

part of young womanhood to this humanitarian work." Could you expand that at all?—Yes, I think I could. I think that is the most serious aspect of the nursing profession to-day, that there is not only a very great shortage, but the result of that great shortage is that women are recruited who are very often totally unsuitable for nursing duties.

249. Is the shortage, in your opinion, due to the insufficient remuneration of the nursing profession?—No; not at all.

250. Or the conditions?—No; I do not think so at all. The women who make good nurses, the type of woman from the very beginning, from the time of the *religieuse*, have been altruistic women, and I do not think that money comes into it.

251. You think that the profession is entirely recruited from humanitarian and missionary motives?—Not altogether now, but I think in the past it was largely so. I am informed that hospitals cannot get the type of woman that they wish to train.

252. Can you give me any figures to illustrate the amount of the shortage?—I am sorry to say I cannot do that, but the complaint is constant. This shortage of course causes the very greatest anxiety to the matrons, and overwork and worry to the nurses. I know that, because I am an honorary officer of an institution for sending out private nurses. We send them into the hospitals to supplement the staff, and it is extraordinary how overworked they are.

253. And you think with all your very great knowledge and experience that if the system of training could be made compulsory and uniform, and if this system of reservation could be abolished, the nursing profession would become sufficiently attractive to enable recruitment to proceed on satisfactory lines?—I think we are living in an age when individuality will strive for expression. Now the striving of individuality in the hospitals for one cause or another has not been exactly encouraged amongst the nurses, and, therefore, you do get a feeling of resentment sometimes in hospitals amongst the nurses that if they had wider power of expression and more encouragement of personality they would be happier and better, and a finer type of woman would be encouraged to go into the hospitals. It would be more popular if there was less autocracy in hospitals, and if the matron was chief nurse, one and indivisible with the professional staff, and not as in many instances she is now, a sort of buffer between the administrative authority and the staff. I myself have been a buffer, and I did not like it. Intelligent nurses are not content to be governed by privileged classes of colleagues. We are not satisfied; I am not satisfied to record my vote in all these watertight compartments whether I like it, or whether I do not; but I am quite convinced that the nurses as a whole will vote freely for their superior officers, for whom they have a great respect. We have to realise that the matrons are salaried officials of very independent corporations.

254. I am right, am I not, in understanding that the nurses do vote for all these members?—They do.

255. They vote, only they have to vote within certain compartments?—Yes. At the last election there was a lady and myself in one compartment; the nurses might not have liked either of us, but they were compelled to vote for one of us whether they liked it, or whether they did not. They voted more largely for my opponent.

SIR CHARLES FORESTIER-WALKER.

256. Is that why you said the minority was intelligent?—No. What I say is this, that the organisation which put that lady up was larger than the one that supported me, and also there is very little doubt that independence of opinion and independence of action in statutory councils is not popular.

MISS WILKINSON.

257. Could I ask Mrs. Fenwick, her objection is not so

much to the division into classes such as registered, mental, or fever, but owing to only having places reserved for matrons within those classes?—Yes; the electorate is divided according to the Act. There are five different parts of the register, and the nurses on those registers can vote only for their own representatives.

258. Yes, I realise that, but what you objected to is having places reserved for matrons within the one class of registered nurses.—Yes, I do; on the general register I do not think that the places should be reserved for any privileged persons, or matrons, or classes of nurses.

259. Do you think that on the whole the nurses generally are satisfied with the way that the matrons and other privileged persons are protecting their professional interests during the time the Council has been at work?—There are certain actions on the part of the Council supported by the larger majority of the matrons which have given great dissatisfaction.

260. You could not give us an instance, could you?—Yes, I could give you several instances. I will give you the instance to begin with of Schedule I, which provided for what was to be placed on to the published register, in the different columns. One column provided for qualifications. The qualification that our nurses had before the Act was passed was a very good qualification—three years' training; a varied training, but still a three years' training, examination by both nurses and doctors, and the award, if they passed, of a certificate. That certificate was really their professional qualification. A certificate of one of the best schools in London would carry them anywhere. When the discussion was up before our Council what was to go into the qualification column, it was actually proposed that the whole recognition of the training of these women should be swept away and the record of their certificates eliminated, and that they should be placed in a column as an existing nurse, or as an intermediate nurse. Nobody would know what that meant, of course. That meant a most grave injustice to the existing nurses, because, as is now the case, no nurse can go on to the register except by examination. The certificate given her is her qualification that she has passed a statutory examination, and she is a registered nurse. Had our 30,000 nurses holding certificates from their training schools been deprived of them they would have appeared on the register for all time as practically unqualified women. I call that a very grave injustice, and am bound to say that I fought it, not perhaps in quite a constitutional manner, but I told the Council that I should fight it outside, and I did.

261. One of the witnesses yesterday said that he could not call to mind any instance when on the Nursing Council there had been any division of opinion on professional matters between the matrons and the nurses. Can you call to mind any such instances?—What do you mean by the nurses?

262. You have got various people who definitely cannot be matrons—I mean a registered nurse not being or having been a matron. Do you find when questions affecting nurses come up that the matrons tend to take, shall we say, a governor's point of view as against a nurse's, or do you find, as the witness yesterday felt, that matrons and nurses seemed to take pretty much the same point of view?—I do not think you can put it as a division of matrons and nurses because there have been differences of opinion on both Councils and especially on the First Council, but there were matrons on the side of the nurses in the minority. I was usually in the minority, and I have been matron at St. Bartholomew's Hospital. On the present Council there are several matrons who vote with what you may call the nurses.

MAJOR-GENERAL SIR RICHARD LUCE.

263. I just want to ask one question about the duties of the Council with regard to the question of the appointing of

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