

ite number of hours each day. She had definite hours of relaxation away from the wards, to which she returned refreshed; now she finds her hours of relaxation reserved for one afternoon in the week. She had the companionship of her fellow-nurses generally, the friendship of the few, to share her off-duty time. She could talk, work, read, walk, in the midst of that friendship and companionship. Now she is always alone. Her food, of well-varied character, was well cooked and nicely served, and eaten in the cheerful company of her fellows. All is altered. Beef and mutton and rice pudding run their unchanging course, and probably must be cooked by the nurse or an inmate, and possibly in the nurses' room, and eaten in solitude. Can it be wondered that the nurse's appetite flags under these circumstances, and that her general health and spirits fail. The general difficulties and discomforts then become magnified, and are less easily grappled with. The moral, mental, and physical strain becomes very tense. She feels it is no use working under those conditions any longer. To a working woman health is of primary importance, and she gives up the struggle, and seeks work under more healthy conditions. Can her action excite surprise?

The position of the nurse in regard to the Master and Matron is a fruitful source of unrest. To-day the Local Government Board demands from its nurses evidence of technical and specific training as qualification for an appointment. But though it lays down certain definite rules and regulations as regards the duties and powers of the Master and Matron, it requires no evidence of the moral, mental, or technical training of those important officials. Boards of Guardians fail to realise that a man and woman may be of a most estimable type, but quite unsuitable for the position of Master and Matron of a Workhouse. The scope for moral force resting in the power of such authority is to an enormous extent overlooked. The Matron is perhaps appointed apparently for no other reason than that she is the wife of the Master. She may be a woman who would repay training, but she has it not, and just as surely as musician, painter, or preacher would fail to enthral us without having the natural gifts trained and developed, so does the untrained material present in the Matron fail to be a power in the Workhouse. Her lack of training, and consequently understanding, must produce many of the difficulties in the life and work of the nurse. She has no comprehension of the situation and its requirements.

A remedy would be that the Local Government Board should make it compulsory that the Matron of such Workhouses as have an insufficient number of sick to warrant the employment of a Superintendent Nurse, should be herself a trained and certificated nurse, having in addition to such

special training, training in the duties of a Matron, and that such training should not only be technical, but also ethical. She should be able to handle men and women.

In small Workhouses requiring a Superintendent Nurse the office might be combined.

It should be noted that it is no more necessary that the Matron should be the wife of the Master than that the Superintendent Nurse should be the wife of the Doctor, or the Matron of an infirmary separate from the Workhouse should be the wife of the Medical Superintendent.

In those Workhouses where a Superintendent Nurse is required, the adoption of the most excellent Rules of the Scotch Local Government Board would be of inestimable benefit.

They are as follows:—

Rules and Regulations for the Management of Hospitals and Infirmaries in Poorhouses where a trained Head Nurse or Lady Superintendent is employed.

The following Rules and Regulations shall come into operation when the appointment of a trained Head Nurse or Lady Superintendent, together with a statement of her salary, age, and previous experience has been reported to the Board of Supervision, and the Board have expressed themselves satisfied as to her fitness for the responsible duties of the office.

1. The Matron of the Poorhouse shall have no jurisdiction within the Hospital, and she shall exercise no authority therein; neither shall she be held responsible in any way for its condition as to cleanliness, or the condition of the patients as to their persons, bedding, or clothing.

2. The position of the trained Head Nurse or Lady Superintendent of the Hospital shall be the same in all respects, in relation to the House Governor, as that of the Matron of the Poorhouse to the House Governor as regards ordinary inmates; and the Lady Superintendent shall be guided in the discharge of her duties, and in the management of the Hospital, by the Rules and Regulations of the Board of Supervision for the Management of Poorhouses, in so far as they can be applied, and she shall conform to any additional Rules which may be deemed necessary by the House Committee and approved by the said Board.

3. It shall be her duty to superintend the nurses employed in the Hospital, suspending and reporting to the Governor any who may be found insubordinate, inefficient, or otherwise unsuitable.

4. She shall take charge of the property of the Parochial Board (or Combination) within the Hospital, and check damage, waste, and extravagance.

5. She shall take charge of all ordinary inmates employed in the Hospital, pointing out to them their duties, and reporting to the Governor in case of their disobedience or insubordination.

6. She shall maintain discipline, cleanliness, and order within the Hospital.

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