

these channels, so far as the Nursing Profession is concerned, is the Nurses' Registration Acts. Let us with all the power that is in us seek to maintain their purity and to protect the privileges which must arise through their functioning for the sick and for our Profession.

Another great channel for the creative powers of our leaders lies surely in Parliament. Sir Richard Barnett has taught us right well what we may do if we keep in the stream of Parliamentary activity; he, in his time, often "lived dangerously" for the Nurses, so far as his own interests and party politics were concerned, and, if Mr. Spens is returned to the House, and promises to lend us a sympathetic ear, if he finds us very pertinacious and importunate in pressing our "live questions" upon him, he will simply have to say that his good friend Sir Richard Barnett is to blame for all the trouble; he showed to the Nurses what can be accomplished when a man considers that it concerns his honour to keep his election pledges!

Before closing I would, through Mrs. Spens, offer to Mr. Spens the very best wish that I can send to him, and it is this—that his candidature may be as triumphant, his Parliamentary career as brilliant, and the measure of respect from his "brither men" in the House as great, as these have been in the case of his predecessor.

I would also extend our good wishes to Mr. Beit. Although I have not met Mr. Beit before, I have a feeling that we are not sowing seed in stony ground to-day when we discuss the Nurses' "live questions" in his presence, because, as Honorary Secretary of a large Benevolent Fund for Nurses, I have had ample evidence that his father—Sir Otto Beit—has a very kindly interest and sympathy with the nurses. (Prolonged Applause.)

The Chairman said he had never heard a speech contain more reasonable requests. He then called on Mr. Beit to address the meeting.

#### Mr. Alfred Beit Addresses the Nurses.

Mr. Alfred Beit said that though he had had the pleasure of making acquaintance with Nursing at an early age and was used to hearing various subjects connected with hospitals and the care of the sick, discussed by members of his family from his childhood upwards, on many technical points he was quite ignorant. He was in sympathy with, and would support a one-portal system of Registration.

In these days, when one tried to consider what aspects of public questions would interest an audience he thought that the question of the health of the people was one of the most important. Should he be returned to Parliament and other questions were brought before him by nurses, he would give them his careful consideration.

Mr. Beit concluded by proposing a vote of thanks to Miss Macdonald for her address, which was seconded by Mrs. Spens and carried unanimously.

#### Message to Major Sir Richard Barnett, M.P.

When Mrs. Bedford Fenwick rose and said she was sure that every one present would wish to send the very warmest expression of sympathy to Sir Richard Barnett in his illness her words were applauded to the echo. She also remarked that while she was delighted to see the room so well filled with members of the Nursing Profession she could not help thinking how very useful it would have been if each seat had been occupied by a Candidate for Parliamentary Honours in the forthcoming election. Some day she hoped that a Registered Nurse would have a seat in the House of Commons.

She emphasised the fact that Nurses did not wish to ask for the reforms which Miss Macdonald had outlined, primarily for their own benefit but for that of the Nation, and in the interest of the Public Health.

Mrs. Fenwick's proposal was carried with enthusiasm.

A vote of thanks to the Chairman, proposed by Miss D. K. Graham, brought to a conclusion a very live meeting.

## INDUSTRIAL NURSING ORGANISATION.

### A LECTURE TO THE BRITISH COLLEGE OF NURSES\*

By Miss K. M. Latham, R.R.C., M.B.C.N.

Miss Latham prefaced her lecture by stating that industrial nursing was closely connected with, and often formed part of the Welfare Department of a firm or factory, and as nurses knew little as a rule of Welfare Work they might be interested to hear something of its history and scope.

The industrial revolution caused by discoveries and inventions of the 18th century, led to much large scale production which entailed hardships and overwork for all classes of workpeople, engendering bitter feelings of long standing. Gradually the obligation of employers began to be recognised. In the early 19th century, Robert Owen in his mills at New Lanark and a few others started benevolent schemes, and before the war they were established by about 20 firms, notably by Messrs. Cadbury and Messrs. Rowntree.

Two conferences of Welfare Workers had been held and the movement was gaining ground, when the Great War came and the rush of women into munition and other Government controlled factories caused a great increase in welfare schemes. Workers were often inexperienced and gathered from many other employments, but good experimental work was done. On the cessation of war though unwilling employers gave up welfare schemes at once, many went on, and other firms adopted them. Their scope and character of course vary enormously with circumstances, but usually there is a supervisor (the choice of a woman of practical ability and vision is of the greatest importance) under whom the different departments are co-ordinated. Works Committees consisting of representatives of the management, foremen or heads of departments and employees may combine to work out a scheme, this method being much more satisfactory than anything ready made, and if carefully prepared for and mutually satisfactory it should develop quickly and prove of great benefit. There should be no idea of philanthropy but rather of mutual work for social service.

The activities of the Welfare Department are manifold:—

1. *Routine supervision* of working conditions, canteens, cloakrooms, lighting, heating, ventilation, etc. The latter is often a difficult problem and its solution is of great importance to the health of the workers.
2. *Engagement of adults and juvenile workers*, with interviews, examinations and tests.
3. *Records*, following up individual employees, work in connection with transfers, promotions and dismissals.
4. *Education*. Great work has been done by employers in the way of secondary education. For juvenile workers up to 18, attendance at school is compulsory on one or two mornings a week during working hours. There are excellent trade schools where general education is given, as well as technical instruction in various trades which many get before joining a firm as apprentices. Facilities are also given for adult study, daytime and evening classes, etc. There is co-operation with the local education authorities.

The Welfare Department finds opportunities for informal education in many ways, in clubs and committees (there may be games, dramatic, musical social clubs). The library and magazine are usually run entirely by them.

5. *Safety First Committees* of which the Welfare Worker may be secretary. These do a great deal to minimise accidents by investigating their causes and influencing and educating public opinion, and suggesting improvements in working conditions. First aid Boxes are obligatory under the Factory Act of 1901 and reports of their use should be kept.

\* Delivered at 39, Portland Place, London, W.1, April 23rd.

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