

(Q. 5,940). It is noteworthy that the Committee never heard of this matter until it was mentioned before the Lords' Committee (Q. 7,043). It is clear that Miss Raymond was either unjustly dismissed, or the Matron failed in her duty to the Hospital in retaining her services.

The Chaplain made private complaints to the Chairman of the injustice and oppression under which the Nurses suffered. A ridiculous charge of seeking to obtain confessions was soon afterwards brought against him, but the name of his accuser was denied him. He was peremptorily told to resign, but declined, and for months was subjected to much unpleasantness. The Committee referred the question to the Governors, who upheld the Chaplain. Then the Committee referred the matter to two eminent divines, who inquired into it and reported that they could find no evidence to support the charge, and completely exonerated the Chaplain. Worn out with his trials, he then accepted a country living, and asked for an apology from the Committee. It is perhaps needless to say that the Committee took not the slightest notice of his not altogether unnatural request (Q. 6,164-73).

VI.—THE NURSING DEPARTMENT IS—IN SHORT—IN A STATE OF DISORGANISATION.

Besides all the other facts which we have quoted the following are important. There are *or, have been until the inquiry*, comparatively few really trained Nurses in the whole building. Probably the Committee has never inquired why so few certificated Nurses stay for any length of time. In other Hospitals they remain year after year, and are the backbone of the personnel. Everything, as we have shown, is sacrificed in the struggle to make money—the Nurses' healths, the public safety, the welfare of the sick poor. Probationers of a few days' experience are put in charge of critical cases (Q. 5,760). Pupils are made Staff Nurses or teachers, but are not paid Staff Nurses' wages (Q. 6,410). Other pupils are made Sisters, and placed in entire responsible charge of 50 or 60 patients (Q. 6,612). Once more, of course, they are not paid Sisters' salaries. It is actually pleaded, however, that the patients run no risk, because the Probationer is supervised by the Staff Nurse, and she again, by the Sister.

Many of the Bye-laws are deliberately broken with the countenance of the Committee. The Matron's first duty is to personally inspect the management and condition of the wards. It is stated that the Matron visits the wards "about once a month on the average" (Q. 7886), and she asserts that "*if it were to be done more frequently someone would have to be kept distinctly far the purpose*" (Q. 8,150). She says she has a daily verbal report from the Sisters. As she is

away from the Hospital two days out of every week, and sometimes for weeks at a time, this is manifestly impossible (Q. 6,338-40). The Bye-laws say the Matron is under the control of the House Governor. That gentleman says *the Bye-law has lapsed* (Q. 8,195).

We have called public attention to these serious charges affecting the greatest Charity in the Kingdom. For the sake of everyone concerned, we demand a further and more complete investigation into the management of the Nursing Department. For the credit of other places which are likely to suffer in the public mind from being classed with this Institution, for the welfare of the sick poor and of Nurses, and for the protection of the public at large, we appeal to the Governors to arouse themselves, and take the matter into their own hands. It appears to us that the wisest plan, and the only manner in which further scandal can be saved, would be for the Governors to demand the resignation of the present Committee, and to appoint a new Committee to inquire and to reform. We shall be glad to receive the names of any Governors who will help in this matter, or who would be public-spirited enough to act upon a new Committee, and to undertake the necessary organisation—either to call a public meeting or to secure the convocation of a special Court of Governors. But if the Governors will not clear their own hands and the good name of the Institution—for which they are morally responsible—we must appeal for a Government inquiry, as the following are the chief reforms which are imperative, and which we shall not rest satisfied until we have secured.

1. That only three years Certificated Nurses shall be sent out as Private Nurses.
2. That a Nursing Committee shall be appointed to supervise the Nursing Department, as is now done at St. Thomas's, St. George's, and other leading Hospitals.
3. That no Probationer shall be engaged or be discharged except after an interview with, and only by, the Nursing Committee.
4. That the Bye-laws of the Hospital shall be observed in their integrity.
5. That the Matron be called upon to perform the first duty of her office, and visit the Wards daily, as is invariably done elsewhere, in order to superintend the Nursing and Ward management.
6. That the payments from the Nursing Department, like all other payments to the Hospital, be made to the Secretary and not to the Matron.
7. That in order that the patients may obtain skilled Nurses, the term of training of Probationers be raised to three years, which was formerly the rule at the London Hospital.

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