

A Sister must rule and must be ruled. To the Matron she is responsible for the proper management of her Wards, and to the House Surgeon she is responsible for the proper carrying out of his orders. She must overlook the Nurses or Probationers under her, and not only tell them what to do, but teach them the best and easiest way to fulfil their duties. The Wardmaids also she must look after, which is often a more difficult matter, for Nurses are generally anxious to learn, but Wardmaids are not always so. The Sister should come on duty at eight o'clock in the morning; and if it be the custom of the Hospital, should read prayers as soon as she enters. She should then see that all things are in order, and the dressings properly prepared for the House Surgeon's visit. In the morning she should never be off duty, but either in the evening or afternoon she should have three hours off; so that if she is off from three to six one day, she will not come on duty again after six the next day. The Assistant Nurse will have charge of the Ward during her absence. The patients should all be in bed by half-past eight, and the Sister, after reading prayers, should lower the gas, and prepare a written report for the Night Nurse.

Both the Sisters should never be off duty at the same time, unless by special permission from both the Matron and House Surgeon. The duties of Assistant Nurses and Probationers are almost the same, except that the Assistant Nurse has the responsibility during the Sister's absence. On entering the Wards at seven in the morning the Assistant Nurse should at once get the patients' breakfast ready (the Night Nurse having seen that the kettles are boiling), and as soon as that is over and she has cleared the dirty things away, she will take her share of the Ward work. The Probationers and Night Nurse in the meantime will be making the beds and putting the Wards in order.

On the afternoon that the Sister is on duty the Assistant Nurse and the senior Probationer will be off duty for two hours, while next day they will be off duty two hours in the morning before dinner. The junior Probationer or Probationers will have the same hours off, but on different days, always being on duty with the Sister.

Meals should always be in two detachments (except breakfast, which all the Assistant Nurses and Probationers should take together), as large a number going to the first one as possible. Half-an-hour should be allowed between nine and ten for the Nurses and Probationers to get their lunch, make their beds, and put themselves tidy. For all the meals half-an-hour should be allowed. On Sundays an extra hour off duty should be given,

and once a month every Sister, Nurse and Probationer should have a whole day's holiday.

The Day Nurses' hours would be from seven till nine, with two hours off for recreation and two hours off for meals.

The Night Nurses should come on duty at nine o'clock at night, and after receiving the night report should at once make a round of the Wards. During the night one of the Night Nurses is responsible for the night bell, and must admit any accident that may come, informing the House Surgeon of its nature, and when he comes down assisting him to attend to it. Before the Day Nurses come on duty the Night Nurses should have all the patients washed, and all utensils used during the night removed from the Ward and cleaned. They should assist the Day Nurses to make the beds and put the Wards in order, and then, either leaving a written report or giving the Sister a verbal one, they should be prepared to leave the Wards by eight o'clock.

The Matron should read prayers to the Night Nurses at a quarter past eight, and hear the night report. After which the Nurses should have their breakfast and be at liberty to retire to bed or go out. They should be allowed to go out when they like, so long as they have eight consecutive hours' good sleep.

There is one very important question with regard to Nurses' duties, and that is how much menial or Ward work they should be expected to do. In some Hospitals they have little or none, while in others nearly all the Ward work is done by them; and in some few I believe they are even expected to scrub the floors. In my opinion there can be no question as to whether a Nurse should scrub or not, unless of course she is attending an infectious case, where it is desirable to exclude everyone but herself from the Ward. It does not matter much whether her hands are large or small, or white or red, but it is essential that they should be soft and sensitive. Hands made coarse by rough work cannot dress a wound, or otherwise touch a patient, with the same gentleness and skill that a smooth, soft hand can. It is probably advisable that Probationers, especially during the first part of their probation, should have some Ward work to do, such as sweeping and dusting, for many women who come to be trained have no chance in their own homes of learning how to do any menial work. It also has the good effect of knocking some of the nonsense out of romantic young ladies' heads, who have some curious sentimental ideas as to what Nursing is, and who when brought face to face with a broom-stick or a duster come to their senses rather more quickly with regard to the realities of Nursing; and so

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