

training in Hospitals; but in reply to the Council's invitation to the College of Nursing the latter body called the attention of the President to the fact that a Committee had been formed by them to investigate the salaries of Nurses, but had not commenced its sittings; and they, accordingly, suggested that the Committees should co-operate to avoid overlapping and expense. The suggestion was mentioned by the President at the Conference, and with the cordial approval of the Representatives of the College of Nursing then present it was decided to broaden the enquiry, as indicated in the motion, which was unanimously carried, and to combine action.

It was further unanimously agreed at the Conference that three Representatives should be invited to join the new Committee from the College of Nursing, three from the Royal British Nurses' Association, two from the Poor Law Matrons' Association, three from among the members of the Executive of the National Council of Women, two Women Doctors, probably three representatives of the British Medical Association (after consultation with Dr. Crouch and Dr. Wallace), and the Hon. Secretary. Powers of co-option were given to the Committee.

On the consequent invitation being sent to the College of Nursing, objection was taken that their proposed representation was too small, and they claimed that the number of representatives of the Societies on the Council's Special Committee should be proportional to the number of members in each body. They stated their membership at 12,048 (February 26th, 1919), and made the demand that the other Nursing Societies affiliated with the National Council of Women should have their books examined by Chartered Accountants in order that the Council, and, eventually, the College of Nursing, should ascertain the exact number of their members.

The President and the Secretary of the National Council of Women had several interviews with the Chairman of the College of Nursing (Ltd.) and also some correspondence. They explained to him that in forming their Committees the Council made no attempt at proportional representation of the various Societies, but merely endeavoured to make sure that each Society's views were presented by nominees of the Society, and that all views were carefully considered. The Committee in question was not one to arrive at a decision, but to carry out an enquiry and prepare a report which should give justice to all aspects of the material included in the replies. The Chairman of the College of Nursing informed the President and Secretary of the National Council of Women that meantime the College of Nursing had called their Committee together and set them to work, and indicated that possibly co-operation might be secured if all members of their Committee were invited to join. After consultation with their own Special Committee of Enquiry, and securing their sanction, an invitation was accordingly sent by the National Council of Women to the College of Nursing in this sense.

Owing to the difficulty of getting prompt replies from the College of Nursing, the correspondence and interviews had spread over a protracted period, and the final letter from the College was not received till 21st March, 1919. By this letter not only was the Council's very fair offer refused, but it was suggested to them that as the College of Nursing had now gone so far in their enquiries, the National Council should defer their enquiries until the Special Committee of the College had reported.

The National Council of Women did not continue the correspondence.

With reference to the above correspondence, the Committee would wish to make certain comments.

The National Council of Women called the Conference of 18th February in order that it might use its position as a neutral body to ascertain the working conditions of Probationary Nurses in Hospitals, and in the event of those conditions being unsatisfactory to indicate the lines on which they might be improved.

It was thought that an enquiry on the part of a body appointed solely by Nurses, or their employers, or both, would not carry the same weight as an enquiry organised by the National Council of Women, a body comprising affiliated Societies of practically all women's professions, and undoubtedly would not bring the same pressure to bear on the various Hospital authorities to get the conditions, if faulty, amended. The aim of the National Council of Women was to bring the facilities and conditions for the Training of Nurses into line with those obtaining in other branches of women's work and to adjust them to the changes in our educational and economic systems which affect in similar sense the entrants in all professions.

It is a commonplace in the history of the evolution of the worker, whether male or female, that when a certain stage is reached the employers, with very often the best motives, bring up schemes of their own, which are naturally regarded with suspicion by the workers, who feel that their interests are not likely to be considered sympathetically or with a full knowledge of the facts. The same would equally apply to an enquiry on the part of the workers into matters concerning their employers.

It is now, therefore, universally accepted that an enquiry with representatives of both parties under a neutral Chairman is essential if there is to be a useful result.

Your Committee consider that a representation of employer and employed under an expert like Dr. Ogilvie Gordon fulfils these conditions except in one particular—namely, that owing to the non-participation of the College of Nursing, there has been no delegate from the lay officials of the Hospitals, who are so fully represented on the Council of that body.

The Committee of the College of Nursing, Ltd., have issued their Report. Your Committee have received no instruction from the Conference by whom they were appointed to consider this report, but, in view of the publicity it is likely to have,

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