

the plan upon which the efficient and harmonious working of these institutions is best achieved. Where the control and discipline of the nursing staff is vested in the Superintendent of Nursing there is no doubt that nursing attains most nearly an ideal condition. Where the Superintendent of Nursing is not entrusted with the necessary authority, disorganization and friction occur.

#### NEED OF A NURSING DEPARTMENT.

Now that the subject of Naval Nursing is under consideration, the occasion seems opportune for suggesting the need of the formation of a Nursing Department, in affiliation with the Medical Department, at the Admiralty, superintended by a fully trained and experienced administrative nursing officer.

Duties which might advantageously be relegated to such an officer might be :—

1. In conjunction with the Director General to deal with all matters of organization and discipline in the Nursing Department.
2. In conjunction with the Director General to select all Nursing Officers.
3. The periodical inspection of the Nursing and Domestic Departments of Naval Hospitals.

#### STANDARD OF TRAINING.

All female nursing officers should be certificated graduates of nursing schools of Hospitals which have a three years' term of training, and to which Medical Schools are attached.

#### HEAD SISTER (MATRON).

There should be in each Naval Hospital a Head Sister who should have full authority over the female nursing staff, and should be directly responsible to the Nursing Department for their discipline and efficiency. Such authority is vested in the Matron and Superintendent of Nursing in Civil Hospitals, and has been found to ensure the personal discipline of the nursing staff, and a high standard of nursing efficiency. The duties of the Head Sister in each Hospital should be to act as Matron and Superintendent of Nursing, to supervise the Domestic Department, to maintain discipline, and to instruct the Sick Berth Attendants in the theory of practical nursing.

#### NURSING SISTERS.

The Matrons' Council would suggest that there should be two grades of Nursing Sisters, senior and junior.

#### SENIOR SISTERS.

The Senior Sisters should be in charge of wards, preferably containing not more than fifty beds. They should be responsible to the medical officers for carrying out all directions for the treatment of the sick, and should be responsible to the Head Sister for the good order and cleanliness of their wards. They should personally superintend the service of food, and should have authority to ensure the strict carrying out of medical directions with regard to dieting. They should also be responsible for the systematic clinical instruction of the Sick Berth Attendants in practical nursing.

#### JUNIOR SISTERS.

The Junior Sisters should, when the Ward Sister is on duty work under her direction. They should always be on duty in her absence from the ward. They should also be available for night duty, and as special nurses on day or night duty.

The Senior Sister should report on their work to the Head Sister, and reports upon their efficiency and suitability, should be forwarded by the Head Sister to the Nursing Department of the Admiralty. Their appointment as Senior Sisters, as vacancies occur, should rest upon the recommendation of the Deputy Inspector-General and the Head Sister.

#### NIGHT SUPERINTENDENTS.

The Night Superintendents should rank with Senior Sisters, and it is desirable that their charge should not exceed 400 beds. Working under the Night Superintendents should be a certain number of Junior Sisters and Sick Berth Attendants as may be found necessary.

#### BOARD AND LODGING.

Comfortable board and lodging should be provided for the Sisters when off duty, and suitable arrangements be made for their comfort.

#### INCREASE OF SALARY.

We would venture to suggest that in order to obtain the services of the most efficient nurses the salaries of Senior Sisters should be considerably raised. The retiring age of Sisters should not be more than 55, and more liberal pensions than at present should be given.

#### SICK BERTH ATTENDANTS.

The Sick Berth Attendants should be carefully selected and should be men of fair education and good character. All men selected for service should be subjected to strict and wholesome discipline during their probationary period. Their training should last not less than three years, during which time they should receive systematic instruction. They should attend lectures on anatomy, physiology, hygiene and dispensing, from the medical staff, and on the theory of practical nursing from the Head Sister. They should also receive instruction in cookery for the sick. They should be periodically subjected to examination in the subjects in which they have been taught. Upon satisfactorily passing their final examination they should be certificated as qualified male nurses, when they would be eligible for posts of greater responsibility. While in the wards they should be subject to the authority of the Ward Sister, who is responsible to the various authorities for the due performance of their work, and for their personal discipline while on duty, they should be deputed to duty by the Head Sister.

Power of suspension for inefficiency or misconduct should be vested in the Deputy-Inspector General, on the Report of the Head Sister.

The Sick Berth Attendants should be quartered, when off duty, in a Home, under supervision which would ensure reasonable discipline.

In conclusion, the Matrons' Council desire to express their willingness to afford any assistance connected with the details of the suggestions made in this Report.

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For the Matrons' Council of  
Great Britain and Ireland.

#### AN ARMY NURSING DEPARTMENT AT THE WAR OFFICE.

The letter from the Secretary of State for War, which was a reply to the Resolution forwarded to Lord Lansdowne by the Matrons' Council, was then considered.

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