

## RECRUITMENT OF NURSES AND VOCATIONAL GUIDANCE

Nursing is a vocation only to the fortunate few who possess that pearl of great price, an inward urge. Alas, the profession needs many more than these. To ensure adequate nursing for our patients, while avoiding gross overworking of our vocational queen bees, we need plenty of drones. It is inevitable then that recruitment should set out the merits of our profession in a manner to catch the eye of the many worthy women who "don't mind" what they adopt as a career. Nursing gives their life aim and purpose and by so doing moulds and refines their character to their own and their patients' benefit.

The adolescent leaving school has so many attractive prospects dangled before her eyes that it must be becoming increasingly difficult for her to make up her mind what career to follow. With the additional magnetism of worthy cause and worth-while career, it is surprising that nursing in England is not attracting more recruits. Propaganda, new to the nursing world, is presumably still feeling its feet, while adverse criticism of the training and conditions has been anything but helpful.

Our Canadian colleagues are leaving no propaganda weapon unused in their drive for recruitment. Just received from the Canadian Nurses' Association are their vocational guidance pamphlets. These five pamphlets, handy in size, and attractively covered in pastel shades, remind one of the gay travel booklets one used to collect with avidity each Spring; and, like them, quicken the pulse and compel inspection. The covers carry a photograph of a pretty nurse holding her graduation certificate and looking with hope and courage into the future.

Written expressly for the student nurse is the pamphlet "What Nursing holds for you." It tells her briefly how to become a registered nurse and what the prospects of employment are after graduation. The pamphlet is illustrated with many photographs of student and post-graduate life. More details are given in the booklet "What you want to know about Nursing." This informs the prospective student what subjects to study at school, what to do if she is not old enough to start her training, and how and where to apply. It also gives, in a certain amount of detail, the conditions of service and entrance age for schools of nursing, both hospital and university, in different parts of Canada. There are explanatory paragraphs on the different fields of nursing for the post-graduate, giving hours of work and salaries. A very interesting article describes "The life of a Student Nurse." The writer has not cheapened the subject matter by decorating it with morbid sentimentality as so many writers do. The language is simple and forthright and there is no attempt to minimise the work; "A School of Nursing," it says, "is no place for slackers." The booklet finishes by enumerating the qualities required in a good nurse. The Canadian schoolgirl is fortunate in having access to so much useful data and helpful advice.

There are three booklets for the graduate nurse: "General Staff Nursing . . . An Opportunity for Service," answers the question of "what shall I do

now?" It puts quite clearly the case for general hospital work, explaining what the work entails, what the nurse does for her patients, the physician, the hospital, the profession, and herself. At the end of the booklet is a most interesting questionnaire, designed to help the nurse discover whether she has those qualities required for hospital work. The booklet is illustrated with photographs showing different aspects of hospital life. Similar booklets are written for mental nursing and tuberculosis nursing. Each is lavishly illustrated, interesting and factual.

Our enterprising colleagues have also printed "The Canadian Nurses' Association is Your Association," which is being distributed to all senior students in the schools of nursing. It explains the aims of the Association, what it is and what it has done. Outstanding among the latter is their contribution of over 40,000 dollars to the British Nurses Relief Fund for our bombed-out nurses. The Association's war-time policy was a far-seeing one; with the grant they had from the Federal Government they provided for a programme of student recruitment, post-graduate courses for trained nurses who had left the profession, and bursaries for courses in teaching, supervision and administration.

The Canadian Nurses' Association is to be congratulated, both on its achievements and on the excellence of its propaganda. Would it were possible to wave these booklets in the face of the English authorities, who put into circulation the picture of the nurse leaning on a wall with her, presumably sterile, gloved hand, and say, "Go and do thou likewise." D. de M. W.

## NURSING APPOINTMENTS

### LADY SUPERINTENDENT OF NURSES.

**Salford Royal Hospital.**—Miss M. R. Donning, S.R.N., D.N. (London University), has been appointed Lady Superintendent of Nurses. She was trained at St. Mary's Hospital, Paddington, London, and has been Sister Tutor at the Elizabeth Garrett Anderson Hospital, London; Deputy Matron at Wembley Hospital, Middlesex; and Matron at the Bury Infirmary, Lancs.

### MATRON.

**Norfolk and Norwich Hospital, Norwich.**—Miss Jean Watson, R.G.N., R.F.N., S.C.M., has been appointed Matron. She was trained at the Glasgow Royal Infirmary; in Fever Nursing at the Belvidere Hospital, Glasgow; and at the Glasgow Royal Maternity and Women's Hospital. Miss Watson has been Ward Sister at the Monsall Isolation Hospital, Manchester; Assistant Sister Tutor at the Glasgow Royal Infirmary, Sister Tutor to Preliminary Training School, and Sister Tutor in Charge, Aberdeen Royal Infirmary; Night Superintendent at the Nottingham General Hospital; and Assistant Matron at the West London Hospital, Hammersmith.

**Bradley Wood Sanatorium, Huddersfield.**—Miss Clyde W. Hislop, R.G.N., has been appointed Matron. She was trained at the Glasgow Royal Infirmary, and has been Ward Sister, and Superintendent of Nurses at St. Andrew's Home, Millport, Isle of Cumbrae; Ward Sister at the Hospital for Children, Brentwood, Essex; Ward Sister and then Member of the Administrative Staff at Gartloch Emergency Hospital, Glasgow; Ward Sister, Home Sister and Acting Matron at Bradley Wood Sanatorium. Miss Hislop has also been engaged in Private Nursing in Stirling.

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