

Regd. No.

UNRRA (EUROPEAN REGION).

H15/3/13.

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| Date of Paper | FROM WHOM |
| 2.2.46 | RECORD |
| Date Registered | |
| 2.2.46 | SUBJECT |
| | NURSES REPORTS |
| | ITALY |

NOTE. This file must always be passed on VIA the REGISTRY.

33528D) Wt P470/22 5m 7/44 HJR & L.Gp 51

| Referred to | Date | Referred to | Date | Referred to | Date |
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| Miss Haines | 12/2/46 | Registry | 27/11 | | |
| Miss Haines | 13/3 | Miss Haines | 1/1/47 | | |
| Miss Haines | 17/3 | Dr. Cingray | 19-5-47 | | |
| Miss Haines | 19/3 | P.A. | 10.6.47 | | |
| Miss Haines | 23/3/46 | | | | |
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| Registry | 23/11 | | | | |
| Miss Haines | 24/11 | | | | |

NOTE.—Do not retain this File unnecessarily.

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#15/3/13.

| ORIGINATOR'S DATE | REFERENCE | FROM | TO | SYNOPSIS | DOCUMENT NO. |
|-------------------------|----------------------|---------------------------|--------------------------------------|--|-----------------|
| FEB. 1 - 46. | | D ^r . GOOSHAW. | D ^r . BENN. | Miss UDELL'S REPORT RE/ VISIT Miss JOHNSTONE | 1 |
| JAN. 30. | Pouch 14 CNCH 22. | CAPT. GOEHANON. | D ^r . BENN. Miss MAINE | MONTHLY REPORT FOR JAN. 30 - 1946 | 2 |
| Feb. 25 th . | Des. 635. | Aarnies | Capt Goehanon | Grading of nurses: revision | 3 |
| May 2. | UX 1344. | BENN. | Gooshaw | NURSING REPORT. March | 4 |
| May 17. | Des. 1434. | Goehanon | Benn | Re/ Capt Capt Goehanon. | 5 |
| Feb. 27 | UX 209 | Benn | Goehanon | Monthly report for Feb. | 6 |
| March 26 | Des. NO 1005 | Udell | red: Electric | Thinking for ⑥ | 7 |

UNITED NATIONS
RELIEF AND REHABILITATION ADMINISTRATION
ITALIAN MISSION

NP. 3032

mess Redl
MR
B-6

H-15/3/13
RECEIVED



Ref. No. MN/O

8 May 1947

TO: UNRRA HEADQUARTERS , PARIS ATTN: CHIEF NURSE
FROM: D.P. OPERATIONS (ITALY)
SUBJECT: MONTHLY REPORT - D.P. NURSES QUALIFICATIONS RECORDS

1. Enclosed please find following:-

- A) Monthly report for April 1947
- B) Record of qualifications for GOLDMAN, Tuna
- C) Record of qualifications for SCHEFFER, Ilona

2. D.P. Nurses qualifications records to be checked by your office to determine professional status.

EMBUSCHLEN/vr

A. Sorieri

A.A. Sorieri

D.C.M. and

CHIEF, D.P. OPERATIONS (ITALY)



UNRRA ITALIAN MISSION
DISPLACED PERSONS OPERATIONS
(ITALY)

MN/8-a

6 May 1947

TO: DIRECTOR, DIVISION OF HEALTH SERVICES
FROM: CHIEF NURSE CONSULTANT
SUBJECT: MONTHLY REPORT - APRIL 1947

1. PERSONNEL

- A) Class I = Total = 11
- B) Class II
D.P. = None
Local = 41
- C) D.P. graduate Nurses employed one. Paid on D.P. wage
ascale as Nurse Aid. Professional status questionable.
- D) Ten, D.P. graduate Nurses. None employed. Qualifications
have not been cleared.
- E) See attached pages for nominal roll of Class I Nurses.

2. NURSING EDUCATION

The Nurse Aids course has not been well attended. Four people have been issued certificates. Four in training now. New recruiting methods are apparently needed. The Nurse Teacher will report on her present assignment and a review of details will be needed to ascertain what future plans need to be developed.

Former nurses stating they possessed professional qualifications are, in most instances, not to be found in the camps now. A monthly check will need to be made to keep an accurate file.

No qualified D.P. Nurses are taking the training course.

3. ALLOTMENT OF NURSING STAFF (Class I)

Not applicable to Displaced Persons Operations (Italy)
Program.

4. ACTIVITIES OF CHIEF NURSE

Field trips were made to Bari and Milan areas. In general the Nursing services are functioning well. Factors which the service cannot control, the lack of hospital cleaners and kitchen help, is definitely adding to the Nurses problems of maintaining an adequate service, nevertheless, the work is done.

The Palese Hospital and M.I. room services are in full operation. The hospital service is not as busy as anticipated. It was expected that considerable Nursing Service would have to be used to care for the obstetrical cases, however, to date the delivered obstetrical case has not returned to the Camp Hospital. No one seems to know what happens to the mother and child after they leave the local Hospital. A system of follow up is definitely needed and the Health Services awareness of this lack will now be corrected.

In Bari Camp the Hospital kitchen is now managed and controlled by the Displaced Persons. The medical and Nursing staff assumes no responsibility for the planning of diets or directing of the food preparation. The evening meal, twice weekly, is cooked by midday and the Hospital Nursing Service is expected to re-heat and serve this food to the patient.

While arranging of an adequate FFI and Immunization program is not the responsibility of the Nursing Service, the Nursing Service is concerned about the laxity of routine and system in getting these services done. An adequate Nursing staff is available to assist in the details of these camp services. Recently the Camp Nurse Supervisor of Cine-Citta, with the support of the Camp Director, did on her own initiative a complete immunization program in this camp unit. It is expected that the camp doctors will assist in such a program, however, if the Nursing Service is given the "GO" signal and support they can do the job as proven in this instance. D.P. Operational Instructions No. DP Welfare 5 were followed and proved adequate.

Cremona Camp's Nursing service has definitely improved. The Camp Nurse Supervisor has the full support of her Class II Nursing staff and all have stated that without supervision their work efforts are reduced.

Nursing Service in all the other Northern Camps, except Rivoli, is functioning adequately. Rivoli camp hospital services cannot function under the present system of labour supply. The present Camp Nurse Supervisor has resigned. Two Class I Nurses within a three months period have resigned and unless supportive measures are forthcoming it is doubtful that any Class I Nurse will remain.

Public Health Nursing and Hospital Nursing procedure books have been issued to all camps. Individual and group conferences were held with Class I Nurses and contents of the books were reviewed.

More concentrated effort and emphasis will be placed on the recruitment of students for the Nurse Aid courses. The Class I Nurses do not yet realize the value of the program in as much as an adequate Class II staff has been assigned to them for the hospital and Camp Nursing services. Too, a monthly check of available potential Nursing service in the various camps needs to be established.

It is difficult to believe that people who claim a professional status are not able to name the Nursing Director of their schools. All information on nurses claiming professional status, will be sent to headquarters for clearance.

Members of the present Class I Nursing staff who are willing to remain after June 30th 1947 include:

Miss Violet Pollard
Miss Hulda Wenger
Miss Bridget Kenny
Miss Olive Warren
Miss Lilly Price
Miss Grace Phillips

In planning for the future Displaced Persons Operations, ten Class I lines will be available. 11 lines exist at present, but it has been suggested that the number be reduced to ten. The ten lines will allow for eight camp supervisory nurses, one Nurse Teacher and one nurse at Headquarters. Replacement will be needed for the following: two Camp Nurse Supervisors, one Nurse Teacher and one Nurse for Headquarters.

In general, the Nursing Service is functioning without any noticeable change.

Lt. Estella M. Buschlen, USPHS
CHIEF NURSE CONSULTANT

EMBUSCHLEN/vr

cc: Miss Haines
File

NOMINAL ROLL -- CLASS I NURSES

| | |
|----------------------|--|
| Miss Violet Pollard, | Palese Camp |
| Miss Bridget Kenny, | Palese Camp |
| Miss Hulda Wenger, | Bari Camp |
| Miss Grace Phillips, | Cine-Citta |
| Miss Olive Warren, | Milan Camp |
| Miss Lilly Price, | Adriatica Camp |
| Miss Leslie Gorman | Cremona Camp |
| Miss Anne Ramage | Turin |
| Miss Gladys Saint, | Rivoli Camp resigned effective date May 15th 1947. |
| Lt. G. Piette, | Nurse Teacher Program |
| Lt. E. Buschlen, | Rome, HQ |

GRUGLIASCO CAMP

GRADUATE PROFESSIONAL NURSES

Name: Scheffer, Ilona

Birthdate: 26-1-1921

Place of Birth: Budapest

High School: from year-----to year----- (8 years)

Name of Nurse Training School: Magjar Apolonar Ossagos Egzemle

City: Budapest

Country: Hungary

Name of Hospital : Eohvos Lorand Radicem es Rontgeninterzet

City: Budapest

Country: Hungary

Trained from year 1939 to year: 1941

Name of Superintendent of Nurses: Dear Maria

When did you write your state examination? Year? 1941

Where did you write your state examination? City: Budapest Country: Hungary

Place

Type of Nursing

from year to year

Radium Institute

Assistant radiologist

1940-1944

CREMONA CAMP

Name: Goldman Tuna

Birthdate: 1919-17-19

High school: from year 1933 to year 1938

Place of Birth: Pruchinik

Country: Poland

Name of Nurse Training School: Prof. Bielinski City: Brzezany, Poland

Name of Hospital: Policlinic and Civil Hospital City: Brzezany, Poland

Trained from year 1939 to year 1940 $\frac{1}{2}$

Name of Superintendent of Nurses?

When did you write your state examination? Year? 1940 $\frac{1}{2}$

Where did you write your state examination? Brzezany Country Poland

Where have you been employed since you are licensed to practice?

| Place | Type of Nursing | From year to year |
|-------|-----------------|-------------------|
|-------|-----------------|-------------------|

| | | |
|---------------------|------------------|--|
| Policlinic-Brzezany | Veneral and skin | 1940 $\frac{1}{2}$ -1941 $\frac{1}{2}$ |
|---------------------|------------------|--|

| | | |
|-------------------------------|--|-----------|
| Przemysl Civil Hospital Nurse | | 1942-1943 |
|-------------------------------|--|-----------|

No permission to work after the Occupation of Germany.

Now working in UNRRA Camp Hospital and MI room since Oct. 1945, as Nurse Aide.

PR 3031

UNITED NATIONS
RELIEF AND REHABILITATION ADMINISTRATION
ITALIAN MISSION



Masked
Ref. No. MN/4

7 May 1947

TO: UNRRA, HEADQUARTERS, PARIS

ATTN: DIRECTOR OF
HEALTH SERVICES

FROM: D.P. OPERATIONS (ITALY)

SUBJECT: NURSING PERSONNEL (CLASS I)

1. The following members of the present Nursing staff are willing to remain after June 30th 1947:- Miss V. Pollard, Palese Camp; Miss H. Wenger, Bari Camp; Miss B. Kenny, Rivoli; Miss G. Phillips, Cine-Citta; Miss O. Warren, Milan; Miss L. Price, Adriatica.

2. The present budget allows for a total of eleven Class I nurses, including the Headquarters nurse. It has been suggested that ten Class I lines be allocated allowing one nurse for each camp installation, one nurse for the teaching program and one nurse for Headquarters. Replacements will be needed as follows:- two Nurses for Camps supervisory service, one nurse for teaching service and one nurse for Headquarters - total = four.

3. Your communication suggesting Miss L. Tippet and Miss R.L. Jensen for replacements in the Displaced Persons Operations (Italy) program has been received. It will be suggested to Personnel Division that these nurses be called forward through E.R.O. Undoubtedly, you also can supply the names of a nurse for the teaching program and an additional nurse name for the other camp line.

4. All local Class II nurses know that their employment is indefinite. The present Class I Nursing staff, too, is beginning to realize that D.P. trained Nurses Aides and D.P. graduate nurses may be the only nursing assistance available in the future.

EMBUSHLEN/vr

cc: Sorieri
Varrichione
Jones
File



Rabouin
A.A. Sorieri
D.C.M. and
CHIEF, D.P. OPERATIONS
(ITALY)

H 15/3/13

Registry

HQ D.P. Operations
Hotel Majestic
19 Avenue Kleber - Paris XVI

29 April 1947

Chief of Mission, UNRRA, Mission to Italy, Rome
(Attention : Chief Nurse, D.P. Operations)

GRADING OF NURSES

The following copy of E.R.O. cable is
quoted for your information.

S.J. HAINES
Chief Nurse

DATE SENT : 18 APRIL 1947

RECEIVED : 19 APRIL 1947

FROM : LONDON

TO : PARIS

NUMBER 610

R-ED : WASHINGTON SAVINGS NO 3214

REFERENCE PARIS TO LONDON 213 AND WASHINGTON TO LONDON 21951

SUBJECT : GRADING OF NURSES

1. GRADES OF NURSES ARE PRESENTLY LAID DOWN IN LONDON TO PARIS 368 BASED ON A CAREFUL REEXAMINATION OF CLASSIFICATION FACTORS AND LABOUR MARKET CHECK THESE GRADING STANDARDS ARE CONFIRMED.
2. US COMPARISON WE HAVE CHECKED CIVIL SERVICES, USPHS, ARMY NAVY, NON FEDERAL AND VOLUNTARY AGENCIES SALARIES. THE BASE SALARIES AMONG THESE VARIOUS AGENCIES RANGE FROM 1800 DOLLARS TO 2400 DOLLARS. SINCE UNRRA HAS VERY FEW GRADE 6 NURSES THE COMPARABLE BASE SALARY IN UNRRA IS THE GRADE 7 OR 3500 DOLLARS. UNRRA SALARIES FOR GRADE 8, 9 & 10 NURSES ARE SUBSTANTIALLY HIGHER THAN COMPARABLE LEVELS IN THE US.
3. UK COMPARISON PUBLIC HEALTH SERVICES NURSES IN UK BEGIN AT L.350 RISING TO L. 675 PER ANNUM. COMPARABLE SALARIES ON UK SCALE RANGE FROM L. 495 TO L. 1100. UNRRA RAISE IN SALARY SUBSTANTIALLY HIGHER THAN MOST FAVOURABLE RECOMMENDATIONS PRODUCED BY NURSES SALARY COMMITTEE OF MINISTRY OF HEALTH.
4. LABOUR MARKET DOCUMENTATION EXAMINED IN US FOR US, INCLUDES DEPARTMENT OF LABOUR-WOMEN BUREAU, BULLETIN 203 NUMBER 3 ON PROFESSIONAL NURSES AND FEDERAL SECURITY AGENCY, US OFFICE OF EDUCATION, VOCATIONAL DIVISION LEAFLET NUMBER 13 FOR UK WE HAVE CHECKED ALSO FIRST REPORT OF NURSES SALARIES COMMITTEE CMD. 6424, AND CONSEQUENT RECOMMENDATIONS OF NURSES SALARIES COMMITTEE INCLUDING SC NOTES 1947.
5. UNRRA HAS ALREADY BEEN CHARGED WITH ATTEMPTING TO REFORM THE SALARIES OF THE NURSING PROFESSION THROUGH ITS HIGH CLASSIFICATION PATTERN. WE DO NOT BELIEVE OUR GRADES AND SALARIES ARE TOO HIGH FOR AN OPERATION OF THIS TYPE, BUT FURTHER INCREASES DURING THE LAST MONTHS OF THE OPERATION ARE OUT OF THE QUESTION.

ACTION : ORGANIZATION & MANAGEMENT

INFO : PERSONNEL DIVISION - HEALTH - COHEN + GREENSLADE

Ref: ty

Hq D.P. Operations
Hotel Majestic
19 Avenue Kleber - Paris XVI

H 15/3/13

25 April 1947

Chief of Mission
UNRRA, Mission to Italy
Rome

(Attention : Chief Nurse, D.P. Operations)

Dear Miss Buschlen,

Receipt is acknowledged of the nursing report for March, and the interesting documents attached.

It is obvious that the Italian nurses have benefitted materially from their fellowships, and that they realize the needs of their profession in Italy. Although we are not concerned with the lire fund, I would like to know from the point of view of personal interest, the result of the nursing recommendations made in relation to the fund.

The Procedure Books are excellent and should prove invaluable to the nurse.

The Nurses Training records are being held in this office awaiting the arrival of Miss Maslowicz, and her comments will be forwarded as soon as received.

There is still no information available as to the future of Class II nurses, therefore the need for utilizing the Services of Displaced Nurses and UNRRA trained nurse aides is becoming even more urgent.

I presume that Miss Warren, Miss Price and Miss Wenger are the three who are prepared to remain, or that Miss Pollard is remaining in addition to the three. I should be pleased to have a definite list of these people.

Yours sincerely,

S.J. HADDES

HQ D.P. Operations
Hotel Majestic
19 Avenue Kleber - Paris XVI

21 April 1947

H.15/3/13

TO : Chief Of Mission, UNHRA, Mission to Italy, ROME
(Attention : Chief Nurse, D.P. Operations)

FROM : Chief Nurse, UNHRA, Paris.

Nursing reports will in future be prepared according to the attached pro forma, in order to co-ordinate information from all operations and to ensure uniformity in reporting.

S.J. HAINES
Chief Nurse

MONTHLY REPORT - NURSING

1. PERSONNEL

- (a) Class I
- (b) Class II
 - 1) D.P.
 - 2) Local
- (c) D.P. graduate nurses employed
- (d) D.P. graduate nurses not employed

Resignations and Terminations :

A nominal roll of Class I nurses remaining to be attached to report.

2. NURSING EDUCATION

- (a) Numbers of nurse aides graduated during the month
Numbers of nurse aides in training
Total trained to date
- (b) Numbers of qualified D.P. nurses taking courses
Numbers of qualified D.P. nurses in class
- (c) Other educational activities and comments on same.

3. ALLOTMENT OF NURSING STAFF (Class I)

Senior team nurses (Germany only)
Hospital administrators
Employed in Childrens Homes
Others

4. ACTIVITIES OF CHIEF NURSE

- (a) Conferences
- (b) Other activities

5. SPECIAL PROJECTS

6. FUTURE PLANS

7. GENERAL COMMENTS OR SUMMARY

UNITED NATIONS RELIEF AND REHABILITATION ADMINISTRATION

ITALIAN MISSION
D.P. OPERATIONS (ITALY)

B. 2539

Miss Susan J. Haines
Chief Nurse
D.P. OPERATIONS
PARIS XVI
Avenue Kleber

Health
H. 15/3/13



Dear Miss Haines:

Miss Olive Warren recently stated that she is now prepared to offer her services to I.R.O. if that agency needs Nursing Personnel.

Miss Mary P. Dawson, as stated in the report, has resigned.

I am sending you an English copy of the Hospital and Public Health procedures outlined by the D.P. Operations, Nursing Service. The Italian translations are not completed; therefore not included except in one instances or two.

The information obtained on the available professional Nurses in three camps Rivoli, Milan and Grugliasco are included for checking. Adriatica and Palese Camps Nursing Service has not been able to supply any data yet. Miss Gorman has too recently arrived in Cremona to obtain the information required.

The following items are included:

| | |
|---|---|
| Papers prepared and printed by the Italian Nurses on their return from the U.S.A. | 8 |
| Nurse Aide's Lessons Plans | 1 |
| Hospital Nursing Procedure Book | 1 |
| Public Health Nursing Procedure Book | 1 |
| Monthly Report for March | 1 |
| Professional Nurses Training Records | 9 |

Sincerely

Estella M. Buschlen
Estella M. Buschlen
CHIEF NURSING CONSULTANT

B. 1524
Miss Haines
Rome, 21 March 1947 *27.14*



H 15 13/13
INDEXED
Miss Susan J. Haines
Chief Nurse
DP Operations
Avenue Kleber, Hotel Majestic
PARIS XVI

Dear Miss Haines:

Miss Dawson's resignation was received in this office to-day, effective date March 31st.

Leuca Hospital and all Southern Camps: di Bagni, Tricase, Santa Cesarea and Leuca are closed.

Miss L. Gorman is at Cremona, Miss Gladys Saint is at Rivoli Miss Kenny, at present, is at Palese. Information received still indicate that Sussani will open. Date at present not known.

Lt. Piette will start Nurse Aide Classes on Monday 24 March. She has found it necessary to take this week to get things organized.

Sincerely

Estella M. Buschlen

Estella M. Buschlen
CHIEF NURSING CONSULTANT

cc: File

H. 15/3/13.

INDEXED

Rome, 3 March 1947

Dear Miss Haines;

The Teaching materials were on my desk on my return from the Southern Camps last week. Lt. Piette came back with me. Yesterday she finished all her medical checking indicated and the doctor finds no specific handicap so she will now take over the teaching of the "Nurse Aid's". Prior to our return from the Southern Camps we had started with the proposed lesson plans and while here in Rome more progress has been made. Lt. Piette will return to Lecce to-morrow, pack her luggage and return to Rome. In the meanwhile Miss O. Warren will have started all plans to have students, teaching unit, equipment on hand at Adriatica Camp and the 1st. class will start on March 1947.

Miss Warren was in Rome for a week. She looked more rested on her arrival and I believe feels much better physically. Her headache have ceased, but recently. She did have the X-ray and fortunately no skull injury was evident. She has gone back to Milan Camp and finds the problems multiplying. She asked for leave while in Rome, but at this writing no answer has been received.

Miss V. Pollard has had considerable difficulty with her tooth. I went down to Bari with her. We had hoped to get the Hospital set up and all things adjusted prior to my leaving. We accomplished only the listing of the Nursing equipment needed. Nothing could be set up in as much as the available portable materials were being stolen and adequate guards were not posted for property protection. At this writing, I understand only about 30 DP's are in the Camp.

No Nursing redundancies are being declared. Miss Dawson is interested in leaving and I believe will resign. As the report stated Miss Nager has already resigned. I will send Miss Saint up to Rivoli. Miss Gorman returned from her repatriation trip only last week and is now in Leuca collecting her clothing and then will be sent directly to Cremona. From indirect sources, I hear the Cremona Camp personnel is changing - new - everything. I shall keep you informed.

Mr. J. Durham was to have left on February 28th.

To date I have not been able to get any information on the Nurse's recommended grading. It appears that information has gone almost everywhere, but I am still told a meeting is to be held this week.

Very little else has occurred. If plans develop, I hope to go North about the 15th.

How do you like Paris? The struggle for continuancy goes on here.

A week later and this letter is not typed, so I shall add the fact that Miss O. Warren was refused leave.

The final answer on the Nurse's gradings was a letter sent with Mr. Hodgets, I believe, to ERO asking that the nurses receive a grading of seven. The letter states: It is requested that when in London, you clarify with the budget and ERO Health Office the proper grades to be assigned to Class I Nurse Supervisors in our DP Camps.

I will be expecting you in April.

Sincerely

Esther M. Buchlen

UNRRA ITALIAN MISSION
DISPLACED PERSONS OPERATIONS
(ITALY)

8619

14/2/47

H.15/3/13

MM/3

24 February 1947

TO: DIRECTOR, DIVISION OF HEALTH SERVICES
FROM: CHIEF NURSING CONSULTANT
SUBJECT: MONTHLY REPORT - FEBRUARY -

1. Miss S.J. Haines, Chief Nurse ERO, returned to London on February 5, 1947. While Miss Haines visited all Camps including the proposed Palese site. Each Class I Nurse was also asked about her future plans in as much as UNRRA's closure date is June 1947. It is expected that I.R.O. may require some professional Nursing Service and should they request members of the present group to remain one must be in the position of knowing who would be willing to transfer to the new agency responsible for the refugees care. Only three Class I nurses of the present group indicated that they would remain under existing conditions. All other nurses will remain in their present situations until declared redundant or until they resign. Miss Isabelle Rager has resigned, effective March 15, 1947.

2. Southern Camps are in the process of closing. At present only Tricase Camp is closed. The Class II Nursing situation will not necessitate the declaring of many redundant. Vacant position lines have not been filled recently and the surplus number in the South can be absorbed within the Northern Group. The Palese Camp has ten Class II Nurses allocated. In as much as the Nursing service will be fractionalised, covering two or perhaps three building areas, this number is not excessive. It is expected that all Maternity cases will be delivered in Italian Hospital, however, the mother and the child will return to the Camp Hospital at the end of forty eight hours; therefore a Maternity Unit will be established within the Camp Hospital Unit.

3. I accompanied Miss V. Pollard to Palese. While there the Camp Supervisor Miss Pollard and myself made provisional plans relative to the Nursing Services. Nothing could be set up since the Camp is not properly guarded, and the equipment would be stolen. Some equipment is available in the Bari Warehouse and immediately on the arrival of refugees the Hospital Unit will be set up and the Nursing activities will be started. No plans have been outlined for the Class II personnel's lodging and eating facilities in Palese Camp. Everyone is aware of this lack, yet until some definite provisions are made for their housing Class II Nurses cannot assist in the Nursing functions at Palese. Bari Transit Camp will, undoubtedly, have to care for all except M.I. room services.

4. The proposed recommendations on Class II Nurses salaries and gradings have to-date not received any comments. It is expected that within the next few days some pertinent facts should be known. It is interesting to note that in the Class II budget for the second quarter all Class II Nurses are listed as grade 5. This is satisfactory in as much as all do similar work irrespective of their past training and experience.

5. All Class I Nurses have suggested that a procedure book of Nursing activities is definitely needed. Miss Olive Warren and Lt. Genevieve Miotte are now in Rome and are assisting in determining the practice and procedures to be followed not only in the Camps Hospital but also in the Camps Public Health Services. The discrepancies that result from camp to camp are confusing to the Class II Nursing personnel. With definite outlined procedures the discrepancies will decrease and a more unified Nursing Service throughout UNRRA installations should result.

6. Repatriation demands still draw heavily on the Nursing Service. Miss Leslie Gorman, with the exception of two weeks, has been doing repatriation duty since November 25, 1946. Until Miss Gorman finishes repatriation service no Class I Nurse is available for Cremona Camp. Miss Treni Class II Nurse is now in Rome and has been here three weeks waiting for orders to move. Nurses used for repatriation service automatically turn their Nursing work over to the remaining Nursing personnel within the camp and it means that the three or four remaining members carry this additional work load until the nurse returns; therefore all time lost waiting for action to result is a total loss of Nursing service to the organization. The nurses transferring from Southern Camps to Northern Camps have done the necessary repatriation services for the refugee group from the South to the North.

7. There is a definite need for the training of "Nurse Aids" especially if the proposed suggestion for the refugees to assume responsibilities for their own welfare does result. While no definite programme can be outlined now, it is expected that within the coming month a definite plan of action will be in effect.

8. The Class II Nursing Service has been slightly reduced according to the present proposed budget for the second quarter. Cremona, Grugliasco and Rivoli camp will each have four Class II Nurses. Milan Camp will retain its five and Adriatic Camp, which is gradually taking in refugees, will have seven Class II Nurses and one trained Nurses Aid. No budget discussion pertinent to the Southern Camps in as much as closure is imminent.

MOVEMENTS:

Arrivals: Miss Violet Pollard Class I British assigned to Palese Camp, Bari.

Transfers: Miss Fregni Class II Italian from Leuca H. to Grugliasco Camps
Miss Ramponi, Class II Italian from Leuca H. to Rivoli.
Miss Lenti Class II Italian from di Bagni Camp to Cremona.
Miss Rinaldi Class II Italian from Tricase to Adriatic.

Resignation: Miss Villa Santina Italian Class II Grugliasco resigned Jan. 17. 47.
Miss Irene di Giulio - Italian Class II Santa Cesarea resigned
February 15, 1947
Miss Caterina Tenderini, Italian, Class II Rivoli resigned February
21st 1947.
Miss Edna Mularenc - Italian Class II - Di Bagni - Resigned February 15, 1947

Total Class I Nurses=12

Total Class II Nurses=12

Total Class II Nurse Aids=1

cc: Varrichione
Dr. Benn
File

Estelle M. Buschlen
Lt. Estelle M. Buschlen, USPHS
CHIEF NURSING CONSULTANT

415/3/13
Res 125

DESPATCHED BY
REGISTRY 9/1/47

Chief of Mission,
UNRRA Mission to Italy,
ROME.

Attention: Chief Nurse.

8th January, 1947.

Dear Miss Buschlen,

Receipt is acknowledged of your reports dated the 28th November and the 18th December, and also your letter concerning the Arolsen conference.

It is possible that a further conference will be held at Arolsen in the near future to which I hope you will be invited. It is essential that we should have a common plan for the future, and that you should have the opportunity of discussing common problems with the other Chief Nurses.

My travel to Rome is booked for the 14th January and I hope to discuss the points raised in your reports with you.

Yours sincerely,

S. J. HAINES.
Chief Nurse.
E.R.O.



UNITED STATES ITALIAN MISSION
Bureau of Relief Services
Displaced Persons Division



18 December 1946

TO: Chief, Medical Branch
FROM: Chief Nursing Consultant
SUBJECT: Monthly Report for December 1946.

H



P.M.

A visit to Southern Camps was made this month. In general, all Nurses seemed content and the major problem of concern is transport or the almost complete lack of transport. One jeep to each camp seems to be the allotted number and a three ton truck or ambulances offers the only other means of movement.

From a nursing view point, conditions in Leuca Hospital have improved. The ambulatory patient now eats one meal in the dining room located on the first floor of the hospital. This change reduces, to some extent, the problem of food storage at the bed side, and also assists in the general neatness of the ward. Figures indicate that there will be a great reduction of obstetrical patients after January. Recently there have been four Caesarean sections and a fifth is to be performed soon. The midwives, two British and one Italian, do the major portion of the delivery service. The Chief Nurse is concerned about the lack of obstetrical consultation. It appears that the Nurse Midwives are the consultants and this is a responsibility they are not prepared to assume nor wish to accept, but there is no alternative under the present medical service, since the doctors are not trained in the field of obstetrics.

Di Bagni and Santa Cesarea Camps are running a very low patient census. The major portion of the nursing service, as at Tricase Camp, is spent in giving clinic service and making routine home calls. This does not indicate that immunizations or FPI's are done routinely, but the service is carried out at the highest level the administrative service allows. Bari N. I Transit Camp hospital patient census remains fairly constant. The Nurse Supervisor and her two Italian Nurses manage unusually well in carrying on the total program with this minimum staff. The only unsatisfactory problem in the Bari camp is the constant interference of the Committee over the feeding of the Hospital and special diet kitchen patients. The Nurse supervisor has supervised both of these activities and the food preparation is superior to that enjoyed by the camp. This apparently is an irritation to the others thus this constant interference. The Nurse Supervisor is now considering asking for a transfer or resigning if the Committee does not quit making constant demands and insisting on running the hospital and special diet kitchen service.

Considerable time has been spent this month in interviewing and collecting reference data on Nurses seeking UNRRA positions. Vacancies continue to exist. Class II Nurses have had positions offered them from Italian sources and they immediately leave their post. The Italian Nurses first concern to-day is to obtain a position which offers financial security and long tenure; when such a position is offered her she does not consider she should give the thirty days notice required by this organization. It would be unfair to state that the Italian Nurses professional ethics are lower than that of the English or American Nurses, but it can definitely be said that their attitude differ and their personal problems are first and the group consideration is second.

A request has been made through Personnel Department for two additional Class I Nurses for the Italian Mission Displaced Persons program. Mrs. Lettore's resignation is pending and at present Adriatic Camp is without a Class I Nurse. Should this request be granted, Class I Nursing personnel will again be sufficient.

No authentic information has been obtained in this office, but the Italian Nurses now in the United States for the four month study Course expect to leave for Italy about December 28, 1946. Reports indicate that some have had a very satisfactory experience; others feel that they have not gained any additional knowledge, nevertheless, they have enjoyed the experience of being on a different continent. Miss Pope, the special fellowship student, has only words of praise. Recently a letter received by this department coming from the Detroit Michigan Department of Health, stated that Miss Pope is very enthusiastic and thinks her experience in the U.S.A. will be most helpful. She recognizes the needs of the Italian Nursing field. This completed program has been the major Italian Mission Nursing project for the year 1946.

The Lira Fund program for Schools of Nursing and Public Health Nursing has not been completed. Miss Viotti and I have visited all the Nursing and Public Health Schools in Italy which she believes are entitled to benefit from this source. Sardinia and Sicily School needs will be included, but will be based on the written request received by Miss Viotti. The real significance of the Lira fund use is not fully recognized by the Nursing leaders. The lack of daily living essentials are so evident and felt so acutely that the improvement which could result to improve nursing education, equipment and organization are almost missed. A separate report will include all information secured on this survey.

A summary of the past years nursing personnel indicate that seventeen Class II Nurses have resigned. This figure is not accurate since a routine file was not kept in Class II Nursing personnel prior 1 July. Of these Nurses who resigned, twelve were employed during the

current year. The present Class II Nurses number forty seven. Only five of this total number worked for UNRRA prior to 1946.

The change in Class I and III Nursing personnel is equally great. Mrs. L. Lotter, Miss O. Warren and myself are the only personnel with UNRRA prior to 1946. Lt. Genevieve Piatto has the longest service with UNRRA, but came to this Mission in May. With the exception of Miss Grace Phillips who was employed in January 1946 all others came to Italy in May 1946 or after this date.

Ten Class I and III Nurses have returned to their home stations during the year 1946.

Repatriation Nursing service has not been used so far during the month of December.

Resignations: Giannandrea, Rose, Italian, Class II, Di Bagui Camp, Lecce HQ. Terminated at Lecce HQ. December 10, 1946.

Brattosani Maria, Italian, Class II, Cremona Camp, Milan HQ. Terminated at Milan HQ. Effective November 16, 1946.

Vascotto Jolanda, Class II, Italian, Rivoli Camp, Milan HQ. Left on or about November 29. Terminated at Milan HQ.

Appointments: Bartoli, Angela, Italian, Class II, Rivoli Camp, Milan HQ. on December 1, 1946.

Busi Paola, Italian, Class II, Milan Camp, Milan HQ. on November 26, 1946.

Kofler Eleonore, Italian, Class II, "B" Camp (Adriatic) Milan HQ. on December 1, 1946.

Gobbi Loretta, Italian, Class II, Leuca Hospital, Lecce HQ. on Nov. 29, 1946

Tarabusi Tella, Italian, Class II, Milan Camp, Milan HQ. on December 9, 1946

Ricciardielli Giuseppina, Italian, Class II, Rivoli Camp, Milan HQ. on December 9, 1946.

Total Class I = 12
Total Class II = 47

Estelle M. Buschlen
Estelle M. Buschlen
CHIEF NURSING CONSULTANT

cc: Dr. Benn
Dr. Jones
Mr. Varrichione
Miss Haines, RMO ✓

UNRRA ITALIAN MISSION
Bureau of Relief Services
Displaced Persons Division

145/3/13
INDEXED
28 November 1946

TO: Chief, Medical Branch
FROM: Chief Nursing Consultant
SUBJECT: Nursing Report for November 1946

H

At present there is no Class I Nurses at Cremona Camp. The nursing situation in this Camp has been unsatisfactory ever since a Class I Nurse has attempted to direct and supervise the Nursing program. Two Class I Nurses have been in this Camp since June; both requested a change. The major difficulty is that they are not permitted to do a nursing service as they have been trained and allowed to plan and develop in the past. Each had thought that she as the Camp nurse supervisor, would assume, direct and perform the duties normally expected of her by any other hospital or civilian agency for which she has worked, but in this Camp she has not been privileged to exercise these prerogatives. It is my opinion that no nursing service will effectively develop in any Camp where the nurses cannot follow the directions of the Medical and Nursing divisions. Neither will a Class I Nurse remain in a position line where direction comes from any other service. Her training and experience has not offered her any other alternative. The Class II Nurses have not sufficient training to assume a total Camp Nursing Program. If it is expected that the present standards within the Camp are to be retained, a Class I Nurse is essential. Recently Miss L. Lotter, Class I Nurse was asked by the Camp Director to leave her post and Miss M. Brattesani tendered her resignation and did not return to work; therefore the Camp has been operating with

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only three nurses.

Until Miss Brattesanì resignation is received in this office no replacements can be made and the Class I Nursing Service cannot be resumed until satisfactory adjustment are made so that an effective Nursing Service can be continued.

Class I Nursing Service has been allocated to Cinecittà since May, however, until recently there has been very little evidence of any change in the service. Regulations were in existence, but there was no follow through. Reports given had little meaning and immunization figures quoted for the Camp might even exceed the number of people actually in the area. Each of the three Class I Nurses have contributed some beneficial service, however, the first resigned, the second requested a transfer and the present Nurse has reported that a fairly satisfactory recording system is in operation for Clinic, immunization and F.P.I. service. Other changes have been made to lessen the difficulties of the work. For example a running water supply for handwashing. A Child Welfare Clinic has been started. The number of babies handled on one Clinic Service is too high, but adjustment will result. At present the Nursing Personnel is also giving out supplementary food during the Child Welfare Clinic Service. This practice should not be continued. It is advised that only recommendation be made and food obtained from store services. A pre natal service is needed and plans are being made to start this clinic soon.

Miss B. Kenney returned from Poland doing escort duty, on November 18, 1946. Miss Leslie Gorman was called to Rome to escort a group of Czechs, however, returned to Leuca hospital after ten days since this group did not have permission to leave Italy for the present. While Miss L. Gorman was in Rome she helped bring a group of repatriates from Naples to Cinecittà Camp who arrived from the East.

Adriatica Camp is being opened. It is expected that ninety beds will be needed. The present budget has not allotted sufficient nursing personnel, but until this office works out an adequate plan no essential number can be indicated.

The vacant nursing position are gradually being filled. The Southern Camp groups have their complete quota. One is now in transit. An Italian Mid Wife has been secured for Leuca hospital.

A request has been sent to the Director of Personnel requesting that Italian Class II Nursing personnel be allotted shoes for duty. The Chief, Staff Service Branch has suggested that action be taken. Shoes in stock are not suitable for such purposes and a suggestion has been made that they be obtained. This is a year old problem and when shoes arrive the group will, undoubtedly, be suprized. Uniforms are the only other issue of clothing requested by the group and this department has been able to supply this need.

Every effort is being made to grant to the Class II Nursing personnel salary increments when due. A request to re-grade the Class II graduate professional nurse from grades four and five to grades five and six was not approved. Class I Nurses, in most instances, are now receiving the salary and grade for the position line they are filling.

No fields trips were made this month for Camp Nursing Service. A field trip was made to the North West section of Italy. Miss M. Viotti accompanied me and this trip was made to ascertain needs of the Nursing Training School and Public Health Schools in this area.

New Appointments: II/P-2 were made on the following:

Serti, Irma - Italian Class II to Lecce HQ,
S. Cesarea Camp. - Nov. 7.1946

Alton, Angela - Italian Class II to Lecce H.Q.
Leuca Hospital - Midwife - Nov. 22.1946

Lenti, Albina - Italian Class II to Lecce H.Q.
Santa Cesarea Camp - Nov. 13.1946

Rotondi, Viviana - Italian Class II to Lecce H.Q.
Bari transit camp I - Nov. 13.1946

Bedon, Amneris - Italian Class II to Milan H.Q.
"B. Camp" - Nov. 23.1946

Tenderini, Caterina - Italian Class II to Milan H.Q.
Bevoli Camp - Nov. 21.1946

Antonelli, Adriana - Italian Class II to Milan H.Q.
"B. Camp" - Nov. 21.1946

Busi, Paola; Kofler, Eleanor; and Gobbi, Loretta IT/P-2
are being processed.

Resignations:

Miss Anna Rotter - Austrian Class II, Lecce H.Q.
Leuca Hospital on Oct. 28.1946

Miss Giovanna Cusi - Italian Class II, Milan H.Q.
Milan Camp on Nov. 7.1946

Re-assignments:

Zanella, Luigina - Italian Class II from Lecce H.Q.
S. Cesarea Camp to Milan H.Q. "B.Camp". Oct. 30.1946

Poli, Bianca - Italian Class II from Lecce H.Q.
S. Cesarea Camp to Milan H.Q. "B.Camp"

Lanzari, Pia - Italian Class II from Lecce H.Q.
Bari transit camp to Milan H.Q. Turin Camp. Nov. 13.1946

Total Class II Nurses 44

Total Class I Nurses 12

cc: Varrichione
Dr. Benn
File

E. M. Buschlen
Lt. E.M. Buschlen
CHIEF NURSING CONSULTANT

OUT FILE

15/3/13

DESPATCHED BY
REGISTRY

4928

22nd November 1946.

Chief of Mission,
UNRRA Italian Mission,
3rd Floor, INA Building,
Via S. Nicole da Tolentine 78,
Rome.

Attention: Chief Nurse.

Dear Sir,

Receipt is acknowledged of
the Nursing Report for the month
of October. This will be circulated
within the Health Division, and
shown to Miss Haines on her return
to the office next week.

Yours faithfully,

Secretary.
Nursing Branch.



H

UNHRA ITALIAN MISSION

Bureau of Relief Services
Displaced Persons Division



INDEXED

TO: Acting Chief Medical Branch
FROM: Chief Nursing Consultant
SUBJECT: Nursing Report for October 1946

P.M.

M. 4



Rivoli camp is now receiving refugees and nursing services have been established. Request from Nurses in the Lecce group to be moved North has been granted when ever the change does not interfere with the efficiency of the service. At present in Rivoli camp there is a Class I Nurse Supervisor and two Italian Nurses. A third Italian Nurse left for Milan to-day and will be assigned to that camp.

Resignation will continue to be high. Opportunities for permanent positions in Italian agencies are now becoming available. UNHRA Nursing service has not been handicapped in getting applicants, but the time factor in replacing of nurses does mean that the existing position is sometime vacant for a few days.

Lt. G. Piette spent two days in Rome and while here an attempt was made to check all grading and increments. Variations have occurred and when nurses request an explanation a satisfactory reply was not available. The department has not recommended the changes and it is hoped that in the future adjustment will not occur unless known about or recommended by the Medical Division.

Miss Lilly Price and Miss Bridget Kenney are on repatriation trips to Poland. A request has been made for a third Class I nurse to take another group. The increased demand for repatriation service leaves camp situations without Class I Nursing personnel. The Camp Nursing supervisors have been covering for the absentee nurses, however, when the number is beyond the two limit there is no coverage so vice to be offered.

No field trips were made in the interest of camp service this month. An eleven day field trip was made with Miss M.T. Viotti, from the Italian Ministry of Health, to contact Nursing Directions and obtain information regarding needs of Italian Nurses Training Schools and Public Health Schools in Central and N.E. Italy. It is expected that two more trips will be necessary to complete the survey and if plans can be followed these trips will be made during the coming month.

..

This department has previously commented on living conditions for Class II Nursing personnel. Adverse reports are again being received on the quality, quantity and preparation of the food being served. It is regrettable that this issue cannot be handled in a more satisfactory manner since the morale of the group would improve considerably if this one fact alone could be altered.

Form IT/P2 have been made on the following:

Resignations: Miss Josephine De Brincat, Canada, Class I, Milan HQ. on Oct. 1, 1946.

Mrs. Andrew Bean, Canada, Class III, Milan HQ., Milan Camp.
(No Form No IT/P2 made)

Miss Jole Ciampaglia, Italian, Class II, Lecce HQ. Leuca Hosp. on Sept. 30, 1946.

Miss Pina Dalle Piatte, Italian, Class II, Lecce HQ. Leuca Hospital, on Oct. 14, 1946.

Miss Marie Leitenberger, Italian, Class II, Leuca Camp, on Oct. 14, 1946.

Miss Esther Cardinali, Italian, Class II, Cinecitta' Camp, on Oct. 15, 1946.

Miss Pia Martini, Italian, Class II, Milan HQ, Turin Camp, on Oct. 26, 1946.

Re-assignment: Miss Jolanda Vascotto, Italian, Class II from Lecce HQ. Di Bagni Camp to Milan HQ., Rivoli Camp.

Miss Nerina Trani, Italian, Class II from Lecce HQ. to Milan HQ. Rivoli Camp.

Miss Lillian Bressan, Lecce HQ. Di Bagni Camp to Cinecitta', Cl. II

Miss Domenica Borgi, Italian, Class II, Milan HQ. from Genova Camp to Cremona Camp.

Miss Elda Ferraboschi, Italian, Class II, Milan HQ. from Genova Camp to Rivoli Camp.

Miss Olive Warren, English, Class I, Milan HQ. from Rivoli Camp to Milan HQ.

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Miss Lilly Price, English, Class I, Milan Hq. from
Cremona Camp to Milan Camp.

Mrs. Laura Lotter, S.African, Class I, Milan Hq. from
Genova Camp to Cremona Camp.

Miss Isabelle Hager, Switzerland, Class I from Lecce Hq.
Bari Transit Camp I to Milan Hq. Rivoli Camp.

Now Appointments: Miss Ada Viti, Italian, Class II, Lecce Hq. Leuca Camp

Miss Anrita Costa, Italian, Class II, Lecce Hq., Leuca
Hospital.

Miss Eda Mularoni, Italian, Class II, Lecce Hq. Di Bagni
Camp.

Miss Anna Rotter, Austrian, Class II, Lecce Hq. Leuca
Hospital,

Miss Anna Rinaldi, Italian, Class II, Lecce Hq. Tricase
Camp.

Miss Rosa Cienandrea, Italian, Class II, to Lecce Hq.
Di Bagni Camp.

Total: Nurses Class I = 12
Class II = 39 (2 Class II in Transit)

cc: Varrichione,
Benn,
File

Des. 4510

RECEIVED
DEPT. OF HEALTH
AND HUMAN SERVICES

FILE

H 15/3/13.

30th October 1946.

Chief of Mission,
UNRRA Italian Mission,
UNRRA Headquarters,
Italy.

Attention: Chief Nurse.

Dear Miss Buschlen,

Receipt is acknowledged of your letter of the 10th inst and your report for September. This has been circulated through the Health Division and read with interest. It is a comprehensive report and gives a good picture of the work in Italy.

With reference to Cremona Camp, I am rather concerned that a person of Mrs. Brattesani's standard is being retained in UNRRA's service, and assume that some action has been taken to ensure that the standard required by both Class I and Class II nurses is being maintained.

I am looking forward to seeing you at the Conference at Arolsen on November 13th, and trust your invitation has been received.

Yours sincerely,

S.J. Haines.
Chief Nurse, IRO.



H 15/3/13

Rome

INDEXED

October 10, 1946

Dear Miss Haines:

Just the usual monthly report. In general Nursing problems are not causing any concern. Every one is interested in the future, however, all think on remaining until the assigned UNRRA task is completed.

I have wondered if Miss Udell ever received the parcel from Rome?. I presume her new position keeps her in London and while you are in different offices there is still an opportunity to see one another.

Lt. Piette was in for a few days. She wondered if there was any possibility of you calling on us again. She did so enjoy having had the opportunity of talking to you while in Bari. There are many proposed plans for Southern camps, yet since the discussion has gone on so long some are skeptical of a change of events ever happening. It is expected that there will be a combined grouping of the Southern camps. If such is the case, our medical staff can be reduced.

Rumors state that more camps may be opened in the North. More refugees are to come into Italy.

Capt. Nabors passed through Rome on her way home. I certainly was glad to be here and we chatted about many things. Having done the same work and with the same agency and people we had much to relate to one another. Miss DeBrincat has left and she will be missed.

Letters from the Nurses in New York state that they are disappointed. They did not say what specifically was wrong, but they had persued the matter and hoped that all would turn out well. Recently UNRRA made available for the Nurses' training school and Public Health schools a sum of 40,000,000 Lira. Miss Viotti and I hope to start out next week to get things started. The Mission work has been most interesting.

This note has turned out to be rather a lengthy discussion.



Sincerely,

Estelle M. Dushlen

UNRA ITALIAN MISSION

Bureau of Relief Services

Displaced Persons Division

H/15/3/13

INDEXED

26 September 1946

TO: ACTING CHIEF, MEDICAL BRANCH
FROM: CHIEF NURSING CONSULTANT
SUBJECT: NURSING REPORT FOR SEPTEMBER

1. The first trip to Milan Camps area to interview and observe nurses program was made this month Sept. 6. Previous visit to the Milan area was made in May to ascertain nursing services to meet the needs of each individual camp.

GENOVA CAMP: Genova Camp was visited on Sept. 12th. This camp was in the process of closing. The Camp Director advised us that the nursing service for this camp could be terminated on Sept. 23rd. In view of the fact that all assignments and transfers cannot be made without consultation with the Director of Displaced Persons Division, instructions have been given for Miss Sergi and Miss Ferraboschi to report to Milan camp until official assignments can be made. Mrs. Laura Lotter requested compensatory leave trusting that her assignment will be completed when her leave is terminated.

CREMONA CAMP: Cremona camp was visited on Sept. 8th. Information obtained and attitude expressed by the nursing group makes it more apparent that the transfer order given on August 6th 1946 for Mrs. Brattesani to Turin Camp should definitely be followed without further delay. The Camp Nurse Supervisor and the Group Nurse are in accord that Mrs. Brattesani's performance of her work is not of such a standard that she is qualified to do the Public Health Nursing duties. Reasons for her transfer has been given to the P. Field Supervisor in the Milan area as follows:

- a) Observation of Mrs. Brattesani's work in the M.I. Room indicates she has no conception of surgical technique so vital in the handling of cases treated in the M.I. Room.
- b) Instructions given by the Camp Nurse Supervisor have been repeatedly ignored.
- c) Because of the fact that Mrs. Brattesani is given Class I accommodation when she is a Class II Nurse this discrimination is causing much ill feeling among other Class II nurses who have to accept such inferior Class II accommodation.

Miss Price has requested a transfer, and in view of the fact that her termination of duty in Cremona has been so difficult it is only reasonable that her request should receive consideration. The following recommendations were given to the D.I. Field Supervisor regarding Miss L. Price's transfer:

1. The camp in Cremona, these past few months has had several critical situations requiring much mental strain, a change from this atmosphere is to be considered only fair.
2. Work under more normal conditions is desirable to offset the only possible expected reaction that undue stress from too long a period may produce.

TURIN: Turin Camp was visited Sept. 9th. Many changes have been made in the Hospital and Public Health Service; therefore the Nursing service is now able to function more efficiently and under less strain than previously. All nurses are giving excellent service and appear to be happy under Miss Ramage's supervision. Miss Ramage seems to have the total camp Nursing situation operating efficiently and has proved to be adept in obtaining nursing needs through proper sources.

MILAN CAMP: Milan Camp was visited Sept. 6th. Milan Camp has not^{had} continuous Class I nursing service. The Camp Group Nurse has been doing dual service, giving this camp as much attention as possible, but other duties of necessity acquired her service elsewhere. Since Miss Warren's assignment to the Milan Group, she has been able to give this camp uninterrupted services. Mrs. R.E. Dean, a class III employee, has been assigned to this camp and has been observing and working under Miss Warren's direction. It is expected that Miss Warren will replace Miss De Brincat as Group Nurse for Milan camps area. Before Miss de Brincat's departure Miss Warren was fully instructed in all details pertaining to this assignment. Miss Warren has shown unusual interest and adaptability in acquiring all data and phases of the work especially in the Public Health field. Her eighteen months experience in Leuon Hospital has been a great aid in preparing her to be Miss de Brincat's successor.

RIVOLI: Rivoli Camp was visited on Sept. 10th 1946. A survey was made of the area in company with the camp Director. Rivoli camp Hospital will present more problems than any other camp in this area at present. This is due to the fact that all nursing supervisors have already suggested additional graduate nursing service, even with the hospital being on one floor level. Rivoli Hospital site has two floors separated by twenty-six steps. Under these circumstances two nurses, not one, will be necessary to carry out adequate protection and control of both patients and equipment. No nursing consultation was requested and apparently plans were made not thinking in terms of Nursing budget allowance nor was thought given to the nursing personnel who eventually will have to climb these stairs to answer the needs of the patients and carry out the nursing functions in this unit.

In visiting the different camps every nurse was individually interviewed. Each was encouraged to discuss both personal and work problems. In every camp all hospital and M.I. Rooms were visited and as much as the time permitted nursing functions were observed. Every camp Director was visited and nursing service was discussed. Every effort was made to encourage their cooperation. Nurses living quarters were visited in every camp and recommendations were made where improvement was considered necessary.

A conference was held with all Class I nurses in the Montecatini Building, Milan, on Friday Sept. 13th. Miss Josephine de Brincat, Miss Olive Warren, Mrs. L. Lotter, Miss L. Price, Miss A. Ramage attended. Nursing policies and practices were discussed. It was most encouraging to note the keen interest and participation of all present. The group expressed their need for meetings at regular intervals and also stated their appreciation for the guidance and direction given by the Camp Group Nurse.

A conference was also held on the same day with Dr. C.T. Jones, Major W. Brakeley, Miss de Brincat and Miss O. Warren. Nurses responsibility and nursing problems were discussed and clarified.

No specific plans have been made, however, the Welfare Division has requested that the Camp Nursing Service train "Nurses Aids". At this writing, this department is unable to state who will use these "Nurses Aids" nor conditions of training.

Information about nursing service in Lecce Camp area states that the admission of visitors to the hospital has improved. The recommendation that the well pregnant woman awaiting delivery time be housed elsewhere until delivery service is needed, has been ignored. Both, bed space, and nursing service is being concentrated on these patients which could be put to better use to serve the ill patient.

During the month three nurses have escorted groups of refugees to Poland. While this nursing service is necessary the camps nursing program has lost approximately fifty five days of nursing service. Miss Phillips left Rome August 31, 1946 and returned on Sept. 17th. Miss Gladys Saint and Miss Trani left on September 8th and have not returned at this time. Miss V. Cosulich has escorted ambulance cases on two different occasions to Trieste during this month.

RESIGNATIONS: Miss V. Balsamo - Lecce Camp Group - Midwife Leuca Hospital
Miss Tina Franchini Lecce Camp Group Nurse Leuca Hospital

NEW ASSIGNMENTS: Miss Delia Bolognese - to Lecce Camp Group - Leuca Hospital
Miss Rosa Fregni - to Lecce Camp Group - Leuca Hospital
Mrs. Rita M. Bean - Central Mennonite Committee - Milan Camps
Group - Milan Camp.

REASSIGNMENTS MADE: Miss L.M. Gormen - Nurse Supervisor Leuca Camp to Leuca Hospital as Asst. Chief Nurse.
Miss H. Wenger Leuca Hospital to Bari No. 1. Transit Camp.
Reassignment due to resistance and mental cruelty on the part of the refugees to hinder the execution of Miss Wenger's duties as a nurse.
Miss I. Nager to S. Cesarea to relieve Miss Saint on escort duty to Poland.

cc: Varrichione
Dr. Berni
File

Estelle M. Buschlen
Lt. Estelle M. Buschlen
CHIEF NURSING CONSULTANT

XXXXXXXXXX
Museum 6898
DH/EBS

H15/3/13

DES NO 1437

OUT FILE
15th May, 1946.
RECEIVED BY
REGISTRY
GENERAL

(5)

Dr. E.C. Benn,
Director of Health,
UNRRA Headquarters,
Italy.

Dear Dr. Benn,

I have to thank you for your letter of the 2nd May with which was enclosed the report made by Captain Eleanor Gochanour on nursing in Italy. This has been read with much interest and indeed discussed with Captain Gochanour herself who was in E.R.O. for some little time awaiting transport to Washington.

Yours sincerely,

N. M. Goodman, MD.,
Director of Health.

UNITED NATIONS
RELIEF AND REHABILITATION ADMINISTRATION
ITALIAN MISSION



INDEXED U X 1344
H 15/3/13

Ref No. M-1-2
2 May 1946

4



ack 15/5/46

Dr. Neville M. Goodman
Director of Health
UNRRA European Regional Office
London, W.1, England

Dear Dr. Goodman;

Subject: Report on Nursing in Italy

In a previous letter I mentioned that our Chief Nurse Consultant, Captain Eleanor Gochanour would report on the present state of nursing in Italy. Captain Gochanour completed her report shortly before she left the Mission and I am now sending you two copies for your information. I believe Captain Gochanour carried with her on her recent visit to London two copies of the report for Miss Udell.

Sincerely yours,

FOR THE CHIEF OF MISSION:

E. C. Benn
Director of Health

Encls.
ECB/alb

NURSING IN ITALY -- MARCH 1946

BY

ELEANOR GOGHANOUR
CHIEF NURSE CONSULTANT

Health Division
UNRRA Italian Mission

RS 2091 H

NURSING in ITALY

March 1946

Previous to 1909 there were no training schools in the whole of Italy. The nursing care was under the supervision of nuns, but carried out for the most part by completely untrained personnel. This group had little educational background and were from the poorer class of society. The nuns doing the supervision, though inspired by Christian charity, were also without any special training in the nursing arts.

The first school, the Regina Elena, was founded under the patronage of Queen Elena, and actually opened at the Policlinico in Rome in 1910. Miss Snell of England and twelve other British nurses organized this school, and it continued under the supervision of Miss Snell until 1932. The present directress of every large training school in Italy is a graduate of the Regina Elena school, which is still reputed to be the best in Italy. This training school did not take over the whole of the hospital, but contracted to give nursing care in several wards. Since that date the service has gradually extended until today it has three pediatric, six medical and four surgical wards; operating room, accident room, and surgical and medical clinics.

In this same year, 1910, the S. Gregorio School was organized by the Blue Sisters at the British Hospital in Rome. This school is still running with good standards, but offers experience only in private medical and surgical clinics.

This contracting for wards with the training school an isolated unit within the hospital is typical of Italian training schools; for example, as stated above, the Regina Elena has some of the wards in Policlinico. The Red Cross also is running a training school in the same hospital, and yet more than half of the total bed capacity in this institution is cared for by nuns and the maternity section is covered by the training school for midwives.

The only civil hospital in Italy entirely covered by graduate nurses is the Ospedale Maggiore in Milan. This training school also has only a small section of the total hospital, but when the nurses graduate they are taken over for ward service in the rest of the hospital and are no longer under the training school, but under the general hospital administration. There are two hospitals run by nursing nuns in Rome whose service is also given by trained personnel: San Gregorio, mentioned above, and San Giuseppe. The average length of the course for professional nurses is two years. However, if the individual would like to be a supervisor (caposala) she goes on for a third year, often to another school, as not all are prepared to give this training. The Regina Elena School in Rome is the only one which by ministerial order has a three-year course.

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newborn care have never been found to exist in any of the basic training courses. The obstetrical and newborn services is entirely under the midwife group, of which there are approximately 18,000 in Italy.

The Italian Red Cross is a powerful organisation which plays a large part in Italian nursing and which has both professional and voluntary schools. These Red Cross Schools often do not have as high a standard as those in civil hospitals. There are, however, exceptions to this rule; for example, the Principessa Jolanda Training School in Milan apparently has a good theoretical course of training but is a small school limited in practical services. Voluntary nurses have the same theoretical training as the professional nurses in the Red Cross schools, but usually they have considerably less practical experience. In the past they always lived in their homes and did nursing on a sort of day-school arrangement. It often happened that they would take three months of training, discontinue their course and pick it up again a number of months later, with the result that sometimes a two-year course was spread over as much as ten years. These women on the whole were from a better social class than the ones who went into professional nursing, and they had a good educational background. This is the premise on which the Red Cross now demands recognition for their voluntary nurses. They say they are superior socially, intellectually and educationally than the ordinary professional nurse, and since it was not necessary for them to have chosen a profession they, of course, give more devoted service. What one sees of voluntary nursing in Italy does not lead one to agree entirely with this premise, as I think it could be said of a comparable situation in any other country. The war has changed the economic standing of this group in which many now need to work for a livelihood.

Just before the war the professional group apparently were putting on very good propaganda against the voluntary group. The following letter written by an applicant to a professional training school with excerpts from the reply give a fairly good example of the general feeling :

"After the death of her father, poor Vittoria does not know what to do. She cannot maintain herself in the wealthy life that her father's position gave her. Economically she is fairly well off. She never took life seriously before and did not even study much. Her only thoughts were to enjoy life. She frequented a course for voluntary Red Cross nurses for a two-months' period, but as she went to the theatre every evening and stayed out late, she was too lazy to get up early in the morning. She thinks that entering again in a nurse's training school they could help her from doing the heavy work that all students do for the first period, work which she says is disgusting. Can you do anything for her? Can you at least give her advice? After all she says that she feels a great call for this kind of work".

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The Assistente Sanitaria, or the visiting Public Health nurse in Italy, came into being after the last war. The American Red Cross in 1919 opened a small school in Rome and one in Florence the following year. At the beginning of this war there were eighteen schools of Public Health in Italy, but during the war many of these schools closed; approximately two-thirds of these have now been re-opened. Perhaps because this movement was started by the American Red Cross the majority of the schools are run by the Red Cross in Italy. Formerly, a diploma as a voluntary nurse admitted one to the Public Health school. A law of August 1925 stated that only professional nurses could be admitted to the Public Health nursing training schools. Apparently this was not carried out with any exactitude. At a meeting in Rome in the fall of 1945 the question again arose and the agreement was to admit the Red Cross Voluntary nurses to the Assistente Sanitaria schools if they had attended a Scuola Convitto (boarding school) for one year. This law is to be again reviewed in 1947. The feeling was that only nurses who have the same basic professional training should be admitted to advance courses.

The Public Health course consists of one school year which includes theoretical and practical experience. Positions for visiting nurses were established by decree in November 1941 on the Public Health Administration staff. These positions were graded and promotion was on competitive examinations and service. This plan was not really carried out because of the war. However, two Public Health nurses were assigned to each Prefettura (this is comparable to a United States county health setup). In the large cities nurses were assigned to the Municipal Hygiene and Health offices. This plan also was imperfectly carried out as only the large cities have nurses, many of the small rural areas being entirely without nursing service. The nurses are also assigned to the Antitubercular agencies in each province and in the cities. Another group is assigned to the Opera Nazionale Maternita' e Infanzia which takes care exclusively of pregnant women and children beginning from birth to sixteen years. The O.N.M.I. organization seldom actually carried a child beyond the third year of life. There is still another group of visiting nurses who are assigned to malaria and trachoma control. Theoretically there is a liaison between all these various groups, but in practice little exists. It was estimated that a total of 1400 Public Health nurses were working in these various categories just before the beginning of the war.

The Public Health nurses assigned to the Prefetturas, I should say, are not carrying out their functions of health teaching or any preventive work. They rarely have transportation to get out into the districts and usually act as stenographers or clerical assistants to the Medico Provinciale. The nurses attached to the Antitubercular ambulatories are also tied down considerably by clinic work. The plan is to spend three days in the clinic and three in the field. However, with the amount of record work to be done, the field visiting suffers. The nurse's case load is never below 200 and usually nearer 500. With less than three days in the field, she cannot hope to cover the work and tries to select cases. This selection is often between open cases. Transportation is difficult; in fact, it is non-existent at present. Even pre-war the nurses' territory was often so large that they each made only one or two visits daily. Naturally they had no time for case finding and no time for teaching. Since there are no social workers in Italy, the nurses arrange for hospitalization and carry out necessary welfare work in relation to the rest of the family. It has been said that Italian nurses often work so hard that their own health suffers.

Observation visits have been made with Assistenti Sanitarie attached to the Municipal Government in Rome. These nurses spend three mornings a week in the ambulatories from which the poorer classes get their medical service. It is from the group who visit the ambulatories that they get the majority of their case loads. The nurses seen in action were equipped to give only a minimum of nursing care and had no educational materials. The war has made equipment difficult to get, but the two or three nurses seen, who were visiting sick children and tuberculous cases, had no clinical thermometers or any sort of covering apron. They all had syringes and needles, since a good part of their work is giving injections; for example, camphor in oil every second day to a child recovering from whooping cough. It is difficult to describe their day without seeming over critical. There was no little observance of the ordinary rules of cleanliness, to say nothing of communicable disease techniques, that they would hardly seem a good example to the family they visited. Although it was evident that the families visited were glad to see them and a nice friendly relationship existed, there was so little teaching that one questions the value of these visits.

In defense of the nurse one might say that her difficulties are almost uncountable. She herself is poorly clothed and perhaps she is also underfed since salaries are far from adequate. The public facilities are not adequate for referral of her cases and there is no social welfare organization to carry the problems which she meets in almost every home situation.

The nursing leaders are seriously concerned about the status of their profession. Many feel that conditions are little better than they were a century ago. The primary cause for the slow progress they consider to be economic. The hospitals have insufficient funds to support a training school and Government subsidy would be essential for the establishment of a good school. However, any sizable Government subsidy seems to be out of the question at this time.

The basis of the second reason given above is an extension of the first -- the hospitals prefer to have nuns for nursing care since it is a much cheaper service and rarely is there a turnover of personnel. The nursing nuns are an integral part of the hospital and although there is considerable criticism of their work because the religious aspect predominates, they are too well established and too necessary economically to be dispensed with.

Under Fascism subsidies were given to health work that had a dramatic appeal; i.e., antimalaria nurses working in the bonification projects, for which work many nurses took the course of Assistente Sanitaria. The schools could not hold sufficient nurses, but they failed to make hospital work more attractive by better salaries and less rigid house rules. Another real difficulty has arisen recently with the strengthening of the Socialist, Communist and Labor parties. The untrained hospital personnel are demanding and, unfortunately, are getting some hearing on the question of salaries comparable to the professional nurses. This group maintains that after several years of working in the war they could take over the nurses' work and therefore should not be treated as inferiors. It is granted that both the professional nurse and ward aids are badly paid.

I agree with the Italian nursing leaders when they say that one of the basic causes for the slow progress in Italian professional nursing is economic. Nursing in Italy will for a long time be largely in the hands of the nuns. This cheap but poor quality care is responsible more than any other fact for low standards in professional training, and it is of poor quality. The nuns are excellent housekeepers, the wards are quiet and peaceful, but it is next to impossible to get any information on patients' care or progress. Should I note specific examples, I fear that I should be accused of gross exaggeration and prejudice. I am not saying that there are no well trained nuns and that good care is never found -- the criticism is that it is so rare. Considering the above facts it would seem essential to have more good schools of nursing for the nuns, to insist that those giving nursing care be adequately trained, and the hospitals they run be subject to inspection by the local or state department of hygiene and come up to satisfactory standards.

From observation and by reading of the experiences of other countries, I should say that only the fully trained professional nurse be licensed by the State as a registered nurse. I do not think it could be demonstrated that social standing or lack of economic pressure makes for better nursing. An economically independent person should be able to take more time for training and be a true leader in the professional group. A well qualified person, adequately trained, working for little or no monetary remuneration, is unconsciously doing real harm to the others of her profession who need to earn a living wage. To illustrate this point let me describe a situation that has occurred in another country. A director, who was a true leader in her field and well prepared for this leadership, was independently wealthy and refused a salary. No one would question the value of her contribution, but the wages of her staff were below standards for years because the directors used her as an example of the proper spirit for service. This point

needs to be given serious consideration in Italy. Nursing will never attract the ambitious intelligent girl who work for a living unless the salary and work satisfactions found are equal to other professions. It is this group who will in the long run do the most for making nursing a true profession of stability and high standard.

The Italian medical profession and the general public appear to make no great demand for highly qualified professional nursing. In their defense it might be said that they have had too little demonstration of quality work to deem it essential. I would be the last one to say that nursing is the handmaiden of medicine, but neither is it possible to have the nursing group far in advance of its co-workers, the medical profession.

Although Public Health nursing is important and their schools can be improved, one can never develop a good Public Health nurse unless her basic training is adequate; i.e., a house built on sand. It will, perhaps, take Government support or private endowments to have a good training school in Italy. I would not advocate a new school, but rather improvement of those schools already established which have shown signs of progress. In my opinion foreign consultation is necessary if this is to be done in the next few years. Foreign consultation should be only temporary. Italians after outside study should come back to run their own schools. The primary thought of the schools should be progress, and the original standards not the final ideal -- good practice today is not necessarily acceptable tomorrow.

The estimated number of Public Health nurses in Italy in 1941 was 1,400. This number has been increased, yet is still nowhere near the ideal, but increase in numbers will not necessarily improve the situation. Public Health was left to the last, not because it is less important but rather to emphasize the fact that good basic training is essential to the Public Health nurse. Neither will a good hospital nurse necessarily be a good Public Health nurse. Added training is essential and personality and character must be considered in the selection of Public Health nurses. The Public Health nurse must be mature enough to work alone (without the constant support of the hospital atmosphere) and be able to accept and work with people as she finds them. She must be able to find satisfaction in work that does not show immediate and tangible results. The Public Health nurse is never certain what she will find in a new situation and therefore she must have every possible resources of knowledge at her finger tips to meet the needs of the case. How can she teach preventive care to a family in which a member has just been diagnosed tuberculous unless she has had some service with hospital cases? How can she understand the psychological factors of disease unless she has some knowledge of the normal and abnormal reactions of people? Equally important is an understanding of their own reactions; results are not achieved by sympathy but by understanding and helping people to see and accept their problems.

The Public Health nurse cannot work alone -- her function in prevention of disease and teaching health must be recognized by the medical profession and the community. No measurement of her value to

the province or country can be made if she has not the means to get into her district. This means not only transportation, but also a freedom from time-consuming clerical and office work details that are better done by one trained in office work. She must have medical backing that is sincere and constant. Also she needs someone to help her with social problems that are beyond her training but which are again time-consuming if she has no resources. The nurse should know enough to know her own limitations and refer for the needed treatment. Since social workers are non-existent in Italy, this may not seem like a practical suggestion. But if the Public Health nurse is to have good basic training, an adequate course in Public Health and a course in social work, she will spend too many years in training. This individual might be a very valuable person, but the cost of training, both in time and money, would scarcely make it practical.

The Public Health nurse reaches her highest point of value after some years of experience -- experience that brings into focus the theory she has learned. She applies the various facets of her training and experience to the individual situation.

Eleanor Gochanour
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RS 2091 H

NURSING IN ITALY -- MARCH 1946

BY

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Health Division
UNRRA Italian Mission

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Previous to 1909 there were no training schools in the whole of Italy. The nursing care was under the supervision of nuns, but carried out for the most part by completely untrained personnel. This group had little educational background and were from the poorer class of society. The nuns doing the supervision, though inspired by Christian charity, were also without any special training in the nursing arts.

The first school, the Regina Elena, was founded under the patronage of Queen Elena, and actually opened at the Policlinico in Rome in 1910. Miss Snell of England and twelve other British nurses organized this school, and it continued under the supervision of Miss Snell until 1932. The present directress of every large training school in Italy is a graduate of the Regina Elena school, which is still reputed to be the best in Italy. This training school did not take over the whole of the hospital, but contracted to give nursing care in several wards. Since that date the service has gradually extended until today it has three pediatric, six medical and four surgical wards; operating room, accident room, and surgical and medical clinics.

In this same year, 1910, the S. Gregorio School was organized by the Blue Sisters at the British Hospital in Rome. This school is still running with good standards, but offers experience only in private medical and surgical clinics.

This contracting for wards with the training school an isolated unit within the hospital is typical of Italian training schools; for example, as stated above, the Regina Elena has some of the wards in Policlinico. The Red Cross also is running a training school in the same hospital, and yet more than half of the total bed capacity in this institution is cared for by nuns and the maternity section is covered by the training school for midwives.

The only civil hospital in Italy entirely covered by graduate nurses is the Ospedale Maggiore in Milan. This training school also has only a small section of the total hospital, but when the nurses graduate they are taken over for ward service in the rest of the hospital and are no longer under the training school, but under the general hospital administration. There are two hospitals run by nursing nuns in Rome whose service is also given by trained personnel: San Gregorio, mentioned above, and San Giuseppe. The average length of the course for professional nurses is two years. However, if the individual would like to be a supervisor (caposala) she goes on for a third year, often to another school, as not all are prepared to give this training. The Regina Elena School in Rome is the only one which by ministerial order has a three-year course.

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In this course of study there are four lectures each week through the first and second year. The first year anatomy, physiology, bacteriology, hygiene and general pathology; during the second year infective diseases, surgery, materia medica and special hygiene. Where there is a third year, medicine, social medicine, surgery, pediatrics, obstetrics, gynecology, ophthalmology, orthopedics are included in the curriculum. Three of the schools (two at Milan and one at Florence) have class rooms with visual aid materials and equipment where the nurses are taught fundamental nursing techniques. It seems to be the general practice, however, to give this teaching in the wards. Textbooks for each pupil are almost unheard of. In a few school there is a small library that may be used for reference. The usual practice is for the instructress to take notes from the physician's lectures and have mimeographed copies made which are issued to the students in lieu of textbooks.

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The basis of the second reason given above is an extension of the first -- the hospitals prefer to have nuns for nursing care since it is a much cheaper service and rarely is there a turnover of personnel. The nursing nuns are an integral part of the hospital and although there is considerable criticism of their work because the religious aspect predominates, they are too well established and too necessary economically to be dispensed with.

Under Fascism subsidies were given to health work that had a dramatic appeal; i.e., antimalaria nurses working in the bonification projects, for which work many nurses took the course of Assistente Sanitaria. The schools could not hold sufficient nurses, but they failed to make hospital work more attractive by better salaries and less rigid house rules. Another real difficulty has arisen recently with the strengthening of the Socialist, Communist and Labor parties. The untrained hospital personnel are demanding and, unfortunately, are getting some hearing on the question of salaries comparable to the professional nurses. This group maintains that after several years of working in the war they could take over the nurses' work and therefore should not be treated as inferiors. It is granted that both the professional nurse and ward aids are badly paid.

I agree with the Italian nursing leaders when they say that one of the basic causes for the slow progress in Italian professional nursing is economic. Nursing in Italy will for a long time be largely in the hands of the nuns. This cheap but poor quality care is responsible more than any other fact for low standards in professional training, and it is of poor quality. The nuns are excellent housekeepers, the wards are quiet and peaceful, but it is next to impossible to get any information on patients' care or progress. Should I note specific examples, I fear that I should be accused of gross exaggeration and prejudice. I am not saying that there are no well trained nuns and that good care is never found -- the criticism is that it is so rare. Considering the above facts it would seem essential to have more good schools of nursing for the nuns, to insist that those giving nursing care be adequately trained, and the hospitals they run be subject to inspection by the local or state department of hygiene and come up to satisfactory standards.

From observation and by reading of the experiences of other countries, I should say that only the fully trained professional nurse be licensed by the State as a registered nurse. I do not think it could be demonstrated that social standing or lack of economic pressure makes for better nursing. An economically independent person should be able to take more time for training and be a true leader in the professional group. A well qualified person, adequately trained, working for little or no monetary remuneration, is unconsciously doing real harm to the others of her profession who need to earn a living wage. To illustrate this point let me describe a situation that has occurred in another country. A director, who was a true leader in her field and well prepared for this leadership, was independently wealthy and refused a salary. No one would question the value of her contribution, but the wages of her staff were below standards for years because the directors used her as an example of the proper spirit for service. This point

needs to be given serious consideration in Italy. Nursing will never attract the ambitious intelligent girl who work for a living unless the salary and work satisfactions found are equal to other professions. It is this group who will in the long run do the most for making nursing a true profession of stability and high standard.

The Italian medical profession and the general public appear to make no great demand for highly qualified professional nursing. In their defense it might be said that they have had too little demonstration of quality work to deem it essential. I would be the last one to say that nursing is the handmaiden of medicine, but neither is it possible to have the nursing group far in advance of its co-workers, the medical profession.

Although Public Health nursing is important and their schools can be improved, one can never develop a good Public Health nurse unless her basic training is adequate; i.e., a house built on sand. It will, perhaps, take Government support or private endowments to have a good training school in Italy. I would not advocate a new school, but rather improvement of those schools already established which have shown signs of progress. In my opinion foreign consultation is necessary if this is to be done in the next few years. Foreign consultation should be only temporary. Italians after outside study should come back to run their own schools. The primary thought of the schools should be progress, and the original standards not the final ideal -- good practice today is not necessarily acceptable tomorrow.

The estimated number of Public Health nurses in Italy in 1941 was 1,400. This number has been increased, yet is still nowhere near the ideal, but increase in numbers will not necessarily improve the situation. Public Health was left to the last, not because it is less important but rather to emphasize the fact that good basic training is essential to the Public Health nurse. Neither will a good hospital nurse necessarily be a good Public Health nurse. Added training is essential and personality and character must be considered in the selection of Public Health nurses. The Public Health nurse must be mature enough to work alone (without the constant support of the hospital atmosphere) and be able to accept and work with people as she finds them. She must be able to find satisfaction in work that does not show immediate and tangible results. The Public Health nurse is never certain what she will find in a new situation and therefore she must have every possible resources of knowledge at her finger tips to meet the needs of the case. How can she teach preventive care to a family in which a member has just been diagnosed tuberculous unless she has had some service with hospital cases? How can she understand the psychological factors of disease unless she has some knowledge of the normal and abnormal reactions of people? Equally important is an understanding of their own reactions; results are not achieved by sympathy but by understanding and helping people to see and accept their problems.

The Public Health nurse cannot work alone -- her function in prevention of disease and teaching health must be recognized by the medical profession and the community. No measurement of her value to

the province or country can be made if she has not the means to get into her district. This means not only transportation, but also a freedom from time-consuming clerical and office work details that are better done by one trained in office work. She must have medical backing that is sincere and constant. Also she needs someone to help her with social problems that are beyond her training but which are again time-consuming if she has no resources. The nurse should know enough to know her own limitations and refer for the needed treatment. Since social workers are non-existent in Italy, this may not seem like a practical suggestion. But if the Public Health nurse is to have good basic training, an adequate course in Public Health and a course in social work, she will spend too many years in training. This individual might be a very valuable person, but the cost of training, both in time and money, would scarcely make it practical.

The Public Health nurse reaches her highest point of value after some years of experience -- experience that brings into focus the theory she has learned. She applies the various facets of her training and experience to the individual situation.

Eleanor Gochanour
Sr. Asst. Nurse Officer,
USIHS.

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FNU/MJM

26th March 1946.

Air Vice-Marshal R.E. Saul,
Principal UNRRA Representative for Liaison,
Mediterranean Theatre.

Attention: Chief Nurse.

Dear Miss Gochanour,

Many thanks for the copy of your report for February, which has been circulated and read with interest in the Health Division here.

We should much appreciate knowing your final analysis of needs of nursing personnel - as it affects recruitment here - as soon as possible.

Miss Johnston and I got back here on 7th March, and Miss Johnston should now have reached Washington. She heard before she left here that Miss McBride and Miss Beerstecher were on their way to China. We shall be glad to know your own plans, and the future proposals for Italy whenever that is possible.

My kindest regards to you all,

Yours sincerely,

F.N. Udell.
Chief Nurse, ERO.

UNRRA - Italian Mission

27 February 1946

TO : Dr. E. C. Benn
FROM : Capt. E. Goshenour
SUBJECT : Monthly report for February 1946

February was a very busy month in the nursing section. Office activities in the early part of the month covered work on fellowship plans. A London cable of February 7th blasted our hopes for securing these. I carried through on my appointments in Florence and Milan with probable candidates. The candidates selected were disappointing on the whole in that the schools proposed individuals in most cases too old to get the utmost out of such an opportunity. Both the Florence and Milan schools had an alternate which in my opinion would have been a better selection. All schools were told that it was indeed doubtful that final arrangements could be made. They all were acutely disappointed. All work on fellowships has ceased, since it seems unlikely that the question will be settled before March 31st, which ERO have stated as the final date for submission of applications.

My estimation of Italian training schools went up considerably after having seen Santa Maria Nuova at Florence, and Ospedale Maggiore and the Principessa Yolanda at Milan. These schools have class rooms and practice rooms equipped with a library and other visual aids. The hospital in Florence would appreciate and could use a library. The Directress is using very old editions of American textbooks as teaching aids. I would like her to have a few of the newer books. Undoubtedly there is someone in Milan who could translate and use some of this material in the same way.

I visited all the camps under UNRRA medical supervision in the North except those at Milan, Genoa and Turin. The Bologna camps have, as Lt. Commins has reported, an adequate working staff of voluntary Red Cross nurses. There is an acute need of direction which should be from foreign trained personnel. A possible source of trouble was seen in the wide variation in stipends these voluntary nurses are receiving. They range from £1500 to £6000 a month. The latter stipend would, according to the Red Cross regulations, take them out of the voluntary class. The Inspectress of the Red Cross for the Bologna area was visited and Lt. Commins and I discussed this matter with her. She agreed that this was a possible source of trouble and will attempt to make the necessary adjustments. Her information on the amount of the top stipend was the same as I had received in Rome. Lt.

Commins' estimation of nursing aids has been thoughtfully and accurately done.

The need for the trained nursing personnel in the Ancona Camp group is much more acute than in the Bologna area. There is only one fully qualified Italian nurse in the group, the major portion of the service coming from the refugee group, which would be classified as nursing aids. Lt. Buschlen's estimate of her nursing needs has been thoughtfully considered, and I agree with her request. In this short period Lt. Buschlen has made many improvements. This has meant hard physical labor on her part, but it has been a satisfying experience. All nursing personnel were interviewed with the aid of an interpreter, so a clear picture was obtained of their qualifications.

Requests for supplies and personal needs received from the nurses in the Northern camps have been dealt with.

There was need for eight more Class 11 employees for the Northern and Southern camp groups. Five of these vacancies have been filled within the last week. It seems probable that all vacancies can be filled by the end of March. It will be increasingly difficult to secure good Italian nurses, as the term of employment with UNRRA becomes shorter. The salary is attractive but will not be sufficient to give up a permanent post for less than six months' promised work.

I am leaving the last day of the month for a visit to the Southern camp group. Several British nurses, who are expecting an early release from the army and have expressed an interest in coming to the UNRRA staff, are to be interviewed on this trip.

The five nurses scheduled to arrive from ERO during March will aid greatly in covering our most acute needs. ERO will be notified of the accurate number of Grade V and VI vacancies after my return from the Southern camp group. Even though the applicants being interviewed are accepted, we still have probably four or five Grade V, and two or three Grade VI vacancies.

The plans for March are to fill the remaining Class 11 vacancies and analyse further the Class 1 needs. There is a possibility of a trip to the Northern camps to include those not seen on the February trip. I feel a responsibility for at least having prospects of completing the personnel requirement for the camps before leaving this Mission.

I plan also to prepare a list of textbooks and request that UNRRA Italian Mission purchase these for the nurses' training schools which would appreciate and use this type of aid.

Personnel Changes

Lt. Commins has requested a return to home station for re-assignment as of March 1st. She has, however, agreed to stay until at least one nurse is sent to this camp group. Lt. Commins I believe could do a good piece of work, but is going because she is certain that she will not be given the amount of responsibility that she is capable of assuming.

Capt. Sprague and Lt. Painton left Naples by Liberty ship on February 23rd.

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OUT FILE
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REGISTRY

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HM5/3/13.

Acc. No. 635

25th February, 1946.

Chief of UNRRA Mission,
Ina Building, 3rd Floor,
Via S. Nicola da Tolén,
Via 23 Marzo,
Rome.

Attention: Capt. Gochanour.

Dear Miss Gochanour,

Receipt is acknowledged of your report for January, which is read with interest.

I am interested to note your comments on the grades for the class 2 nurses, we have been anxious to upgrade the nurses to make them uniform with welfare, etc., and the gradings for the nurses in Germany (class 1) will be Zone Chief Nurses grade 10, District Nursing Supervisors 9, Field Nursing Supervisors 8, and camp nurses 7. This re-grading takes effect from 1st April.

I received your cable asking for Miss Murrell, Miss Price and Miss Dekker. Miss Dekker has stated that she can only serve until August, and as we are anxious for the people recruited now to remain with us until the end of UNRRA's operations I have substituted a Miss Saint. This lady is S.R.N., and S.C.M., and has been a staff midwife for some time, so may be useful from a teaching point of view.

I have not yet received a call for Miss Nussbaum from Greece, but we have received a cable saying they will advise us shortly.

Nothing further has eventuated about the Fellowships.

Yours sincerely,

S. J. HAINES, Deputy Chief W.

UNRRA - Italian Mission

30 January 1946.

H/15/3/13 Punch 14
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TO : Dr. E. C. Benn
FROM : Capt. E. Gochanour
SUBJECT : Monthly Report for January 1946.



The whole of January has been spent in Rome Headquarters office. I had planned to make a trip to the Ancona and Bologna Camp groups, but Col. Hamilton thought it wise to allow some time for the nurses to settle into their new positions before making a visit. Another factor against the planned trip was that AG did not actually withdraw until near the end of the month. From my point of view, the trip was to have been in no sense supervisory, but rather to see if I could be of help in the settling process.

A great deal of time was spent in interviewing personnel seeking nursing positions. The word seems to have gone forth that UNRRA has need of nurses. This is not the case except for Class I or foreign staff. Applications were reviewed for about twenty Italian and other national groups. One Italian nurse and one midwife were appointed for the Leuca Hospital. That covers the need of Class II employees for the moment in the Southern Camp group.

Several of the Italian nurses from the Southern Camps were in Rome on personal business. Time was given to these people to help in solving their difficulties.

Miss Eileen Bolton was appointed for the Greek Mission as Public Health Nursing Advisor, Grade VII, and will leave Italy for her assignment about February 10th. One British and one New Zealand nurse may be appointed to the Italian Mission if their release can be secured from the army.

We were pleased to hear of the appointment of four Swiss nurses for the Northern Italian Camps. As stated in a letter to London, we are somewhat confused by the fact that these nurses will need equipment. We, of course, cannot obtain warm clothing, but could furnish uniforms. We are hoping that it will not be necessary for them to go through the Assembly Center in Holland since this would delay their arrival in Italy by several months.

The information that Italian nurses were eligible for fellowships has started considerable activity. This plan was discussed with Dr. Benn, who in turn had conferences with Mr. Sorieri, Deputy Director of Relief Services, and Dr. Bergami, High Commissioner for Public Health. They both were in favor of the plan and tentatively agreed to six fellowships.

I interviewed Miss Viotti and Signorina Senni, Directress of the Professional Red Cross School. Miss Viotti and I recapitulated the conference in Rome at which Major Johnston, Miss Udell and Miss Crowell were present. The decision at that meeting was to offer two fellowships to nursing orders of nuns, two to training schools for instructors, and two in the Public Health field. The Principessa Yolanda School in Milan and the Regina Elena School in Rome had been mentioned as recipients of fellowships for instructors. Miss Viotti felt that the Principessa Yolanda (Red Cross School) had such a small enrollment that we would be doing a minimum of good by allotting a fellowship there. Consequently the decision was to contact the Civil Hospital in Milan. Miss Viotti has written letters to the heads of this nursing school and to several Public Health nursing schools to determine if they have prospective candidates. The selection of Public Health nursing schools was done in conference with Miss Viotti and Miss Senni.

A conference was held with the Directress of the Regina Elena School, and she is certain that she has a candidate who would meet requirements and who would be able to leave on fairly short notice. In our conference in Rome in November, there was a suggestion that the student from this school be sent to St. Thomas' in London since the plan of training had been based on that school some 35 years ago. Two nursing orders of nuns have been contacted whose mother houses are in Rome, and neither group feels that it can accept such a fellowship. It is against the rules of their orders to send one nun out alone. Even though two fellowships were given to one order, it is still uncertain whether or not they would be allowed to leave the country. Other nursing orders will be contacted to get their reaction. It would certainly be disappointing not to give fellowships to the nuns, since they do almost 90% of the nursing in Italy.

Miss Viotti is still interested in having a short term traveling fellowship. Miss Giuliani, Directress of the Regina Elena, would also be interested in a traveling fellowship to England and America.

Sardinia

A Welfare Officer, Administrative and Finance Officer, have reported to Sardinia, and considerable of Capt. Sprague's time has been spent in turning over the work to them in their particular

areas of function. Miss Painton's time is being taken up with delivery of medical supplies. She is supervising and checking the delivery of these articles. Both Capt. Sprague's and Lt. Painton's days from dawn to dark are filled finishing their task by the end of January.

Southern Camps

Miss Warren reports from the Southern Camps that this month has not been too busy, so they are using this period as preparation for the coming busy season. The maternity case load takes a decided increase the beginning of March. Mrs. Froude of Louca Camps is not staying until the end of April as planned, but is returning to New Zealand the end of February. Miss Augsburg is to return home in the middle of March. Miss Phillips has been sent down to replace her.

Northern Camps

Lt. Buschlen has been in the Ancona Camp group a month, and made one trip to Rome in that period. Lt. Buschlen feels that she has accomplished very little to date, and is somewhat confused about her exact status. This is in part due to the fact that AC did not withdraw until the third week of this month.

Lt. Connors has written a very good report of conditions in Bologna Camps. There seems to be more than adequate nursing help (Class 11) in these camps if the present people stay in position.

Problems

I have had numerous complaints from the Italian nurses in the Southern Camps regarding differences in salaries, many of which I consider justified. I have reviewed these and discussed them with Dr. Benn and Col. Hamilton. There are five different scales for payment, and I can see no clearcut reason for the various categories. This is in part due to the fact that additions were made for probable cost of living, which was estimated much too high for the present deductions. Since the whole of UNRRA Class 11 employees are having job classifications, it seemed a good time to submit job analyses and set up some sort of a system. These job analyses have been written for grade, approved by Dr. Benn and Col. Hamilton, and submitted to Personnel and Organization. When this new standard goes into effect it will mean a reduction for some of the staff and an increase for some others. Although this may have some repercussions, it will probably be more satisfactory in the end than our present system.

Plans

Very early next month I will make a trip to the Northern Camps. This seems essential as an aid to determine the needs for Class 1

nursing personnel. It also is impossible to make intelligent suggestions for assignment without a knowledge of the situation. I am also anxious to see the camps in Bologna and Ancona where our nursing personnel are already established.

I plan also to visit some of the training schools and Public Health schools who may be possible recipients of UNRRA fellowships. These schools will have received Miss Viotti's letter and had time to think of possible recipients. I can perhaps interview candidates on this trip and clarify the terms on which fellowships are allocated.

Uniforms which were reported by cable as being sent soonest on November 18th have not arrived.

Personnel Changes

Frances De Brincat from Santa Maria di Bagni, Lecce Camps Group, transferred to Bologna.

New Staff

Miss Phillips, British, assigned to Leuca Hospital.

Miss McEwan was through here on the 12th of January on her way to Greece.

Capt. Sprague and Lt. Painton to finish assignment in Sardinia as of January 31st.

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DISPATCHED BY
REGISTRY

1st February, 1946.

Chief of UNRRA Mission,
c/o Allied Control Commission,
C.M.F. ROME.

For the attention of Dr. Benn

Dear Dr. Benn,

Miss Udell's report of her visit with Miss Johnston has been read with great interest here. It is being neostyled and you will no doubt receive copies in due course but you are, of course, already aware of its general tenor.

Two matters appear to need following up :-

- (1) The reassignment of Miss Sprague and the other nurses in Sardinia to their proper nursing work.
- (2) Improvements in arrangements for the welfare of nurses in the southern camps, as detailed in the minute to you submitted by Miss Johnston and Miss Udell. I would be glad to have your assurance that these matters have now been rectified as far as possible. I note that you will be reporting in the near future to us on the general nursing programme in Italy.

Yours sincerely,

N. M. Goodman, MD.,
Director of Health.