

Association of Queen's Nurses in Scotland, and from Miss Wade, the Superintendent." These were as follows:—

29, Castle Terrace,  
Edinburgh, 19th June, 1899.

Dear Mr. Kemp,—I am in receipt of your letter of June 17th. I think it is desirable to state my position clearly. The Institute grants a certain certificate to Queen's Nurses if a representative of the local Committee and the Superintendent sign a recommendation stating that she has "performed her duties to the satisfaction of the Superintendent." In the case of Nurse Jackson, I have not signed this recommendation. As to the standard of work and conduct in a nurse I consider necessary to enable me to sign such a recommendation, I have the sole responsibility of deciding; and, while I submitted fully to my Committee, who had already received my periodical reports, the grounds on which I withheld my recommendation, and received their unanimous approval, I distinctly decline to discuss these grounds; but I will only add that I have had adequate opportunities of forming my own opinion of Nurse Jackson during periodical inspections and special visits. At my recommendation the Committee of the Scottish Branch granted Nurse Jackson a modified certificate. Since that has been given, I have heard nothing that could in any way modify my decision, which, I may say, is final. Much of the agitation which has lately taken place must have arisen from a kindly and friendly feeling to Nurse Jackson and a hearty desire to further her interests, and on this account I may say that Queen's Nurses must fulfil the conditions of "thorough training, efficient work, and unexceptional conduct." Many points, which may or may not have been considered by the Blairgowrie Association, go to make up these essentials. If this high standard is to be maintained and justice done to the many nurses who, to the fullest, merit the words of the form of recommendation, I must do my part by the careful and conscientious exercise of my responsible duty of recommendation.—Believe me, yours truly,  
J. WADE.

2, Lansdowne Crescent,  
Edinburgh, June 19th.

Dear Mr. Kemp,—Miss Wade has written to you by this post, and you are welcome to make such use of her letter as you see fit. My Committee carefully considered the record of Nurse Jackson's two years' work and conduct, and have approved of Miss Wade's decision. They will not go back upon it. I was at the meeting, and am quite with my Committee in the matter.—I am, yours faithfully,

C. E. GUTHRIE WRIGHT, Hon. Sec.

REPORT CONTINUED.

"Dr. Hood, who was present, mentioned that he had read a travesty of his charges in a speech reported in the *Blairgowrie Advertiser*. He wished to say that his charges were serious, and that Miss Wade had said he had quite just cause for complaint. After discussion, it was moved and unanimously agreed that the Sub-Committee entirely approve of the action of the Executive Committee, and are of opinion that no other line

of action was open to them. For the rest, they have distinct evidence that the Superintendent was not influenced by any member of the Committee in coming to her decision."

Mr. J. P. Noble appeared on behalf of the Executive, and criticised various statements made by Mr. Hodge at the meeting of the subscribers.

STATEMENT OF HON. SECRETARY.

Miss Guthrie Wright made a long statement to the Committee, in the course of which she exonerated Miss Wade from the slightest blame in the matter. The present agitation, she thought, had arisen from a chivalrous feeling for Miss Jackson, and with a basis of good feeling on both sides there should be a way found to have harmony restored. Miss Wright explained the condition on which the certificate is granted. If a nurse, during her tenure as such, committed any *grave* fault, she would be removed from the roll of Queen's Nurses altogether. In ordinary cases, a certificate is granted at the end of two years if the Superintendent can say her work has been satisfactory. In the case of Nurse Jackson, as they were aware, their Superintendent did not sign this paper. Like a wise woman, when she had something to do that was out of the ordinary, she took her Committee with her. The matter was brought before her (Miss Wright), and every detail gone over, although they had been aware of matters as they went along. Miss Wright referred to the known spirit of justice Miss Wade had always shown in looking at both sides of matters, taking into consideration any redeeming circumstances or explanations that could be given. The Council's unanimous expression was that Miss Wade's decision had been the right one, and neither upon this had there been any desire on the part of her Committee or Miss Wade to go back, nor any ground shown to justify alteration in the decision. Miss Wright scouted the idea that the "amended certificate" would prevent Miss Jackson obtaining employment as nurse, if not as district nurse, or a private one; and referred to a case in justification of this belief. She had heard of no case showing otherwise. With respect to Miss Wade's expression of goodwill contained in her letters to Nurse Jackson, Miss Wright expressed her astonishment that she should do otherwise. With regard to the Christmas card sent by Miss Wade to Nurse Jackson she explained that it was a printed one, Miss Wade's name included, and was sent to every Queen's Nurse under her jurisdiction; so that to have excluded Nurse Jackson, even had she felt inclined, might justifiably have been regarded in the light of a slight. Miss Wright concluded by expressing an earnest hope that now that they had a popular and good nurse

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