

that money should be spent out of funds at the disposal of the Hospital on providing her with special tutoring or coaching.

(5). Is there a system of reporting on the practical work?

The replies show that the Sister of each Ward mostly reports to the Matron. This should be done fully and at regular periods, and a sufficient number of these reports should be made in writing for future reference.

(6). Is the Final Examination conducted by an outside Examiner?

The Committee recommend that there should be an outside examiner to examine the Nurse student in the presence of and in consultation with the Lecturer.

(7). Does a Nurse examine in practical Nursing?

The Committee have been struck by the fact that less than one-half of the Hospitals replying to this question have answered in the affirmative. This is the most important part of a Nurse's work, and none but a skilled Nurse is competent to undertake such an examination. The examiner should not be connected with the candidate's Hospital, but methods necessarily vary in different institutions, and a teacher should be present to represent the training school.

(8). Is a Reference Library Provided and kept well Stocked with current Manuals on Nursing, Medicine, and Surgery?

See Physical Welfare. Question V., No. 6.

(9). What amount of Ward Cleaning is done by the Nurses. Have they to clean the brasses, taps, patients' lockers, chairs, and electric light?

(10). Do the Nurses sweep the Wards after Meals, and the last thing before going off duty?

While they are of opinion that Nurse students should, during their training, acquire full experience by actual practice in the various matters included under ward cleaning and sweeping, the Committee find that there is at present a tendency to require them to spend an undue amount of time and labour on such matters. Relief should be provided by a reasonable increase in the Domestic Staff.

CERTIFICATES.

I.—What type of Certificate is awarded?

II.—Is it a Pass Certificate agreed upon by the Committee of the Hospital, or is it a duly qualified Certificate?

Any Certificates granted by the Hospital should be of one grade only, and show that the Nurse student has satisfactorily passed through a period of training, which should never be less than three years. The introduction of a system of State Registration must necessarily affect the nature of the full certificate which will eventually be needed by every Nurse.

III.—By whom is the Certificate signed?

The Committee recommend that certificates should be signed by:—Chairman of a Hospital; Matron; Medical Lecturers for their respective subjects.

SALARIES.

I.—What are the Salaries for all Grades of Nurses from the Matron downwards?

Under this heading the Committee confine their remarks to the case of Probationers or Nurse students.

The replies show that at present the salaries paid to Probationers vary from £5 in the first year to £42 in the third year, such salaries being invariably increased year by year. The Committee consider that Probationers should be regarded purely as students, and not as salaried officers, and that any money paid to them should be taken as a grant in aid of their training and in no sense as a salary. This being so, no distinction should be made in payments in the different years. It is urged that without considerable help it will not be possible to find a sufficient supply of students to provide for the needs of the Nursing Profession, and the Committee accordingly recommend that the grants should be of £20 per annum upwards; this with Board, Lodging, Laundry, and Uniform (uniform after the first three months) would enable the Nurse student to meet any necessary expense during the training period.

II.—(1). Are Paying Probationers admitted?

(2). What do they pay?

(3). For how long do they pay?

All Nurse students undergoing three years' training should work under the same conditions in every way. In some Hospitals it has been the custom for the higher posts to be reserved for those students who have paid certain fees. This should not be allowed.

In order, however, to meet the demands of Missionary and such-like work, where a certain amount of training is required, paying students can be admitted for short periods. It must be abundantly clear that no form of certificate should be issued to them.

A TISSUE OF MISREPRESENTATION.

We think the National Council of Women should in the interest of truth, and in justice to the Special Committee on the "Economic Conditions of Nurses," publicly correct, and refute the tissue of misrepresentation inserted in *The Hospital* last week, concerning its negotiations with the College of Nursing, Ltd., in this connection.

The elimination at the last moment, upon the recommendation of a few members of the Executive Committee of the National Council, of the very moderate and straightforward explanation appended to the Report, on the "Withdrawal of the Representatives of the College of Nursing, Ltd.," agreed to by the Conference on July 24th, has left it in the power of a partisan press to mislead the public in this matter.

As we received a copy of the Report as agreed on July 24th, not marked "Confidential" we published the explanatory statement in our issue of August 2nd, last, to which we refer our readers.

[previous page](#)

[next page](#)