

To Employers of Trained Nurses.

IN these times when illness comes and goes rapidly, and Medical Science has so advanced, that scientific nursing is required to assist in treating the sick, a new Profession for Women has arisen, one to which they are peculiarly adapted, viz., Trained Nursing. To this Profession, many excellent women from all ranks of life, have devoted themselves, giving several years of labour and study to become qualified for the work. Those who do not follow Hospital Nursing, generally engage for Private Nursing; and it is on behalf of the latter that I wish to address a few words to their employers.

That these last are frequently badly served, by the Nurses whom they engage, I admit; but that Nurses have reason to complain of the treatment they receive, is also a fact.

That the latter arises from misapprehension, I feel sure; whilst the former may be caused by the Nurse mistaking her own position; but there is a third cause of upset—her first look at the patient may disclose to the Nurse a critical condition, requiring prompt and rapid measures, for which not one single appliance is at hand; everything has to be asked for, perhaps of persons slow to understand, consequently the Nurse has a bad hour to commence with, and sundry persons feel ill-used.

Much time and temper would be saved by having certain things ready, and set aside for use in sickness. Where it is possible, I would suggest that one member of the household be appointed to answer the sick-room bell and wait upon the Nurse; that her meals and off-duty time be not shared with the servants; and that the Nurse's "rules" be kept to, as nearly as possible—these arrangements would promote quiet, and smooth many matters.

Employers have full authority over the Nurse, except in medical matters, and when unsuitable should change her for another. But let me beg of employers to be merciful; pray remember Nurses are only human beings, quite unable each to do the work of two; they require a comfortable bed, seven hours of sleep, good plain food, and some fresh air—without these they cannot possibly fulfil their duties towards patients. Sofas and arm-chairs should be removed from the sick-room at night; they are objects of temptation, and a sleeping Night Nurse is a dangerous person.

As there is a general misunderstanding abroad on the subject of Trained Nurses, I would ask employers to defend themselves—to watch their Nurse for two days or three, and if she does not prove a success, then change her. But to condemn without giving a chance to one who is

really a Trained Nurse, and is watched by those who know nothing of her work, is decidedly unfair. At present Half Trained and Bogus Nurses are causing much discredit to the Profession, and employers might further defend themselves from such persons, by assisting the Leaders of the Nursing Profession, to procure by Act of Parliament the State Registration of Nurses. No other means can effectually guard the public from imposters, and the Trained Nurse from unmerited aspersion.

ROSINA GRAHAM.

African Nurses.

WE are glad to see that Mr. Ellis Edwards, of Sunninghill, Ascot, is writing to the press advocating the extreme importance of training female Africans as nurses. There is no doubt that the large and continuous demand for trained nursing, both on the West and on the East coast of Africa, is only to be met in this way. The maintenance of a staff of European nurses in Africa is most costly. The expense of outfit, frequent passages out and home, of salary and maintenance, is so considerable that it is not likely that the European nurses sent out will ever be sufficiently numerous to supply all the skilled nursing needed. Added to this they work under very grave disadvantages, in a climate as deadly to the trained nurse as it is to any other European, and constant breaks down, necessitating rest and change, make anything like continuity of work a most difficult matter.

With African women the case is of course entirely different. They are not exotics, and therefore the diseases which are so fatal to Europeans do not affect them in the same manner. They are on the spot, and therefore there is no large expenditure on outfits and passages, a liberal salary for an African is an infinitesimal amount as compared with that required by a European, and last, but not least, African women, who have already been trained have shown very considerable aptitude as nurses. They are gentle, quiet, kind, deft with their hands, and very ready and anxious to learn how to care for the sick. The necessity for an adequate supply of skilled nursing is urgent in Africa where malaria, especially that of the hæmoglobinuric type, is so severe, that it must be promptly dealt with, and devotedly nursed if there is to be any hope of grappling with it. The suggestion, therefore, that African women should be trained on the West Coast, as has already been to a small extent accomplished on the east, is a most admirable one, and one which we hope will be carried out in the near future.

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