Home Hospital should be. He says: "A man ought to know three things:—1st, where he is; 2nd, where he is going; 3rd, what he had better do under those circumstances. The man who knows these things, and has had his will subdued in learning them that he is ready to do what he ought, I should call educated, and the man who knows them not, uneducated, though he could talk all the tongues of Babel." The Superintendent's duties are not confined to nursing (what a perpetual holiday life would be if they were, one is tempted to think!) but includes book-keeping and house-keeping under its most comprehensive sense, from knowing when coals should be stored, the water cisterns cleaned, to managing a bank-book, and understanding that the rates and taxes are fair and just. I mention this to shew the *necessity* for women undertaking such posts to have a thorough grasp of business in all its entirety.

You may naturally ask, this being so, is it not waste for a trained nurse to undertake this department? I answer, certainly *not*, just about as wise for the War Office to send a General in command who is ignorant of field duty—if it were possible for such an anomaly to exist as a half trained officer—as for a person, not a trained nurse, to undertake the supervision of a Home for the Sick. She may have officers under her, and if she is a wise woman, she will avoid that fatal error of trying to do everything herself, and while respecting her own abilities, will fully recognise her own limitations, giving the due proportion of thought to each department of her duties that they may demand, without undue worry; but as everything in the place tends, or ought to tend, to the efficiency of the nursing and comfort of the patients, it is not difficult to see the absolute necessity that the Head should realise and know

the requirements of those suffering, otherwise the Home element is in danger of becoming obliterated.

The Superintendent must have trained nurses to help her, but not too much trained to realise that there is a vast amount to learn in the nursing of patients in a Home Hospital. I consider that, on principle, the nurses in a Home Hospital, where the patients pay for their attendance, should be certificated after a three years' training, but the style of nursing which is quite essential in a well-organized Home Hospital, is certainly very different to that for which there is time in a large general ward, every paying patient would gladly absorb the whole time of one nurse, if this were possible, and would certainly not be satisfied without the most skilled attention. The quality of the nursing must be of the best, and a class of patients used to comfort and refinement in their own homes, expect the same attention to details in a Home Hospital. The nurse must not only be thoroughly qualified and extremely skilful, but a well-educated and cultured woman, remembering that culture is the knowledge of the best things, united with the proper effect of this knowledge upon the human mind, and that happiness in their work must be the result of striving after the ideal of perfect work, not the ideal itself. In fact, we must never forget that, while it is practical work and practical methods that are needed, the most practical thing is the nurse herself; so whatever tends to make her think soundly, to feel purely, to choose rightly, is fitting her to accomplish the most practical things in this most practical sphere of life. The personality of the nurse is the great factor.

I lay stress on this fact, that cultivated women are required, so that hours for duty should be as strictly regulated as in a General Hospital, with proper time allowed for study, rest, and recreation, though how difficult this is to arrange, it is almost impossible to conceive, until one has the arrangements to make; nevertheless, it must be done.

In the working staff, of course, I include the servants. I do feel strongly that for the true well-being of a Home Hospital, and essential to its successful working, it must never be forgotten that the work of *each one* (down to the kitchenmaid, or rather, I would reverse the order and say, up to the kitchenmaid—for what is more upsetting than that the kitchen fire be not lighted at its appointed time?) is more valuable than any other in certain relations, also each is of less value in certain relations, there should be no antagonism between the workers; then each one, if they will but stick to their own legitimate work, can do for the Home what all the others together cannot do; the best plan is for the Superintendent to see that each one knows her particular duties, then to trust those working with her implicitly. Anyhow, the mental wear and strain for her are tremendous,

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