

27. No nurse, except a night sister engaged as a permanent officer, should be on night duty for more than three months in any year.

Conditions of Admission and Service.

Probationers.

28. The forms of application sent to candidates and the Hospital Rules supplied to probationers should be revised and modernised where necessary.

29. A clause requiring long notice of withdrawal should be substituted for the threat of fines or other penalties for breach of contract.

30. The matron should have power to suspend, but not to dismiss, a probationer pending investigation by a committee of the Board of Management.

31. A separate bedroom should be provided for each nurse; the number of bath-rooms should be adequate; and the common rooms and dining-room should be airy and well appointed.

32. A varied and well-cooked diet should be provided. In large institutions an expert in domestic sciences should be appointed to undertake the housekeeping and supervise the cooking.

33. The supervision exercised over a probationer in the Nurses' Home should be relaxed; for example, she should not have to retire to bed before 10.30 p.m., or to put out lights half an hour after retirement. The privacy of her bedroom should be respected. Permission to smoke should not be unduly restricted.

34. The Nurses' Home should be run on informal lines as a hostel under a Warden.

35. Off-duty time should be arranged in advance, so that the probationer knows at least a week beforehand between what hours she will be free on a given day.

36. A probationer on day duty should be free to go out between the time she comes off duty and bedtime without special permission.

37. Some measure of telephone facilities should be provided, and where possible reception rooms for guests should be available in the Nurses' Home.

38. Attendance at meals adjacent to off-duty time should not be compulsory.

39. Not less than three weeks' annual holiday should be allowed.

Trained Nurses.

50. Sisters and staff nurses should be given improved conditions of service.

51. Where the provision of fresh accommodation for nurses is under consideration, the possibility of giving some of the nurses the alternative of living out by the offer of non-resident allowances should be explored.

52. Efforts should be made to attract girls with administrative ability into the profession.

53. Posts as staff nurse should be reserved for fully trained nurses.

PROFESSIONAL EDUCATION.

40. *The Preliminary State examination* of the General Nursing Council should be divided into two parts: Part I.—Anatomy, Physiology, and Hygiene; and Part II.—Theory and Practice of Nursing.

41. Part I. should as a rule be taken before, but not more than two years before the nurse enters the wards. If a hospital wishes to admit a girl who has not taken Part I., or has failed in Part I., this should not be forbidden, provided that she is not admitted to lectures in medicine and surgery, or to Part II., before she has passed Part I. A girl who had taken Part I. more than two years before she entered hospital might be required to take it again.

42. The General Nursing Council should recognise as centres where the lectures for Part I. can be given any institutions, including secondary schools, where adequate arrangements have been made to give this tuition, and in which the tuition provided is not inferior to that provided at hospitals approved as Affiliated, Associated, or Reciprocal hospitals. The lectures should be given either by a medical man or woman, or by one who holds a university degree in these subjects, or a certificate from one of certain specified physical training colleges.

43. The General Nursing Council should exempt from any subject in Part I. anyone who holds a university degree which includes that subject, or has passed an advanced examination in it—e.g., an Intermediate examination in science.

44. Questions in the *Final State examinations* for all parts of

the register should be confined to nursing treatment, and should not involve systematic medicine, surgery, gynaecology, or psychiatry.

45. Hospital authorities should assume responsibility for releasing a nurse from duty at least on the day before, as well as on the day of, her final written and oral examinations.

46. Sister tutors should be provided in the proportion of not less than one to every 60 nurses in training.

47. Sister tutors should not be required to undertake any duties other than those connected with education.

Recognition of Previous Training.

48. The General Nursing Council should empower all hospitals approved as complete training schools giving a three years' course to make an allowance for time spent in any other approved training school provided satisfactory evidence of such service is produced.

49. A redistribution between nurses and ward-maids of the domestic work in the wards of hospitals is urgently required. We recommend the provision of sufficient ward-maids to relieve nurses of domestic duties not directly concerned with the patient.

54. Hospitals which are not approved by the General Nursing Council should not seek to enlist probationers for training, but should be staffed by trained nurses and domestic workers.

Tuberculosis Hospitals.

55. In the Supplementary part of the register containing the names of nurses trained in the nursing of persons suffering from infectious diseases, a special section should be included in which should be placed the names of nurses trained in the nursing of patients suffering from tuberculosis.

56. Higher pay, greater amenities, and long holidays should be offered in connection with work in sanatoriums.

Mental Hospitals.

57. The filling of ward sisters' and higher posts by nurses who have had a general as well as a mental hospital training is desirable. Greater facilities for fully trained mental nurses to take a two years' course in general hospitals are urgently required.

58. The provision of teaching, and accommodation for study, should be adequate; and probationers should be encouraged to undergo progressive training. Hospitals which have sought and obtained approval by the General Nursing Council as training schools should provide teaching for the State examinations.

59. Special care should be taken that young, inexperienced probationers do not begin their work in wards where the patients are likely to be abusive, noisy or violent.

60. The stretch of work during which no meals is provided should never be as long as seven hours.

61. Advertisements should show clearly what is the net salary offered at the time of appointment, and nurses in hospital should be furnished on pay-days with a statement showing the gross amount due to them and the deductions which have been made.

THE L.C.C. AND THE LANCET COMMISSION ON NURSING.

Admiral Cuthbert Hunter asked the chairman of the Central Public Health Committee of the London County Council at a recent meeting whether, in view of the report of *The Lancet* Commission, she would consider, in collaboration with the Education Committee, the possibility of training girls for the nursing profession from the age of 16 and so enable girls leaving central schools to start their training without any break in their education.

Dr. Barrie Lambert replied that the final report of *The Lancet* Commission on Nursing would be before the Central Public Health Committee at its next meeting, and the committee would, she anticipated, ask the Medical Officer of Health to report fully on the Commission's report. The question of taking girls at the age of 16 for training as probationer nurses had been for some time and still was being considered by the committee.

The London County Council has many experienced Matrons on the staffs of its hospitals. We hope the Central Public Health Committee of the L.C.C. will obtain their opinion upon this matter, before this disastrous scheme is considered.

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