



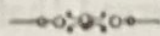
SUGGESTIONS
FOR
IMPROVING THE MANAGEMENT
OF THE
Nursing Department in Large Hospitals.

BY
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Secretary to the "Nightingale Fund."

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—
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SUGGESTIONS, &c.



The end to be gained in any attempt to reform the prevailing system of Hospital Nursing, is to substitute trained for untrained Nurses. That in most of our large Hospitals are to be found a considerable number of skilled Nurses, may be admitted, but, nevertheless, the system, such as it is, has not been successful, and it has not been successful, because Nursing has not been considered as an Art to be taught, and therefore no provision has been made for teaching it. The principle then of training being essential for Nurses, will be assumed by the writer. This part of the subject has been authoritatively dealt with by Miss Nightingale, and will not be further discussed here. In the following remarks, it is proposed to treat of the machinery of the Nursing Department, and to point out certain defects in the internal arrangements of most large Hospitals, the existence of which appears incompatible with the desired end. Unless the internal system of the Hospital is based upon right principles, so as to maintain efficiency, and to ensure proper discipline and a high tone in the whole female Staff, the benefit to be derived from the introduction of trained Nurses alone will soon dwindle away.

It is not proposed to discuss what system, whether religious or secular, whether volunteer or paid, may be the best,¹ but to deal with matters which apply to all, assuming as a basis that

¹ For remarks on different systems of Nursing, see the Appendix to Miss Nightingale's "Notes on Hospitals." Longmans. 1863.

Lastly, a Register is kept by the Matron of St. Thomas's, which corresponds with the Ward Sisters' Book, and has space for monthly entries during the entire year of training.

At the end of the year all the documents are carefully examined by the Committee of the Nightingale Fund, and the character the Probationer receives is made to correspond as nearly as may be with the results of her training.

If approved, her name is entered in the Register as a Certified Nurse, and she is recommended for employment accordingly.

The Certified Nurses are not permitted to make engagements, except through the Committee, nor to leave any situation without notice to the Committee. Beyond this, the Committee do not exercise any control over the Nurse while in service.

Any further information on this subject will be afforded by the Secretary, 91, Gloucester Terrace, Hyde Park, W.

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