

nurse to duly appreciate the necessities of the hospital from the standpoint of the nursing service, and therefore the progress of the work is frequently impeded by friction which is the outgrowth of ignorance. But when all departments are subject to the one control, there can be no division of interests, and consequently no friction to overcome.

The benefits resulting to the hospital and its administration in every department by this unity of government may be augmented by placing at heads of all departments of the domestic service, women trained and educated in the art of nursing. Success to the whole is thus lured by every inducement of sympathy and interest.

Here, too, is an opportunity for the development of those ethical traits in a nurse which count for much in making up the estimate of the individual as well as the professional body. Here loyalty may grow, flourish, and bring forth fruit which shall redound to the well-being of the training school, the hospital, and ultimately the whole profession.

The matter of placing trained nurses at the heads of departments has seldom been carried to complete success. Many existing theories have thrown their weight in the scales to overbalance the success of the scheme when tried. There is a sentiment noticeably prominent among nurses that by taking any other line of work than the actual bedside of patients, or instruction in the art, they forfeit their place, their self-esteem and the esteem of their neighbours.

Is the rejection of these branches of work by our best nurses the result of their training, or a deficiency in their training, or a fault of their earlier education, or is it due to the influence which heads of hospitals and heads of training schools have permitted to surround these forms of hospital work; or, is it due to the fact that other than nursing forms of work in the hospital have been consigned to the list of menial occupations? But, do they really belong there? Do they not rather represent the business element in the hospital world, and is it not now the common belief that the higher education best fits one for business and the conduct of vast affairs; and if true, then does not the higher education in the hospital, best fit for places therein? Moreover, is not the successful management of vast business enterprises receiving the homage of the world to-day, and are not these special lines receiving the attention of instructors in the course for nurses at Teachers' College?

Then let not the training school despise the officers of any other department, but rather broaden out to include preparation for them in its curriculum. Instruction in the duties of Matron, housekeeper, or purveyor might well form one branch of training for the third year, with the

result that the trained nurse would be better able to meet the responsibilities of the combination of all offices when called upon to do so in assuming the management of a small hospital. Then would she not be completely overcome by the problems which demand, for correct solution, a knowledge of the various subsistence supplies, their value to the hospital, their cost, their necessity, the amount required, and the manner of preserving them and preparing them for use. She would also have a knowledge, gained by instruction, observation, and experience, which would enable her to demand the proper amount of domestic service within a given time and for a given recompense.

Whether the relations between the hospital and training school are those that naturally arise when under one administration, or whether they are those due to the contract which binds them together, there are certain duties and responsibilities of the hospital to the training school and vice-versa of the training school to the hospital. When the relationship is by contract its terms doubtless define these duties and responsibilities, and each member of the compact sees to it that the other renders that which was agreed upon,—there responsibilities cease.

But when hospital and training school are under one administration there can be no such limit of responsibility.

When a hospital issues to the world its prospectus setting forth the advantages of its particular school, and a young woman is induced thereby to undertake its course of training, to the end that she may become useful and self-supporting, the hospital assumes towards that young woman, certain moral responsibilities as well as those enumerated in its agreement with her. She has doubtless come from a sphere in life where knowledge of hospitals and training schools is very limited; she knows nothing of the many phases of the work, which may be to her advantage or otherwise, therefore she must be protected, and this is one duty of the hospital to the individual nurse,—her interests must be preserved, and this cannot be done if obstacles are placed in her pathway towards success. She looks forward to the time when she shall be sufficiently equipped to take her place in the world and earn a competence. The time arrives, but she finds she is superseded, possibly by undergraduates from her own school, who because they *are* undergraduates, and are supported by the school, underbid her services to such an extent that she must withdraw from the field, wondering how her hospital could have held out such inducements to her when they evidently did not exist.

This is the prevailing condition in those communities where are located the hospitals having training schools that send their nurses out to pri-

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