

FNF DRAWER

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A STUDY OF THE  
FLORENCE NIGHTINGALE  
INTERNATIONAL  
FOUNDATION

by

H. R. HAMLEY, Ph.D., M.A., M.Sc.,  
*Professor of Education, University of London*

and

MURIEL UPRICHARD, Ph.D., M.A.

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# PREFACE

In September 1946 the Grand Council of the Florence Nightingale International Foundation resolved:—

“that the Grand Council, having considered the recommendation presented to it by the Board of Directors of the International Council of Nurses, agrees that the Florence Nightingale International Foundation make a Study of its organisation, functions, procedure and programme. Inasmuch as the International Council of Nurses expects to conduct a similar Study of its own organisation, the Grand Council agrees that those responsible for these two studies confer jointly before final action is taken by either body.”

The Grand Council therefore appointed a Special Committee charged with the responsibility for initiating a Study, finding funds to finance it and selecting a Director for it. The members of this Committee were as follows:—

Miss D. C. Bridges, Great Britain—Chairman.

Representing the International Council of Nurses:—

Miss Venny Snellman—Finland.

Miss van Hogendorp—Netherlands.

Representing the League of Red Cross Societies:—

Miss Yvonne Hentsch—Switzerland.

Miss Anna Wolf—U.S.A.

Representing National Florence Nightingale Memorial Committees:—

Miss Marit Berg-Domaas—Norway.

Miss Ethel Johns—Canada.

By September 1947 the necessary funds had been raised and Professor Herbert Russell Hamley, Ph.D., M.A., M.Sc., appointed to direct the Study.

Professor Hamley is an Australian by birth and education, with experience in educational work in India and the Middle East, whose present position is that of Director of post-graduate students at the Institute of Education, University of London. He has been assisted by Miss Muriel Uprichard, Ph.D., M.A., a Canadian by birth and education, who has recently completed a research into the curriculum for the Secondary Modern School in England.

Dr. Uprichard took charge of all the necessary research and field work. She has studied the history and background of the Florence Nightingale International Foundation.

In the course of the investigation she has interviewed as many persons as possible amongst those, in many countries, who are or who have been, interested or active in the Florence Nightingale International Foundation. She has visited in the Netherlands, Switzerland, Sweden, Canada and the United States. In Sweden she also met with representatives of the other Northern countries, viz: Finland, Norway and Denmark. She also corresponded with the National Florence Nightingale Memorial Committee of each country which she could not visit.

In constant consultation with Professor Hamley, in meetings with the Committee on Study of the Florence Nightingale International Foundation and in Joint Meetings with the Committees on Study of the International Council of Nurses and the Florence Nightingale International Foundation, the proposed plan for the future of the Memorial to Florence Nightingale, as set forth in this Study has been developed.

D. C. BRIDGES

Chairman, Committee on Study

April, 1948

## I

### Terms of Reference:

THE Grand Council of the Florence Nightingale International Foundation at its Fifth Ordinary General Meeting in London, September 11, 12 and 13, 1946, resolved:

"that the Grand Council, having considered the recommendation presented to it by the Board of Directors of the International Council of Nurses, agrees that the Florence Nightingale International Foundation make a Study of its organisation, functions, procedure and programme. Inasmuch as the International Council of Nurses expects to conduct a similar Study of its own organisation, the Grand Council agrees that those responsible for these two studies confer jointly before final action is taken by either body."\*

#### INTERPRETATION OF THE TERMS OF REFERENCE

The terms of reference as stated above are interpreted as charging the Committee on Study of the Florence Nightingale International

Foundation with making an objective inquiry into:

1. The past and present programmes of the Florence Nightingale International Foundation;
  2. The methods of government and administration of that organisation;
  3. The relationships of the Florence Nightingale International Foundation to its parent bodies, the International Council of Nurses and the League of Red Cross Societies, to its National Florence Nightingale Memorial Committees, to other international bodies in the same field of endeavour, *e.g.* Rockefeller Foundation, Kellogg Foundation, Institute for Inter-American Affairs, etc., and to the World Health Organisation as a part of UNO;
- with a view to determining whether or not the Florence Nightingale International Foundation has been and is an adequate and worthy memorial to Florence Nightingale.

## II

### History of the Study:

IT is well to note that the Study was necessitated by a widespread demand for changes in the administrative and educational policies of the Florence Nightingale International Foundation. These were summarized and reiterated in a series of resolutions to the Fifth Ordinary General Meeting of the Grand Council on September 11, 12 and 13, 1946. These are as follows:

#### FROM THE BOARD OF DIRECTORS OF THE INTERNATIONAL COUNCIL OF NURSES:

"The Board of Directors having agreed that the International Council of Nurses should make a Study of its own re-organisation, having set up a small Committee to carry this through, make the following recommendation to the Florence Nightingale International Foundation:

That the Florence Nightingale International Foundation likewise make a Study of its own organisation with representatives on the Committee of both parent bodies, the League of Red Cross Societies and the International Council of Nurses. When these two Studies have been made, the two Study groups should come together in order to determine what recommendations they would like to make for future relationships."

#### FROM THE BOARD OF DIRECTORS OF THE LEAGUE OF RED CROSS SOCIETIES:

"Whereas the Florence Nightingale International Foundation bears the name of Florence Nightingale who was not only an accomplished nurse, but also a pioneer and an organiser whose influence is still felt in health and social services throughout the world; Recognising that the contributions made by the League of Red Cross Societies and by the International

\* Minutes, p. 25

Council of Nurses to the Foundation are of paramount importance;

Recognising that the international courses organised by the Foundation with the co-operation of Bedford College and the Royal College of Nursing have hitherto rendered great service;

The Board of Governors expresses the wish,

That the League of Red Cross Societies should maintain its interest in the Foundation namely:

By enabling scholarship students from the League of Red Cross Societies to follow post-graduate studies under the auspices of the Foundation;

By encouraging the development of National Florence Nightingale Memorial Committees and the granting of Scholarships by National Red Cross Societies through these Committees;

By ensuring that the League is adequately represented on the directing bodies of the Foundation;

That the Foundation should retain complete autonomy in regard to all international bodies;

That nurses should have a leading part in its management and administration;

That its whole policy should continue to develop a spirit of universality and international understanding and be broadened to take into account the increased opportunities for study which exist in the various countries."

**FROM THE FLORENCE NIGHTINGALE MEMORIAL COMMITTEE OF CANADA :\***

"That the Florence Nightingale International Foundation be requested to consider the possibility of dissolving the present Foundation, thereby leaving the way clear for the International Council of Nurses to organise the fullest possible program of international nursing education.

In making the above recommendation, the Committee had in mind that the International Council of Nurses would use existing facilities in all parts of the world in its educational programme and would not initiate a course or courses of its own. The Committee in making the above resolution had not in mind abandoning a memorial to Florence Nightingale, but rather that the memorial should take the form of scholarships and fellowships which would be administered by the International Council of Nurses."

**FROM THE FLORENCE NIGHTINGALE MEMORIAL COMMITTEE OF DENMARK :**

"The Committee would like to express their wishes to the Grand Council of the Florence Nightingale International Foundation that:

1. The League of Red Cross Societies should continue to be connected with the administration and management of the Foundation, but it is recommended that professional nurses should have stronger representation than is the case now;

2. To keep the international professional contact, which is so imperative to the students, we suggest that the courses should still be held in London and the students should continue to live in residence. As the nursing standard has improved in various countries, lecturers from abroad should be taken into consideration more than hitherto."

**FROM THE FLORENCE NIGHTINGALE MEMORIAL COMMITTEE OF THE NETHERLANDS :**

"Having considered the various resolutions brought forward by the National Committees of Canada, New

Zealand, and South Africa, the Florence Nightingale Memorial Committee of the Netherlands proposes to suggest:

That no definite decision regarding the future policy of the Foundation Courses should be taken at this meeting.

Conditions are still very difficult. Hardly any country has the means to pay its dues to the Endowment Fund. In this way it seems impossible to develop the Florence Nightingale International Foundation in the way it was originally intended. At the same time we want to stress the value of international contact and interchange of experience and views offered by a definitely organised course in London, which certainly outweigh more individual arrangements."

**The Florence Nightingale Memorial Committee of the Netherlands also protested against the Canadian resolution in these words :**

"The Florence Nightingale Memorial Committee of the Netherlands is very much perturbed by the resolution and considers that a memorial to Florence Nightingale should not be the prerogative of the International Council of Nurses. The activities of Miss Nightingale had a much wider range than nurses only.

The Florence Nightingale Memorial Committee of the Netherlands therefore does not consider it right just to limit a memorial to Florence Nightingale to a strictly professional body of nurses only.

The League of Red Cross Societies had done so much appreciated work in the line of nursing education that it would be a poor tribute to this organisation and to others who have been invited to serve on National Committees to exclude them from the work."

**FROM THE FLORENCE NIGHTINGALE MEMORIAL COMMITTEE OF NEW ZEALAND :**

"That the National Florence Nightingale Committee of New Zealand recommends that the Florence Nightingale International Foundation should consist of a Central Office, a Bureau of Information and a Library, centred in London, that the work of the Foundation should consist of granting scholarships, and it should become the advisory centre through which travelling scholarships might be granted throughout the world; that each nurse selected should be chosen from the point of view of benefit to her own country; the course taken being agreed upon between the National Memorial Committee and the Central Advisory Office—the student being selected by the National Committee and the course arranged by the Foundation."

**FROM THE FLORENCE NIGHTINGALE MEMORIAL COMMITTEE OF SOUTH AFRICA :**

"That in future the International Foundation, in so far as facilities for advanced training and instruction are concerned should serve as the central agency for arranging with various countries for visits by nationally selected nurses with the requisite previous training and experience, who would profit by a period of observation and study of the practices in such countries.

The National Committee would not call upon the Foundation to meet the cost of such visits, but would be responsible for its allotted share of the cost of the necessary liaison with the countries sending and receiving students, and for all administrative expenses connected therewith.

\* Resolutions from National Florence Nightingale Memorial Committees are arranged in alphabetical order.

South Africa would, of course, raise no objection to the continuation of such courses as were provided before the War in conjunction with the London University, but as similar courses are now available in South Africa, South Africa could not undertake to send students to such courses, or to support them financially."

An examination of these resolutions reveals the wide diversity of opinions held at that time regarding the future educational and admini-

strative policy of the Florence Nightingale International Foundation. This represents moreover only that small sample of opinion put forward at the Grand Council Meeting of September 1946. The actual diversity of opinion could all participating countries have been consulted probably would have been much wider. The need for an objective study was thus clearly indicated.

### III

## Historical Background of the Florence Nightingale International Foundation

Although the history of the Florence Nightingale International Foundation has been recounted many times, it seems essential to restate it here as the current problems cannot be understood except in their historical setting.

#### (a) THE CONTRIBUTION OF FLORENCE NIGHTINGALE TO THE WORLD:

There is no need to give a detailed account of the life of Florence Nightingale. It will be well known to all readers of this report. It is deemed advisable, however, to reiterate the outstanding contribution of Florence Nightingale to modern society.

She was, first of all, a nurse; a nurse who has become for all time the model of the ideal nurse because, though the leader of a great military expedition, she found no task too humble or menial, no task too strenuous or difficult, no task too lofty or remote. She dealt with everything from lice and laundry to the British War Office with the same calm efficiency that put the welfare of the sick before all other considerations.

She was not alone a 'sick' nurse but the organiser of hospitals, of professional training for nurses and of 'district' nursing. She was a forerunner of the doctrine of prevention rather than cure and saw education as the best means of prevention. She envisaged the district nurse as the teacher of health.

Even this was not enough. She attacked the problems of the lack of services in the Crimea, of public health in India, of puerperal fever in lying-in-hospitals, etc. by collecting facts and in the light of statistical evidence drawing conclusions. She was far in advance of her time in using graphs and charts to illustrate her findings.

Besides all these active causes she was a thinker and philosopher seeking understanding of the complex Universe and the ways of God.

In the light of her world-wide influence upon nursing and of her contributions to public health, and indirectly through these to the emancipation of women, her assistance to India, the Army, the workhouse, and much more of which space and time do not permit mention, we are to consider what is an adequate and worthy memorial for her.

#### (b) INTERNATIONAL COUNCIL OF NURSES' CONCEPT OF A MEMORIAL:

A memorial to Florence Nightingale may be said to be the brain child of Miss Adelaide Nutting and Mrs. Bedford Fenwick and therefore of the International Council of Nurses. The original conception is set forth in a series of notes and letters by Miss Nutting. These are given in full in Appendix I.

An analysis of these notes will show that Miss Nutting conceived the Memorial as:

1. Making a vital contribution to the needs of the living;
2. Broad in scope to deal with present needs, and flexible in character to allow for future development;
3. An endowed Foundation with "the full opportunity and necessary freedom to carry on such study and research and to maintain such other beneficial activities as may seem indispensable in the development of nursing and in those associated spheres of labour, such as are presented in all hospitals, and the many forms of public health and social work, and with which nursing is so inseparably bound up."\*

\* See Appendix 1, pp. 1, 2.



4. Slow in growth and requiring many years for full development. Its completion must be in the hands of the nurses of the future;
5. Requiring a suitable centre;
6. Collecting Florence Nightingale's letters, manuscripts, books, reports, pamphlets, portraits, as a source of reference and inspiration;
7. Supplementing Florence Nightingale's writings by writings of others of her period and thus creating the nucleus of a great nursing library;
8. Publishing monographs, pamphlets, and reprints of Florence Nightingale's writings and also about her, her work and her philosophy and including a bibliography of her writings;
9. Having as its most vital aspect the study of nursing—"frequent and critical examination and investigation of its inherent problems—educational, economic, professional and personal."† This would be done through the provision of scholarships and grants "made available for students of high professional attainments and promise to carry on study and research—carried out in accordance with carefully thought out plans under expert direction, and in places where liberal facilities for appropriate work could be afforded. This would probably require eventually a certain amount of generous co-operation with the Foundation, of other institutions, which might be departments of universities in which nursing subjects are now taught; selected schools of nursing and the hospitals with which they are connected; public health organisations in which visiting nurses are engaged in city and rural districts."‡

This conception of a memorial was accepted by the International Council of Nurses and a committee set up to explore ways and means. Unfortunately, World War I intervened before any action could be taken.

(c) LEAGUE OF RED CROSS SOCIETY COURSES :

World War I brought the nurse to the forefront of the public mind. Her possible contribution to the maintenance and recreation of public health was more clearly seen than ever before. The necessity for an immediate trained group of nurses to assist the devastated countries of Europe led the League to offer a series of about twenty annual scholarships for nurses from all countries to be held

in London for one year at Public Health Courses offered jointly by the College of Nursing and Bedford College (University of London), (first year King's College). These courses came to be known as 'International Courses.' In 1924 the League leased a house at 15 Manchester Square, W.1 where the students lived together during their year in London. In 1926 a second course was offered parallel with the Public Health Course for nurses intending to take up posts as administrators or teachers in schools of nursing.

The students who completed these courses formed themselves into an association known as the Old Internationals' Association and are known as "Old Internationals."

*Estimate of the League's Courses 1920-1933.*

By 1930 the League was having difficulty in financing the International Courses out of its budget. From the point of view of the League the courses had served their purpose in creating a body of nurses prepared to give leadership in the nursing world and especially in war-torn Europe. The League could no longer justify the expenditure of vast sums for this purpose.

In all 216 students from 41 countries attended these courses between 1920 and 1933.§ These students were an extremely heterogeneous group. They came from many cultural backgrounds. They spoke and understood English with varying degrees of accuracy. Their general educations differed greatly in length, character and quality. Nor did any two have the same training or experience as nurses, for the length and character of nurses' education differed greatly from country to country. Also, the total group in any one year was different from the total group in any other year.

This heterogeneous nature of the group adds to the difficulty of making a valid assessment of the work done in the International Courses. It would, in any case, be impossible to make an objective assessment at this late date. The writer has attempted to base her judgment on the opinions of a few Old Internationals, a few members of faculty, and a few outside observers.\* Opinions vary widely. A sampling of them is presented here:

Some observers and some Old Internationals feel that the courses served their purpose

† See Appendix I, p. 6.

‡ See Appendix I, pp. 6, 7.

§ *International Course: The Florence Nightingale International Foundation.* Prospectus 1939-40, pp. 18-23.

\* See Appendix VI.

admirably by creating a body of nurses trained in public health nursing, hospital and nursing school administration and social work. From among those trained in London many became pioneering leaders in their own countries.† These observers are agreed that the work was most valuable to students from countries where there was at that time no similar training available.

Some other observers and some other Old Internationals feel that the courses were not sufficiently high in academic qualities to merit the expense of maintaining them and 15 Manchester Square. Such observers and Old Internationals are chiefly from the countries in which at that time or very shortly afterwards similar courses were available. Such persons point out the obvious truth, that no limited set of specific courses could serve all the needs of so diverse a group.

Some observers and some Old Internationals and many members of faculty feel that one remarkable feature of the year's work in London was the growth of a spirit of fellowship and friendship among the members of the group, but also transcending the group and embracing all Old Internationals. Such persons point to the intangible values of gaining tolerance through understanding of and friendship with persons of other lands and cultures, the opportunities for full and free discussions of lectures, nursing and other problems, etc., etc.

Some students and many outside observers deny that this last-named value was more marked or more developed than in any group of students abroad, most of them for the first time. They attribute the personality growth to being abroad, not to the courses or to the house. In fact this group of critics deploras the courses as trivial, primary in content, too English in outlook, too narrow in approach, too limited in scope, and the fellowship as merely a cover for the inadequacies of the work done.

When the whole venture from 1920 to 1933 is considered in the light of the objectives of the League it must be judged a success despite the many criticisms of the academic standard of the courses. The existence of the

courses and the offering of the scholarships acted in many cases as a stimulus and inspiration to send students to London and to attempt to raise standards at home. The aim was to build up a body of nurses sufficiently informed and inspired to tackle the great problem of public health in Europe. To this cause the League's work made a great contribution.

(d) REVIVAL OF THE IDEA OF A MEMORIAL TO FLORENCE NIGHTINGALE:

At about this time the idea of a memorial to Florence Nightingale was reborn in the minds of the International Council of Nurses' leaders. The International Courses were seen by some as a possible nucleus for such a memorial.

That Miss Nutting did not think of drawing the courses into the memorial is clear from her letter‡ to Miss Gage.§ She appeared to feel that the courses offered met the needs of nurses or were capable of being expanded to meet them. She then envisaged the memorial as a Foundation—gathering Florence Nightingale's writings as a nucleus for a great nursing library, housed in a place hallowed by her memory, and devoting its chief energies to educational work, “instigating and assisting important lines of research in the fields of Miss Nightingale's greatest interest, the publication of studies and reports and monographs—there are many such yet to be written about various phases of Miss Nightingale's own work: to the creation of certain fellowships for students of unusual promise, and to such other activities as the years may show the necessity for undertaking.”||

In this same letter, it should be noted Miss Nutting states clearly that “the Foundation should be created through the activities of the International Council of Nurses, with the active co-operation and support of individuals and societies of suitable character. It should be established in the form of a permanent Trust, endowed, and under the direction of a body of Trustees composed of men and women of very great eminence, representing different countries and including, if possible, some member of Miss Nightingale's own family. That these Trustees should hold a proper conception of the province and functions of the

† According to one observer 35 of those taking the courses became outstanding leaders in their own countries. Whether or not this was due to the International Courses is an open question.

‡ See *Appendix I*, pp. 8-10.

§ Miss Nina Gage, President, International Council of Nurses 1925 to 1929.

|| See *Appendix I*, p. 9.

Foundation and be of a kind who would forward them with energy and enthusiasm, goes without saying.”\*

Between 1929 and 1934 the question of an autonomous Foundation sponsored jointly by the International Council of Nurses and the League of Red Cross Societies taking over the International Courses and 15 Manchester Square was debated sharply in many parts of the world.

It is well, at this point, to face squarely the fact that a union between the International Council of Nurses and the League of Red Cross Societies was not without difficulties. This is not the place to detail those difficulties. Some of the difficulties were caused by the dissimilarity of the parent bodies—one a professional association, the other an humanitarian society—as to organisation, aims and functions. The International Courses and the life at International House were not without their severe critics as well as their warm admirers. From the beginning many individual nurses, in many countries, felt that the courses were not of a sufficiently high academic standard to justify their being taken over as a part of a memorial to Florence Nightingale. The general opinion, however, was that they could be reshaped, broadened and improved after they had been taken over. On June 25, 1934, the Canadians expressed in a resolution the doubts and fears which were being discussed in many countries. This resolution was presented (June 25, 1934) between the time when the League ceased to assume

full responsibility for the courses and before the Foundation was officially launched:

“Whereas we find that in the provisional draft the Courses are entirely referred to as ‘Courses of post-graduate nursing education’ we feel that from the outset the scope of the organisation should be broader and should ultimately lead to the establishment of a Faculty of Nursing in the University of London, the functions of which should be nursing education research as well as nursing education in its broadest sense.

The Canadian Nurses’ Association considers it is essential that the Courses offered be much wider in scope than the present courses available in the countries from which the students come, otherwise there will be little incentive for the prospective students to assume the additional financial outlay, and naturally all countries will look to this international course as something greatly in advance of existing facilities.

It is further recommended that at as early a date as possible the director of the courses should be a nurse with the necessary academic qualifications, because the continuance of the direction of the courses as at present organised will be detrimental to the success of the Foundation.

It is also suggested that the Foundation arrange for a definite study of the type of courses required by the different countries participating. This seems most essential as the success of the Foundation will depend upon the support of the various national associations.

It is also recommended that elective opportunities be available for nurses from English speaking countries (or with good command of English).”†

It is essential to note, then, that the Florence Nightingale International Foundation began without that complete unity of spirit which was necessary for the success of a great co-operative venture.

## IV

# Establishment of the Florence Nightingale International Foundation

On the fifth day of July, 1934, the Florence Nightingale International Foundation came into being. The Trustees are the Westminster Bank Trustee Department (London). All capital monies are invested by them in the name of the Foundation.

The objectives of the Florence Nightingale International Foundation are stated in the Trust Deed as:

1. “To establish and maintain a permanent

International Memorial to Florence Nightingale in the form of an endowed trust for post-graduate nursing education either in continuation of the post-graduate courses for Nurses hitherto organised by the League of Red Cross Societies and conducted in conjunction with the College of Nursing by Bedford College for Women (University of London) or otherwise.

2. The maintenance and development of facilities for post-graduate education for selected nurses from all countries.” ‡

\* See Appendix I, p. 10

† Signed by Grace M. Fairley, Convener, Florence Nightingale Memorial Committee of Canada, and submitted June 25, 1934 to the Inaugural Meeting of the Florence Nightingale International Foundation.

‡ Constitution and By-Laws, The Second Schedule pp. 2, 3.

#### STRUCTURE AND GOVERNMENT.

The Governing Body of the Florence Nightingale International Foundation is the Grand Council. It is composed of five representatives of the International Council of Nurses, five representatives of the League of Red Cross Societies, two representatives of each of the National Florence Nightingale Memorial Committees of each country contributing to the Foundation.

The Grand Council meets every two years (1935 first meeting).

The executive powers of the Grand Council are delegated to a Committee of Management for the purpose of carrying on the work of the Foundation between the meetings of the Grand Council. The Committee of Management is appointed by the Grand Council and consists of:

Three representatives of the International Council of Nurses.

Three representatives of the League of Red Cross Societies.

Two representatives of the National Council of Nurses of Great Britain.

Two representatives of the British Red Cross.

One or more representatives of the educational bodies co-operating.

One representative of the Old Internationals Association.

The Committee of Management meets at least four times a year and has the power to appoint Sub-Committees.

#### SUB-COMMITTEES:

All sub-committees must consist of not less

than seven, nor more than twelve members including:

1. The President and Treasurer who shall be ex-officio members of all sub-committees;
2. Not less than three nor more than eight members of the Committee of Management;
3. Not more than two co-opted persons not members of the Committee of Management.\*

The more important sub-committees which have been appointed are:

Ways and Means.

Education.

House.

#### NATIONAL COMMITTEES:

The Foundation works through its National Committees. It is recommended that these committees be composed of representatives of the National Nurses' Association and of the National Red Cross Society. The Committee must be an independent unit communicating directly with the Foundation. Each National Committee is responsible for the selection and recommendation of students from that country. The Committees are also asked to raise money, not only for the support of their student but as a contribution to the Endowment Fund of the Foundation.

#### FINANCES:

The immediate aim of the Foundation was an endowment fund of £50,000 and the ultimate aim an endowment fund of £200,000. It was calculated that the latter sum would be sufficient to maintain the Foundation in perpetuity.

## V

### The Work of the Foundation 1934-39

It is not necessary to give here detailed history of the Foundation and its activities during the period 1934 to 1939. Courses were offered in Public Health and Preventive Medicine, Teaching in Schools of Nursing, Hospital Administration. In all some ninety-nine students had taken the Courses and one special student had studied in London.

During this period there was widespread appreciation of the work being done by the Foundation. There was also much and growing criticism of its educational and administrative policies.

These criticisms were, at least in part, the result of the heterogeneous nature of the student group already referred to on page 10. The difference between the best prepared and least prepared students became greater as time went on

because some countries were forging ahead rapidly in the field of educating and training nurses, while others were making few or no changes.

#### NATURE OF CRITICISM OF WORK OF THE FLORENCE NIGHTINGALE INTERNATIONAL FOUNDATION:

Some of the criticisms most frequently heard were that the courses were very expensive, the Public Health Course had not a sufficiently developed teaching field, there was not sufficient choice of courses, the courses were too English, the courses gave no guidance in the adaptation of methods to other cultural patterns, there was an insufficient choice of subjects, levels of achievement were not adjusted to individual needs.

These criticisms of the courses were pondered

\* *Constitution and By-Laws*, p. 12 xxxvi

deeply at the Foundation headquarters and efforts made to rectify them. Some of these efforts are detailed below:

(1) *Course by Miss A. Goodrich; "Preparation of the Nurse for Community Service":*

From May 27 to June 8, 1935, Dean Annie Goodrich, School of Nursing, Yale University, gave a course of eight lectures at the College of Nursing on the invitation of the Florence Nightingale International Foundation. The entire expenses of this course were met by the Rockefeller Foundation. These lectures on Community Nursing were taken by all International students.

(2) *Tour by Miss Goodrich and Miss Baggallay:*

Between July and September, 1935, Dean Goodrich and Miss Olive Baggallay made a six weeks' tour of Europe, visiting Czechoslovakia, Poland, Lithuania, Latvia, Estonia, Finland, Sweden, Norway, Denmark and Belgium. They spent from one to seven days in important centres in these countries. The tour was financed by the Rockefeller Foundation. The object of the tour was:

1. To study the conditions of nursing in the countries visited: the preparation of nurses and the fields of work open to them in order to enable the Florence Nightingale International Foundation better to satisfy the needs of nurses from these countries;
2. To see the Old Internationals in each country and to assess the value of the International Courses to them;
3. To see the National Florence Nightingale Memorial Committees in countries where these existed and to stimulate closer collaboration and mutual helpfulness between them and the Florence Nightingale International Foundation headquarters.

The tour was valuable in that it did stimulate some National Florence Nightingale Memorial Committees to greater efforts. This was partly because so distinguished a person as Miss Goodrich associated herself so closely with the work. The tour also gave Miss Baggallay greater insight into the varying standards of nursing conditions, education, and opportunities, as well as personal contact with nursing leaders.

(3) *Study of Facilities for Advanced Nursing Education in London:*

In a further attempt to deal with the reform of the educational policy a study of the facilities in London for advanced nursing education both professional and academic was made by Miss Kathleen Russell, D.C.L., B.Paed., B.A., Miss Beatrice Edgell, D.Litt., Ph.D., B.A., Miss Helen Dey, Miss Gladys Hillyers.\* These experts were asked "to consider:

1. The content, arrangement and control of the present International Nursing Courses at Bedford College and the College of Nursing;
2. The advisability of adding to the number of optional subjects in these courses and/or of providing other alternative courses;
3. The possibility and advisability of the International Nursing Courses being more closely associated with the University of London;

and to present a report embodying suggestions for the future educational policy of the Foundation."†

The Study Committee worked three months and submitted a report entitled: *A Study of the Facilities for Advanced Nursing Education in London both Professional and Academic and of the Future Educational Policy of the Florence Nightingale International Foundation*. The Report recommended, among many other things, that the Foundation should:

1. Not give special courses of its own, but use the facilities of an existing school;
2. Use the College of Nursing as that school, if possible, and help it to have a connection with the University of London, leading eventually to its becoming a School of the University of London with an Academic Diploma in Nursing;
3. Consider endowing a Chair of Nursing at the University of London;
4. Arrange to offer many alternative courses;
5. Assist students to avail themselves of any course offered at the University of London which would be suitable for them;
6. Entertain the idea of having some

\* Miss Kathleen Russell, D.C.L., B.Paed., B.A.—Director, School of Nursing, University of Toronto.  
Miss Beatrice Edgell, D. Litt., Ph.D., B.A.—Emeritus Professor of Psychology, Bedford College.  
Miss Helen Dey—Matron and Superintendent of Nursing, St. Bartholomew's Hospital.  
Miss Gladys Hillyers—Assistant Matron, St. Thomas's Hospital.

† *Minutes*: Education Committee, Jan. 18, 1936.

students study in other countries than England.

A Minority Report, prepared by Miss Russell, recommended further that:

"The Florence Nightingale International Foundation shall not rest content with the 'Facilities in London for advanced nursing education' until these facilities include access to at least one school of nursing that is independent financially, and that is conducting a carefully controlled experiment in the general training of nurses. This school should give consideration equally to the work of the hospital nurse and the work of the Public Health nurse in planning the preparation needed for both fields. It is hoped that the special school of nursing for which this Report asks will organise itself in such a manner that it will be able to undertake this research work."\*

For various reasons none of the recommendations of this Report were immediately implemented. Some of them never were implemented or even acknowledged as valid or desirable. This was due to a complex variety of reasons. Perhaps most important was the clash of differing concepts of nursing education both within the Committee itself and among nursing leaders associated with the Florence Nightingale International Foundation. Unfortunately, these differing ideologies came to be identified with the two parent bodies of the Florence Nightingale International Foundation; the League of Red Cross Societies being held to represent the old world idea of nursing and the International Council of Nurses the new world idea of nursing. False as this conception is, it aroused again the fears and suspicions which had existed before the partnership was formed. All this increased the tension and inhibited any determined constructive effort to co-operate for a common purpose.

In December 1936, the Report was circulated together with a Memorandum from the Committee of Management. In time some of the recommendations of the Report were acted upon. These were Numbers xiv, xxxi, xxxii, xxxiii, xxxiv, xxxvi. †

#### (4) *Preparation of Resident Tutor:*

By 1936 the Florence Nightingale International Foundation found itself much in need of a resident tutor to assist the International students with their work. Through the College of Nursing it was arranged that

Miss Daisy Bridges, S.R.N. (Old International, 1936-37) should go to the United States as a Rockefeller fellow. She spent the year 1937-38 at the University of Toronto and visiting various outstanding Universities in the United States. In the autumn of 1937 she became a lecturer on the staff of the College of Nursing and also resident tutor to the International students at 15 Manchester Square. Unfortunately the war intervened before Miss Bridges could bring about any of the changes which she had hoped to make in the educational programme of the Florence Nightingale International Foundation.

#### ASSESSMENT OF PERIOD 1934-1939.

The outbreak of World War II in 1939 brought the work of the Foundation to an abrupt standstill. It is, therefore, a point where we may conveniently stop to assess gains and losses.

##### (a) *Finance:*

In 1939 the endowment fund amounted to £15,082 11s. 8d. which with the scholarship funds gave a revenue of £5,437 19s. 6d. The current expenses amounted to £5,978 7s. 1d. leaving a deficit of £540 7s. 7d. The amounts stated above include £4,397 2s. 10d. received and paid out in scholarship monies.

It was scarcely to have been hoped that the endowment fund necessary to make the Memorial permanent would have been achieved by 1939. It does appear, however, that the primary objective of £50,000 might have been collected had world economic conditions and the internal affairs of the Foundation been more favourable.

##### (b) *National Committees:*

There were 21 National Committees.

##### (c) *Students:*

During the period 1934-39 ninety-nine students had taken the International Courses and held the certificate granted for its successful completion.

#### WORK OF THE FOUNDATION:

In assessing the value of the work done between 1934 and 1939 it is necessary to look again at the stated objectives of the Florence Nightingale International Foundation. The first objective (to establish and maintain a permanent International Memorial to Florence Nightingale

\* *The Report of a Study of the Facilities for Advanced Nursing Education in London both Professional and Academic and of the Future Educational Policy of the Florence Nightingale International Foundation*, submitted by Management of the Foundation, London 1936, pp. 38-42.

† *Ibid.*, pp. 39, 41 and 42.

in the form of an endowed trust for post-graduate nursing education either in continuation of the post-graduate courses for nurses hitherto organised by the League of Red Cross Societies and conducted in conjunction with the College of Nursing by Bedford College for Women (University of London) or otherwise) had been partially achieved in that the courses had been maintained for nurses from many parts of the world.

It is over the degree of achievement towards the second objective (the maintenance and development of facilities for post-graduate education for nurses from all countries) that differences of opinion arose.

#### DEFINITION OF TERMS:

A part of this difficulty arose and continues to arise, because of different interpretations of the term 'post-graduate,' as applied to nursing education.

The term 'post-graduate' means, according to Webster: of, pertaining to, or designating, studies pursued after graduation, as at a college; graduate—A student pursuing such studies.\* It is in this sense of studies pursued after the baccalaureate degree that the term 'post-graduate' is generally used.

It is not in this sense, however, that the term is used in the Constitution and By-Laws of the Florence Nightingale International Foundation, but rather to designate studies pursued after the nurses' diploma or certificate granted to a nurse on the completion of her basic training. Standards for basic training differ greatly throughout the world. Students may be required to have before entering training: an elementary school education, or, one, two, three years of secondary education, or, complete secondary education, or one or two years of college or university education, or complete baccalaureate education. The period of training itself differs greatly in length and in the proportion of theoretical and practical education given. It also varies in regard to the extent to which a student is primarily a servant of the hospital and its necessities considered before her education, or primarily a student using the hospital as a part of the field of education.

#### CHANGING CONCEPT OF NURSE AND NURSING EDUCATION:

It has already been mentioned (page 10) how diverse was the background of previous education, nursing training and experience of the students who took the International Courses

between 1920 and 1933. This diversity increased rapidly as a new concept of the meaning of nurse, nursing and nursing education was evolved. Along the path of this evolution some countries moved rapidly, some slowly, some resisted change altogether, others were unaware of the movement. During the 1930s this did not appear to be a world wide evolutionary movement, but a breakaway on the part of some 'new' countries and a resistance on the part of some 'old' countries. Thus the clash of ideologies mentioned on page 15 was made possible, if not inevitable. Today the movement is seen as a trend, with the universities of many countries taking over from the hospitals the responsibility for the education of nurses.

The situation is not anywhere very clear and is in a constant state of flux, but it may be said in a general way that in some countries nursing education is training in techniques and skills needed for the care of the sick, the maintenance of public health, etc. For nurses from such countries any work beyond the diploma or certificate (given on completion of the basic training) might be termed 'post-graduate'. Nursing, however, tends to be more and more regarded as the co-partner of medicine not its servant. The more this is true, the more the nurse requires insight into and knowledge of the causes of illness and the means of regaining and maintaining health. This changing concept of the nurse's function has caused vital changes to be made in the nurses' training and education. It tends more and more to be of university content, standard and manner. In some cases the student is a college graduate before taking up nursing. In others she attends for four or five years a University School of Nursing. With so great a variety of prerequisites to nursing training and of nursing training itself, it is difficult, if not impossible to say what 'post-graduate nursing education' was in the 1930s or is today.

#### EFFECT OF CHANGING CONCEPT OF NURSING ON INTERPRETATION OF OBJECTIVES:

It is in this confusion of terms that the Foundation lost its sense of direction. The Florence Nightingale International Foundation took over the League of Red Cross Societies' Courses in 1934, after great strides had been made in the development of Public Health and other graduate courses in many parts of the world, and during a time when the whole concept of nurse and nursing education was in a state of rapid evolution in many parts of the world. Each national

\* Webster's International Dictionary of English Language, p. 1682.

group contributing to the Florence Nightingale International Foundation interpreted the term 'post-graduate' in the light of its own conception of nursing education. The English interpreted it in the light of English nursing education and, as the headquarters were in London, this interpretation for the time prevailed. The problem was not tackled objectively by first of all defining the term 'post-graduate' and then creating an educational programme meeting the requirements of this definition.

#### ASSESSMENT OF THE COURSES :

It is impossible to assess the courses objectively and opinions regarding their value differ very widely. Many of the women who took them are now holding responsible positions in the nursing world. This success may or may not be attributed to the courses as the students were a highly selected group headed towards achievement before they went to London. Some students value the courses highly for their academic content. Some faculty members say the courses seemed to stretch the students to their intellectual capacity. Other students reject the courses as trifling, elementary and unprofessional. Some observers attribute the development of many leaders to the courses. Other observers claim that the courses did nothing for the students beyond what a year in London would do for any young woman. Most students question the scope and breadth of the work and its very English character.

Out of this welter of contradictory opinions it is difficult to select much that is positive. It is clear, however, that as time went on the criticism increased and the need for change became increasingly evident.

One aspect of the year in London which is valued by almost every Old International is the fellowship which developed between the students, largely as a result of living at 15 Manchester Square. Opportunities for discussion of the courses, for the interchange of ideas and information, for the formation of friendships with persons of other races and cultures were provided in this communal life.

By some Old Internationals this fellowship is valued above all other aspects of the year in London. Some observers also pay great tribute to its subsequent value in creating what is termed 'international understanding'. Members of the faculty and of the staff of International House value it very highly.

A few Old Internationals and many critics of

the work of the Florence Nightingale International Foundation tend to regard it as a vastly over-rated sentimental bond between individuals rather than an international fellowship.

The writer would venture an opinion only as there can be no objective evidence to assist the assessment. The truth probably lies between the two extremes. The fellowship was probably of greater benefit to some students than to others. It probably developed more normally and fully in some years than in others. It would appear to be the significant contribution of the Florence Nightingale International Foundation to nurses in Western and Central Europe and of less value but still of some importance to others.

This spiritual value cannot be regarded as the prime end of an educational programme. It should be one of the most important by-products of the programme. Too much has been made of it by some individuals who use it as a defence of the total programme. This has led others, critical of the educational programme to disparage it, even though they recognize its intrinsic merit. Both sides need to remember also the pressing need of the nursing profession for closer and wider contact with members of other professions.

#### DIFFICULTIES IN PATH OF CHANGE :

The need for change became increasingly evident as the decade wore on. It seems obvious to us now that to hope to cater within the confines of three or four set courses for the diversity of students who came each year was to attempt the impossible. A possible solution to the problem lay in arranging individual programmes for students on the basis of their general education, nursing education, experience, command of English and the needs of their countries. Such a scheme, however, would have demanded the fullest use of any courses offered in any school of the University of London, the College of Nursing or elsewhere, and of experience in any hospital, public health field, etc., etc., which might best suit the students' qualifications and needs. It was possible in a few cases, to arrange special programmes, but because of the close tie with Bedford College, it was financially impossible to plan a full inter-collegiate arrangement with the University of London. It is important also to recognise (a) that the University of London did not then\* recognise nursing as a subject for university study nor one for which the University should take responsibility or grant a certificate or diploma; (b) that many of the students

\* An external diploma is now granted for the Sister Tutor Course.



were not academically qualified to take University of London courses; (c) that there is no evidence that such drastic revision was thought necessary by the Florence Nightingale International Foundation faculty or officials.

Furthermore the possession of 15 Manchester Square was itself a hindrance to change. Whatever its merits may have been, it consumed a proportion of the scholarship monies. Less emphasis upon living together might have left more money free to facilitate academic changes. It might also have promoted fellowship between the nurses and members of other student or professional groups.

#### CONCLUSION OF ASSESSMENT OF PERIOD 1935-1939 :

It may be said then, that in the period 1935-39 the Florence Nightingale International Foundation fulfilled its obligation in regard to Objective I, but did almost nothing towards the achievement of Objective II. In saying this, it is remembered that the time was very short and was one of acute economic depression. It is also remembered that English education is slow to change and rarely undergoes drastic revision but rather piecemeal alteration of an item here and there. Criticism, however, gathered rapidly despite these extenuating circumstances and created stresses within the Florence Nightingale International Foundation which inhibited willingness to alter the original pattern except in minor ways.

#### ADMINISTRATIVE DIFFICULTIES :

Administrative difficulties were also encountered. The chief of these were:—

1. The lack of sufficient finances for expansion and experiment;
2. The slightness of the relationship existing between the Committee of Management and the Grand Council;
3. The lack of relationship between all committees appointed by the Committee of Management and the Grand Council, (Education, Ways and Means, House);
4. The organisation of the National Committees: the Foundation advised that where possible the nucleus of each National committee should be formed of representatives of the National Nurses' Association and the National Red Cross Society. Each Committee was required to be an independent unit, communicating directly with the Foundation.\*

Of the four, the last named has caused the most confusion and misunderstanding. This is because (i) it is not stated in the Constitution and By-Laws, (ii) it is extremely vague, and (iii) to have an independent Committee so composed does not suit the conditions of every country.

Numerous other difficulties in interpreting the constitution and by-laws were encountered. As the four named above caused the greater part of the trouble, it is not thought necessary or wise to detail the others here.

## VI

### The Work of the Foundation 1939-1947

#### (a) *The War Period :*

Between 1939 and 1945 the affairs of the Foundation were conducted by a Committee of Management appointed by the Grand Council in 1939 (and having a mandate, therefore, until 1941) as best it might in the emergency conditions which existed as a result of war. The courses were discontinued. 15 Manchester Square was bombed and completely lost. Aside from these two happenings the events of these years do not affect our problem and we pass them by with the simple comment that to have kept the Foundation alive through such a time of trial was a remarkable achievement.

#### (b) *Post War Policy :*

It was recognised in 1944 when efforts were being made to get the Foundation back on a working basis that changes were necessary in the educational policy as well

as in the organisation, Trust Deed and By-Laws. It was decided that a changed educational policy was urgent and required immediate action, but that constitutional changes must await serious study and long term thought. An interim educational policy was therefore adopted. As 15 Manchester Square had been totally destroyed by bombing, it was not possible to house a group of students together thus regaining the spirit of fellowship so valued by some. It was decided to experiment for a time with sending students to any part of the world deemed suitable by the Foundation's Education Committee or the National Committee of the country concerned.

Under this policy between 1944 and 1947 (midsummer) 24 students have studied in 5 countries. (England, New Zealand, Canada, U.S.A., and Sweden).

\* *The Florence Nightingale International Foundation*, London 1938, p. 9.

Though there is still considerable criticism of the work arranged for the students, on the whole there is more general satisfaction with the academic standard of the work done, both among students and their sponsors. If there was a value in the fellowship of International House, the majority of students have no opportunity to experience it. Some students gain something of similar significance at schools where a number of international students (not necessarily Florence Nightingale Scholars) are in attendance. Critical questions arise regarding

such matters as; the suitability of the schools selected for certain students, the value of a period spent in observing various aspects of nursing training or service without the student having either a centre from which to work or considerable guidance in evaluating and summing up her observations, the lack of liaison between groups of 'international' students at various universities and the 'home' students or the teaching staff, the lack of opportunity for 'international' students to meet students of other professions, etc., etc.

## VII

### The Present Position

We have now surveyed in brief the situation until 1946, when it was decided to make the present Study. The need for this has been shown already in Section II (pages 7, 8 and 9).

It is necessary now to survey the present position as realistically as possible.

(a) *Finances:*

The endowment now stands at £26,463, the income from which is £800 13s. 9d. The current expenses of the office are £1,959 9s. 3d. The chief items of expenditure are: Salaries and superannuation £1,168 2s. 9d. Rent of office £225.\*

(b) *Students:*

During the year September 1947—June 1948 there are 25 students. Details of their work are given in Appendix VII.

(c) *Office:*

The office at 45 Gloucester Place, W.1 is staffed by Miss Olive Baggallay, S.R.N., M.B.E., Ll.B., Secretary, and Miss Jean MacBean, shorthand-typist. The books are kept by Miss Madge Barrett, and audited by Price Waterhouse and Co. (London).

The function of the office at present is to assess the qualifications of the students put forward for Florence Nightingale Scholarships by National Committees, National Nurses' Associations, National Red Cross Societies and other acceptable organisations, and to place these students in Nursing Schools suited to their needs and qualifications or to arrange Study Visits for them when a year's course does not seem advisable.

The office also has six hundred books which were previously in the library at 15 Manchester Square. Students studying in London may borrow these. There are no

new books and there is no librarian.

(d) *Collection and Cataloguing Nightingaleana:*

This work has been undertaken jointly by the American Nurses' Association and the Florence Nightingale Memorial Committee of Great Britain. Little progress is being made because of lack of funds with which to pay a full-time or part-time worker or to purchase materials or to reproduce manuscripts.

(e) *Assessment of Present Work:*

This means that an office costing £1,959 9s. 3d., the full time of two capable women, and the whole administrative machinery of the Grand Council and many committees are being maintained for the sole purpose of arranging programmes for some 20 students each year. That this is unnecessary is shown by the fact that this year the Florence Nightingale Memorial Committee of South Africa raised a scholarship, selected a student, arranged the student's programme and then informed the office of its activities. There are in the countries now raising scholarships a great number of nurses who are as cognizant, or almost as cognizant, of the world resources in post-graduate nursing education as is the Foundation itself. They may be more aware, in some cases, of the needs of their own students and country. There would seem, therefore, to be less and less need of the services of the Office for this purpose. The Foundation would appear not to be making any significant contribution to the 'maintenance and development of facilities for post-graduate education for nurses from all countries.'

\* For full details see Appendix II.

## VIII

### The World Situation in regard to Nursing Education

Since 1934, the situation in regard to the education of nurses has changed rapidly. Due to the activities of the Education Committee of the International Council of Nurses in setting standards for Nursing Schools and to the assistance of the Rockefeller Foundation, the Kellogg Foundation, the League of Red Cross Societies, and many other bodies working in different countries at different levels of development, many countries where previously no professional training existed have opened Schools of Nursing. The trend has been to create schools of nursing within the existing educational system of any given country.

In countries where schools already existed, these have been greatly developed and expanded as the need and demand for more adequate nursing education grew and the awareness of means to improve it spread. In many cases, the National Nurses' Associations deserve credit for the progress made. The Universities are becoming more willing to take responsibility for the education of nurses. Some countries have been able to create post-graduate schools or courses. Some few have created University Schools of Nursing.

Although progress has been and is being made very rapidly in some areas, others remain untouched by the advance. The total world scene presents an evolving pattern in a constant state of change. In some countries, such as those of Latin America, newly established schools and nurses' associations need assistance and guidance. Other countries, such as the United States, are well along the road of university responsibility for nursing education.

Moreover, the nursing scene itself has changed greatly. From being the doctors' one ally and

helper, the nurse has become a member of a large team of health workers—the physiotherapist, the occupational therapist, the X-ray technician, etc., etc. Rapid strides in medical science have changed the hospital scene also. The turnover of patients is much more rapid. The hospitals are full, but there are fewer convalescents needing bedside nursing, and more patients in the first stage of their illness. The nurse, therefore, needs an intensive knowledge of modern techniques of sick nursing to promote rapid ambivalence. The emphasis is no longer so much upon illness as upon health and the need of the nurse to teach the patient how to regain it or the public how to maintain it. This emphasis upon health has also brought the public health nurse to the fore and made her the missionary of health in her area.

The present urgent need of the nursing profession is research into the many problems created by the rapidly changing scene. A few of the more obvious problems are: the relationships between the members of the 'health team'; the function of the nurse in the hospital, in the public health field, in industry; the possible contributions of the nurse to the mental as well as the physical rehabilitation of patients; the needs of countries where no nursing service exists; the education of the public as to the functions of the nurse; raising the standards of nursing through exchanges of nurses for work; relationships of types of nursing service to the cultural pattern of the community served.

Such research might be undertaken by the Foundation were funds available and were this deemed advisable by its sponsors. Let us examine first the possibilities of improving the financial position.

## IX

### Prospects of Financial Support for the Florence Nightingale International Foundation

We have already seen that the whole income of the Endowment Fund is not sufficient to maintain the Office in its very limited function. Were every country owing money to the Endow-

ment Fund to clear its quota, the position would be: £55,486. However, only four of these countries are able to export funds.\* These four owe £13,866.

\* See Appendix III.

Ability to raise money depends somewhat upon willingness to raise it. The fact must be faced that leading nurses in some countries are not willing to support the raising of funds unless the Foundation is placed directly under the control of the International Council of Nurses. These individuals state that:

The memorial to Florence Nightingale was originally the idea of the International Council of Nurses. In 1934, by assisting to create the Florence Nightingale International Foundation as a memorial to Florence Nightingale under the dual sponsorship of the International Council of Nurses and the League of Red Cross Societies, the International Council of Nurses relinquished control.

These individuals say that:

It was never the intention of the original International Council of Nurses' sponsors of the Florence Nightingale International Foundation that the International Council of Nurses should relinquish control so completely as the following elements of the Florence Nightingale International Foundation organisation cause it to do:

- (a) The Committee of Management is not responsible to the Grand Council but virtually manages the Florence Nightingale International Foundation.
- (b) The International Council of Nurses has not a majority vote on the Committee of Management.\*
- (c) The National Florence Nightingale Memorial Committees are independent of both their sponsors, the National Red Cross Societies and the National Nurses' Associations, and yet, in many countries this committee is, in fact, a committee of the National Nurses' Association, frequently composed of the same individuals as the National Nurses' Association Education Committee and duplicating its efforts at many points.
- (d) Money for the activities of the National Florence Nightingale Memorial Committees is raised by nurses. Yet the money must be paid over to the Foundation without reference to the National Nurses' Association. Scholarships when raised by the National Nurses' Association are also to be paid over to the Foundation and the National Nurses'

Association has little say in arranging its students' programmes.

- (e) The International Council of Nurses has recognised its need for reorganisation. Education, the objecting individuals declare, should be the chief prerogative of the International Council of Nurses. Their opinion is that this function has been passed over to the Florence Nightingale International Foundation.

Some of these objections are true and valid. Some are no longer applicable. It is important to note them, however, because on the whole, the individuals objecting to these real or fancied weaknesses in the Florence Nightingale International Foundation organisation belong to the very countries which could raise substantial additional funds for the support of the Florence Nightingale International Foundation.

Nor is the League of Red Cross Societies in a position to help the Foundation financially. Since 1936, the League has been putting less and less money into the Foundation.† This writer is assured, on good authority, that the League is not prepared to do more than this.

The question: 'Can the International Council of Nurses support the Florence Nightingale International Foundation?' is frequently asked. This question might better be stated 'Will the International Council of Nurses support the Florence Nightingale International Foundation?' The writer would answer both questions — 'No.' The International Council of Nurses cannot support the Florence Nightingale International Foundation because it has barely sufficient money for its own needs. It will not support the Florence Nightingale International Foundation as an autonomous body because many of its leaders regard the Florence Nightingale International Foundation as a stumbling block to the International Council of Nurses' own educational programme and as a cause of division of loyalty within the ranks of nurses. The new budget of the International Council of Nurses may permit the International Council of Nurses to begin to develop its educational policy through its proposed Bureau of Education.

A memorial to Florence Nightingale, entirely dependent upon the International Council of Nurses, might be created within the new structure of the proposed Bureau of Education.

\* It should be noted, however, that a Sub-Committee had sat during the year 1946 to consider and suggest amendments to the Constitution and By-Laws. The work of this Committee was tabled pending the recommendations of the present study.

† See *Appendix IV*.

## X

# Relationships of the Florence Nightingale International Foundation to other International Organisations

The Foundation is closely related to both the League of Red Cross Societies and to the International Council of Nurses. It bears lesser relationships to various other bodies engaged in furthering post-graduate education. It is necessary to examine briefly the functions and activities of the League and the International Council in order to determine what the functions of the Foundation might be in the future.

### RELATIONSHIP OF THE FLORENCE NIGHTINGALE INTERNATIONAL FOUNDATION TO THE LEAGUE OF RED CROSS SOCIETIES :

The League of Red Cross Societies is a league of 64 national Red Cross societies. It is supported entirely from the funds of its members. Its function is to co-ordinate, strengthen and inspire the national societies and, through them, to improve the health of the world.

The League, through its national societies, made a significant contribution to the health of the world after World War I. It laboured to maintain standards of health throughout World War II. The World Health Organisation has set up a special department to co-operate with the League. This, in itself, shows the vital role which the League is playing in the health of the world.

The League has a Nursing and Social Service Bureau with a professional nurse as Director. This Bureau endeavours to assist national societies (a) to have available an adequate number of well prepared nurses and nurses' aids for service in time of war and calamities, (b) to participate wherever needed in the development of Red Cross Schools of Nursing, the development of Public Health Nursing Services, the provision of an adequate supply of trained nurses and in the establishment of adequate working conditions for them, (c) to develop the teaching of Home Nursing in all classes of the community and to assist in popular health instruction.

The Nursing and Social Service Bureau will :

1. Assist national societies in the organisation of their trained nurses and nurses' aids services.
2. Provide national societies with studies

and reports on special aspects of Red Cross nursing.

3. Provide, in a limited number of cases, translations of nursing text books.

4. Send, when requested, under certain conditions, field representatives to national societies to offer expert advice.

5. Arrange for study visits to League Headquarters.

6. Arrange for study tours of nurses.

7. Grant scholarships for basic training in nursing or for post-graduate studies.

8. Provide, within the limits of funds donated for this purpose, medico-social assistance to nurses who are suffering in health as a result of war.

9. Provide national societies with information on most recent developments in the field of social service.\*

The League has a stake in nursing. The National Red Cross Societies cannot carry on their work without nursing personnel. Though the Red Cross trains numbers of women as nursing aides for use in time of war and disaster, the Nursing Bureau of the League of Red Cross Societies has tried to encourage National Red Cross Societies to differentiate between the various groups of nursing personnel. It should not be thought that it is the policy of the League to undermine the standards of professional nursing. The time has come for professional nurses to recognise the need at all times for a large body of assistants and to cease to regard them as a menace to the profession.

### RELATIONSHIP OF THE FLORENCE NIGHTINGALE INTERNATIONAL FOUNDATION TO THE INTERNATIONAL COUNCIL OF NURSES :

The International Council of Nurses is an association of 32 National Nursing Associations (1939). Any National Association composed of trained nurses or representative societies of nurses may become an active member of the International Council, provided its Constitution and By-Laws are in harmony with those of the International Council.

\* *How the League of Red Cross Societies Can Help You*—October, 1947 (Revised).

The purposes of the International Council are to:\*

1. Promote the health of nations and to improve the standard of nursing care of the sick;
2. Increase the usefulness of the nursing profession through the expansion and improvement of educational facilities and service opportunities for nurses;
3. Further the professional, social and economic welfare of nurses and the advancement and honour of the nursing profession;
4. Establish co-operative relationships with other health and allied groups;
5. Emphasise the importance of nurses assuming the responsibilities of citizenship;
6. Extend mutual helpfulness, and to further hospitality among the nurses of the world.

The functions of the International Council of Nurses and the Foundation overlap in regard to purpose 2 as stated by the Study Committee of the International Council. The Study Committee goes on to recommend that:

1. The International Council of Nurses assume responsibility for world leadership in nursing education, including basic and post-graduate education and education of non-professional workers.
2. A bureau be established within the structure of the International Council of Nurses to implement this responsibility and that provision be made for qualified personnel and necessary office and field expenditure:
  - (a) The general purpose and function of the Bureau would be to formulate a comprehensive plan for nursing education;
  - (b) The bureau should be responsible for continuous study of educational trends in nursing and allied fields and for making available the findings of such study;
  - (c) It should disseminate information concerning accredited Schools of Nursing, facilities for post-graduate education and experience, and criteria for their evaluation. Information relating to effective methods of recruitment of students and concerning bursaries, scholarships, and other forms of assistance should be made available as well;
  - (d) As the Bureau develops, field service should be provided for member associations, upon request. Such services might include arranging conferences for the exchange of ideas concerning outstanding problems in nursing

education and giving guidance to those wishing to study nursing in other countries;

- (e) The Bureau should advise as to the assistance which might be given member associations in the development of their educational programmes;
- (f) When and where a librarian is employed, the Bureau would confer with the librarian of the International Council concerning additions to the library of all types of educational materials and the use which might be made of the various library facilities.

It is obvious that the creation of such a Bureau of Education by the International Council of Nurses would mean that the one function now performed by the Foundation, as well as all the functions which were originally envisaged as belonging to the Foundation, might in the future be performed by the International Council of Nurses Education Bureau.†

Even though such a Bureau is created, and however adequately it functions, there will still be a place for private and semi-private Agencies to work in the field of nursing. The question is not whether there is need for the work which was originally envisaged as being the responsibility of the Florence Nightingale International Foundation to be done in the present day. It is whether this work can be most adequately accomplished through the activities of an independent Foundation or through the activities of a Florence Nightingale Memorial within the framework of the International Council of Nurses. The question is made more complex by the fact that it appears that there is no other means of providing financially for the Florence Nightingale International Foundation than through the nurses of the world. It should not be decided, however, entirely on the basis of financial necessity but also on the basis of the possible effects on the unity of the nursing profession.

#### RELATIONSHIP OF THE FLORENCE NIGHTINGALE INTERNATIONAL FOUNDATION TO THE WORLD HEALTH ORGANISATION:

The World Health Organisation is as yet an interim commission but it is confidently expected that it will become a permanent commission in June 1948. Membership is open to all states. The objective is 'the attainment by all peoples of the highest possible level of health.' In order

\* The following information is summarized from *The Study of the Structure, Functions and Re-organization of the International Council of Nurses as well as its Relationships with other Organizations*.

† For the comments of the International Council's Study Committee on the relationship with the Foundation, see *Appendix V*.

to achieve its objective, the functions of the Organisation are:

- (a) To act as the directing and co-ordinating authority on international health work;
- (b) To establish and maintain effective collaboration with the United Nations, specialised agencies, governmental health administrations, professional groups and such other organisations as may be deemed appropriate;
- (c) To assist governments upon request, in strengthening health services;
- (d) To furnish appropriate technical assistance and, in emergencies, necessary aid upon the request or acceptance of governments;
- (e) To provide or assist in providing, upon the request of the United Nations, health services and facilities to special groups such as the peoples of trust territories;
- (f) To establish and maintain such administrative and technical services as may be required, including epidemiological and statistical services;
- (g) To stimulate and advance work to eradicate epidemic, endemic and other diseases;
- (h) To promote, in co-operation with other specialised agencies where necessary, the prevention of accidental injuries;
- (i) To promote, in co-operation with other specialised agencies where necessary, the improvement of nutrition, housing, sanitation, recreation, economic or working conditions and other aspects of environmental hygiene;
- (j) To promote co-operation among scientific and professional groups which contribute to the advancement of health;
- (k) To propose conventions, agreements and regulations, and make recommendations with respect to international health matters and to perform such duties as may be assigned thereby to the Organisation as are consistent with its objective;
- (l) To promote maternal and child health and welfare and to foster the ability to live harmoniously in a changing total environment;
- (m) To foster activities in the field of mental health, especially those affecting the harmony of human relations;
- (n) To promote and conduct research in the field of health;
- (o) To promote improved standards of teaching and training in the health, medical and related professions;
- (p) To study and report on, in co-operation with

specialised agencies where necessary, administrative and social techniques affecting public health and medical care from preventive and curative points of view, including hospital services and social security;

- (q) To provide information, counsel and assistance in the field of health;
- (r) To assist in developing an informed public opinion among all peoples on matters of health;
- (s) To establish and revise, as necessary, international nomenclatures of disease, of causes of death and of public health practises;
- (t) To standardise diagnostic procedures as necessary;
- (u) To develop, establish and promote international standards with respect to food, biological, pharmaceutical and similar products;
- (v) Generally to take all necessary action to attain the objective of the Organisation.\*

It will be noted that in all or almost all of these functions and particularly in c, d, e, g, i, j, l, n, o, p, q, r, the Organisation will require the assistance of nurses and will in turn seek to help nurses (j, n, o).

The Organisation plans to set up a Nursing Division with a professional nurse as the Director. The International Council of Nurses probably will be affiliated with the Organisation and will, through this affiliation, be able to co-operate with the Organisation.

The Florence Nightingale International Foundation as it at present exists would have relationship with the World Health Organisation only through its parent bodies, the International Council of Nurses and the League of Red Cross Societies.

The World Health Organisation has a fellowship programme but, to date, only five nurses have profited by it. The programme seeks to assist Public Health Authorities and agencies in devastated areas.

#### RELATIONSHIP OF THE FLORENCE NIGHTINGALE INTERNATIONAL FOUNDATION TO THE ROCKEFELLER FOUNDATION:

The Rockefeller Foundation is a permanent endowed foundation chartered in 1913. Its permanent purpose is to 'promote the well-being of mankind throughout the world' through the advancement of knowledge. It is not an operational organisation except to a limited extent in the field of public health. It fulfills its functions through supporting other agencies

\* *Constitution of the World Health Organization*, 1946. pp. 1, 2, 3.

and through training personnel by means of post-doctoral fellowships, in various fields of knowledge.

The Foundation has an International Health Division. Within this division is an International nursing service directed by a professional nurse. It is this Division which has given the Florence Nightingale International Foundation the support detailed on pages 16, 17 and 20. As the Nursing Service of the Rockefeller Foundation and the Florence Nightingale International Foundation have worked in the same field of endeavour there has been considerable contact between the two organisations.

#### OTHER BODIES FUNCTIONING IN THE FIELD OF NURSING EDUCATION:

The Foundation has relationships with other bodies in lesser ways because these also grant scholarships to nurses and give leadership in nursing education. The outstanding ones among these are: the Kellogg Foundation, which though later in the field than Rockefeller does effective and challenging work in Latin America; the Institute for Inter-American Affairs, a U.S. governmental agency, working in Latin America but considering extending its work to other parts of the world; The British Council, a British governmental agency granting a few scholarships annually to nurses from various parts of the world, etc., etc.

## XI

### Problems arising out of the multiplicity of Scholarship Granting Agencies

It has been stated that there are 107 agencies granting scholarships to nurses in the U.S.A. alone. But not all of these are doing the job of selection, placement, and follow-up effectively. This creates a difficult situation for both administrators of schools or other officials desiring to send students abroad on scholarships and for the students themselves. The possible scholarships, their relative values (financial and scholastic), at what school or university to hold a

scholarship, once it has been secured, how to select courses best suited to the student and to her country's needs, how to adapt this knowledge after return home—are just a few of the problems which cannot be solved unless some sort of general 'clearing house' based upon a world-wide survey of nursing needs and opportunities for the information and guidance of both students and administrators can be set up.

## XII

### Conclusions and Recommendations

In proposing possible recommendations for the future development of the Memorial to Florence Nightingale, it is necessary to consider the following facts drawn from all the foregoing and placed here together in order that their full significance may be seen:

(a) *Programme of the Florence Nightingale International Foundation:*

The present programme of the Florence Nightingale International Foundation does not make any significant contribution to any phase of post-graduate nursing education,

nor can it be said to constitute a worthy and adequate memorial to Florence Nightingale.

(b) *Relationships of the Florence Nightingale International Foundation to the International Council of Nurses and the League of Red Cross Societies:*

The Florence Nightingale International Foundation could normally anticipate moral and financial support from both its parent bodies. The League of Red Cross Societies has given, is giving and is prepared to give, moral and some financial support. It cannot



maintain the Florence Nightingale International Foundation, however, in a programme such as was envisaged by the Founders.

The International Council of Nurses is willing to support a memorial to Florence Nightingale but not as an autonomous body. It would seem that:

1. The emergence of the World Health Organisation as a co-ordinating agency for all health services makes it imperative that the International Council of Nurses be strengthened, united, and representative of all countries of the world, in order to promote the best interests of professional nursing throughout the world.
2. It is the prime duty of nurses throughout the world to strengthen their national nurses' associations that they may in turn strengthen the International Council of Nurses to enable it to carry out its major functions and to co-operate effectively with the World Health Organisation.
3. The resources of time, energy and money available to nurses do not appear to be sufficient to enable them to maintain two international education offices: one for the Bureau of Education of the International Council of Nurses; one for an autonomous Florence Nightingale International Foundation.
4. There is a growing need for research into nursing problems, functions, conditions and relationships with members of the health team. The International Council of Nurses has declared its intention of assuming responsibility for the satisfaction of this need. This is also the next logical development of the Florence Nightingale International Foundation programme were it to persist as an autonomous body. The International Council of Nurses cannot afford to finance this effort in two places.

The Florence Nightingale International Foundation cannot, therefore, anticipate financial support from either of its parent bodies, nor the undivided moral support from the nurses of the world through the International Council of Nurses, which it requires if it is to develop as an autonomous body into a worthy and adequate memorial to Florence Nightingale.

It would seem, therefore, that the Florence Nightingale International Foundation should consider the advisability of reconstructing the Memorial to Florence Nightingale within the framework of the International Council of Nurses.

It is suggested that such a Memorial might be a section of the International Council responsible for all the long term educational activities of the Council. The Memorial would seek to achieve all the objectives set forth in the Constitution of the Florence Nightingale International Foundation together with any other objectives suitable for a Memorial and necessary to a comprehensive educational programme of the International Council.\*

This suggestion represents a deviation from the original plan of a Memorial in the form of an endowed, autonomous Foundation. Circumstances have changed very greatly, however, since this idea was put forward in 1912 or even since it became a reality in 1934. The great and pressing need of the nursing world to-day is for a united and dynamic International Council giving professional and educational leadership throughout the world. If the nurses are to support a Memorial to Florence Nightingale, it must be a Memorial which will serve to strengthen and unite the International Council. A Memorial created within the framework of the International Council of Nurses could stimulate that organisation to give to nurses such leadership and inspiration as Florence Nightingale gave in her own day. Thus the Memorial, by service to the profession, would honour the name and perpetuate the work of the greatest of nursing leaders.

H. R. HAMLEY

MURIEL UPRICHARD

\* The details of a plan agreed upon by the Study Committee of the International Council of Nurses and the Committee on Study of the Florence Nightingale International Foundation at joint meetings in London, April 7th, 8th and 9th, 1948, are given in *Appendix VIII*.

## APPENDIX I

# Florence Nightingale International Foundation

*Notes on a possible International Memorial to Florence Nightingale*

By

Miss ADELAIDE NUTTING

Florence Nightingale belongs not alone to England and the English people. She is one of those whose home is the universe. Her work is the heritage of all humanity.

Her ideas have taken shape in great reforms, movements of vast benefit to mankind, and almost world-wide in range. Her achievements, massed one upon the other, were concerned chiefly with conditions affecting the health and physical well-being of the people everywhere, but her ideas reached fruitfully into many areas of life, and show a mind of amazing vigour and independence, originality and energizing power.

She is a living force today of true magnitude, and it is important that her contributions to the thought and life of the present should be more fully recognised, understood, and securely established. It seems equally important that her ideas and work should be carried to further and higher development. It would be no true loyalty to her or to them, to hold these to the forms and methods in which they took shape and were clothed at the time when she first advanced them. Her dynamic and searching mind would have been the first to question any static view of the vital problems and conditions with which she was concerned throughout the greater part of her life.

It is difficult to approach the idea of a suitable memorial to such a woman, with any narrow or fixed conception of its nature and purpose, and this would be particularly true of an international memorial. It seems evident that it should be of a kind which will make some vital contribution to the needs of the living; broad enough in scope to provide for the conduct of whatever activities may be agreed upon as

advisable; flexible enough to allow for desirable forms of future growth. In the future development of nursing, much may be required of us of investigation, study and research, leading perhaps to new discoveries in nursing, and to the establishment of new principles and fresh ideas about it.

That there should be created some body capable and desirous of fostering such studies, of wide influence, and adequately endowed for the purpose seems unquestionable. And an extraordinary opportunity to constitute some such body seems to be presented in the proposed International Memorial to Florence Nightingale. It is suggested that the ideas of this Memorial might possibly be better embodied in the form of a 'Foundation' than in any other way of which we have knowledge at present. Through a properly established Foundation, there could be insured full opportunity and the necessary freedom to carry on such study and research, and to maintain such other beneficial activities as may seem indispensable in the development of nursing, and in those associated spheres of labour, such as are presented in all hospitals, and in the many forms of public health and social work, and with which nursing is so inseparably bound up.

### MEMORANDUM ON FOUNDATIONS

Foundations as memorials to distinguished persons have grown up somewhat rapidly in the United States of America during the last quarter of a century, and perhaps in other countries of which I am less well informed.

Among the most widely known of those established in this country are the Carnegie, Rockefeller, Commonwealth, Russell Sage, Milbank,

Harmon, Blumenthal and Cleveland Foundations. There are others of different scope and character, including those devoted to certain highly specialised purposes. The ones mentioned above may be said in general to have been founded for the advancement of some specific object, but as a rule they have conceived this object in very broad terms, have provided themselves with large powers, and are richly endowed. A glance at their reports will show that virtually all of them maintain numerous divisions of activity, each with its staff of experts, guiding educational work as studies, research, publications, and demonstrations, and frequently the maintenance of benevolent or charitable agencies. In some instances they have built up extensive libraries on subjects of their special interest.

A fair illustration of the breadth of their interests may be seen in the following extract from the charter of the General Education Board of the Rockefeller Foundation. The object is specifically stated to include the 'power to build, improve, enlarge or equip . . . or to endow elementary or primary schools, technical schools, or schools of any grade, or higher institutions of learning; to co-operate with institutions engaged in educational work; to donate property or money to any such institution; to collect educational statistics and information; to publish and distribute documents and reports, and in general to do and perform all things necessary and convenient for the promotion of the objects of the corporation.'

It should be noted that this Board can undertake educational experiment along new and hitherto untried lines; whether at the academic, technical, or professional or other levels; it can conduct educational research and disseminate educational data.

The Carnegie Foundation places among its primary purposes the establishment of retiring allowances for teachers in the higher institutions of learning in the United States, Canada and Newfoundland. But this has necessarily led to the wide-spread and continuous study of such institutions, and to the publication of numerous reports of various phases of their work, replete with authentic and important information, and with expert criticism, which makes of the Foundation an educational agency of very high value.

The Russell Sage Foundation is established for 'the improvement of social and living conditions in the United States of America. It shall be within its purpose to use any means to that end which from time to time shall seem expedient to its members, or trustees, including

research, publication, education, the establishment and maintenance of charitable or benevolent activities, agencies and institutions, and the aid of such institutions already established.'

The Milbank Foundation states that it is to be used to 'improve the physical, mental, and moral condition of humanity, and generally to advance charitable and benevolent objects.' So far, its main effort has been in the service of the public.

Among other types of foundations, there is the Thomas Jefferson Memorial Foundation, with 'Monticello,' the home of the author of the Declaration of Independence, as a patriotic shrine for the nation. Some of the ways in which this Foundation augments its funds are of unusual interest, and should be noted. Such memorials, shrines set up in the homes of illustrious people in which they have lived and toiled, and died, are found in numbers in every civilised country. There is something almost sacred about them, as if some radiation were emanating from those familiar surroundings, and from the things which had been used and cared for.

Great Britain, so especially rich in memorials to her illustrious dead, has in late years sought to commemorate the lives and work of certain great men in a new and distinctive way. There are at least three recently established memorials, and perhaps others, which seem to bring together in an interesting, and for us a highly suggestive form, the idea of a shrine designed to preserve and cherish sacred memories, and also the idea, in some measure, of a foundation intended to provide for the continuance and further development of the work of the one whom the memorial is created to honour.

Down House, in Kent, the home of Darwin, the famous house where the *Origin of Species* was written, has been given to the nation and placed under the guardianship of the British Association for the Advancement of Science. While it is to be preserved as a shrine to the memory of Darwin, it is liberally endowed, and students are to have full opportunity of studying original documents and 'scientists of a new generation are expected to continue there the work of evolutionary discovery.'

Another example is found in the Cobden Memorial, which provides for the permanent endowment of Dunford House in beautiful Sussex, the home and birthplace of Richard Cobden. It is designed to be used as a centre for educative work, for study and research, for conference and vacation schools, devoted to Cobden's two great interests, Free Trade and

International Peace. The house given by Cobden's daughter, Mrs. Fisher Unwin, with its twenty-five acres of grounds, extensive library, portraits and other treasures, will be 'a hallowed spot for countless pilgrims for whom Cobden's voice still echoes.'

The early home of Constable, Flatford, is one more memorial given to the nation together with provision for annual scholarships for art students of special promise. The holders can pursue their studies and the practice of their art amid the scenes where Constable first studied and proved his mastership. The house is prepared to provide quarters for small groups of artists and students.

These brief notes on the purposes and activities of a few leading foundations, and of those other memorials with certain similar characteristics, are of interest in the suggestions they offer as we attempt to shape our ideas of a suitable memorial to Miss Nightingale. All these, but the British memorials in particular, afford interesting and useful ground for further study.

My own ideas on the Florence Nightingale Memorial were set forth clearly in a letter written some months ago, and I can only reaffirm my belief in them, and take up here briefly, for a little further consideration some of the points there brought forward.

First, we should keep steadily in mind that any memorial of the character we are contemplating must inevitably be a matter of slow growth. In undertaking to create it we should commit ourselves to a great task, one that would require many years for full development. Its completion, if such a task is ever completed, would lie in the hands of the nurses of the future. We would pledge ourselves to a purpose and a project of inspiring nature and dimensions, but towards its fulfilment we would have to move forward step by step, building up our structure as resources and opportunities could be commanded.

In outlining the general scheme of a Foundation as a suitable Memorial, much stress was laid on the importance of securing at the outset the right place in which to bring together a number of those things which had formed an intimate and essential part of Miss Nightingale's daily life and work, such things, for instance, as her letters, manuscripts, books, reports and pamphlets, together with portraits, are not only historical treasures of enormous interest and value, but they would also be indispensable as constant sources of reference in many of the studies and other activities which the proposed Foundation is designed to further. They would

be contributions of incalculable significance in the development of a true International Centre.

Take her letters alone. It sometimes seems as if there was hardly a notable man or woman of her time with whom she had not had some correspondence, carried on in instances over a long stretch of years, and dealing often with matters of great moment and permanent importance. (Of course, much discretion would be exercised in any use of these).

Her books, pamphlets, reports and other printed material, together with such manuscripts as might be accessible, would form a special collection of priceless value. To it should be added all of the various editions of her writings which have appeared in England, America and other countries, all the reports and other publications in which articles by her appeared, and all articles and other writings about her in any language, which could be secured and seem worth preserving. In this collection there should be, I think, other material relating to the thought, conditions and movements of the time with which she was connected, and in some measure the period antedating her own. The writings of John Howard, for instance, would belong to such a collection; also the history of the religious orders and their hospitals, all important material in fact concerning the care of the sick, in hospitals and elsewhere, together with the history of efforts for the prevention and control of disease, developing into organised public health work.

This part of the plan for a memorial is one that stirs the imagination, and would doubtless appeal strongly to nurses and to others interested in nursing the world over. In it, they might envisage, and in thought rebuild the great life, recapture Florence Nightingale's conception of the meaning and power of nursing, and gain new strength to devote, through their several tasks, to its enrichment and good growth.

The foregoing notes outline roughly some of the possibilities existing in this part of the proposed Memorial, and it is to the development of this that our first energies could wisely be directed. But it should be kept sharply in mind that this part cannot stand alone. The services it can render are dependent upon its relation to some such living, growing body as the suggested Foundation, dedicated to definite efforts for the advancement of nursing, and equipped to carry them on.

It is interesting to reflect that among the functions of most foundations is the preparation and publication of certain monographs, pamphlets, and reprints on the subjects of their

special interest. Accepting that idea, we would proceed to reprint, if permitted, certain of Miss Nightingale's writings which are now out of print and not to be obtained, and perhaps certain articles about her published in periodicals long ago and also out of print. And there are students who believe that there is much yet to be written about her, her ideas, her philosophy, and various phases of her life and work concerning which little has as yet been written.

Perhaps the first and most useful of such publications might be a bibliography of her writings, as complete as it could be made, and carefully annotated. Such a bibliography should be found in the library of every school of nursing capable of using it. Perhaps there could also be published good reprints of the best portraits of Miss Nightingale, such as would be desired and treasured by hundreds of schools.

The library of such a foundation to be of use in its other activities should contain not only a rich supply of historic material, but of modern nursing literature; with full files of nursing journals of various countries, and other current publications of interest or importance—an extensive library of note, in other words, on nursing and allied subjects to which everybody could turn for authentic information.

Included in the plan of activities which would come appropriately within the scope and purpose of a Florence Nightingale Foundation, should be certain carefully developed opportunities for study, research, and perhaps eventually, experiment in the fields of her life-long interest.

It is unquestionable that nursing, in almost any of its branches, offers an increasingly important subject for a study; and indeed in certain phases of nursing searching investigation seems imperative.

The improvement and development of all such fields of human effort and human relationship are recognised as largely dependent upon frequent and critical examination and investigation of their inherent problems—educational, economic, professional and personal.

It is of the utmost importance for the future of nursing that there should be found bodies, associations of persons of eminence, ability, independence, and adequate resources to undertake and provide for the conduct of such studies, and to ensure competent guidance in that pursuit.

Through the establishment by the Florence Nightingale Foundation of fellowships and scholarships, and through special grants, opportunities should be made available for students of high professional attainments and promise

to carry on study and research. They should be carried out in accordance with carefully thought out plans, under expert direction, and in places where liberal facilities for appropriate work could be afforded. This would probably require eventually a certain amount of generous co-operation with the Foundation, of other institutions, which might be departments of universities in which nursing subjects are now taught; selected schools of nursing and the hospitals with which they are connected; public health organisations in which visiting nurses are engaged in city and rural districts. (One is reminded here of the education problems of special hospitals, for example, those offering training in obstetrical nursing, a subject on which a penetrating and valuable book was written by Miss Nightingale, and which is about as much needed today as it was then. I am not, of course, speaking of England, but of what seems to me a universal problem in nursing).

In contemplating the scheme which would provide for needed studies of an important nature, through fellowships and scholarships, it is clear that the whole idea should be worked out with a good deal of deliberation and foresight, in order that whatever of this nature the Foundation undertakes may be of a truly serious scientific character. This would be the vital work of a Florence Nightingale Foundation, and it must be such as to command high respect, and to reach authoritatively into the field, subjects and problems with which it concerns itself.

At the outset then, purposes of the proposed Memorial may be briefly said to include:—

A House:

10 South Street, if it is humanly possible to obtain it, and if the prospective development of that part of the city would not imperil its permanence. (They might, I suppose, make it extremely valuable).

A Centre:

For certain nursing activities.

A Library:

Affording ample opportunity for study.

A System of Fellowships, Scholarships, and grants providing means for qualified scholars to carry on studies directed toward the improvement of nursing, and of health.

These notes were prepared by Miss Nutting, Hon. President of the Florence Nightingale International Foundation, date unknown, for the members of the Board of Directors of the International Council of Nurses.

They were circulated by the Foundation to its National Committees on the occasion of the Meeting of the Grand Council in September, 1946, by kind permission of Miss Effie Taylor, President, International Council of Nurses.

*Letter from Miss M. Adelaide Nutting, R.N., to Miss Nina D. Gage, R.N., President I.C.N.*

July 3rd, 1929.

Miss Nina D. Gage, President  
International Council of Nurses,  
The Ritz Hotel,  
Montreal, Quebec, Canada.

My Dear Miss Gage,

Sometime during the current week, I understand, the question of the Florence Nightingale Memorial is to come forward for criticism.

I am venturing to send you a note on the subject, regretting deeply my inability to be present and to share in the discussion of a question in which I am greatly interested.

When in the year 1912, at the Congress in Cologne, the idea of establishing a Florence Nightingale Chair of Nursing was proposed, it was accepted by the Council as an eminently appropriate memorial to one whose ideas on education were far in advance of her day and were among her most notable characteristics, and who through education had aimed at, and had achieved, the transformation of nursing. It was appropriate also because there was then no available opportunity in Europe, and but one in America, where nurses could secure any of the higher educational advantages required in the growth and development of their work. To provide such opportunities for nurses through a Florence Nightingale Chair established, presumably, in the University of London, in the city where she had spent the greater part of her life, and the centre from which most of her activities radiated, seemed indeed a worthy and fitting tribute to offer to the memory of this great Englishwoman.

But the war, which intervened shortly after, put an end for some years to the work of the International Council of Nurses, and in the interval changes took place which have resulted in the establishment in London of certain institutions interested in the education of nurses and actively concerned in efforts to provide opportunities for the special study needed by them. Through these already existing foundations it seems clear that the work offered for nurses at Bedford College and King's College, both of London University, may be so expanded as to satisfy their needs.

If this view of the situation is correct, then the question would arise as to what other kind of a memorial to Florence Nightingale might be considered.

I would like to suggest, as a possibility, the establishment of a Florence Nightingale Foundation—something of sufficiently large scope and purpose to undertake not one task, but to form an International Centre for study and research in nursing and the kindred problems of hospitals and public health, upon which things Florence Nightingale's mind played with such amazing power and originality.

One of the first acts of such a foundation would be to secure the right place in which to house it and from which to carry on its work, to gather together there all her books, letters, manuscripts, portraits, personal belongings, and other things intimately associated with Miss Nightingale's life and work. Some of these are now being scattered widely, and there should be some such place found where they could be brought together, appropriately housed and arranged, and open to be visited by nurses from all parts of the world and the thousands of other persons who could thus catch a glimpse of the nature of her surroundings and envisage in some measure the vast range of her thought and labour.

For the establishment of such a centre as a memorial to a great person we have a long and rich precedent to guide us. There is the Carlyle house in Chelsea, the Dickens house in Bloomsbury, the Johnson house in Gough Square, the Keats house in Hampstead, and no one who has visited the Keats house in Rome can forget the treasures of books, pictures, letters, and other things so carefully guarded and tenderly cherished by lovers of the poet. In Paris there is Victor Hugo's house in the Place des Vosges, and in Tours the house of Honore de Balzac. In America there is the Edgar Allen Poe Shrine at Richmond, the Longfellow house at Cambridge, and the groups of historic houses in Concord, and many others.

But recently we are seeing in the gifts of Darwin's home, Down House in Kent, to the British Association for the Advancement of Science, and of Cobden's house in Sussex to the Cobden Memorial Association, new ways of honouring those whose contributions to knowledge have affected all humanity. Both of these famous homes are to be used as centres for study and research, and for conferences on the scientific and political and economic questions with which the names and lives of each are identified, and endowments are established to carry on their work.

In keeping with this new conception of a memorial as something beyond a shrine—something filled with a living, growing purpose—is the idea which I believe we should try to embody in a Florence Nightingale Foundation. It should not be restricted to the achievement of a single object, but devoted to the development of educational work, instigating and assisting important lines of research in the fields of Miss Nightingale's greatest interest, the publication of studies and reports and monographs—there are many such yet to be written about various phases of Miss Nightingale's own work; to the creation of certain fellowships for students of unusual promise, and to such other activities as the years may show the necessity for undertaking.

The Foundation should be created through the initiative of the International Council of Nurses, with the active co-operation and support of individuals and societies of suitable character. It should be established in the form of a permanent Trust, endowed, and under the direction of a body of Trustees composed of men and women of very great eminence, representing different countries and including, if possible, some member of Miss Nightingale's family. That these Trustees should hold a proper conception of the province and functions of the Foundation, and be of the kind who would forward them with energy and enthusiasm, goes without saying.

To set forth afresh in this way the imperishable glory of Miss Nightingale's work—to more vigorously advance the ideas and ideals which she so unceasingly laboured to establish, should be to stir to new effort the imagination and energies of nurses of the future.

If the Council accepts the idea of this kind of a memorial to one of the greatest women in all history, who is so peculiarly our own, I trust it will place it as a definite suggestion to be considered either by the present committee, or by a new one to be created for the purpose.

Believe me to be,

Yours faithfully,

(signed) M. Adelaide Nutting.

APPENDIX II

FLORENCE NIGHTINGALE INTERNATIONAL FOUNDATION

CURRENT ACCOUNTS (Unaudited)

	£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.
SUNDRY CREDITORS ... ..				176	13	3						
ADVANCE IN CONNECTION WITH RESEARCH STUDY as at 30th December, 1946 ... ..	23	2	6									
Add Donations this year ... ..	780	0	0									
	<u>803</u>	<u>2</u>	<u>6</u>									
Less Disbursements ... ..	54	8	2									
				748	14	4						
SUSPENSE ACCOUNT ... ..				16	15	5						
THE ADELAIDE NUTTING FUND—amount 1st October, 1946 ... ..				150	0	0						
GENERAL FUND												
As at 30th September, 1946 ... ..	2,304	16	6									
Less Excess of Expenditure over Income per attached a/c ... ..	343	9	9									
				<u>1,961</u>	<u>6</u>	<u>9</u>						
				3,053	9	9						
SCHOLARSHIP FEES RECEIVED IN ADVANCE FUND												
As at 30th September, 1946 ... ..	1,408	2	4									
Add Amounts received during year ... ..	6,522	0	0									
Add Interest on Australian scholarships ... ..	26	0	3									
	<u>7,956</u>	<u>2</u>	<u>7</u>									
Less Amount disbursed during year ... ..	7,101	6	9									
				854	15	10						
SOUTH AFRICAN SCHOLARSHIP FUND												
As at 30th September, 1946 ... ..				524	11	9						
ENDOWMENT FUND												
As at 30th September, 1946 ... ..	26,337	16	8									
Add Donations this year ... ..	125	19	10									
	<u>26,463</u>	<u>16</u>	<u>6</u>									
Forward —	£30,896	13	10									
CASH AT BANK AND IN HAND												
Deposit Account ... ..	1,000	0	0									
Current Account ... ..	862	14	10									
Petty Cash Account ... ..	5	11	8									
	<u>1,868</u>	<u>6</u>	<u>6</u>									
Add Due from Scholarship Fees received in Advance Account ... ..	48	12	6									
	<u>1,916</u>	<u>19</u>	<u>0</u>									
Less Due to Endowment Fund ... ..	178	6	7									
									1,738	12	5	
INVESTMENT AT COST £260												
Bristol Corporation 2½% stock 1961/66 ... ..				265	13	0						
INTEREST ACCRUED ON INVESTMENTS (GROSS) ... ..				259	11	9						
INCOME TAX RECOVERABLE ... ..									130	10	10	
LIBRARY BOOKS as at 30th September 1946 ... ..	28	4	7									
Less Depreciation ... ..	2	16	5									
									25	8	2	
Stock of Copies of F.N. Oration at cost, less sales. As at 30th September 1946 ... ..												14 8 8
FURNITURE AND EQUIPMENT												
As at 30th September 1946 ... ..	571	9	0									
Additions this year ... ..	19	1	6									
	<u>590</u>	<u>10</u>	<u>6</u>									
Less Depreciation ... ..	29	10	6									
									561	0	0	
RENT AND INSURANCE PREPAID ... ..									58	4	11	
												3,053 9 9
SCHOLARSHIP FEES RECEIVED IN ADVANCE FUND												
Investment at cost £615 3% Defence Bonds ... ..	615	0	0									
Loan ... ..	20	0	0									
Cash at Bank ... ..	268	8	4									
	<u>903</u>	<u>8</u>	<u>4</u>									
Less Due to General Fund ... ..	48	12	6									
									854	15	10	
Forward —	£3,908	5	7									

CURRENT ACCOUNTS (Unaudited) - continued

£ s. d.      £ s. d.  
Forward — 30,896 13 10

SOUTH AFRICA SCHOLARSHIP FUND AS AT 30TH  
SEPTEMBER, 1946

Investment at cost £520 3% Defence Bonds      520 0 0  
Cash at Bank ... ..      4 11 9

£ s. d.      £ s. d.  
Forward — 3,908 5 7

524 11 9

ENDOWMENT FUND

Investments at cost £1,359 11s. 2d. Blackburn  
Corp. 3½% Redeemable Stock 1962 ...      1,373 13 8  
£1,300 Bristol Corp. 3½% Stock 1961/66 ...      1,328 6 3  
£2,000 Cardiff Corp. 3% Redeemable Stock  
1952/55 ... ..      2,005 13 10  
£1,000 Hertfordshire County 3½% Stock  
1954/59 ... ..      970 14 6  
£2,000 London County Consd. 3½% Stock  
1968/73 ... ..      1,967 10 10  
£2,351 3s. 4d. London County Consd. 3½%  
Stock 1954/59 ... ..      2,253 0 1  
£2,042 7s. 1d. Southampton Corp. 3%  
Redeemable Stock 1959/64 ... ..      1,909 16 0  
£1,290 12s. 9d. Southgate Corp. 3%  
Redeemable Stock 1951/61 ... ..      1,295 13 2  
£2,045 16s. 5d. Union S. Africa 3½%  
Inscribed Stock 1954/59 ... ..      2,000 18 4  
£130 3% Defence Bonds ... ..      130 0 0  
£2,370 2½% Defence Bonds ... ..      2,370 0 0  
£5,452 5s. 10d. 2½% Savings Bonds ...      5,527 5 4  
Aust. Stock 2½% 1967/71 ... ..      3,023 8 10

26,156 0 10  
Cash at Bank ... ..      129 9 1  
Amount due from General Fund ... ..      178 6 7

26,463 16 6

£30,896 13 10

£30,896 13 10





### APPENDIX III

## QUOTA CONTRIBUTIONS OWED TO ENDOWMENT FUND

America	£4,016		
Australia	no quota, contributed £449 19s. 6d.		
* Belgium	£953		
Canada	completed		
* Czechoslovakia	£2,084		
* Denmark	£440		
Eire	£334		
* Finland	£406		
* France	£5,695		
Great Britain	£4,206		
* Greece	£834		
		* Iceland	£280
		India	£4,960
		* Japan	£2,909
		* Latvia	£276
		* Norway	£266
		* Netherlands	£70
		New Zealand	over subscribed by £200
		South Africa	over subscribed by £800
		* Sweden	£511
		* Poland	£433
		Philippines	£350

\* Countries which may not export money

### APPENDIX IV

## FLORENCE NIGHTINGALE INTERNATIONAL FOUNDATION

*Contributions to the Endowment Fund 1933 — September 1947*

Country	Contributed by Nurses	Red Cross	Others
Australia ... ..	£412 3 10	—	—
Belgium ... ..	£7 17 8	£30 0 0	—
Canada ... ..	£2,064 16 3	—	—
Czechoslovakia ... ..	—	—	—
Denmark ... ..	—	—	—
Finland ... ..	£40 0 0	£40 0 0	—
France ... ..	—	—	—
Great Britain ... ..	£392 10 6	£906 7 5	£38 15 5
Greece ... ..	—	—	—
Bulgaria ... ..	—	£13 1 4	—
Iceland ... ..	£20 0 0	—	—
India ... ..	£37 6 1	—	—
Eire ... ..	£339 7 0	—	—
Latvia ... ..	£33 15 0	£41 0 0	—
Luxemburg ... ..	£21 0 0	—	—
Japan ... ..	—	£291 13 4	—
Netherlands ... ..	—	—	£20 0 0
New Zealand ... ..	£390 6 7	—	—
Norway ... ..	£216 14 0	—	—
Philippines ... ..	£149 17 4	—	—
Poland ... ..	—	£37 19 7	—
Roumania ... ..	—	—	—
South Africa ... ..	£1,280 8 6	£1,280 8 6	—
Sweden ... ..	£270 1 1	—	—
U.S.A. ... ..	£16,648 19 0	—	—
International Organisations L.O.R.C.S. ... ..	—	£272 10 8	—
		in kind £6,360 3 8	
I.C.N. ... ..	£1,000 0 0	—	—
Northern Nurses Association ... ..	£151 11 0	—	—
Old Internationals' Association ... ..	£7 11 0	—	—
Russian Nurses abroad ... ..	£2 6 0	—	—
<b>Total ...</b>	<b>£23,486 10 10</b>	<b>£2,913 0 10</b>	<b>£58 15 5</b>

# FLORENCE NIGHTINGALE INTERNATIONAL FOUNDATION

## *Contributions to General Expenses*

Country	Nurses	Red Cross	Others
Australia ... ..	£200 0 0	—	—
Belgium ... ..	£20 0 0	£20 0 0	—
Canada ... ..	£5 5 0	—	—
Denmark ... ..	£30 0 0	—	—
Great Britain ... ..	£547 0 0	£2,175 0 0	—
Netherlands ... ..	£20 0 0	—	—
Norway ... ..	£25 0 0	—	—
Philippines ... ..	£25 0 0	—	—
South Africa ... ..	—	£300 0 0	—
Sweden ... ..	£100 0 0	—	—
New Zealand ... ..	£150 0 0	£150 0 0	—
U.S.A. ... ..	£70 0 0	—	—
L.O.R.C.S. ... ..	—	£3,751 17 7	—
<b>Total ...</b>	<b>£1,192 5 0</b>	<b>£6,396 17 7</b>	<b>—</b>

# FLORENCE NIGHTINGALE INTERNATIONAL FOUNDATION

## *Contributions to Scholarships*

Country	Nurses	Red Cross	Others
Australia ... ..	£1,104	£7,224	£1,104
Canada ... ..	£1,750	—	—
Czechoslovakia ... ..	—	£125	—
Denmark ... ..	£250	—	£250
Eire ... ..	£500	—	—
Finland ... ..	£750	£750	—
France ... ..	£250	—	—
Great Britain ... ..	£2,100	£2,850	£1,750
India ... ..	—	£2,750	—
Latvia ... ..	—	£125	—
Netherlands ... ..	—	£250	—
New Zealand ... ..	£1,500	—	—
Norway ... ..	—	£250	—
Poland ... ..	—	£125	—
South Africa ... ..	£625	£625	—
Sweden ... ..	£1,250	—	—
U.S.A. ... ..	£1,950	£1,000	—
L.O.R.C.S. ... ..	—	£1,375	—
<b>Total ...</b>	<b>£12,029</b>	<b>£17,449</b>	<b>£3,104</b>

# FLORENCE NIGHTINGALE INTERNATIONAL FOUNDATION

## Summary of Contributions to F.N.I.F. 1934-47 (exclusive of years 1940, 41, 42 & 43)

Contributions made by:—	To Endowment Fund	To General Expenses	Scholarships	Total
Nursing Organisations	£23,486 10 10	£1,192 5 0	£12,029	£36,707 15 10
Red Cross	£2,913 0 10	£6,396 17 7	£17,449	£26,758 18 5
Others	£58 15 5	—	£3,104	£3,162 15 5
<b>Total</b>	<b>£26,458 7 1</b>	<b>£7,589 2 7</b>	<b>£32,582</b>	<b>£66,629 9 8</b>

- Notes
- Contributions from National F.N.M. Committees have been credited to the Nurses' Associations. Thus the total contributions attributed to Nurses will be over-estimated.
  - The Red Cross contributions include the following contributions from L.O.R.C.S. Endowment £272 10s. 8d. General Expenses £3,751 17s. 7d. Scholarships £1,375.
  - The L.O.R.C.S. also contributed
    - The remainder of the Lease of 15 Manchester Square.
    - The furniture of 15 Manchester Square.
    - The Library.

Entered in the books as an asset of £6,360 3s. 8d.

## APPENDIX V

# International Council of Nurses

## RELATIONSHIPS

The Study Committee of the International Council of Nurses has been charged with the responsibility of studying the Relationships of the International Council of Nurses with other organisations.

In the opinion of the members of the Study Committee no relationship has been established by the International Council of Nurses to date which merits more thoughtful consideration than that of the International Council of Nurses with the Florence Nightingale International Foundation.

In this report no attempt has been made to present in detail the events which lead up to the establishment of the Foundation through the common interests and joint activity of the International Council of Nurses and the League of Red Cross Societies. Further, no discussion has been included regarding the courses for Post-Graduate Nursing Education conducted in London which were utilised by the League of Red Cross Societies\* following World War I and those which later were sponsored by Florence Nightingale International Foundation.

The resolution presented by Mrs. Bedford Fenwick, at the meeting of the International Council of Nurses held in Cologne, Germany in August, 1912, after consultation with Miss Adelaide Nutting and others, which inspired the inception of the Foundation and which reads in part as follows, is recorded in nursing history:

"that the nurses of the world should co-operate to found an educational memorial in memory of Miss Nightingale which would benefit the nurses of the world." †

Because of World War I, and the financial

stress of the years which followed it, the decision as to the type of memorial to be sponsored was held in abeyance, and it was not until July 1927 in Geneva, that a Florence Nightingale Memorial Committee was created by the Board of Directors of the International Council of Nurses to look into the question further.

On July 1, 1931 the Committee presented a resolution to the International Council of Nurses Board of Directors in Geneva, which was accepted by the Board. This reads:

"That the Memorial should take the form of an endowed foundation for Post-Graduate Nursing Education; that the foundation should be in London and that it should be of an international character and a living Memorial."

At a meeting of the Grand Council of the International Council of Nurses held in Paris on July 8, 1933, the Florence Nightingale Memorial Committee of the International Council of Nurses presented a report together with a Florence Nightingale International Foundation Draft Scheme. These were adopted by the Grand Council and in effect constituted a decision that the International Council of Nurses should co-operate with the League of Red Cross Societies in forming the proposed Florence Nightingale International Foundation. In adopting the Draft Scheme, the International Council of Nurses expressed the desire that since the objective of the Memorial is to perpetuate the memory of Florence Nightingale and to promote the education of nurses, in the organisation of any permanent foundation, the nursing profession be granted the majority of the membership on all committees, national and international.

\* In 1920 the League of Red Cross Societies provided a one year course in public health at King's College, University of London, open to Red Cross nurses of a certain educational standard from all over the world; this was transferred in 1921 to Bedford College; and in 1924 a second course for administrators and teachers in schools of nursing was organised in conjunction with the College of Nursing.

† *Breay & Fenwick History, International Council of Nurses (1931) p. 102.*

Also at this same meeting the following resolution was adopted:

"That the existing Florence Nightingale Committee of the International Council of Nurses should be asked to make a study of all the matters involved, and set up a comprehensive educational programme which will include research on nursing, for a Memorial, and that the study cover the following points:—direction, organisation, curricula, finances, etc."\*

On July 5, 1934, at 15 Manchester Square, London, W.1, the Florence Nightingale International Foundation held its inaugural meeting and on October 17, 1934 the Declaration of Trust between the British Red Cross Society and Westminster Bank Ltd., in London, was signed.

On July 12, 1935, the Florence Nightingale Memorial Committee of the International Council of Nurses created in 1929 was dissolved by the Board of Directors and a reconstructed Committee was constituted which functioned until 1937.

At the meeting of the Grand Council of the International Council of Nurses held in London on July 14, 1937, the By-Laws of the International Council of Nurses were amended to provide for a Florence Nightingale Foundation Committee as one of the Standing Committees of the International Council of Nurses; the Committee to consist of five members to represent the International Council of Nurses on the Grand Council of the Florence Nightingale International Foundation. The five members so appointed to represent two English speaking and three non-English speaking countries and the President of the International Council of Nurses to be the Chairman of the Committee.

The report of the Florence Nightingale Foundation Committee of the International Council of Nurses presented to the Board of Directors in London in July 1939, referred to the study for which the International Council of Nurses had accepted responsibility in 1933; namely the setting up of a comprehensive educational programme (see above) and to the fact that as the International Council of Nurses Committee on Education was planning to conduct a study of post-graduate education in the various countries† affiliated to the International Council of Nurses it was thought that the two studies could be combined and carried concurrently by and through the International Council of Nurses Committee on Education.

However, funds to carry on this last named

International Council of Nurses Study were not obtained even though efforts to do so had been authorised by Member Associations and a foundation in the United States of America had been approached by the President of the International Council of Nurses, in this connection.

It will be recalled that the sum originally accepted by the Member Bodies of the Florence Nightingale International Foundation at the inauguration of the Foundation in 1934, as that required for the Endowment Fund was £50,000, while the sum suggested for the building and endowment of the Headquarters in London originally was fixed at £200,000.

"The final figure is dependent upon the scope of the programme decided upon by the Grand Council, and it is anticipated that with the ever increasing demands and the expansion of the work, the figure will far exceed any sum hitherto thought adequate if the Memorial is to be worthy of the woman whom it is designed to honour."†

As yet the original quota £50,000 has not been met and remains a task to be completed.

The Study Committee of the International Council of Nurses:

1. Is conversant with the purpose, inception and history of the Florence Nightingale International Foundation;
2. Has reviewed the Trust Deed and By-Laws of the Florence Nightingale International Foundation as these have been in effect since 1934;
3. Has studied the resolutions regarding the Florence Nightingale International Foundation received from Member Associations of the International Council of Nurses, as presented to the Board of Directors of the International Council of Nurses at its meeting held in London in September 1946;
4. Is not unmindful of the obligations which the International Council of Nurses assumed in collaborating with the League of Red Cross Societies in the establishment of the Florence Nightingale International Foundation;
5. Acknowledges the debt of gratitude which Nurses as well as other citizens of the world owe to Florence Nightingale and appreciates the desire of Nurses and others to establish a living Memorial in her memory;
6. Values highly the privilege which has been given to the International Council of Nurses of working in co-operation with the League of Red Cross Societies and the Florence Nightingale Memorial Committees created in the

\* International Council of Nurses By-Laws amended in July, 1937, Article V, Standing Committees, Sections 1 and 12.

† Quoting from the 1946 report of the Committee of Management of the Florence Nightingale International Foundation, Part I—Report of the Provisional Committee, July, 1939 to July, 1945, p. 11.

several countries in connection with the raising of funds for the Foundation and the furtherance of the work of the Foundation.

However, because of overlapping functions with resulting duplication of responsibility, effort and expense insofar as the International Council of Nurses and Florence Nightingale International Foundation are concerned, also because of recommendations which the Study Committee of the International Council of Nurses is submitting to the International Council of Nurses in relation to its responsibilities for International Nursing Education, at this time the Study Committee recommends:

1. That every effort be made to complete the original quota of £50,000 set up by the Florence Nightingale International Foundation at the time of its inauguration in 1934; this to be achieved if possible by the time of

the next ordinary general meeting of the Grand Council of the Florence Nightingale International Foundation, to be held in 1948. That in the meantime no increase be made in the original quota;

2. That Study of the relation of the International Council of Nurses to the Florence Nightingale International Foundation be continued during the months ahead, and that final decision regarding the relation of the International Council of Nurses with the Florence Nightingale International Foundation be postponed until the recommendations from the Study Committee of the Florence Nightingale International Foundation, are ready for presentation to the Grand Council of the Florence Nightingale International Foundation and available to the Board of Directors of the International Council of Nurses.

GREAT BRITAIN

Secretary, Miss Olive Secretary, Florence Nightingale International Foundation  
General, Mrs. H. A. Chief Nursing Officer, Ministry of Labour

## APPENDIX VI

### List of Contacts

#### BELGIUM

- Bihet, Mlle. M., Director, Ecole d'Infirmières Institut Edith Cavell, Bruxelles.
- Mechelynck, Mlle. Cecile, Director, Ecole d'Infirmières annexée a l'Université libre de Bruxelles.

#### CANADA

- Beyer, Miss Bianca, (O.I.) Matron, The Runnymede Hospital, Toronto.
- Browne, Miss Jean E., (O.I.) Director, Canadian Junior Red Cross.
- Chittick, Miss Rae, President, Canadian Nurses' Association (1947-48).
- Cryderman, Miss E., Director, Toronto Branch, Victorian Order of Nurses.
- Emory, Miss Florence H. M., Associate Professor, School of Nursing, University of Toronto.
- Fidler, Miss Nellie D., Director, Experimental School of Nursing, Windsor.
- Flanagan, Miss Eileen, Chief Supervisor in Nursing Service, Neurological Institute of Montreal.
- Hall, Miss Gertrude, General Secretary-Treasurer, Canadian Nurses' Association.
- Johns, Miss Ethel, Member Florence Nightingale International Foundation Study Committee (representing N.F.N.M.Cs).
- Kerr, Miss Margaret, Editor, The Canadian Nurse.
- Lindeburgh, Miss Marian, Director, School for Graduate Nurses, McGill University.
- Masten, Miss Jean, (O.I.) Superintendent of Nurses, Sick Childrens' Hospital, Toronto.
- Macleod, Miss Agnes, Chief Nurse, Nursing Service, Dept. of Veterans' Affairs, Ottawa.
- MacKenzie, Miss M., Educational Director, Montreal General Hospital, School of Nursing.
- Mathewson, Miss Mary, Superintendent of Nurses, Montreal General Hospital.
- McArthur, Miss Helen, Director, Red Cross Nursing Services.
- McCorquodale, Miss Claribel, (O.I.) Supervisor, Nursing Service, Institute of Radiotherapy, Toronto General Hospital.
- Munroe, Miss F., Superintendent of Nurses, Royal Victoria Hospital, Montreal.
- Neill, Miss Agnes C., (O.I.) formerly Matron-in-Chief, Canadian Army Medical Corps.
- Routley, Dr. F., National Commissioner, Canadian Red Cross Society, Toronto.
- Ross, Miss Gretta Mackay, (O.I.) Director of Nurses, Ontario Society for Crippled Children.
- Russell, Miss E. K., Director, School of Nursing, University of Toronto.
- Sharpe, Miss Gladys J., (O.I.) School of Nursing, Toronto Western Hospital.
- Smith, Miss Elizabeth, (O.I.) Director of Nursing Services, Department of Public Health, Regina.
- Williams, Miss Sadie, (O.I.) Supervisor, Out-Patients Department, Toronto General Hospital.
- Members of the Florence Nightingale Memorial Committee of Canada.
- Twenty-one International students at University of Toronto (not Florence Nightingale Scholars)

#### GREAT BRITAIN

- Baggallay, Miss Olive, Secretary, Florence Nightingale International Foundation.
- Bennett, Mrs. B. A., Chief Nursing Officer, Ministry of Labour.

Blair, Dame Emily, Matron-in-Chief, British Red Cross Society.

Bridges, Miss D. C., (O.I.) Chairman, Florence Nightingale International Foundation Committee on Study.

Carter, Miss G. B., formerly Secretary, Royal College of Midwives.

Carter, Mrs. Maynard, (O.I.) formerly Director, Nursing Division, League of Red Cross Societies.

Charley, Miss Irene, (O.I.) Superintendent, Central Bureau for Insurance Nursing.

Goodall, Miss Frances, General Secretary, Royal College of Nursing.

Hawes, Major General L. A., Secretary General, British Red Cross Society.

Hillyers, Miss Gladys, Honorary Secretary, N.F.N.M.C. of Great Britain.

Jebb, Miss G. E. M., Principal, Bedford College, University of London.

Merry, Miss Jeanette, (O.I.) Education Director, Queen's Institute of District Nursing.

Musson, Dame Ellen, formerly Chairman N.F.N.M.C. of Great Britain.

McKenzie, Mrs. N., Lecturer in Educational Method and Psychology, Royal College of Nursing.

Parsons, Miss Hester, Director, Education Department, Royal College of Nursing.

Rees, Miss Eileen, (O.I.) Florence Nightingale Scholar, 1946-47.

Reid, Mrs. Helena, formerly Director of Social Studies, Bedford College.

Stephenson, Miss Elsie, (O.I.) Florence Nightingale Scholar, 1946-47.

Members of the National Florence Nightingale Memorial Committee of Great Britain.

*Australians seen in Great Britain.*

Headberry, Miss Jean, (O.I.) Florence Nightingale Scholar, 1946-47.

Long, Miss Nancy, (O.I.) Florence Nightingale Scholar, 1946-47.

Looker, Miss Margaret, (O.I.) Florence Nightingale Scholar, 1946-47.

## THE NETHERLANDS

Bemmelen, Miss Maria Van, (O.I.) Matron, Wilhelmina Ziekenhuis, Nijmegen.

Dozy, Mrs., Executive Secretary, Netherlands Nurses' Association.

Hogendorp, Baroness L. Van, (O.I.) Matron-in-Chief, Royal Netherlands Army Nursing Service.

Reineke, Miss Annie, (O.I.) Supervisor, Child Welfare Work.

Sasburg, Miss Margareta M., (O.I.) Sister Tutor, Gemeente Ziekenhuis, The Hague.

Voorthuysen, Miss R. L. Van, (O.I.) Matron, Gemeente Ziekenhuis, The Hague.

Members of the National Florence Nightingale Memorial Committee of the Netherlands.

## SWEDEN, DENMARK, NORWAY, FINLAND (in Stockholm)

Andrell, Miss Majsa, (O.I.) Chief, Nursing Division, State Board of Health, Sweden.

Asklund, Mrs. Lis Lagercrantz, (O.I.) Social Worker, Sweden.

Beck-Friis, Miss Ulla, (O.I.) Director, School of Nursing, Roda Korsets Elev-och Sukskoterskem, Sweden.

Berg-Domaas, Miss M., (O.I.) Hon. Sec. Florence Nightingale Memorial Committee of Norway.

Brauer, Miss Ebba, (O.I.) Matron, Eastmaninstitutet, Sweden.

Elfverson, Miss Karin, Secretary, Florence Nightingale Memorial Committee, Sweden.

Eriksson, Miss Gun, Director, School of Nursing, Sundswall, Sweden.

Hillefors, Miss Kerstin, (O.I.) Matron, Stureby Vardhem, Sweden.

Höjer, Miss Gerda, President, International Council of Nurses, Sweden.

Janzon, Miss Astrid, (O.I.) Director, State School of Nursing, Sweden.

Kessel, Miss Borghild, Director, School of Public Health Nursing, Oslo, Norway.

Luoma, Miss Tina, Inspector of Public Health Nursing, State Medical Board, Finland.

Madsen, Miss Maria, President, Danish Council of Nurses, Denmark.



Magnusson, Miss Gerda, (O.I.) Director, School of Nursing, Sophiahemmet, Sweden.

Snellman, Miss Venny, (O.I.) Inspector of Nursing Education, State Medical Board, Finland.

Stjernstedt, Baron E., Overstyrelsen for Svenska Roda Korsets.

Members of the National Florence Nightingale Memorial Committee of Sweden.

#### SWITZERLAND

Hentsch, Miss Yvonne, (O.I.) Chief, Nursing Division, League of Red Cross Societies.

Kasermann, Mme. R., (O.I.) Social Worker, Cantonal General Hospital.

Odier, Mlle. L., Chief, Nursing Division, International Red Cross.

Pampana, Dr. E. J., Member of Secretariat, Interim Commission, World Health Organisation.

Rougé, Monsieur B. de, Secretary General, League of Red Cross Societies.

Vesely, Dr. J., Director, Fellowship Programme, World Health Organisation.

#### UNITED STATES OF AMERICA

Arnstein, Miss Margaret, Assistant Chief, Nursing Division, U.S. Public Health Service.

Belmont, Mrs. Augusta, Representative of American Red Cross N.F.N.M.C. of U.S.A.

Best, Miss Ella, Executive Secretary, American Nurses' Association.

Brown, Dr. Esther Lucile, Director, Studies in the Professions, Russell Sage Foundation.

Brumbaugh, Dr. A. J., Vice-President, American Council on Education.

Calhoun, Miss Gertrude, Administrative Assistant, International Activities, International Red Cross and League of Red Cross Societies.

Casey, Miss Claire, Member of N.F.N.M.C. of U.S.A.

Densford, Miss Katharine, President, American Nurses' Association.

Dunbar, Miss Virginia, (O.I.) Member of N.F.N.M.C. of U.S.A.

Eaton, Mrs. Winifred, (O.I.) Florence Nightingale Scholar, 1925-26.

Freeman, Miss Ruth, Director, Nursing Services, American Red Cross.

Forrest, Dr., Assistant Director, Headquarters Office, The World Health Organisation.

Gimmestad, Miss Ella, Assistant Director, Nurses' Aides, American Red Cross.

Goodrich, Miss Annie, Member, N.F.N.M.C. of U.S.A.

Harola, Miss Lusa, (O.I.) Florence Nightingale Scholar, Finland, 1938-39.

Harries, Mr. Alfred, Administrative Assistant, International Relations, American Red Cross.

Hawkinson, Miss Nellie, Member, International Council of Nurses' Committee on Study.

Johnson, Miss Dagmar, Representative of American Red Cross on N.F.N.M.C. of U.S.A.

Mambuca, Miss Theresa, (O.I.) Florence Nightingale Scholar, 1937-38.

McManus, Dr. Louise, Professor of Nursing Education, Teachers' College, Columbia University.

O'Brien, Dr. Henry, International Health Relations, U.S. Public Health Service.

Parran, Dr. Thomas, Surgeon General, U.S. Public Health Service.

Peter, Dr. W. W., Chief, Training Section, Division of Health and Sanitation, Institute of Inter-American Affairs.

Petry, Miss Lucile, Chief, Nursing Division, U.S. Public Health Service.

Power, Mr. Thomas L., Educational Director, International House, New York.

Roberts, Miss Mary, Past Chairman, N.F.N.M.C. of U.S.A.

Rooney, Mr. Frank, General Administration, American Red Cross.

Ryan, Mr. Philip, Director, International Activities, American Red Cross.

Salmon, Mrs. Calista Banwarth, (O.I.) Assistant Secretary, American Nurses' Association.

Sawers, Miss Jean L., Florence Nightingale Scholar (Great Britain), 1947-48.

Schwarzenberg, Miss Anna, (O.I.) formerly Executive Secretary, International Council of Nurses.

Scott, Mrs. Alma, formerly Chairman, International Council of Nurses' Study Committee.

Sleeper, Miss Ruth, American Red Cross Representative on the N.F.N.M.C. of U.S.A.

Stewart, Miss Isabel, Past Chairman, International Council of Nurses' Education Committee.

Stoegerer, Mrs. Beatrice, Director of Nursing, Division of Health and Sanitation, Institute of Inter-American Affairs.

Strode, Dr. George K., Director, International Health Division, Rockefeller Foundation.

Taylor, Miss Effie J., Past President, International Council of Nurses.

Tennant, Miss Mary Elizabeth, Assistant Director and Nursing Consultant, International Health Division, Rockefeller Foundation.

Tuttle, Miss Mildred, Director of Nursing, Kellogg Foundation.

Tuttle, Miss Rosemary, Administrative Assistant, International Activities, American Red Cross.

Wheelock, Miss Ruth, (O.I.) Assistant Editor, Nursing Education, The Macmillan Company, New York.

Wolf, Miss Anna, Member, Florence Nightingale International Foundation Committee on Study.

Wolf, Miss Lulu K., (O.I.) Chairman, N.F.N.M.C. of U.S.A.

Zeigler, Miss Helen, Dean, Vanderbilt University School of Nursing.

Members of National Florence Nightingale Memorial Committee of the U.S.A.

International Students at Teachers' College, Columbia University.

International Students at Vanderbilt University, School of Nursing.

#### CONTACTS THROUGH CORRESPONDENCE

Alexander, Miss B. G., Chairman, N.F.N.M.C. of South Africa.

Bachmann, Miss S., Secretary, N.F.N.M.C. of Iceland.

Burbidge, Miss G. A., Chairman, N.F.N.M.C. of Australia.

Costres, Madame E., President, N.F.N.M.C. of Roumania.

Joannis, Mlle. J. de, President, N.F.N.M.C. of France.

Lambie, Miss Mary, President, Florence Nightingale International Foundation.

Russell, Miss K. F., Secretary, N.F.N.M.C. of Eire.

Sindlerova, Miss M. A., President, N.F.N.M.C. of Czechoslovakia.

## APPENDIX VII

### F.N.I.F. STUDENTS DURING SESSION SEPTEMBER 1947 — SEPTEMBER 1948

Country of Origin	Subject of Study	Countries visited	Type of Programme	Time Spent
1 South Africa	Teaching of Nurses	England	Sister Tutor Diploma, London University.	Academic Year
2 Greece	Teaching of Nurses	England	Sister Tutor Diploma, London University.	Academic Year
3 India	Teaching of Nurses	England	Sister Tutor Diploma, London University.	Academic Year
4 } 5 } 6 Poland	Gt. Britain (2) Nursing Administration Teaching of Nurses	U.S.A. Canada England Sweden	Selected subjects from Advanced Course at Chicago University School of Nursing—with additional observations in U.S.A. and Canada. Arranged by Education Department, Royal College of Nursing. Selected subjects from Sister Tutor Course and additional work in Nursing School and Hospital Wards. Report on Comparative Methods.	Academic Year
7 India	Public Health Administration	England	Arranged by Education Department, Royal College of Nursing. Detailed study of field administration in public health nursing organisations and in industry with special relation to welfare of mothers and children. Report on Comparative Problems.	Academic Year
8 } 12 } 13 }	Australia (5) Nursing Administration	England	Course at the Royal College of Nursing—Certificate.	Academic Year
16 } 17 Gt. Britain	Australia (4) Teaching of Nurses Psychiatry	England U.S.A.	Sister Tutor Diploma, London University. 6 months' work in Deep Insulin Therapy, The Henry Phipps Institute, The John Hopkins Hospital. 4 months' study of Selection Tests for Nursing Recruits under guidance of National League of Nursing Education.	Academic Year
18 Gt. Britain	Nursing Education	Canada	Advanced Course, Post-Graduate Nurses' School, McGill University, Montreal.	Academic Year
19 Sweden	Nursing Administration	U.S.A.	Selected subjects from Advanced Course at Chicago University, School of Nursing with additional observation.	Academic Year
20 South Africa	Psychiatric Nursing	Scotland	Training at the Crichton Royal Hospital.	2 years
21 Denmark	Public Health Nursing Advanced	U.S.A.	4 months' Vanderbilt University School of Nursing as special post-graduate student. 2 months' with Maryland Health Department, rural public health nursing. 2 months' observation Health Department and Maternity Nursing Association, N.Y.C. Special report.	8 months
22 Denmark	Nursing Education	Canada & U.S.A.	1 term at Toronto University School of Nursing in Nursing Education with some subjects of Advanced Course. Subsequent observations in schools in U.S.A.	6 months
23 China	Nursing Education	New Zealand	Special student in Wellington Post-Graduate School with additional field experience arranged by New Zealand Health Department.	9 months
24 New Zealand	Teaching of Midwifery	England & Canada	Study of preparation of teachers of midwifery at College of Midwives and at approved training institutions in England and Ireland. 6 weeks' work in clinical teaching and obstetrics at Toronto University School of Nursing.	9 months

## APPENDIX VIII

### Plan

The Florence Nightingale International Memorial shall be constituted within the International Council of Nurses. The Florence Nightingale International Memorial shall be responsible for the long-term educational and research activities of the International Council of Nurses, but including those countries not affiliated with the International Council of Nurses. The work shall be directed by a Florence Nightingale International Memorial Council.

#### Programme :

The programme of the Florence Nightingale International Memorial shall include :

1. The planning, conduct and promotion of research in nursing;
2. The creation of a centre of information and guidance concerning educational facilities which will be available to all nurses and agencies;
3. The selection, placement and follow-up of scholars and fellows including the field work necessary for adequate selection, placement and follow-up;
4. The stimulation from all possible sources of the award of scholarships and fellowships to selected scholars for study, which would benefit national and international nursing education and service in all countries;
5. The maintenance and development of a section of the International Council of Nurses library dedicated to Florence Nightingale. This would include :
  - (a) The collection and housing of Nightingaleana;
  - (b) The responsibility for publishing monographs on research done by the Florence Nightingale International Memorial and of literature regarding the Memorial;
6. Such other activities as may develop which would further the purposes of the Memorial.

#### ORGANISATION AND ADMINISTRATION :

1. There shall be a Council appointed by the Board of Directors of the International Council

of Nurses. This shall be called the Florence Nightingale International Memorial Council. It will consist of five members including the Chairman, three of whom shall be nurses. The other two members will represent allied fields which can contribute to nursing. The Chairman will be chosen by the Council itself. Five proxies will be appointed by the Board of Directors of the International Council of Nurses.

2. These persons will be appointed on the basis of their qualifications to direct educational activities,

3. The term of office of the members of the Florence Nightingale International Memorial Council will be eight years. Half of the members will retire every four years.

4. The President of the International Council of Nurses shall be *ex-officio* member of the Council.

5. Vacancies in the Florence Nightingale International Memorial Council will be filled by the Board of Directors.

6. The Florence Nightingale International Memorial Council will appoint the Director and all professional personnel of the Florence Nightingale International Memorial within the policy of the International Council of Nurses.

7. The Florence Nightingale International Memorial Council will report to and consult with the Board of Directors of the International Council of Nurses at each stated meeting of the Board of Directors.

8. The Florence Nightingale International Memorial Council will assess the objectives and purposes of the Florence Nightingale International Memorial and implement them in an educational programme.

9. Through participation in a co-ordinating committee to be set up by the International Council of Nurses on the executive staff level, the Florence Nightingale International Memorial Committee will undertake to co-operate

in all activities of the International Council of Nurses.

**FINANCES :**

1. The International Council of Nurses will assume responsibility for the financial needs and constant growth of the Florence Nightingale International Memorial, leaving the Council free with the consent of the Board of Directors to secure funds for special purposes within the Florence Nightingale International Memorial.

2. The present Florence Nightingale International Foundation funds and further funds raised or acquired in the name of the Florence Nightingale International Memorial shall be earmarked for the work of the Florence Nightingale International Memorial.\*

3. So long as the activities of the Florence Nightingale International Memorial are centred in England the monies of the Florence Nightingale International Memorial will be held by trustees under English law.

**RESPONSIBILITIES OF INTERNATIONAL COUNCIL OF NURSES, FLORENCE NIGHTINGALE INTERNATIONAL MEMORIAL AND FLORENCE NIGHTINGALE INTERNATIONAL FOUNDATION**

This plan pre-supposes that the International Council of Nurses will assume responsibility for :

1. Maintaining the Florence Nightingale International Memorial and promoting its best interests;

2. Setting up a co-ordinating committee on the executive staff level to assure co-operation and co-ordination among all the activities and departments of the International Council of Nurses;

3. Incorporating into its Constitution and By-laws clauses designed to protect the best interests of the Florence Nightingale International Memorial and particularly concerning :

(a) the organisation and administration of the Florence Nightingale International Memorial as detailed above and also including a recommendation that the

National Associations will promote and assist in maintaining the work of the Florence Nightingale International Memorial in their countries by whatever means is deemed appropriate in that country and in co-operation with the education committees of the National Association;

(b) the programme and activities of the Florence Nightingale International Memorial;

(c) the rights, duties and responsibilities of the Florence Nightingale International Memorial Council;

(d) the finances of the Florence Nightingale International Memorial, both present and future;

4. Maintaining and stimulating interest of nurses, the present co-operating agencies, namely, the National Red Cross Societies, and other agencies, as well as the general public, in the Florence Nightingale International Memorial.

This plan further pre-supposes that the Florence Nightingale International Memorial undertakes to :

1. Assume responsibility for all the long-term educational activities of the International Council of Nurses;

2. Co-operate in all activities in such a way as to promote the best interests of the International Council of Nurses;

3. Work earnestly to build a worthy and adequate memorial to Florence Nightingale.

This plan further pre-supposes that the Florence Nightingale International Foundation will :

1. Dissolve itself;

2. In dissolving, make available to the Florence Nightingale International Memorial all its monies and other assets;

3. Insofar as is humanly possible, transfer to the Florence Nightingale International Memorial the intangible assets of goodwill, of a dedication to a high purpose, and of earnest endeavour.

\* Legal advice is being sought on this matter

*Notes*

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CHICAGO, ILL. 60637

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