

Mr. MACEWAN: I understand, Dr. Crawford, that as far as nurses are concerned the Civil Service Commission actually calls for applications, and competitions are held. Is this correct? Is that the way in which they are employed?

Mr. CRAWFORD: There may be a regulation to this effect, Mr. MacEwan. If so, it is more honoured in the breach than in the observance. What happens really is that if we are looking for nurses and a girl comes to one of our hospitals, if she looks the kind of girl we want we hire her and tell the Civil Service Commission that we have done so; and that is that. There is none of the red tape delay—if I may use that term—associated with the hiring of nurses that there is with some other civil service positions.

Mr. MACEWAN: You are having difficulty, you said, in getting sufficient nurses to staff your hospitals entirely.

Mr. CRAWFORD: Indeed I am.

The CHAIRMAN: Is that general throughout the country in all hospitals?

Mr. CRAWFORD: It varies a great deal. My average shortage of nurses compared with the establishment for nurses is now $17\frac{1}{2}$ per cent. I am $17\frac{1}{2}$ per cent down. This varies from zero in such places as Saskatoon and Edmonton, where I have small establishments, to 35 per cent in Toronto. Of course, the 35 per cent deficiency in nursing staff causes a pretty crippling situation.

Actually, the situation in August of 1964 was 56 bodies better than it was in 1963. This is due largely to the fact that we sent a mission down to the United States to recruit nurses who had been trained in the Philippines. They are perfectly satisfactory nurses. They have been doing further studies in the United States. Their visas or work permits, or something of that nature, have run out and they had to leave the country so we managed to catch them for a year or longer, and they have been working for us in some of our hospitals with considerable satisfaction. This is a temporary situation, however, but it has resulted in a numerical improvement over our condition last year.

Mr. MACEWAN: I have one further question.

You mentioned that you had a school for nurses aids or assistants in Halifax.

Mr. CRAWFORD: Yes.

Mr. MACEWAN: Do you have full classes in that school?

Mr. CRAWFORD: Yes. Applications are always as high as our capacity to accept.

Mr. MACEWAN: How many are provided for your hospitals?

Mr. CRAWFORD: We train 50 girls per class, or something in that order. We do not employ them all ourselves. I think it is fair to say that they are all going into the work for which they are trained in some community, mainly in the maritimes, but a good many of them do stay with us and we send them to Sunnybrook, to Winnipeg and so on, and they work as nursing assistants in our hospitals.

Mr. GROOS: You mentioned the shortage in certain hospitals. Can you remember offhand what the shortage is, if any, in Victoria?

Mr. CRAWFORD: I can tell you that exactly, Mr. Groos. In Victoria at the end of August, 1964, I was only three short in an establishment of 78, which is not bad.

Mr. HARLEY: I would like to ask a question of procedure. I am a little mixed up here in my estimates. I assumed we were dealing with Item 15 but it seems to me the questions we are dealing with now are actually under Item 30.