

These results show—

- (a) That the number of entrants to training-schools was 330 less in 1947 than 1945, the greater proportion of the loss being in the twenty-year old and over group.
- (b) The greatest loss of pupil-nurses took place in the group of trainees who had completed between six and eighteen months' training. It is most important this year to ensure that this loss is reduced, if possible, otherwise the position with regard to registered nurses two years hence will be serious.
- (c) The average wastage in 11 out of 36 hospitals over the three-year period was 16 per cent. or less. This being so, it should be possible for the other training-schools to reduce wastage to a similar level.

Recruitment

To aid the recruitment of pupil-nurses, three major steps have been taken with, it is considered, positive results :—

(1) A Recruitment Committee was set up consisting of representatives of the Hospital Boards and of the Department of Health. The Government made a grant, and the Hospital Boards gave a subsidy proportionate to their population. The sum of £3,000 available was spent in advertising, in magazine articles, and in broadcasting. The Government provided booklets and posters and was responsible for the development of local films and for the purchase of overseas films.

The newspaper-advertising campaign called for or encouraged inquiries to be made to Nursing Headquarters, a slip for this purpose being included in the text of the advertisement. Requests were received.

It is realized that many of the inquiries were made by girls who were as yet too young to be accepted for training. Training-school matrons were advised of the names and addresses of the inquirers from their hospital districts in order that they could arrange for the necessary "follow up."

At the recent annual conference of matrons it was agreed that the maximum results were obtained from publicity through girls' schools, and that local effort, in addition to the general publicity campaign, was essential.

(2) *Pre-nursing Course for Secondary-school Girls.*—The Nurses and Midwives Board and the Department have over the years been keenly appreciative of the necessity of encouraging the right type of girl to remain at school until eighteen years of age with the object of entering the nursing profession at the conclusion of her studies. To this end the co-operation of the Education Department and of the Hospital Boards has been sought and obtained, and through the combined efforts of all interested a pre-nursing course embracing the Endorsed School Certificate as to nursing has been designed.

The scheme as originally suggested, which required the following subjects for School Certificate—i.e., English, General Science with Nutrition optional, Physiology and Hygiene, or Human Biology and Homecraft—has been amended. It is now provided that girls may qualify for the School Certificate in any subject, but they are recommended to take General Science with Nutrition optional, Chemistry, and Human Biology. It was felt that insistence upon the taking of the original subjects might restrict the right type of girl from carrying on to the Endorsed School Certificate stage.

The Endorsed School Certificate, for which they will qualify during the last year of their secondary education, will include English and one other advanced subject already taken, in addition to nursing subjects as outlined by the Nurses and Midwives Board.