

*The entrance or preliminary examination* might be conducted by the Matron, or Principal, and her assistants, in the domestic arts, practical nursing, and nursing-ethics, and by the medical teachers upon elementary anatomy, physiology, chemistry, therapeutics, hygiene, and massage, unless the authorities were prepared to accept the Pass Paper of some central Nursing College.

*The intermediate examinations* might be passed at the end of eighteen months practical work in the wards, during which time efficient teaching should have been given by the ward Sisters. This examination also should be conducted by the Principal, and Medical Staff.

*The third or final examination*, the successful passing of which should entitle candidates to certificates of efficiency, should be conducted by a Central Board, appointed under an Act of Parliament, consisting of Medical Men, and the Principals of Training Schools. Only certificates granted under the authority of this Board should qualify for Registration.

We come now to the vital question of State Registration.

#### THE REGISTER OF TRAINED NURSES.

In every case it appears to me that the Trained Nurse should be compelled to register the Certificates which she has received, and that her name and address, therefore, with the date of her registration, and with the account of the hospital training she has received, should be published, each year, in the Register of Trained Nurses. Then the public could at once easily ascertain for themselves, by reference to this book, whether or not any given nurse had been properly educated and was, therefore, qualified to perform the duties entrusted to her. By this means the women who at present palm themselves off as trained nurses without any right or justification, would be speedily suppressed. Anyone who desired to be nursed by an untrained person would obtain such assistance with full knowledge of the fact; but, on the other hand, those who were deceived by being given the services of an untrained woman, when they sought and paid for the assistance of a skilled worker, would have their direct remedy in a criminal court. A public Register, in fact, would prevent at once the frauds which are now so constantly practised upon the sick public.

The Register of Nurses would be placed under the control and supervision of a body specially appointed by the Act of Parliament, by means of which such a measure could only be obtained. This body, as in the analogous cases of other professions, would be a Council, composed of professional persons, who would lay down the regulations as to the education requisite for admission to the Register; and thus would influence the training given in hospitals, thereby making

this both uniform and efficient. At the same time the Council would possess the power of removing from the Register, the name of any nurse who, after a full and proper inquiry, proved to be untrustworthy. By this means the public would once again be directly protected, as nurses would also be, against the black sheep of the calling—by their expulsion from its ranks. The duties of the Council, then, would be to ensure the proper education and subsequent discipline and control of every trained nurse; and with the publication of the State Register of Nurses there would be for the first time, a definite record and organization formed of the members of the nursing profession.

This result can only be brought about by Act of Parliament. Any voluntary measure, such as that carried out by the British Nurses' Association, especially now that they have repudiated the principle of Registration, or by the publication of the Nursing Directory, can only be partial and incomplete. Nothing definite, nothing final, can be achieved until the State renders the present system compulsory.

Lastly we come to the important question, how are we to effect progress and reform? It is certain no one person can do it. We have all to co-operate in an organized manner. The real question is—what are the lines upon which organization shall proceed,—so that the profession as a whole, shall be justly represented. I believe this can alone be done in a satisfactory manner by the formation of local branches of a Central organization, and that all Councils and Committees of the Central organization shall be composed of officially appointed delegates of the local branches. It is upon these lines that the National Association of Nurses in the United States and Canada has been arranged, and the system is proving most successful. For instance, each large training school forms a Society of its graduates—that is, its certificated nurses—who work actively for the welfare of graduates of its own school, past and present. These School Societies are affiliated to the National Association of Nurses, and select their own delegates to attend its meetings who represent their views. By this means, ultimately, every graduate nurse in the States will have a voice in the government of her own professional affairs. In fact, the graduate nurses are professionally enfranchised—the only thoroughly just and satisfactory basis of government.

There is one fact, which the members of the Matron's Council would do well to take to heart. This splendid system of organization of American Nurses was initiated and effected by the Society of Superintendents of Training Schools—and I note with pleasure that at the last Annual Meeting of the Nurses' Association, a vote of thanks was moved "of appreciation and thanks

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