

rather large special field of Industrial Medicine. Conservation of health among school children is another large allied field of constantly increasing usefulness. The school nurse is fast becoming a very important factor in the community. Soon, no State nor county can afford to be without its school nurse and its district nurse.

Child welfare, public health, industrial nursing, school nursing, with their varied social contacts, demand young women who have had either a high school or a college education, or their equivalent, and who are graduates of a Class A. hospital training school. The acceptable filling of these positions calls for young women of good judgment and discretion, capable of meeting emergencies as they arise; consequently, they need the mental discipline that a higher education alone can furnish.

The great war was not an unmixed evil. Out of its terrible experience, much good has followed. We learned the importance of conservation of human resources, mental as well as physical. Infant welfare and child welfare assumed immense importance when we considered that we must replace the enormous human wastage caused by the war. Mental hygiene, when viewed in terms of conservation of the mind of the nation, lent new interest to the somewhat neglected field of psychiatric medicine and mental hygiene. Malnutrition in school children was taken up with new zest. All these activities are closely identified with the nursing profession, indeed, they cannot be realized without your assistance.

Unfortunately, in this period of readjustment, following the war, and through which we are now passing, there is a woeful lack of nurses. So many avenues of employment offering large remuneration were made available by the war that many young women were diverted from the occupation of nursing, but, in the readjustments that will be sure to follow, there will be those who will eventually seek again the many fine opportunities than an enlarged nursing service offers.

In meeting the issue incident to the larger demands made upon the nursing profession, I am satisfied that we must revise our educational qualifications for candidates and our methods of training, to meet the new demands that have arisen.

Registration should be standardized throughout the country. Reciprocity between States would then be justified because of identical educational standards in all the States. The safety of the public requires that every nurse should be either a registered nurse or a trained attendant, and that all other persons advertising as nurses should be licensed. The graduate nurse must have had a full high school or college education or its equivalent; for a trained attendant a grammar school education should be sufficient. The words of Jane E. Hitchcock are pertinent:—

“At present, we have to reckon with the truth that we have adults with a mental training of girls of sixteen, submitting themselves to examination in subjects that are adapted to adult minds.”

The problem of the hour is: How will the hospital training school of the future adjust itself to the demands of the times? The public requires certain qualifications on the part of the nurse. The poor man must perforce keep within the limitations of his pocket-book. The industrial world, public health service, innumerable social activities, are calling for the highest type of educated nurse. The hospital training schools throughout the country have hitherto served the utilitarian purpose of securing an economical nursing force for the hospitals. The scarcity of nurses, the dearth of new candidates, the diversion of young women into other more lucrative and less exacting occupations, are pressing for a change in method.

This change will come in the way of higher standardization in the technical training offered, greater laboratory facilities, shorter hours, an increase in the number of accredited schools in the larger centres, a proportionate decrease in the number of indifferent schools, courses of instruction for trained attendants, in many of the smaller hospitals, a re-classification of the nursing force of the country into graduate nurses and trained attendants. In some such way as this will hospital training school development occur. Such was the line along which the medical schools progressed. The changes suggested will at first be unpopular with hospital managements, who are hard pressed for funds and who cannot get away from the exploitation of the pupil nurse as an economic saving to the hospital.

These proposed changes stand for the betterment of your great profession. They mean progression and not retrogression. They mean uniformity of standardization in all the States. They mean that a constantly increasing body of better educated young women will apply for admission to the nursing course. Our best training schools will become institutions of learning, qualified to prepare young women for the highest type of nursing service. This is an achievement worth attaining. It cannot be secured without co-operative effort on the part of the nursing profession. So I say to you, work for the highest ideals of your profession, for proper educational qualifications in the young women who are about to join your ranks, insist on uniformity of examination for registration in the several States, and for standards in training that will enable future graduates to successfully fill any of the responsible positions to which the graduate nurse of the present day may be called.

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Miss C. R. Mill, who for over twelve years has been Lady Superintendent at St. George's Hospital, Bombay, retires this month, says the *Nursing Journal of India*, to enjoy a well-earned rest. Those who have had the privilege of knowing Miss Mill cannot imagine the hospital without her, her kindness and sympathy have been boundless, and her hospitality to fellow members of the profession without limit.

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