

and contentment in the nursing profession. To the question circulated by the Scottish Secondary Headmasters' Association: "How do your girls feel about nursing once they have been some time in the profession?"—the answers showed that "With very few exceptions they find lasting satisfaction in the work which they are doing, enjoy its community life, and would not willingly change it for anything except matrimony." It may be added that, without exception, the nurses in training who gave evidence, whatever their sense of grievance on points of detail may have been, expressed great enthusiasm for the nursing profession. Said one, in answer to a direct question, "I love it." The Committee add: "We are glad to find that the vocational aspect of nursing as a calling has not yet lost its grip of the young women of to-day."

Summary of Recommendations.

(1) The recommendation of the previous Committee that the subject of preliminary education should be explored by the Department of Health for Scotland, the Scottish Education Department, the General Nursing Council, and representatives of hospital authorities is endorsed by us from the point of view of recruitment. In addition it is recommended that local education authorities should be represented in any negotiations that may take place (para. 15).

(2) The General Nursing Council should review their present policy, with a view to recognising suitable non-training hospitals as "educational institutions" for the purpose of training for the first part of the Preliminary Examination (para. 17).

(3) Hospitals should approach education authorities and endeavour to arrange that nurses should visit schools and talk to the schoolgirls, and that parties of senior schoolgirls should be taken round hospitals (para. 18).

(4) Parents should be invited to accompany parties of schoolgirls on their visits to hospitals (para. 20).

(5) Hospital authorities should approach Local Juvenile Employment Committees and the Careers Council for help in recruiting candidates for the profession (para. 22).

(6) Various methods of propaganda should be adopted (paras. 23 and 24).

(7) The experiment of employing ward orderlies should be tried (para. 25).

(8) The setting-up of a grade of assistant nurses should not be adopted (para. 26).

(9) The supply of female nurses should not yet be supplemented by the employment of male nurses (para. 27).

(10) Hospitals should aim at the establishment of a 96 hours' fortnight within the near future (para. 32).

(11) The span of duty for day nurses should not exceed 13 hours, and the span of duty for night nurses should not exceed 11 hours. Consecutive hours on duty, and off-duty periods should be adjusted reasonably and fairly (para. 33).

(12) Hospitals which have not yet done so should increase the probationer's commencing salary to a figure in the neighbourhood of £30 per annum (para. 38).

(13) Uniforms should be provided at the expense of the hospitals (para. 38).

(14) Staff nurses should have a scale of salary of £75 to £90 per annum. Suitable financial recognition should be given to nurses holding additional qualifications, where the possession of these is required by the hospital (para. 39).

(15) Sisters should have a scale of salary of £100 to £130 per annum. Suitable financial recognition should be given to nurses holding additional qualifications, where the possession of these is required by the hospital, and a higher maximum should be paid for exceptionally responsible work or long service (para. 40).

(16) A time-table of off-duty times should be set up, and, subject to exigencies, adhered to (para. 42).

(17) A more progressive attitude, in keeping with the trend of modern life, should be adopted in regard to the granting and use of off-duty time (para. 44).

(18) A staff holiday programme should be framed as far in advance as possible, and should not be departed from save in exceptional circumstances (para. 45).

(19) Nurses in training should have not less than three weeks' annual holiday, and trained nurses not less than four weeks (para. 46).

(20) Nurses while on holiday should receive subsistence allowance (para. 47).

(21) Lectures should be arranged to fall as much as possible within the nurses' on-duty time (para. 48).

(22) The system of withdrawing nurses from ward work for a week or two before examinations is recommended as an ideal towards which hospitals should work (para. 49).

(23) Each nurse should have a separate bedroom (para. 50).

(24) Senior nurses should be given the option of living out, and an adequate allowance for board and lodging should be paid (paras. 51 and 52).

(25) Nurses in training should live in, but, in addition to each nurse having a separate bedroom, study rooms and guest-rooms should be provided. Generally the nurses' home should be as "homelike" as possible, and should be run as a hostel under a warden (para. 53).

(26) Meals and the service of meals should be improved, and adequate time allowed for their consumption (paras. 54-57).

(27) Discipline in the Nurses' Home should be relaxed (paras. 58-60).

(28) Great care should be exercised in the selection of nurses for posts as sisters (para. 58).

(29) After the first year, nurses in training should be called upon to do such domestic work as can properly be entrusted only to nurses, and all other domestic work should be done by ward orderlies or wardmaids (para. 61).

(30) *There should be universal and interchangeable pensions for nurses* (paras. 62-64).

(31) For purposes of superannuation the figure set against board and lodging of hospital nurses should be reassessed so that it shall bear a truer relation to the actual value of the emoluments (para. 65).

(32) Health visitors should be paid at the rate of £200 to £250 per annum, supervisors going beyond the latter figure to a maximum of £350 per annum (paras. 66-68).

(33) Queen's and district nurses should be paid at the rate of £200 to £250 per annum (paras. 69-70).

(34) Propaganda to encourage recruiting in mental hospitals, and to dispel from the public mind the feeling of dislike which attaches to the care of the insane should be initiated (paras. 71-75).

(35) Some of the larger hospitals should try the experiment of establishing hostels for nurses engaged in private work (para. 77).

(36) We emphatically endorse the recommendations of the previous Committee for State grants towards the training of nurses, as, in the absence of such grants, it will not be possible to give effect to many of the most important recommendations now made (para. 78).

We have given in brief the Committee's summary of recommendations, but we strongly recommend our readers to procure the Report and study the evidence which led the Committee to make these recommendations. We note with special pleasure the Committee's emphatic recommendation that "the setting up of a grade of assistant nurses should not be adopted."

The Report (Cmd. 5866), price 9d. net, is procurable from H.M. Stationery Office, York House, Kingsway, London, W.C.2, 120, George Street, Edinburgh, etc., or through any bookseller.

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