

It is also recommended that steps should be taken to improve the housing and messing arrangements in some buildings and institutions now being used as War Hospitals, and that the Matron-in-Chief, Queen Alexandra's Imperial Military Nursing Services should be allowed an inspecting Matron, with good pay, and travelling expenses, to visit and report on all War Hospitals.

The Committee draw attention to the general feeling of doubt amongst nurses who are not supplied by military nursing organisations, but are tending military cases in War Hospitals, Voluntary Hospitals, or wards of Civil Hospitals that their work will not be recognised in the same way as the services of other military nurses. These nurses also complain that they do not have the same travelling allowances.

The Committee consider that they would be more contented if their status was regarded as equal to that of other military nurses, and if it were made known that the same recognition, whether by medals or other decoration, would be extended to their service, if of sufficient duration. Also that they should be allowed similar privileges as to cheap rates of travelling.

The Committee enumerate the different authorities, which have been engaged in, or affected by, military nursing, and say that with all these services under different management there must be a considerable waste of energy unless they are very closely co-ordinated and kept in touch with one another. They suggest that an Advisory Committee should be established on which the larger authorities should be represented and act as a clearing-house. Further that this Committee might have the duty of issuing advertisements, stating the vacancies that exist in various institutions with a clear explanation of the proper steps to be taken in applying for a post.

12. *Untrained Nurses.*—The Committee report that there is no difficulty in enlisting probationers for any of the branches of the nursing service where they are required, but considerable difficulty is felt by the V.A.D. Joint Committee in retaining them on a waiting list. There is also a very large wastage. They consider (1) the present rate of leakage might be prevented if the medical examination of candidates were free, if they did not have to bear the expense of uniform, if a further allowance per occupied bed were made by the War Office when necessary to V.A.D. hospitals, as they consider the present allowance insufficient to enable the hospital to pay for the uniform, washing, fares, and sometimes even the food of the nursing members; (2) that V.A.D. members should be graded, and that the heads of the Army Nursing Services might select from the higher grade members to undertake the duties of nurse under a Sister if the increase of casualties or the shortage of trained nurses made it necessary.

(3) The Committee report that many witnesses have called attention to cases of friction between trained nurses and V.A.D. members. On the one hand trained nurses have not always been fairly treated by untrained commandants. On the

other V.A.D. members have complained of being prevented by trained nurses from doing anything but menial duties and the work of orderlies; and that there is in the minds of some trained nurses a suspicion that those who have entered the service as volunteers for the war will, after it is over, occupy positions of equality with themselves, without having gone through the same drudgery, discipline, and education in obtaining their qualifications. The committee consider this suspicion totally unfounded, and believe that it must rest with the Training Schools to decide how much the military service of V.A.D. members shall count for in the event of their wishing to complete their training after the war.

The Committee recommend the establishment of hostels for V.A.D. members in London and other large cities, from which those on the waiting list can go for training to the different training schools; that an experienced Matron should be appointed as inspector of V.A.D. auxiliary and private hospitals for each Command in the United Kingdom, and that in V.A.D. Auxiliary hospitals, the trained Matron should be in charge of the nurses, and responsible for carrying out the orders of the Medical Officer in all matters affecting the nursing of the patients, whilst the commandant, if untrained, should only undertake the secretarial work, general correspondence, and accounts.

13. *Private Nurses.* The Committee believe that a large proportion of private nurses have been deterred from offering their services for war work, either because they could not afford to take a lower rate of pay, or because they were afraid of losing their position at the end of the war. If they are to be obtained by the Military Authorities, the Committee is of opinion that some compensation must be paid either to them or to the hospitals and associations to which they are attached, that an appeal should be made to them to join, that employers should be asked to keep their places open, that an appeal should be made to the medical profession to economize in private nurses, and to the well-to-do public to forego the luxury of private nursing except in very serious cases.

14. *Conscription and general organization of women.* The Committee are not prepared to advocate general conscription of women, but would most heartily welcome any general organisation of the woman power of the country which would register all those whose training, ability, and inclination fit them for the work of nursing the sick and wounded, as well as for other national requirements during the war.

REMARKS.

It will be seen that no very drastic recommendations are made by the Committee. Its constitution was too official for this to be expected.

It is evident that, though the military nursing services have so far been able to secure the number of trained nurses they require, the number permitted is entirely inadequate, and needs augmenting if these nurses are for the future not

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