

to be considered a hardship, and Night Nurses are apt to be thought as second only to the Day Nurses, whereas it is a very important part they have to take in the work of a Hospital, being entirely free from supervision, and on their own merits.

I know Nurses object greatly to an exchange of their work. Probationers always dread being moved; there are always popular Wards, and they look forward to the time when they shall be placed there—it depends on the Nurse. Some possess such a faculty of rendering their Wards so home-like and so cheerful, that no one likes to leave them; but the Probationers are something like Noah's dove, they find no rest, they must wander hither and thither, they will find the time to assume responsibility will come all too soon. Knowing that Nurses so object to changing their work for a continuance, I prefer engaging a Night Nurse permanently, with the exception of the fortnight's annual holiday, one night and day off duty monthly, and an exchange for a week several times during the year.

The Hospital is considered a shining light, and a bright example for all who have anything to do with the disorders common to all. It is indeed an ark of shelter, to which many weary wayfarers turn in their extremity; its doors are open to all in need of help—it sends them from its portals, rejoicing with renewed hopes, and grateful for that greatest of all earth's blessings—*Health!* Yes! the Hospital is an invaluable boon, but it costs a lot of money! To the inexperienced the number of those required for the various departments seems enormous. Yet according to the present system of nursing, it is not the case. I have no doubt expenditure could be very, very much reduced, but the public will have style, even when they have to pay for it. I have heard in some countries, it is conducted with much more simplicity, only what is necessary is allowed. Nuns do the Nursing, and self-sacrifice is the order of the day.

In organising the staff required for the satisfactory working of the Hospital, the Doctors, the Matron, Nurses, Probationers, Wardmaids, &c., &c., down in their different gradations, step by step to the lowest department, one below another—each growing “smaller by degrees, and beautifully less,” I was irresistibly reminded of “This is the house that Jack built.” I trust the frivolity of this *haunting idea* will be excused. We know there is only one step between the sublime and the ridiculous, and one is dangerously tempted sometimes to take that foolish step. As in *Tragedy*, we are often surprised at the unexpected presence of *Comedy*—in fact, to some people, the comic side is uncomfortably apparent in everything, and

will come to the surface. A keen sense of humour is an inexhaustible source of amusement to its owner—it no doubt takes off the rough edges of every-day worries; but I am afraid it is not altogether pleasing to those who possess it not, as it frequently passes for sarcasm and want of proper feeling, which is a mistaken idea.

I don't know whether a complete list of all the staff is necessary, but, being in doubt, will place all that I shall require, from the House Surgeon to the Porter:—House Surgeon, Matron, six Nurses, four Probationers, two Wardmaids, Cook, Kitchenmaid, Housemaid, two Laundresses, and Porter.

The duties of the House Surgeon are undefined, beyond that the responsibility of the patients rests with him; he has full charge, but in very serious cases he must send to consultants. His orders respecting the patient must be carried out by the Matron, who is at the head of affairs. With her lays the power of appointing Nurses and Servants, and in the present case, as there is no Sister, she must superintend the Nursing department, which I consider should always be under trained authority. Nor do I believe in that system which places Nurses over those who have recently been their equals. The Matron, too, must be a practical housekeeper, as in a Hospital of this size no assistance in that branch is required.

I should prefer a Sister, but it would make a great difference; extra room would be required and still more money.

The Nurses will have eight patients in their sole charge (excepting twelve in the children's). Beyond sweeping (which is a fine art in a Hospital) and dusting and a few similar light duties, she will have no menial work. She rises at 6.30, and after breakfast and prayers she is expected on duty at seven, when she has a right to expect everything ready for her. The patients are washed and breakfast is over, she proceeds with her morning's work; by ten o'clock all must be ready for the first visit of the Medical or Surgical Staff; by this time the temperature will have been taken, beds made, and the Wards swept and garnished, the Nurse herself dressed; she and her ward must be all brightness and order. There is no more after this than the general wants of the patients and the Doctors. At twelve o'clock the patients dine; each diet will be served hot from the kitchen in tins made for the purpose in small compartments numbered. In some large places each dinner is cut off and weighed by the Sister; by the time the fiftieth is given, we may be sure it is not very palatable or tempting, and this being the meal *par excellence*, it should be made as enjoyable as possible. The

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