

adjust the splint or apply the dressing with no more consideration for flesh and blood and nerve and spirit than the artisan feels for stone or metal. O: W

No probationer will succeed who has not sufficient independence of mind to be able to work with very little encouragement from her superiors, and she must be no tale-bearer or mischief-maker. She must also be free from irrational beliefs as to what is "proper work for a nurse." The perversion of ideas on this point is sometimes almost incredible, and it has been known to survive the strictest training. I remember a district probationer who proved utterly incapable of washing and dressing a baby, although she had been three years in a hospital and was a certified midwife. The Superintendent was slightly surprised, and asked how it was possible for her to be so ignorant of such ordinary routine duties, and received the astounding reply that "it was so *lowering* to have anything to do with the baby. The work was only fit for a monthly nurse."

In cases where the Matron has in her power the original selection as well as the rejection of probationers it is always advisable to interview candidates, and then write to at least two persons who have known them from childhood, asking plain questions which cannot be evaded. The referees must invariably be women. Men, as a rule, do not reply with sufficient particularity; they think it quite enough to tell the enquirer that the probationer's family is eminently respectable, or that they have known her uncle for twenty years, while a considerable minority are so unconscientious in their statements, that a heavy shade of doubt is thrown over all masculine testimonials.

Although an experienced trainer can generally tell the value of a probationer well within a month, there are so many possibilities of error that no probationer should be definitely accepted until she has been at least three months under observation. Perfect probationers cannot be found; the Matron has to consider what failings are to be corrected, and what are unalterable; what degree of certain faults will simply debar a woman from reaching an important position, and what degree should shut her out from the profession entirely. A hot temper may be restrained by conscience and a high sense of honour; too great originality and independence of thought may be counterbalanced by genuine humility in action; the love of excitement may be toned down by affection and sympathy, and for these reasons the selection of probationers can never be an exact science.

## Nursing Conference & Exhibition.

We are pleased to announce that Dr. Champneys, Obstetric Physician to St. Bartholomew's Hospital and Chairman of the Midwives' Board, has consented to take the Chair on the evening of November 23rd at the Conference on Maternity Nursing, to take place at St. George's Hall, Mount Street, arranged by the Provisional Committee of the National Council of Nurses, at which Miss Amy Hughes, General Superintendent of Queen Victoria's Jubilee Institute for Nurses, amongst others, will read a paper.

Dr. Robert Jones, Medical Superintendent of Claybury Asylum and President of the Medico-Psychological Society, will preside over the meeting on Mental Nursing, and one of the papers in this section will be presented by Dr. Robertson, Medical Superintendent of the Stirling District Asylum. Miss Satchwell (Matrons' Council), Matron of the Royal Hospital, Chelsea, will also read a paper in this session.

Dr. Noel Bardswell, Medical Superintendent of King Edward the Seventh's Sanatorium for Consumption at Midhurst, will read the first Paper at the meeting to discuss the nursing of Tuberculosis patients, and Miss Helen Todd (Matrons' Council), Matron of the Royal National Sanatorium at Bournemouth, will speak from the nurse's point of view. Interesting discussions are expected at all three meetings.

At the informal nursing talks on the afternoons of each day the chair will be taken by Trained Nurses, Miss Isla Stewart will preside one day, the matters under discussion will be announced later.

Nurses who have inventions they wish to show should write to Miss Barton, Matron Chelsea Infirmary, as the Committee will be pleased to exhibit, free of cost, anything invented by a nurse for the comfort of the sick.

## Nurses in Isolation Hospitals.

An adjourned conference with reference to the exchange of nurses in isolation hospitals in the administrative counties of Gloucestershire and Worcestershire was held last Saturday at the Shire Hall, Gloucester. It was decided that the County Councils of Gloucestershire and Worcestershire be recommended to adopt the scheme prepared by the county medical officers, and to undertake the keeping in their respective counties of a register of nurses.

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