

### ADVANTAGES AND DISADVANTAGES OF STANDARDISING NURSING TECHNIQUE.

The Chairman then announced the subject of discussion for the Morning Session as "Advantages and Disadvantages of Standardising Nursing Technique," and said that with this Session the Conference was really beginning its professional deliberations. She invited Mr. Percy Brown Deputy Director, International Management Institute, to speak on "A few Facts about Scientific Management in Industry."

#### A Few Facts About Scientific Management in Industry.

Mr. Brown said that he approached the subject assigned to him with some trepidation, nevertheless there were certain principles common to all occupations in which such things as materials, human beings, time and wages or salaries were concerned, and therefore the technician from industry might with propriety discuss selling, railroad operation or nursing; although the problems appeared diverse one found in reality that fundamentally they were the same.

He expressed surprise at the amount of time still required of nurses in the performance of duties not essential to the exercise of their profession, and questioned whether this was a matter of discipline, a survival coming down from antiquity. In the United States of America a movement was growing for a broad cultural training for nurses, their hospital training being connected with a University Course, and the award of a University Diploma. He believed that in a few years a programme of study of this kind would be general in the training of nurses; and he questioned whether the output of such University courses would be willing to accept without criticism the functioning of a system which imposed a menial rôle on a highly intelligent technician.

In discussing this question with one well acquainted with the subject, he gathered that a certain amount of domestic work was considered necessary to determine the endurance, strength and physique of pupils. He therefore insisted anew that industry had renounced such tests, and advocated rigorous physical examinations equivalent to those adopted by the medical profession and the most perfect psychological and psychiatric tests to determine the aptitude of the candidate to exercise this profession. Precise methods should replace empirical ones, and a disciplinary education of the same kind should give place to another order of ideas.

In concluding a very stimulating and suggestive paper, Mr. Brown said that if in dealing with the subject under discussion he had applied the method suitable to the problems of engineers, he should be rewarded if his audience utilised to their advantage the indications which he had had the honour to develop before them.

#### THE TAYLOR SYSTEM.

Ober-Schwester Hedwig Birkner, of the University Children's Clinic in Vienna, described the application of the Taylor System in the nursing services of that hospital and laid special emphasis on the need for scientific feeding which she illustrated by means of charts.

#### A STATEMENT OF PLAN, AND STUDY OF PURPOSE.

Miss S. Lillian Clayton, R.N., President of the American Nurses' Association, in an able and interesting paper dealing with the advantages and disadvantages of standardising nursing technique, said that in order to study the question carefully there must be first a statement of plan, and, secondly, a study of its ultimate purpose. The remedy for inefficiency was scientific management, from a simple individual act to the greatest business undertaking.

In connection with standardisation it must be remembered that nothing was final. It was a means of growth if rightly understood. In assigning work it must be realised just how much care every patient needs, and how much the nurse can do, so that adequate service can be given.

The next great principle to be considered among the advantages was that of harmony and co-operation. The student should be able to get along with people, records must be kept and studied, there must be harmony and co-operation between the patients, the nursing staff and the personnel.

Although there were certain disadvantages the advantages of standardisation were great. In conclusion Miss Clayton strongly urged her audience to remember to consider the reaction of the patient and the nurse.

#### THE POINT OF VIEW OF THE PUBLIC HEALTH NURSE.

Miss Elizabeth L. Smellie, Chief Superintendent of the Victorian Order of Nurses for Canada, dealt with the question of Standardisation from the point of view of the Public Health Nurse. By standardisation she understood the working out of the best methods which with practice became automatic. A manual of supervision was invaluable, and made things easier for both patient and nurse when a change was necessary.

The Victorian Order of Nurses was administered from Ottawa, and its jurisdiction extended for 3,000 miles, without provincial autonomy.

In 1921 it was decided to publish a Manual of Nursing Procedure, and it was found that the training in both hospitals and districts was different, finally the manual was published in 1925, and within a few months of publication there was more satisfaction, and the result was not only greater satisfaction but the better care of the patient.

#### Discussion.

In opening the discussion, Mlle. Marguerite Oelker Directrice d'Hygiene Sociale de l'Aisne at Soissons, emphasised the fundamental principle laid down by Florence Nightingale that the art of nursing was to teach the patient how to live.

Miss Helen Pearse, Superintendent of School Nurses under the London County Council, said she was absolutely in agreement with Mr. Brown as to standardisation of work. In regard to training in manual work she did not think the making of a first-rate nurse and a first-rate mechanic were precisely comparable.

Public Health Work was organised on well-defined lines based on a legal foundation.

Various characteristics were needed for different types of work, and Public Health Nurses needed to be managers of people and therefore students of people. Standards in Public Health Work were constantly growing. Nevertheless, standardisation was the backbone of efficiency, and no progress would be made without it.

Miss Hazel Goff, Director of the School of Nursing, Bulgarian Red Cross, Sofia, said that she believed in standardisation of nursing technique, but it was necessary to adapt standards to the needs of a country, and then to follow them up.

The Chairman then invited members of the Conference to take part in the discussion, and it is interesting to note that for the first time that product of modern times, the Sister Tutor, appeared on the platform of a Conference convened by the International Council of Nurses.

The following were participants in the discussion: Miss Cox-Davies (National Council of Nurses of Great Britain), who said she had listened with interest to Mr. Brown; The domestic work required of the nurse was becoming more and more lightened, so that she might give more time to

[previous page](#)

[next page](#)