

How to BECOME
A NURSE



BY
HONNOR
MORTEN.

The Maternity Charity and District Nurses' Home,
 HOWARD'S ROAD, PLAISTOW, E.

OBJECTS.

- A. To prepare Pupils for the L. O. Society's Examination in Midwifery.
- B. To train Ladies in District Nursing.
- C. To especially instruct Women for Nursing Work in Villages and Cottages.
- D. To provide Nursing in their own Homes for the inhabitants of the District of Plaistow, E., composed chiefly of Artisans and Dock Labourers.
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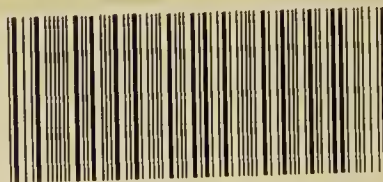
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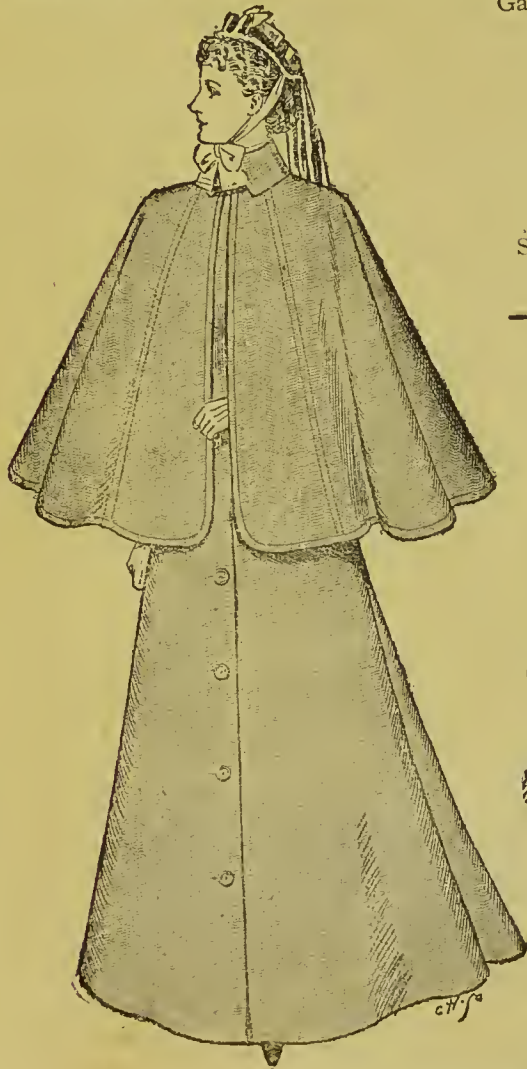
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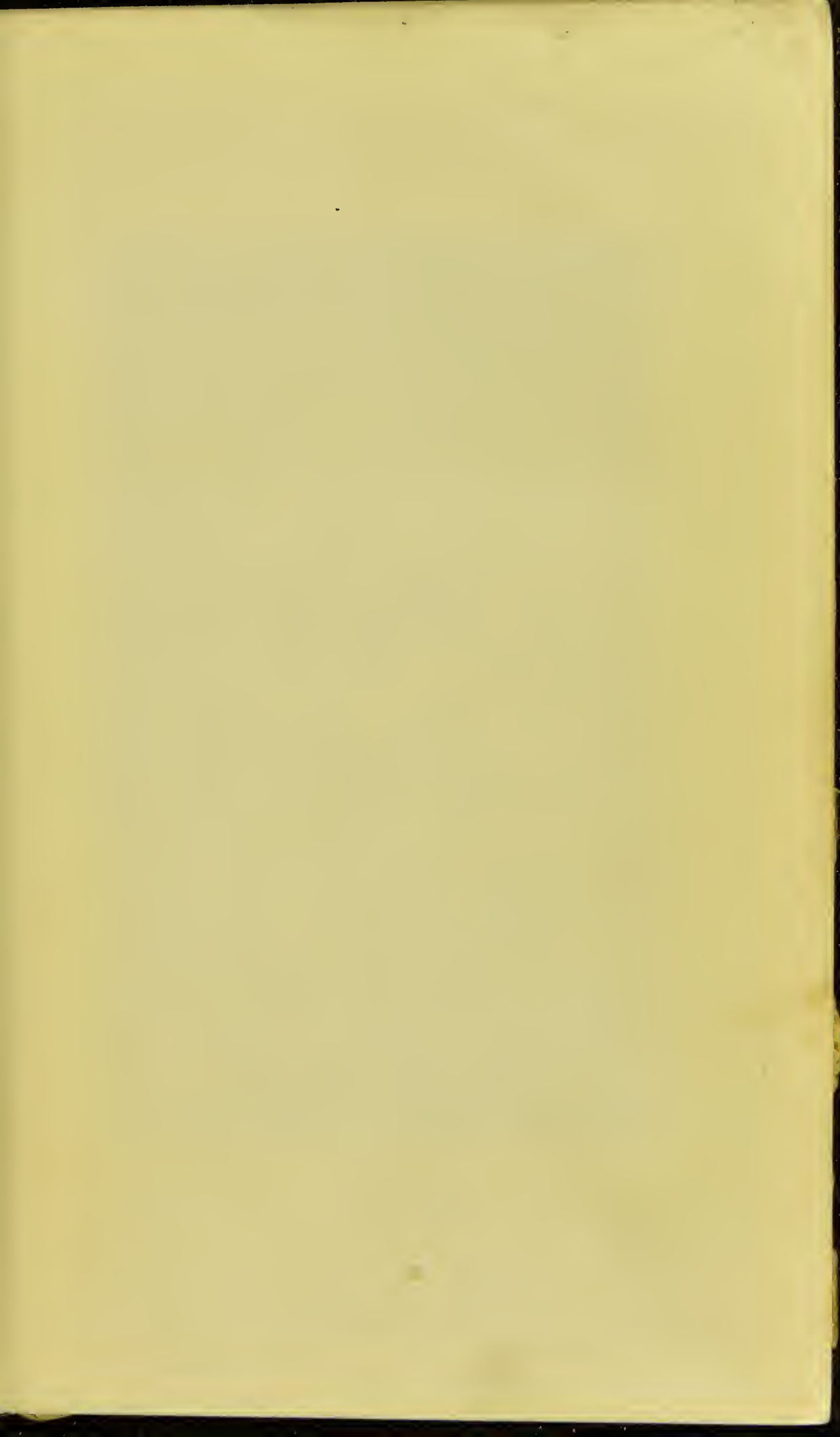
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MISS NIGHTINGALE

Frontispiece.

How to Become a Nurse

AND

HOW TO SUCCEED

COMPILED BY

HONNOR MORTEN

Author of

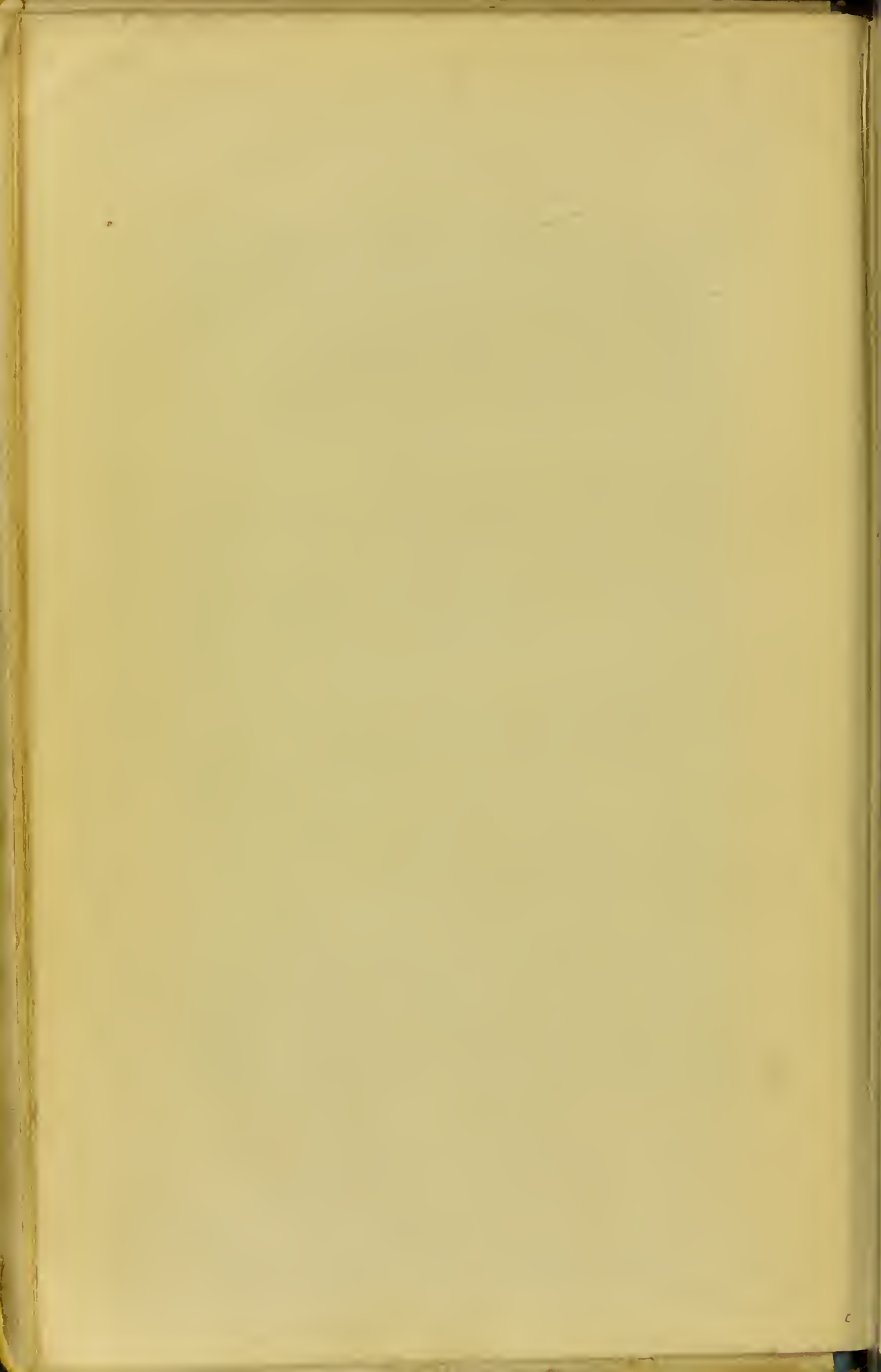
"Sketches of Hospital Life;" "The Nurse's Dictionary;" etc.

THIRD EDITION REVISED AND ENLARGED

London

THE SCIENTIFIC PRESS, LIMITED

428 STRAND



PREFACE TO FIRST EDITION.

THE particulars given in Chapter VI. of the various Nurse-training Schools were all applied for from the different matrons. In a few cases complete answers were not given, and in one or two cases, no answers at all; this will explain any omissions. It must be remembered, in noting the tremendous number of applications refused—reaching nearly two thousand a year at one Hospital—that, so far, would-be nurses have had no book to guide them in making their choice of suitable institutions, and have had to apply, again and again, till they at last hit on some Hospital whose rules did not exclude them on account of age, and whose terms, course, etc., met their wishes. With regard to the hours on duty, outsiders must consider that much of a nurse's work is passive—a mere watching and waiting. A committee which sat during 1890 and 1891, to inquire into the management of Metropolitan Hospitals, have given it as their opinion that a nurse should only work eight hours a day. But then this committee consisted of men

only, and probably did not grasp the fact that it would be bad for the patients to be in the hands of three sets of nurses, and that, though eight hours' active work is enough, a woman in good health is easily capable of ten hours of what greatly resembles ordinary household duties.

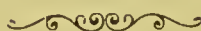
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PREFACE TO THIRD EDITION.

ONE word of thanks is necessary to those Lady Superintendents and Matrons who have so kindly supplied corrected particulars for this edition; and also to the writer of the biography of Florence Nightingale for permission to retain it in this edition. Help from all sides has been freely given—may the result prove useful to many. One or two points call for notice, (1) the increase in the length of training and (2) the increase in the wages of trained nurses. Also (3) the increase in the number of lectures,—cookery and hygiene being now taught in all the good schools.

RICHMOND,
3rd March, 1895.

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HOW TO BECOME A NURSE.



CHAPTER I.

APPLICATION.

AS every boy is supposed at some period of his life to wish to be a sailor, so every girl when she is in her teens decides that she will be a hospital nurse. After much hesitation, many of these girls go the length of applying to some hospital, and by return of post comes a large blue envelope, full of rules and forms, and the dismayed applicant learns that there are a hundred reasons why she cannot immediately become a nurse. She has to get the consent of her parents, she has to be a certain age; indeed, there is scarcely a single necessary qualification which this young applicant fulfils. And apart from the demands made by the hospital authorities, there are many requirements of mind and character, without which it is hopeless to expect to become a good nurse. These requirements may be summed up as follows: A retentive memory, quick observation, habits of cleanliness and obedience, absolute unselfishness, a calm, cheerful mind, and an enthusiastic love of nursing. A good memory and powers of observation are greatly the result of training, but without a certain natural aptitude they cannot be developed. Habits of cleanliness and obedience, if not acquired at home in early youth, will ever mar the character of a nurse. A spoilt child seldom grows into a good woman, and the

influence of home discipline is the very best preparation for hospital life. Unselfish a nurse must ever be, for if she neglect her patient for one moment from consideration for self, she has deliberately failed in her duty, and is no longer worthy to be entrusted with a responsible post. As for a love of nursing, that is to a certain degree to be found in most women, but often disappears before the trials of ward-work. Those who take to this profession from a passing fancy, or because they are too undisciplined to live peaceably at home, or because it is more genteel than domestic service, are not actuated by what we call enthusiasm, and will never make good nurses.

Having a moderate amount of intellect and virtue, then, and a firm resolve to adopt a nurse's life, the next step is to apply to a hospital. There are always some doubts as to which hospital to choose: to enter a thoroughly good training school it is often necessary to wait a year or eighteen months, and here comes in the temptation to take service in some inferior institution, or some children's hospital. Yet a good nurse is only made by good training, and even from the monetary point of view it will pay better to wait awhile and work harder to obtain a good certificate, than to be content to take a second-rate standing. Some of the county infirmaries offer very good training without keeping their applicants long waiting, but the chosen hospital should contain at least a hundred beds, and be situated in a large town. With regard to the London hospitals, a High Churchwoman would probably apply to University, or King's College; a Roman Catholic or Dissenter would apply to The London, which is the most unsectarian of the hospitals. At Guy's the lady pupils do no rough work, but they pay a guinea a week and provide their own uniform. After a year, or two years, they are generally made sisters. At St. Bartholomew's the probationers are all on the same footing, and are bound for three years before they get their certificate. At St. Thomas's the probationers are made extremely comfortable, and at Middlesex the ordinary nurse is more likely

to be made a sister than the lady pupil. The alphabetical list of hospitals given in Chap. IV. should be carefully studied; all information as to the training of nurses will be found there. The points to consider before applying to a hospital are: (1) Whether you wish to train one, two, or three years for your certificate. (2) Whether you wish to pay for being taught or to be paid for learning. (3) Whether you wish hard work and wide experience, or a quiet time and less knowledge.

There are one or two Children's Homes where probationers are taken, and where a mild foretaste of hospital life can be obtained by the would-be nurse. Apply to Miss Dunn, Caldicote House, Bushey Heath, or to Miss Russell, Convalescent Institution, St. Leonards Terrace, Herne Bay. At the latter place probationers between the ages of 18 and 30 are taken and are paid a small salary.

Having decided these points and chosen your hospital, the next step is to apply to the matron, who will send you a copy of the regulations, a time-table giving the length of working hours, and a form containing some dozen questions, to which you have to write answers. This form must be filled up with the greatest care and accuracy, and there must be no holding back of facts, or giving of equivocal answers. What must be the matron's opinion of a woman who, in answer to the question, "Are you strong and healthy, and have you always been so?" simply answers "Yes," though she has suffered from rheumatic and scarlet fever, both of which constantly leave permanent mischief behind them? In giving the addresses of two persons as references, it is as well to choose professional people. A doctor or a clergyman who has been acquainted with you all your life is the very best reference possible. The following is a list of the questions generally asked by a training school, and which should be immediately answered in the candidate's own handwriting, and returned to the matron:—

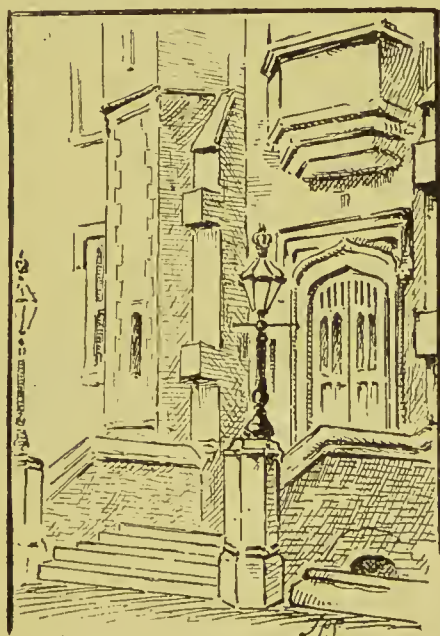
1. Name in full, and present address of candidate.
2. Are you a single woman or widow?

3. What has been your occupation?
4. Age last birthday, and date and place of birth.
5. Height.
6. Where educated.
7. Are you strong and healthy, and have you always been so?
8. Are your sight and hearing perfect?
9. Have you any physical defects?
10. Have you any tendency to pulmonary complaint?
11. If a widow, have you children? How many?—their ages. How are they provided for?
12. Where (if any) was your last situation? How long were you in it?
13. The names in full and addresses of two persons to be referred to. State how long each has known you. If previously employed, one of these must be the last employer.
14. Have you read, and do you clearly understand the regulations?

The last question is omitted by many schools, and yet is decidedly necessary, for many a nurse has entered a hospital without ever having studied the time-table sent her fully enough to comprehend that she is often on duty for twelve hours at a stretch.

Having now applied to the chosen hospital, it remains to the candidate to use well the period of waiting by preparing for the fray. Probably the uniform has to be made, and a good stock of under-linen must be obtained. At least double the amount required at home will be needed in the hospital, and collars and cuffs must be numerous. Everything must be plainly marked and strongly made, for a nurse has very little time to devote to her own wardrobe, or to worrying over garments lost at the wash. Woollen stockings of a soft, light texture should be procured, and two pairs of easy, noiseless house-shoes. These last are none the worse for being a size too large. If the aprons are made with large pockets, there will be no necessity to wear a jingling chatelaine. During the personal interview with the matron, it is as well for the candidate to ask what text-book on nursing she had better get, and, having procured it, she should at once read it carefully. If there are any ambulance classes being held in the neighbourhood, they should also be attended. A

woman is spared many an awkward position by having a slight acquaintance with nursing appliances before she enters the wards. It is so difficult for a sister to remember the absolute ignorance of a new probationer, that she constantly sends her to fetch a spatula or a hypodermic syringe, when the poor probationer has not the least idea what these articles are like. If going to a hospital where each nurse has a room to herself, the candidate can pack a few photographs and treasures to brighten her room; but if going where the nurses are crowded together in the attics, the less luggage taken the better. The portmanteau, however, should always contain the following extras: Some scented soap, a tea-cup and saucer and spoon, a bottle of eau-de-cologne, a box of biscuits, and a packet of cocoa. These few things will seldom come amiss.



Hospital for Consumption
Brompton

CHAPTER II.

PROBATION.

WITH what an anxious heart the new probationer steps out of the cab when it draws up before the nursing home ! Luckily the home-sister is ready to receive her and show her her room, and offer the usual friendly cup of tea. It is always better to arrive at a hospital or a house about four o'clock, for shyness is generally conquered at the tea-table, and friendships are more easily then commenced. Of course the new probationer comes down to the home-sister's room with her cap wrongly put on, and several small faults visible in her uniform. All this the sister puts right, and then, tea over, she leads the probationer along dim passages, up and down stairs, and finally into a long light ward where some thirty women are lying in bed. Here she introduces her to the sister of the ward, who in her turn passes the probationer on to the nurse who is busy making the beds. The next three hours till the supper-bell rings are the hardest in a nurse's life. She is too embarrassed to be of much use, her hand shakes with nervousness, and her face burns with blushes. The nurse is wearied by her long day's work, and too anxious to put all straight for the night, before nine o'clock comes, to spend much time with her probationer. The patients are rather amused at the appearance of such a woefully shy and ignorant person in a cap and apron. Those who are pretty well, condescendingly teach this young nurse what to do, and how to do it ; but the old women are querulous and rude under the touch of strange, untutored hands. At last the night nurses come in at the door, the bell rings, and the nurse comes forward to show the probationer the

way to the dining-hall. It is a dreadful ordeal to sit down at those long tables amongst the crowd of women all dressed alike : but the probationer soon discovers that the others are too tired and hungry to pay much attention to her, and, being too excited to eat herself, she sits and watches the faces of those around. After supper comes



Lillian C. Smythe del.

IN THE WARDS.

prayers, and then bed. The ice has been broken, the first plunge taken—our candidate is at length a probationer-nurse.

The first experiences of nursing life are strange and

trying. The ravings of delirious patients, the moans of the restless, the crying of the children, all seem unbearable at first. Then the probationer has often to make her first close acquaintance with death. Unless she is thoroughly in earnest in her work, these experiences will be too much for her, and she will be beaten from the field. Not long since, a probationer left a large hospital because she found out that the patients sometimes died, and she was afraid of dead people. It is no use to slur over the disagreeables of hospital life, but it can be confidently pointed out to all candidates that a good woman can always rise superior to these disagreeables, and perform the most menial tasks with gentleness and nobility. There are a great many merely domestic duties demanded of a probationer, and instead of being disgusted with them she will do well to give them her chief attention at first, until she becomes used to hospital sounds and scenes. As the actress begins her career as a "walking lady," so the nurse begins hers as a maid-of-all-work; and stage-fright can hardly be more necessary to conquer before taking a prominent part than hospital-fright, which may forever mar a nurse's character with the doctors on whom she attends. To polish brass and peel potatoes is not soul-stirring labour, but it is good discipline, and the woman who is disagreeable over small things will never be pleasant over great. During these first days the probationer suffers much from sore feet and aching back, the result of an unusual amount of standing. The cruelty displayed by some sisters, who never like to see a probationer sitting down, is simply extraordinary. There has been a great deal of talk about "fagging" amongst nurses, but the remedy is in the hands of the sisters. If they would only try to remember how strange and tiring hospital life was to them at first, they would surely be more thoughtful for new probationers. Great care of health is necessary during the first few weeks in a hospital, and there is no excuse for overworking a probationer or disregarding her evident weariness. "I had a hard time myself, and I always give my probationers as

much hard work as possible," said a sister lately. This is a spirit which ought not to exist.

The etiquette of hospital life is very strict, and non-observance of it will often bring a nurse into shame or trouble. With regard to the patients, it chiefly consists in not talking too long to them, especially not showing any familiarity with them, nor any preference for one more than another. With regard to the sister, it consists in always standing in her presence and addressing her respectfully, no matter whether the probationer or sister is of the higher social standing. These things do not enter into hospital life. As the head of the ward, the sister must always be treated with regard and listened to with attention. To lean against a table or put your hands in your apron pockets while the sister is speaking to you are signs of a want of natural politeness. These small details must be attended to if order is to be maintained in a large establishment, and the probationer who feels humiliated by rising when the sister approaches her has a false pride which unfits her for hospital work. The new probationer comes very little into contact with the doctors or medical students; indeed etiquette consists rather in avoiding them. It may seem strange that a fact noticed by the probationer with regard to a patient must be told the nurse, who will tell the sister, who will tell the house-surgeon, who will tell the visiting-surgeon, but so it is. The outside world is only too ready to sneer at the nurse and the student, and to hint at flirtations. Nothing is more degrading and humiliating to nurses as a body than to get some foolish girl into their ranks who will so disgrace them. Hence the barriers built up to prevent the spread of scandal and to maintain order and discipline. When in doubt how to address a physician or student whose name is unknown, there is no reason why a nurse should dislike saying "Sir." It is a very simple title, and a probationer's dignity is more injured by hesitation in using it than in frankly speaking it. "I always used to say 'Sir.' Then they didn't think I was a lady pupil, and left me alone," was the remark of a

clever nurse. The "lady pupil" is only too apt to be the butt of the students' witticisms if she show any signs of her supposed superiority to her fellow-nurses.

One common fault amongst new probationers is too eager a desire to learn. In season and out of season they pester the nurse to tell them the meaning of this or that word, or bother the sister to explain to them some course of treatment. The general result of such thirst for knowledge is a severe snubbing, and a recommendation to learn how to dust properly before attempting higher things. Yet it is a most laudable desire, this wish to understand all that is going on around ; and if only a little tact and patience is shown, the probationer can generally achieve her wish. Advantage must be taken of such quiet minutes as there may be to ask questions, for when a patient is in a fit, or the morning sweeping has just begun, it is only natural that ignorant queries should be sharply answered. A great deal can be learnt by watching and waiting, without irritation to others ; and, while never losing a chance of seeing a dressing done or a remedy applied, the use of eyes and intellect often teaches more than the use of the tongue. A probationer is usually put in a medical ward first, and she should, before she leaves it, have learnt how to use the clinical thermometer, how to give enemata, to make beds and wash helpless patients, and the means of preventing bed-sores. These are merely a few of the simpler things a nurse may well demand to see and understand in the course of a month or two. It seems absurd, yet probationers have often been known to spend six weeks in a medical ward without ever learning how to chart a temperature. Of course, the fault in such cases must lie on both sides—on the side of the sister, one of whose chief duties is to train nurses, and on the side of the probationer, who either had no desire to learn, or was clumsy in her mode of showing it.

CHAPTER III.

CERTIFICATION.

THE "school" side of nursing life is one which is very strange to the public, and many a probationer is astonished to find that she has classes and lectures to attend, and papers to write, and finally an examination to pass. Instead of a nurse leaning over a bed and holding the cup of cooling drink to the fevered lips, we have a vision before us of a frantic probationer, with her fingers in her ears, bent double over a dirty old copy of Kirke's "Handbook of Physiology;" and the second picture is as true as the first. It is the way of the world just now to demand of every class of human beings that they shall go in for this or that examination, and procure as many certificates as possible. Life, with too many of us, is a mad rush to pass examinations, a desire to be certified to possess much knowledge, an insane longing for stamped signed parchments, which can comfort no man's soul. And the matron of a hospital, when she sees the examination list, cannot help a sigh for that good little Nurse So-and-So, who is at the very bottom of the list, while that other loud-voiced, slap-dash nurse is at the very top. However, examinations are necessary, if not absolutely reliable, and the nurse must prepare for them by giving her best attention to lectures and classes. The lecture arrangements differ in the various hospitals. At King's College the medical superintendent lectures once a week, and the home-sister three times a week; but these last would rather be called classes in some institutions. At The London the matron gives a course of twelve lectures on general details of nursing, one of the surgeons gives a course on anatomy and surgical

nursing, and one of the physicians a course on physiology and medical nursing. The nurse who wishes to succeed at the yearly examination must attend carefully to every lecture, and take notes of the same. It is trying, after a day's practical work, to sit down and follow an hour's theoretical instruction, but the effort has to be made. Besides these thirty-six lectures given each year, the first six weeks of probation are spent entirely in theoretical and practical teaching of hygiene, cookery, bandaging, etc., the probationer residing meanwhile in a house apart.

A great aid to the thorough assimilation of these lectures and classes is to be found in the reading of suitable books. Probationers are often too eager to attack learned or large works, instead of steadily studying the subject of the week's lecture. When the surgical course is proceeding, some book like Bell's "Surgery for Nurses," or Pye's "Elementary Bandaging and Surgical Dressing," and a primer of anatomy, should be read; then, while the physician is lecturing, such books as Anderson's "Medical Nursing" and Huxley's "Physiology" can be taken up. A list of books on nursing will be found in the Appendix. Kirke and Quain are rather ponderous for a probationer in her first year, and more suitable for medical students. Slow and steady is the best motto for a nurse, for if her mind is too much given to scientific volumes, she may miss opportunities of learning in the ward which may never occur again. A note-book carried ever in the pocket, wherein all difficulties can be entered, is useful in this way; it teaches a nurse to observe and wish to understand, and at the weekly classes she can appeal to the sister to solve the problems which have perplexed her. In some training schools it is compulsory for every probationer to keep a diary for the home-sister's inspection, but where this is not the case a note-book answers very well. When possible, a nurse should always have some acquaintance with a microscope, and its use in medicine. A few simple slides of various tissues are a great aid in comprehending lectures on physiology.

After some years, then, spent in practical experience in the wards, in attendance at lectures and classes, and in reading and observing as much as possible, the period for the dreaded examination at last approaches. Some twenty nurses are seated at intervals at the long tables, and before each is a sheet of blank paper and a list of twelve questions. An hour is given in which to answer at least nine questions correctly, and to take a prize it is necessary to answer them all. We give further on specimens of examination questions set to probationers at the different hospitals, and perhaps the best private preparation for an examination is to try and answer these when time permits. The questions of course include nursing, anatomy, and physiology, and never turn on any subject which has not been discussed at the lectures. Taken quietly, they can generally be answered in the time allowed, but it is better to correctly reply to half than to give muddled solutions of the whole. The worst part of the examination is yet to come; both surgeon and physician like to put a few *viva-voce* questions, and see a temperature charted or a bandage put on. To a nervous nurse this is very trying; the bandage won't reverse, the Latin words she is desired to translate won't tell their English equivalent to her. But the examiners are used to nervousness, and make all allowances; when the momentary fright is over the nurse does her work well, and retires at last; the dreaded examination is over.

The certificate is gained—at least, we will hope so—and now what is the next step in a nurse's career, and what is this same certificate worth? If it is a good one and held by a woman who, besides being clever at an examination, is kind by a sick-bed, it often means a rise to the post of sister and thence to matron. But the first and simple result is that the holder of the certificate is now entitled to call herself a trained nurse; she is supposed to be competent to take charge of a ward, to go into a house as a private nurse, or to work for a district nursing association. At many hospitals, where the work is hard but the certificate highly valued, most of the nurses who pass their exam-

ination desert their alma mater immediately, and take up the more lucrative work of private nursing. Now where a certificate only takes one or two years to win, this is fair neither to the hospital nor to the nurse. The hospital has trained the nurse and taught her all she knows, and actually paid her to learn. A sense of loyalty should therefore inspire the nurse to remain a year as charge-nurse if it is possible, and if the matron show the slightest wish to detain her. Besides, in private work the sole control of all sorts of cases is in the nurse's hands; if there is any point beyond her there is no sister or matron to refer to, and the nurse will often wish she had not rashly undertaken such serious responsibilities. That extra year as head of a ward teaches a great deal to a woman, and if she is wise she will never leave the place of her training till four years have passed, if the authorities will keep her. The charge-nurse is one step nearer to the sister, and the sister often becomes superintendent, and finally a matron.

What though private nursing may offer better pay for the moment and a change of scene, it has not the future to it that hospital work has. It is a very good experience for a nurse for a short time, but after a couple of years it is often found more irksome than hospital work, and less stimulating to the intellect. Now we have so many institutions for private nurses connected with our large hospitals, it ought to be possible to get a pleasant variety of ward and private work. Then the certificated nurse may enter on district nursing, may emigrate to India or Canada, or try a winter in the South of France amongst consumptive invalids, or she may take to lecturing for the National Health Society or one of the County Councils, getting a guinea, or half-a-guinea a lecture. She has but to produce her certificate and be able to refer to the matron for a good moral character, and a hundred paths are thrown open to her.

CHAPTER IV.

AN ALPHABETICAL LIST OF THE CHIEF HOSPITALS WHERE

NURSES ARE TRAINED IN—
(a) LONDON; (b) THE PROVINCES; (c) SCOTLAND; AND
(d) IRELAND.



(a) LONDON HOSPITALS.

Alexandra Hospital for Children with Hip Disease
—Queen Square, W.C. Age, from 20. Wages during training, £12. Hours on duty, 12 daily. Holidays, 3 weeks. Paying probationers are taken for 10s. 6d. weekly; they do no scrubbing and no night duty. Six probationers taken at a time. A large number of applications refused yearly. Matron, Miss L. E. Moore. Beds, 81.

Belgrave Hospital for Children—Gloucester Street, S.W. Age, 21 to 35. Fee, £25 for one year's training. Lectures, classes and certificates given. Off duty 2 hours daily, and one day a month. Separate bedrooms. They have to provide their own uniform and pay their own washing. Sisters' salary, £25, and part uniform. Matron, Miss Palmer. Beds, 24.

Brompton Consumption Hospital. Age, 23 to 30. Wages, £10, £12, £24. Indoor and outdoor uniform provided. Second year to be passed in a General Hospital or Infirmary approved by the Committee. Lectures, classes and certificate given. Hours on duty, 10½. One day off a month; 3 weeks holiday yearly. Candidates seen Wednesday and Friday, 11 to 12. Matron, Miss Davidson. Beds, 321.

Cancer Hospital—Fulham Road, S.W. Age, 20. Wages, £10. Lectures given, also certificate at the end of 12 months. Hours on duty, 11 daily. Holidays, 2 weeks yearly, half a day weekly; 2 hours off duty daily. Uniform supplied by the Hospital. Matron, Miss Rogers. Beds, 101.

Central London Sick Asylum—Cleveland Street, W. Age, 21 to 35. Salary, £16 to £20. Lectures and 3 years certificate. Indoor uniform provided. Double bedrooms. Hours on duty, 7 to 8.30. Holidays, 3 weeks. Matron, Miss Elma Smith. Beds, 260.

Charing Cross Hospital—West Strand. Age, 23 to 33. Wages, first year, none; second year, £15; third year, £20. Three courses of lectures given and frequent classes; certificate and medal given at the end of 3 years. Hours on duty, 10 daily. Holidays vary from a fortnight to a month. Double bedrooms. Six paying pupils are taken at a guinea a week; they are treated exactly the same as the regular probationers. In and out uniform provided by the Hospital. Several hundred applications refused yearly. Matron, Miss H. Gordon. Beds, 175.

Chelsea Hospital for Women—Fulham Road, S.W. Age, 22 to 34. Wages, £10 first year; £14 second year. Lectures and certificate given. Hours on duty, 7.30 a.m. to 9 p.m., with two hours off for recreation and time for meals. Holidays, 2 weeks yearly, 1 day monthly. Several beds in each nurse's room. Indoor uniform supplied by the institution. Twelve probationers can be received. Matron, Miss Heather-Bigg. Beds, 60.

Deaconesses' Hospital—Tottenham. Age, 21 to 35. Salary, none the first year; £4 second year; £8 third year; Uniform provided, and the above is looked on merely as pocket-money. Lectures given. Holidays, 2 weeks first year; 3 weeks subsequently. No separate bedrooms. Ladies desiring training as missionaries, received for a guinea a week; they do no housework, and have their afternoons to themselves; not more than 4 are taken at a time. From 150 to 200 applications received yearly, but only Christian women likely to devote their lives to the work are admitted. Lady superintendent, Christian Dundas. Beds in use, 70.

East London Hospital for Children—Shadwell, E. Age, 20 to 26. Wages, £10, £12, and £20. Certificate given at the end of 3 years. Hours on duty, 7 a.m. to 6 p.m.

Cubicles. Holidays, 4 weeks. Lady pupils are taken for a guinea a week for not less than six months; they do no night duty and have separate bedrooms, and six weeks holidays. Sisters' salaries, £30 to £40. About 300 applications are received yearly, and about 8 accepted. Matron, Miss Davies. Beds, 102.

Evelina Hospital for Children—Southwark. Age 21 to 30. Wages, £10, £12. Lectures and certificate given. Hours on duty, 12 daily. Holidays, 4 weeks. Personal interview necessary. The lady superintendent is at home Tuesdays and Fridays from 2.30 to 5. Special probationers taken for a guinea a week. Matron, Miss Cross. Beds, 66.

Great Northern Central Hospital—Holloway, N. Age, 23 to 30. Probationers are received for 2 years, and pay £10 on entering, and are paid £10 for the second year. Indoor uniform supplied. The Hospital is being enlarged and the rules for nurses revised (1892), so that full particulars cannot be given. A large number of applications refused yearly. Matron, Miss Hull. Beds, 74.

Guy's Hospital—Borough, S.E. Age, 23. Wages, £8, £12, £18. Certificate given after 3 years, and medal after 5 years' service. Hours on duty, 12; 2½ hours off duty every alternate day, and half a day once a month. Holidays, 2 weeks. Cubicles. Paying pupils taken for £1 a week, certificate at end of 1 year, and specially trained to become sisters. Uniform supplied by the Hospital. About 2500 applications are received yearly, and 50 probationers and 20 lady pupils admitted. Matron, Miss Nott Bower. Beds in use, 460.

Hampstead Hospital—Parliament Hill Road. Age, 22 to 30. Wages, probationers pay 10 guineas on entrance, and are paid £12 the second year, and £20 the third year. Lectures and certificate given. Hours on duty, 8 a.m. to 8.30 p.m., with 2 hours off duty. Holidays, 4 weeks. Cubicles. Uniform supplied. About 10 applications received yearly, and from 5 to 8 accepted. Matron, Mrs. Ebbetts. Beds, 28.

Hospital for Sick Children—Great Ormond Street, W.C. Age, 20. Wages, £12. Lectures and certificate given. Hours on duty, 7 a.m. to 8 p.m. Holidays, 2 weeks. Paying probationers taken for a guinea a week. Uniform supplied by the institution. About 14 applications refused daily. Matron, Miss Smedley. Beds, 148.

King's College Hospital—Lincoln's Inn Fields, W.C. Age, 25 to 30. Wages, none first year; £15 second year; £20 third year. Three years' course and lectures, and certificate given. Holidays, first and second year, 3 weeks; third year, 4 weeks. Special probationers are engaged for not less than 3 years. A special probationer receives from the committee of management, board, lodging, and uniform. She pays in advance to the committee of management for her training, the sum of 10 guineas a quarter for the first year, and 5 guineas a quarter for the second year. At the end of the second year of her training, she will, unless in the opinion of the committee unsuited for the position, be appointed as unpaid staff-nurse, and work on the staff of the Hospital. Special probationers are allowed 2 shillings a week for washing. Four hours off duty daily. One day in every month. Matron, Miss Monk. Beds, 220.

London Homeopathic Hospital. Age, 22 to 30. Wages, £12 first year, and £18 second year. Lectures; certificate given after 3 years. Hours on duty, 7 a.m. to 8 p.m., with 2 hours off. Holidays, 3 weeks probationers, and 4 weeks nurses. Nurses have separate rooms, probationers sleep in dormitories. Uniform is supplied by the Hospital. The matron is overwhelmed with applications. Matron, Miss Brew. Beds, 94.

London Hospital—Whitechapel Road, E. Ladies and suitable women of every class can be received as regular probationers, free of charge, by entering into a three years' engagement, for the full term of two years' Hospital training, and the third year on the private nursing staff or on the Hospital staff as the matron may require. Such candidates, if appointed after a month's trial, will be paid £12 the first year, £20 the second year, and the increased salary for the third year will vary according to the post they are selected to fill. A certain amount of uniform is provided, and everything is found, including an allowance of 2s. 6d. per week for washing. Very liberal help is given to the nursing staff in connection with the Royal National Pension Fund for Nurses, the Hospital paying half the premiums. Candidates should write to obtain information from the matron at the Hospital, and if desirous of being admitted to the training school, they must make application on a form provided for that purpose. A personal interview is essential in the case of regular probationers, for which previous appointment must be made. Candidates are seen before admission by a physician at the Hospital, who is appointed by the house committee to judge of their physical fitness for Hospital training. Regular probationers are not admitted under 25, unless they have entered in the first instance for a period of 3

months as a paying probationer. A limited number of paying probationers are also admitted for periods of 3 months, on payment in advance of 13 guineas (*i.e.* at the rate of a guinea per week), to cover everything. In no case will any portion of the fee be returned. Such arrangements can be renewed indefinitely, on the same terms, according to mutual agreement. No certificate is given under any circumstances under the full term of 2 years' training. Regular courses of lectures are given, and examinations held; also, prizes to the nurses who pass well at the annual examination. Hours on duty, 11 daily. Off duty, 2 hours daily. Holidays, 1 day per month (*i.e.* from 10 a.m. to 10 p.m.). Probationers, 2 weeks annually, with a month at the expiration of their 2 years. Nurses, 3 weeks annually. Separate bedrooms. Women of all denominations received, and special arrangements made to let Roman Catholics attend mass. 2123 applications were received during 1894. Matron, Miss Lückes. Beds, 776.

London Temperance Hospital—Hampstead. Age, 23 to 30. Lectures given, also certificate. A bronze medal to every nurse who satisfactorily works for 3 years, and a gold medal each year to the nurse who has most distinguished herself. Holidays, 3 weeks, and 1 day a month. Separate bedrooms. Lady probationers are received for training in the art of nursing on the following terms:—

- (A) *On a 3 years' engagement*,—at the end of which period the nurse, on passing a satisfactory examination, and with the approval of the lady superintendent, will receive a certificate as a thoroughly qualified nurse. Ladies entering on such engagement will be required to pay a fee of 30 guineas for the first year, and if at the end of that period the probationer shall be considered efficient, and vacancies permit, she will be eligible for appointment as a nurse-probationer, receiving £15 for the second year, and £20 for the third year of her term.
- (B) *For a period of 1 year or less*.—Lady probationers will be required to pay a fee, graduated according to the extent of the term, and subject to the discretion of the lady superintendent, but not exceeding a rate of £1 1s. weekly. Eight probationers taken at a time. They have to provide their own uniform, and to be abstainers during their period of residence.

Matron, Miss Orme. Beds, 76.

Metropolitan Hospital—Kingsland Road. Nursed by the All Saints Sisters, Margaret Street. See University College Hospital, page 24.

Middlesex Hospital—Mortimer Street, W. Age, nurses, 23 to 27; lady pupils, 25 to 30. Wages, first year, £12; second year, £18; third year, £20. Lectures given, and certificate after 3 years to nurses; after 1 year to lady pupils. Hours on

duty, 10. Holidays, 16 days, and 1 day every alternate month. Cubicles. Paying pupils pay a guinea a week for 12 months. They do no menial work, and are on duty only $8\frac{1}{2}$ hours daily. About 15 can be taken at a time. Uniform provided after the first year, and caps and aprons from the first, the washing of which is paid for by the Hospital. Staff nurses are chiefly drawn from the domestic servant class. Several applications refused daily. Matron, Miss Thorold. Beds, 320.

National Hospital for the Paralysed and Epileptic—Queen Square. Age, 24 to 35. Wages:—Probationers, first year, £12; second, £16; with uniform and laundress. Assistant nurses, from £20; staff nurses, from £25. Male nurses, probationers, first year, £12; staff and assistant nurses, from £30. Lectures and certificate given. Hours on duty, 7 a.m. to 9 p.m., with 2 hours off. Holidays, staff nurses, 3 weeks; others, 2 weeks yearly, and 1 day monthly. Cubicles and dormitories. Paying probationers taken for 3 months for 13 guineas. Only 2 taken at a time. All nurses receive special instruction in massage and electricity, and receive a special certificate for the same. Matron, Miss East. Beds, 175.

National Orthopædic Hospital—9 Portland Street, W. Age, 20. Wages, £9. On duty 7 a.m. to 9 p.m., with 2 hours off. Holidays, 3 weeks. No ladies taken. Matron, Miss Hole. Beds, 61.

New Hospital for Women—Euston Road. Age, 22. Ladies are received as probationers upon payment of a fee of £30 a year. The Hospital allows 2s. a week for laundress. Application in writing must be made to the lady superintendent at the Hospital. They are subject to the rules of the Hospital, and are under the immediate control of the ward sister while in the wards, whose orders they must carefully carry out. Two hours each day will be allowed off duty. Only paying probationers taken, and only four at a time. Matron, Miss Cartwright. Beds, 42.

North-Eastern Hospital for Children—Hackney Road. Age 23 to 28. Wages, £12, £14, £16. Classes held and certificate given. Hours on duty, 6.30 a.m. to 8.45 p.m., with 5 hours off for meals and recreation. Holidays, 16 days. Dormitories. One paying probationer taken at a guinea a week. Uniform provided. Would-be probationers must call on the matron on Fridays, from 2 to 4 p.m. only. About 100 applications refused yearly. Matron, Miss Curno. Beds, 55.

North-West London Hospital—Kentish Town. Age, 23. Wages, £8, £18. Lectures given and certificate at the end of 3 years. Holidays, 4 weeks. Double bedrooms. Uniform provided. Applications not very numerous. Beds, 47.

Paddington Green Hospital for Children. Age, 19 to 23. Wages, £8. No lectures or certificate. Hours on duty, 10. Holidays, 2 weeks. Cubicles. Indoor uniform supplied. About 300 applications refused yearly. The Hospital is being enlarged, and then lectures will be given to the probationers, and other improvements made. Matron, Miss Anderson. Beds, 27.

Royal Free Hospital—Gray's Inn Road. Age 23 to 35. Wages, first year, none, then £15, £20, £25. Lectures given by the visiting medical staff. Certificate at the end of 4 years. Gold medal to the first in the examination. Hours on duty, 7 a.m. to 8.30 p.m., with 2 hours off. Holidays, 2 weeks first year, 3 weeks after. Cubicles. Paying pupils taken for 3 months for 13 guineas—2 or 3 at a time, and they do no ward cleaning. Indoor uniform supplied. About 40 applications refused monthly. Only nurses trained in the Hospital are taken on the staff. Sisters' salaries, £30 to £40. Holidays, 4 weeks. Matron, Miss Wedgewood. Beds, 160.

Royal Hospital for Children and Women—Waterloo Road. Applicants for the office of probationer must not be less than 21 years of age. They must produce evidence of having been vaccinated since the age of 15. If selected, they will be taken on 2 months' trial, 1 month of which will be spent on night duty. At the end of this time, if found suitable and physically fit, they will be engaged, and they will be required to remain in the service of the Hospital for 2 years from the date of engagement. Indoor uniform and laundry will be provided, but no salary will be given for the first year. The salary for the second year will be £16, third year, £20, rising £2 annually till it reaches £25. The uniform consists of one blue serge dress, three cotton dresses, eight aprons, and four caps each year. It is the property of the Hospital, and must always be worn when on duty. Probationers are expected to provide themselves with cotton dresses, of a particular pattern, and with aprons for wear, during their time of trial. After two years' satisfactory service, a nurse desiring to leave the Hospital will be furnished with a certificate of training. Hours on duty, 7.30 a.m. to 8 p.m., 2 hours off. Holidays, 3 weeks. Special probationers are received for one year upon a training fee of 20 guineas, payable in advance, in sums of 5 guineas at the beginning of each three months. They provide their own

uniform and laundress. They must be between 21 and 30 years of age. They must produce evidence of having been vaccinated since the age of 15. They are received for 1 month on trial in the first instance. At the end of that year they can, with the approval of the matron, continue their training on the same terms as the ordinary probationers, and they will then be eligible for the certificate of training at the end of two years from the commencement of their training. No difference whatever as to work or accommodation is made between them and the ordinary probationers, and their hours are the same. Beds, 50.

Royal Eye Hospital—Southwark. Age 21 to 30. Certificate at end of one or two years. Hours on duty, 7.30 a.m. to 9 p.m., with 2 hours off. Sister-Matron, Mrs. Islip. Beds, 40.

St. George's Hospital—Hyde Park Corner. Age, 25. Wages, £10, £14, £20. Lectures and certificate given. Hours on duty, 7 a.m. to 6.45 p.m. and 7 a.m. to 9.30 p.m. alternate days. Holidays, 2 weeks yearly. 1 day monthly. Cubicles. Indoor uniform provided. Over 600 applications refused yearly. Matron, Mrs. Coster. Beds, 356.

St. Mary's Hospital—Paddington. Women desirous of receiving training should apply to the matron of St. Mary's Hospital, subject to whose selection they will be received into the Hospital as probationers. The age considered desirable for probationers is from 25 to 35; single or widows; a certificate of age and other information will be required. Wages, £12, £15, £18. Gentlewomen desirous of qualifying as skilled nurses, and for the more responsible appointments in Hospitals, etc., can be received as probationers. The term of the probationers' training is a *complete year*. The fee, £30. The probationers will be under the authority of the matron, and will be subject to the rules of the Hospital. Ordinary nurses are bound for a period of 3 years. By payment of a fee of £50 a separate bedroom is allowed, and the year's training as above. Candidates can see the matron on any week-day at 10 o'clock. Matron, Miss Medill. Beds, 281.

St. Bartholomew's Hospital—Smithfield. There is an entrance examination. Age, 23 to 35. Wages, £8, £12, £20. Lectures, classes, and medals given; also certificate. Hours on duty, 13 daily. Holidays, 3 weeks. Bedrooms. Special probationers are received for 13 guineas a quarter; they lodge at a Home in King Square, and have separate bedrooms and shorter

time on duty. Personal interview necessary on Wednesdays at 2.30. Matron, Miss Isla Stewart. Beds, 680.

St. Monica's Home Hospital—Brondesbury Park. Age, 20. Wages, none. Three courses of lectures; certificate at the end of 2 years. On duty twice a week 9 hours, other days 6. Holidays, 3 weeks. Separate bedrooms. Paying probationers received for a guinea a week, about 6 at a time. Matron, Miss Marshall. Beds, 30.

St. Saviour's Hospital—Osnaburg Street. Age, 22 to 30. Wages, £12. No lectures or certificate. Hours on duty, 9 a.m. to 8 p.m., off duty, 2 to 4 p.m. every other day. Holidays, 3 weeks. Cubicles. Hospital entirely for women. All the nurses are ladies. All Saints Sisters. Beds, 30.

St. Thomas's Hospital. The Nightingale School in connection with this Hospital takes probationers, who pay a fee of £30 for their year's training; they sign for 3 years' service. Separate bedrooms. Two hours off duty daily, and one day a month. Lectures and classes are given, but no certificates; the mere fact of being a Nightingale nurse is considered enough. Age, 24 to 30. The time-table is as follows:—

Rise	...	...	6 a.m.	Tea	...	...	5 p.m.
Breakfast	..	..	6½ a.m.	Wards	...	...	6 p.m.
Wards	...	...	7 a.m.	Home	...	...	8½ p.m.
Dinner	..	..	¼ to 1 p.m.	Supper	...	...	9 p.m.
Wards	...	...	1.30 p.m.	Bed	...	...	10 p.m.
Exercise	...	10½ a.m.	to ¼ to 1 p.m.				
			or 3 to 5 p.m.				

Non-paying probationers receive, during the year of training, payment in money and clothing, to the value of £14, on the following footing, thus:—Clothing, costing about £4; payment at the end of the first quarter, £2; at the end of the second quarter, £2 10s.; at the end of the third quarter, £2 10s.; at the end of the fourth quarter, £3. At the close of a year, their training will usually be considered complete, and during the three years next succeeding the completion of their training, they will be required to enter into service as Hospital or Infirmary nurses in such situations as may from time to time be offered to them by the committee. Holidays, nurses 3 weeks in summer, 8 days in winter; sisters 4 weeks in summer, 2 weeks in winter. Matron, Miss Gordon. Beds, 569.

Seamen's Hospital—Greenwich. Age, 25. Wages, £12,

£15, £20. Lectures and certificate given. Hours on duty, 13½ and 10½ on alternate days. Dormitories. Paying pupils pay 25 guineas for a year's training, with option of joining the staff the second year at a salary of £15. They have separate bedrooms, but do the same work as the other probationers; 3 taken at a time. Uniform provided. About 50 applications refused yearly. The training is chiefly in male nursing, but as there are no students, the nurses get excellent practice in surgical dressings. Matron, Miss Cooke. Beds, 235.

Soho Hospital for Women. Course, one year; certificate given. Premium, 40 guineas. Age, 22 to 30. Hours on duty, 12 daily. Matron, Miss Squier. Beds, 66.

University College Hospital—Gower Street. Age, 24 to 36. Lectures and certificate given. Hours on duty, 8.30 a.m. to 9 a.m. with 2 hours off every other day. Dormitories. Paying pupils pay £30 for 1st year's training, £20 for 2nd year, and £15 for 3rd year. About 30 applications refused weekly. No nurses are received who have had any previous training. Holidays, 1 month. Private nurses receive from £25 to £35, and a percentage on their earnings. Pensions given. Personal application necessary. Uniform supplied. Matron, Sister Cecilia of the All Saints Community. Beds, 207.

Victoria Hospital for Children—Chelsea. Age, 22 to 30. Wages, £10, £16, £18. Lectures and certificate given. Hours on duty, 6.30 a.m. to 8 p.m., with 4 hours off. Holidays, 3 weeks probationers, 4 weeks nurses. Paying probationers are taken for 2 years. They pay £26 the 1st year, and are paid £16 the 2nd. Uniform supplied. About 600 applications refused yearly. Matron, Miss Cooper. Beds, 84.

West London Hospital—Hammersmith. Age, 22 to 30. Wages, commencing £12, during 2½ years of training. Lectures and certificate given. Hours on duty, 6.30 a.m. to 8 p.m. Holidays, 2 weeks yearly, 1 day monthly. Arrangements are sometimes made by which, on payment of 10 guineas, ladies may attend daily for not less than 3 months. Lady superintendent, Miss Hardy. Beds, 101.

Westminster Hospital—S.W. Age, 25. Wages, 1st year, none; 2nd year, £20, rising by £2 to £26 if in hospital; if put on the private staff, rising by £5 to £35. Hours on duty, about 12 daily. Holidays, 2 weeks the 1st year, 3 weeks subsequently. Some separate bedrooms. Uniform supplied. Over

1000 applications refused yearly. Probationers have to sign for 4 years. Lectures and certificate given. Matron, Miss Pyne. Beds, 202.

(b) PROVINCIAL HOSPITALS.

Addenbrooke's Hospital—Cambridge. Age, 22 to 38. No salary during training. Lectures given, and certificate at the end of 3 years. Special probationers pay 14 guineas a quarter; nurse-probationers, £7 a quarter 1st year, less subsequently. Hours on duty, 7 a.m. to 8 p.m., with 2 hours off. Cubicles. Holidays, 4 weeks. About 30 probationers can be taken at a time. Matron, Miss Cureton. Beds, 153. (Nursing home with separate rooms being built.)

Ancoats Hospital—Near Manchester. Age, 21. Wages, none 1st year, £12 2nd year. Lectures, badges, and certificates given. Hours on duty, 7.30 a.m. to 9 p.m., with 2 hours off. Double bedrooms. Holidays, 2 weeks. Matron, Miss Chambers, Beds, 100.

Barrow-in-Furness Hospital. Age, 22. Salary, £12, £14. Certificate given; surgical training only. Hours, 7.30 a.m. to 8.30 p.m., with 2 hours off. Matron, Miss Boulton. Beds, 32.

Bath United Hospital. Age, 23. Wages, nil 1st year, £12, £20. Lectures given, and certificate at the end of 3 years. Prizes given to the 2 probationers who pass the best examination. Holidays, 3 weeks. Cubicles. Indoor uniform supplied. About 600 applications refused yearly. There is a private nursing staff, to which nurses are transferred at the end of 3 years if they are fitted. They receive £30 and percentage, and in and out uniform. Matron, Mrs. Mathias. Beds, 130.

Birkenhead Borough Hospital. Age, 23. No salary during year of training. Lectures and certificate given. Hours on duty, 7 a.m. to 8 p.m., with 2 hours off. Holidays, 2 weeks for probationers, 3 weeks for nurses. Six probationers taken at a time. They all pay a small entrance fee. Indoor uniform supplied. Applications not very numerous. Matron, Miss Bridges. Beds, 60.

Birkenhead—Wirral Hospital for Children. Age, 23. No salary during 2 years of training. Entrance fee, 2 guineas.

Lectures and certificate given. Hours on duty, 8½. Holidays, 2 weeks, and 1 day a month. Cubicles. Paying probationers taken for £50 a year. Beds, 37.

Birmingham General Hospital. Age, 23 to 35. Wages, none first year, £16, £18. Indoor uniform supplied. Separate bedrooms. Lectures, certificate, and medal given. Holidays, 3 weeks. Sisters' salaries, £26 to £34. Holidays, 4 weeks. Matron, Miss Allen. Beds, 280.

Birmingham Hospital for Women—Sparkhill. Age, 22 to 25. Wages, £12, £15, and £20. A premium of 30s. is required, which is returned under certain circumstances. Certificate at the end of 3 years. Hours on duty, 11 and 9½ on alternate days. Holidays, 2 weeks, and a day or two at Christmas time. Cubicles. Uniform supplied. About 12 applications refused yearly. Five separate wards are devoted to abdominal sections (each case nursed by one nurse till 5th day) and the training in gynecological work and care of instruments is good. Matron, Miss Nowers, Beds, 21.

Birmingham—Queen's Hospital. Age, 23 to 33. No salary first year, £15 the second, then £20, £25. Lectures given, and certificate at the end of 4 years. Hours on duty, 7 a.m. to 9 p.m., with 2 hours off. Holidays, 2 weeks. Some separate bedrooms and some double. Uniform supplied. About 150 applications refused yearly. Matron, Miss Cadbury. Beds, 120.

Blackburn Infirmary. Age, 22 to 26. Wages, £10, £16, and £18. Lectures, classes in cookery, and certificate given. Hours on duty, 12 daily, with 1 hour off. Holidays, 14 days. Cubicles. Uniform supplied. About 40 applications refused yearly. Matron, Miss Poole. Beds, 90.

Blackpool Hospital—Opened in 1894. Arrangements will shortly be made to take probationers, and to supply private nurses. Matron, Miss Peel. Beds, 15.

Bootle Boro' Hospital. Age, 22 to 35. No salary first year; £5 second year. Certificate given. Hours on duty, 7 a.m. to 9 p.m., with 2 or 3 hours off. Holidays, 2 weeks. Double bedroom for probationers; separate rooms for nurses. Sisters' salaries, £30, nurses on private staff, £25. Uniform supplied. Matron, Mrs. Roberts. Beds, 103.

Boston Hospital. Five lady probationers taken for 1 year's training on payment of £6 10s. a quarter. Certificate given. Age, 21 to 35. Matron, Miss Disney. Beds, 24.

Bournemouth Royal Victoria Hospital. Age, 21 to 26. No salary during the 2 years' training. Lectures given, and certificate. Hours on duty, 7.30 a.m. to 9.30 p.m., with 2 hours off. Holidays, 3 weeks yearly and 1 day monthly. Outdoor uniform supplied. About 30 applications refused yearly. Only ladies who are members of the Church of England received. Matron, Miss Sybil Airy. Beds, 38.

Bradford Infirmary. Age, 21 to 32. Wages, 1st year nil, then £16, £20. Lectures, prizes, medals, and certificates given. Hours on duty, 7 a.m. to 8 p.m., with 2 hours off. Holidays, 2 weeks. Uniform supplied by the institution. About 16 applications accepted in the year, and about 200 refused. Good library and comfortable rooms. Staff nurses' salaries, £25 to £30. Matron, Mrs. Magill. Beds, 210.

Bradford Children's Hospital. Age, 21. Wages, none. Lectures given, and certificate at end of 2 years. Hours on duty, 9.30 a.m. to 9 p.m., with 3 hours off. Holidays, 3 weeks. Some separate, some double bedrooms. About 4 applications accepted yearly, and about 100 refused. Beds, 24.

Brighton—Sussex County Hospital. Age, 23 to 30. Probationers have to pay £35 for 3 years' training, lectures are given by the matron, and a certificate. Hours on duty, 9½ daily. Holidays, 3 weeks yearly and 1 day monthly. Double bedrooms. Nurses have to supply their own uniform. About 300 applications are refused yearly, and about 20 accepted. Matron, Miss Scott. Beds, 193.

Brighton—Alexandra Hospital for Children. Age, 19 to 21. Regular probationers pay £10 for 2 years' training; lady pupils pay 5 guineas for 1 year's training, and must be over 25 years of age. Lectures and certificate given. Hours on duty, 6.45 a.m. to 9.15 p.m., with 3 hours off. Holidays, 3 weeks yearly, 1 day every six weeks. Cubicles. About 11 applications accepted yearly, and about 100 refused. Matron, Mrs. Brown. Beds, 70.

Bristol Royal Infirmary. Age, 23. No salary first year. £16, £18. Lectures and certificate given. Hours on duty, 7.30

a.m. to 9.30 p.m., with 2 hours off. Separate bedrooms. A few lady pupils taken at 5 guineas a quarter. Matron, Miss Greenhough Smith. Beds, 264.

Bristol General Hospital. Age, 25 to 35. Wages, £12, £14, £18. Lectures, and certificate at the end of 3 years. Prizes given. Hours on duty, 7 a.m. to 8 p.m., with 2½ hours off. Separate bedrooms. Holidays, 3 weeks. Twelve paying probationers received for £10 yearly. Uniform supplied. About 20 applications refused weekly. Sisters are appointed from the staff. Matron, Miss Bann. Beds, 200.

Bristol Hospital for Children. Two years' course; certificate given; age, 22; small premium. Cubicles. Hours, 7 to 9, with two hours off. Indoor uniform found. Staff nurses' salary, £24 to £28. Sisters, £36 to £40. Matron, Miss Coombe. Beds, 102.

Bromley Cottage Hospital. Lady probationers received for a year on payment of £15. Age, 20. Hours on duty, 8 a.m. to 8.30 p.m., with 2 hours off. Holidays, 2 weeks. Cubicles. Certificate given. No menial work. Beds, 20.

Burnley Victoria Hospital. Age, 21. Wages, £9, £15, £18. Lectures and classes given, and certificate at the end of 3 years. Three prizes to the value of 15s. each given yearly. Hours on duty, 10 on week-days, 7 on Sundays. Holidays, 16 days yearly, 1 day monthly. Separate bedrooms. Uniform supplied. Matron, Miss Pigott. Beds, 56.

Burslem Hospital. Age, 22. Wages, none 1st year, £10, £15; certificate at the end of 3 years. Hours on duty, 7 a.m. to 9.30 p.m., with 2 hours off. Holidays, 3 weeks. Double bedrooms. Uniform supplied. About 15 applications refused yearly. Matron, Miss Moore. Beds, 32.

Burton-on-Trent Infirmary. Age, 21. Wages £8. Certificate at the end of 2 years. Holidays, 2 weeks. Uniform found. Applications numerous. Matron, Miss Ransford. Beds, 60.

Bury St. Edmund's Hospital. Age, 21 to 35. No salary during year of training. Lectures and certificate given. Holidays, 2 weeks. Paying pupils taken for £10 per annum. Matron, Miss Harris. Beds, 84.

Canterbury Hospital. Age, 22 to 34. Probationers pay

a premium of £20 for 1 year of training; probationers unable to pay a premium remain the second year without salary. Lectures and certificates (2 years and 3 years) given. Hours on duty, 7 a.m. to 8.30 p.m., with two hours off. Matron, Miss Messum. Beds, 106.

Carmarthen Infirmary. Age, 21. Wages, £8, £12, £16. No lecture or certificate. Hours on duty, 7 a.m. to 9 p.m., with two hours off. Holidays, 2 weeks. Double bedrooms. About twelve applications refused yearly. Matron, Miss Rimington. Beds, 40.

Chester General Infirmary. Age, 20 to 35. Wages, £12, £14, £20. Lectures given, and certificate at the end of 3 years. Hours on duty, 8 a.m. to 9 p.m., with two hours off. Holidays, 3 weeks. Double bedrooms. Paying pupils taken for £15 entrance fee. Indoor uniform supplied. About 4 applications refused weekly. Sisters' salaries, £27 to £35; private nurses £30. The training is thoroughly practical, and after the first year probationers are appointed assistant nurses. Matron, Miss Barrow. Beds, 150.

Chesterfield Hospital. Age, 20 to 25. Wages, £10, £12, £14. Certificate given. Hours on duty, 8 a.m. to 8.30 p.m. Holidays, 2 weeks. Separate bedrooms. Uniform supplied. About 30 applications refused yearly. Matron, Miss Sharkey. Beds, 40.

Cheltenham Hospital. Age, 23. Entrance fee, 2 guineas. Certificate given at the end of one year. Paying pupils, £30 for the year's training. Hours on duty, 7 a.m. to 8 p.m., with 2 hours off. Holidays, 2 weeks. Private nurses receive £20 to £30 and a percentage on their earnings. Matron, Miss Escreet. Beds, 82.

Chichester Infirmary. Age, 22 to 38. Wages, £10, £15, £18. Certificate at end of 3 years. Special probationers pay 20 guineas for 2 years' training and certificate. Matron, Miss V. Clarke. Beds, 70.

Colchester Hospital. Age, 23 to 30. No wages during year of training. Lectures and certificate given. Hours on duty, 6.30 a.m. to 9 p.m., with 2 hours off. Holidays, 2 weeks. Matron, Miss Brough. Beds, 100.

Coventry Hospital. Age, 21 to 30. Wages, £10.

Lectures and certificate given. Hours on duty, 7.30 a.m. to 9 p.m., with 3 hours off every alternate day. Holidays, from 2 to 3 weeks. Staff nurses, £25. Double bedrooms. Indoor uniform supplied. Matron, Mrs. Kavanagh. Beds, 62.

Croydon Hospital. Age, 22. Wages, £10, £14, £18. Lectures and certificate given. Hours on duty, 7 a.m. to 9 p.m., with two hours off. Holidays, 2 weeks. Separate bedrooms. Uniform supplied. Persons in the middle-class of life (not domestic servants) are preferred. Matron, Miss Bird. Beds, 75.

Cumberland Infirmary. Age not strictly limited. Wages, £10, £15. Lectures and certificate given. Hours on duty, 7 and 8 alternately. Holidays, 3 weeks. Separate bedrooms. Three paying pupils taken for £10 a year. Indoor uniform supplied. Matron, Miss Hamilton. Beds, 100.

Derby Infirmary. Age, 21 to 30. Fee, 25 guineas for 2 years' training. Lectures and certificate given; also prizes. Hours on duty, 10. Holidays, 2 weeks; sisters, 3 weeks. Separate bedrooms. Matron, Miss Carvosso. Beds, 175.

Derby Children's Hospital. Age, 22 as a rule. No salary during year of training. Lectures and certificate given. Hours on duty, 7 a.m. to 9.30 p.m., with 2½ hours off. Holidays, 2 or 3 weeks. Dormitories. About 12 applications refused yearly. Hon. lady superintendent, Miss Cupiss. Beds, 41.

Devonport Royal Albert Hospital. Age, 23 to 35. Wages, £10, £16, £18. Holidays, 3 weeks. Lectures and certificate given. Matron, Miss Dunslaw. Beds, 92.

Dewsbury Infirmary. Age, 24. Wages, £10, and uniform. Beds, 60.

Doncaster Infirmary. Nursed by the Mildmay Deaconesses. See "Deaconesses' Hospital" under "London Hospitals." Beds, 24.

Dudley Guest Hospital. Age, 20. Fee, 15 guineas for 2 years' training. Lectures and certificate given. Hours on duty, 7 a.m. to 8.30 p.m., with 2 hours off. Holidays, 3 weeks during the 18 months. Cubicles. Entrance fee for all probationers, 15 guineas. About 8 applications are accepted, and about 12 refused yearly. Matron, Miss Parsons. Beds, 86.

Durham County Hospital. Age, 22 to 25. Wages, £10 and £12. Lectures given, and certificate at the end of 2 years. Hours on duty, 12. Holidays, 2 weeks the first year, 3 weeks subsequently. Indoor uniform supplied. Three applications accepted, and a large number refused yearly. Matron, Miss Elizabeth Haythorne. Beds, 70.

Eastbourne — Princess Alice Memorial Hospital. Age, 22. No salary first year; £10 second year. No lectures, but certificate given at the end of 2 years. Hours on duty, 7 a.m. to 8 p.m., with 2 hours off, and half a day monthly. Holidays, 3 weeks. Separate bedrooms. Two applications accepted, and about 50 refused yearly. Matron, Mrs. Cameron. Beds, 39.

Exeter Hospital. Age, 22 to 35. Wages, £10, after passing examination. Lectures and certificate given. Hours on duty, 7 a.m. to 8 p.m., with 2 hours off, and 6 hours every third Sunday. Holidays, 3 weeks, and 1 day monthly. Special probationers pay 10 guineas for 1 year. Matron, Mrs. Brothers. Beds, 218.

Gateshead Children's Hospital. Age, 20 to 23. No salary during the first year of training, then £10. Certificate given. Hours on duty, 8. Holidays, 2 weeks, and Saturday to Monday once a month. Uniform supplied. About 3 applications accepted, and 26 refused yearly. The nurses have a month on night duty, and 2 months on day duty alternately. Matron, Miss Dunster. Beds, 21. There is an out-patient department.

Gloucester Free Hospital for Children. Age, 20 to 35. Wages, £8, £10, £12. Lectures given. Holidays, 3 weeks. Separate bedrooms. Two paying pupils taken for £1 a week. Nursed by a religious community; no outsiders need apply. Beds, 26.

Gloucester Infirmary. Age, 20 to 35. Wages, £14 during the 18 months of training; £2 yearly advance afterwards up to £30; no washing allowed, but uniform supplied. Lectures, classes, and certificate given. Hours on duty, 7 a.m. to 9 p.m., with 2 hours off. Holidays, 2 weeks. Probationers are all entered on the Royal National Pension Fund, premiums being paid out of their salary. Private nurses supplied. Matron, Miss Yeats. Beds, 150.

Gravesend Hospital. Age, 20 to 35. Wages, £10, £16, £18. Lectures and certificate given. Hours on duty, 7 a.m. to

9 p.m., with 2 hours off. Holidays, 3 weeks, and an occasional day when work is slack. Uniform supplied. Matron, Miss Walker. Beds, 60.

Hartshill Infirmary. Age, 21 to 35. Lectures, and certificate given at the end of 3 years. Matron, Miss Annan. Beds, 221.

Hastings Hospital. Age, 23 to 26. Wages, £10, £18, £20, and washing. Lectures and certificate given; also prizes. Hours on duty, 7.30 a.m. to 9 p.m., with 2 hours off. Holidays, 2 weeks, and 1 day monthly. Cubicles. Three applications accepted, and about 40 refused yearly. Matron, Miss Gouth. Beds, 74.

Haverfordwest Hospital. Age, 21 to 30. Wages, £8, £16, £20. Lectures, certificate, and medal given. On duty, 7 a.m. till 8 p.m., with 2 hours off. Holidays, 2 weeks first year, then 3 weeks. Uniform supplied. Matron, Miss Bull. Beds, 30.

Hemel Hempstead Infirmary. Age, 23 to 35. Wages, £12, £16, £20. Lectures, and classes, and certificate given at end of 2 or 3 years. Hours on duty, 8 a.m. to 9 p.m. Holidays, 4 weeks. Probationers from institutions received from 8 guineas a year; lady pupils received for 3, 6, or 12 months, at the rate of £21 a year. Uniform supplied. The matron dines with the nurses. About 3 applications accepted, and 100 refused yearly. Matron, Miss C. Wilkinson. Beds, 50.

Hereford General Infirmary. Age, 22 to 28. Wages, £8, £10; certificate given. Hours on duty, 12 daily. Holidays, 3 weeks. Cubicles. Private nurses, £24 to £30. Uniform supplied. Matron, Miss Sharp. Beds, 107.

Hertford General Infirmary. Age, 24 to 34. Wages, £12, £16. Lectures, and certificate after 2 years' satisfactory work. Hours on duty, 7 a.m. to 8.30 p.m.; 3 hours off alternate days. Holidays, 4 weeks. Dormitories. Indoor uniform supplied. The larger number of applications refused. Beds, 40.

Huddersfield Infirmary. Age, 22 to 33. Wages, £12, £15, £20. Certificate given. Hours on duty, 11. Holidays, 3 weeks. Cubicles. Uniform supplied. About 4 applications

accepted and 40 refused yearly. Staff nurses receive £26 to £30. Matron, Miss Frances A. Jones. Beds, 100.

Hull Royal Infirmary. Age, 22 to 23. First year, fee of 15 guineas; then wages, £14, £17. Lectures and certificate given. Hours on duty, 7 a.m. to 9 p.m., with 2½ hours off. Holidays, 3 weeks. Separate bedrooms. Matron, Miss A. L. Cox. Beds, 180.

Ipswich Hospital. Age, 21 to 35. No salary first year, £10 second year, £12 third year. Lectures. Certificate given. Hours on duty, 7.30 a.m. to 8 p.m.; 3 hours off every alternate day. Holidays, 3 weeks. Cubicles. Uniform supplied. Only ladies are taken, and none for less than 3 years. Matron, Mrs. Francis. Beds, 110.

Jarrow-on-Tyne Hospital. No salary. Hours on duty, 7.30 a.m. to 9 p.m.; 2 hours off every other day. Holidays, 2 weeks, and 1 day monthly. Separate bedrooms. Indoor uniform supplied. Surgical training only. The Hospital is a private one. Ladies only. Matron, Miss Alcock. Beds, 20.

Kidderminster Infirmary. Age, 20. Wages, nil, £14, £18. Lectures and certificate at end of 3 years. Hours from 7 a.m. to 9 p.m. Holidays, 10 days every six months. Uniform supplied. Paying pupils taken by arrangement. Training is chiefly given for private nursing. Matron, Miss Barling. Beds, 45.

Lancaster Infirmary. Age, 20. Wages, £13, £14, £15. One course of lectures; certificate given. Hours on duty, 14, with 2 hours off. Holidays, 2 weeks, and a few days in autumn; nurses, three weeks. Double bedrooms. Uniform supplied. A new infirmary is being built, and then fresh training arrangements will be made. Matron, Mrs. Crewe. Beds, 33.

Langton Cottage Hospital. Age, 20. No wages first and second year; £20 third year. Certificate at the end of 3 years. Hours on duty, 6.30 a.m. to 8.30 p.m.; 2½ hours off alternate days. Holidays, 2 weeks at the end of the first 6 months, and an occasional day at week's end. Double bedrooms. About a dozen applications refused yearly. If preferred, a probationer can engage for 1 year only, in which case no certificate is given. Accident Hospital. Matron, Miss Peck. Beds, 42.

Leamington—Warneford Hospital. Age, 22 to 33. Wages, first year none, £10, £15, £25. Lectures, classes, and

certificate given. Hours on duty, 10. Holidays, 3 weeks. Separate bedrooms. Uniform provided. Matron, Miss Rapson. Beds, 119. There is a private nursing institution connected with the Hospital, for which the nurses in their fourth year work. Their salary rises to £30. Sisters are chosen from the lady probationers.

Leeds General Infirmary. Age, 23 to 32. Wages, £10, £14, £18. Lectures, classes, and certificate given. Hours, 7 a.m. to 9 p.m., with 2 hours off. Holidays, 2 weeks first year, and 3 weeks after. Separate bedrooms. Sisters' salaries, £25 to £40. Indoor uniform supplied. Matron, Miss Fisher. Beds, 320.

Leeds Fever Hospital. Age, 21 to 28. Wages, £10, £16. A few lectures, no certificate. Hours on duty, 7 a.m. to 8.30 p.m., with 3 hours off. Holidays, 4 weeks, and 1 day monthly. Double bedrooms. Uniform supplied. A nurse who has had general training can sometimes be taken for a few months without salary. Sisters' salaries, £32 to £36. Matron, Miss Doran. Beds, 100.

Leeds Hospital for Women and Children. Age, 21. Wages, £12. Only probationers who intend to take up general work are received. Lectures. Hours, 8 to 9, with 2 hours off. Matron, Miss Wreford. Beds, 30.

Leicester Infirmary. Age, 23. Height, 5 ft. 3 in. at least. Wages, £8, £14, £17. Lectures and certificate given. Hours on duty, 8 a.m. to 9.30 p.m., with 2 hours and 1½ hours off on alternate days. Lady pupils pay £10 10s. a quarter for not less than 6 months; certificate given them at the end of 1 year; separate sitting-room; off duty at 8.30 p.m. Separate bedrooms. Daughters of professional men occasionally taken for 3 years on special terms. At the Children's Hospital connected with the Infirmary, probationers are taken at 21 years of age. A few pupils for private institutions taken for £5 a quarter. Matron, Miss Rodgers. Beds, 240.

Lincoln County Hospital. Age, 23. Wages £10, £12, £18. Lectures and certificate (3 years) given. Hours on duty, 7 a.m. to 8 p.m., with 2 hours off. Holidays, 2 weeks first year, 3 weeks subsequently; one day monthly. Cubicles. Six paying pupils taken for a year for 32 guineas; they pay their own laundry and uniform. Pupils from institutions taken for £20 per annum. About 400 applications refused yearly, and about 14 accepted. Matron, Miss Beachcroft. Beds, 125.

Liverpool Royal Infirmary. Nursed by the Nurses' Training School. Age, 25. Wages, £10, £16, £18. Lectures and classes; certificate given. Hours on duty, 10. Holidays, 3 weeks. Separate bedrooms. Paying probationers taken for 3 years on payment of £36 for the first year. Indoor uniform supplied. A large number of applications refused yearly. Matron, Miss Stains. Beds, 292.

Liverpool Northern Hospital. Age, 23. Wages, £12, £15, £20. Lectures, classes, and certificate given. Hours on duty, 8 a.m. to 8.30 p.m., with 2 hours off. Holidays, 3 weeks, and 1 day a month. Cubicles. Paying pupils taken for £20 for 1 year. About 12 applications accepted, and 300 refused yearly. Matron, Miss Anderson. Beds, 155.

Liverpool Royal Southern Hospital. Age, 21 to 35. No salary during year of training. Lectures given and cookery lessons; certificate given. Hours on duty, 7.30 a.m. to 9 p.m., with 2 hours off, and 4 hours twice a week. Holidays, 2 weeks. Separate bedrooms. Six paying pupils taken for a guinea a week. Indoor uniform provided. About 30 applications accepted, and 400 refused yearly. Matron, Miss Gordon. Beds, 200.

Liverpool, Stanley Hospital. Age, 22 to 32. Wages, £10, £15. Four sets of lectures; certificate given. Hours, 7.30 a.m. to 8.30 p.m.; off duty 2 hours daily. Holidays, 3 weeks, and 1 day monthly. Double bedrooms. About 6 applications accepted, and 300 refused yearly. Matron, Miss Lewis. Beds in use, 70.

Macclesfield Hospital. Age, 22. Only gentlewomen are taken. They pay £20 for 2 years' training. Lectures and certificate given. Hours on duty, 11. Holidays, 3 weeks. Separate bedrooms. Six applications accepted and scores refused yearly. Matron, Miss Wingfield. Beds, 50.

Maidstone Hospital. Age, 21. Probationers' fees, £30 a year. Holidays, 1 month. Certificate at the end of 3 years. Matron, Miss Isabel Jones. Beds, 66.

Manchester Royal Infirmary. Age, 25. Wages, £10, £15, £18. Lectures and certificate given; also prizes. Hours on duty, 14. Holidays, 2 weeks, and 1 day a month. Some single, some double bedded rooms. Uniform supplied. About

30 applications accepted, and 400 refused yearly. Matron, Miss Browne. Beds, 298.

Manchester Clinical Hospital. Age, 20. Wages, £12, £15. Lectures and certificate given. Hours on duty, 10. Holidays, 2 weeks. Double bedrooms. Uniform supplied. About 12 applications accepted, and 50 refused yearly. Sisters' salaries, £30. Only ladies taken as probationers, and only women and children as patients. Matron, Miss Tylee. Beds, 70.

Man, Isle of—Noble's Hospital.—Douglas. Age, 20 to 30. No salary during year of training. Lectures and certificate given, also lessons in dispensing. Hours on duty, 7 a.m. to 8.30 p.m., with 2 hours off. Holidays, 2 weeks. Double bedrooms. Paying probationers taken for 10 guineas a year. Beds, 45.

Middlesboro' Infirmary. Age, 21. Wages, £10, £10, £15. Lectures and certificate given. Hours on duty, 7 a.m. to 7 p.m., with 2 hours off. Holidays, 2 weeks the first 2 years, 3 weeks subsequently. Double bedrooms. Indoor uniform supplied. Six applications accepted, and about 30 refused yearly. Beds, 80.

Newark Hospital. Lady probationers taken for 1 year. No salary. Age, 20 to 22. Must be members of the Church of England. Matron, Miss Brecher. Beds, 33.

Newport Infirmary. Age, 22 to 30. Wages, £10, £16, £20. Lectures given, and certificate at the end of 3 years. Hours on duty, 7 a.m. to 9 p.m., with 2 hours off. Holidays, 2 weeks first year, 3 weeks subsequently, 1 day a month. Uniform supplied. About 12 applications refused, and 1 accepted yearly. Matron, Miss Flood. Beds, 48.

Newcastle-upon-Tyne. Age, 22 to 30. Wages, none the first year, £10, £20. Lectures and certificate given. Holidays, 2 weeks first year, 3 weeks subsequently. Sisters' salaries, £30 and bonuses. Matron, Miss Ross. Beds, 270.

Norwich—Jenny Lind Infirmary for Children. Age, 20. Wages, none the first year, £16, £18. Lectures and certificate (1 year) given. Hours on duty, 7 a.m. to 9 p.m., with 2 hours off. Holidays, 2 weeks. Cubicles. Paying probationers taken for 15s. a week. Matron, Miss Harding. Beds, 26.

Norwich General Hospital. Age, 23 to 35. Wages, 2 first years none, then £10. Lectures and certificate given. Hours on duty, 7.30 a.m. to 9 p.m., with 2 hours off 1 day and 1 hour the next. Double-bedded cubicles. About 7 applications accepted yearly; all pay an entrance fee of 10 guineas. Sisters' salaries, £26 to £30. Uniform supplied. Matron, Miss Adam. Beds, 220.

Northampton Infirmary. Age, 21 to 35. Wages, £10, £16. No lectures or certificate. Hours on duty, 6.30 a.m. to 8.30 p.m. Holidays, 2 weeks. Cubicles. Indoor uniform supplied. Three probationers taken to train for institutions for £10 for 6 months. Matron, Miss Winterton. Beds, 160.

Nottingham Hospital. Age, 21 to 35. Wages, £6, £10, £16. Lectures given. Hours on duty, 10 and 11½ alternately. Holidays, 3 to 4 weeks. Dormitories. Indoor uniforms supplied. Candidates must be educated gentlewomen. Two or three probationers taken for 13 guineas a quarter. About 300 applications refused yearly. Entrance fee, 10 guineas. Matron, Miss Knight. Beds, 170.

Nottingham Children's Hospital. Age, 21. No salary during training; entrance fee, £5. Classes held, and certificate (2 years) given. Hours on duty, 7 a.m. to 9 p.m., with 2½ hours off. Holidays, 6 weeks. Cubicles. Paying pupils taken for a guinea a week. About 6 applications accepted, and 100 refused yearly. Nurses are required to have had some previous experience in managing children and mending their clothes. Matron, Miss Parmiter. Beds, 30.

Oldham, Westhulme Fever Hospital. Age, 19. Wages, £16, increasing £2 yearly. Hours on duty, 10 a day. Holidays, 2 weeks. Certificates will be given. Uniform supplied. Matron, Miss Whitehead. Beds, 100.

Oldham Infirmary. Age, 21. Wages, £9, £16, £18. Certificate at the end of 3 years. Hours, 7.30 a.m. to 8 p.m., with 2 hours off and half a day weekly. Holidays, 3 weeks. Double bedrooms. Indoor uniform supplied. Matron, Miss Thompson. Beds, 80.

Oxford—Radcliffe Infirmary. Age, 22 to 30. Probationers are received (1) on payment of a premium of 30 guineas for 1 year, and (2) for a period of 2 years without salary. A

certificate is given at end of 1 year, and a fuller one at the end of 2 years. Lectures and classes held. Hours, 7 a.m. to 8.30 p.m., with two hours off. Holidays, 2 weeks. Cubicles. Indoor uniform supplied. Matron, Miss Masson. Beds, 141.

Pendlebury Hospital for Children. Age, 21. No salary during 2 years' training. Lectures and certificate given; also prizes. Hours on duty, 9½ or 11. Holidays, 3 weeks. Two paying pupils taken for £50 for 1 year, and given certificate if deserved. Indoor uniform supplied. About 12 applications accepted, and 390 refused yearly. Sisters' salaries, £30. Matron, Miss Turner. Beds, 140.

Portsmouth Royal Hospital. Age, 20 to 35. Salary, £8, £14, £20. Lectures and certificate given. Hours, 7 a.m. to 8 p.m.; off duty two hours daily. Holidays, 3 weeks. Cubicles. Paying pupils taken for 30 guineas for 1st year; pupils from institutions at 15 guineas a year. About 14 applications accepted, and 100 refused yearly. There is a large children's department. Matron, Miss Newberry. Beds, 135.

Preston Infirmary. Age, 23 to 30. Wages, £14, £16, £20. Lectures and certificate given. Hours on duty, 12. Holidays, 2 weeks. Double bedrooms. Inside uniform supplied. About 2 applications accepted, and 12 refused yearly. Matron, Miss Pigott. Beds, 108.

Reading Hospital. Age, 25 to 35. Wages, £10, £15, £18. After training, the nurse is eligible to join the private nursing staff at a salary of £24, rising to £34. Certificate given. Hours on duty, 7 a.m. to 8 p.m., with two hours off. Lady pupils taken for 6 guineas a quarter; they have separate bedrooms, and do not go on duty till 8 a.m. Applications from strangers seldom, if ever, accepted. Matron, Miss Baster. Beds, 150.

Rhyl Children's Hospital. Age, 21 to 30. Premium, £5 for 1 year's training. Wages, £12, £14, and certificate at the end of 3 years. Matron, Miss Vizard. Beds, 58.

Richmond Hospital—Surrey. Age, 25. No salary during year of training. Certificate given. Hours on duty, 12. Holidays, 2 weeks. Double bedrooms. Uniform supplied. Matron, Miss Foley. Beds, 40.

Rochester—St. Bartholomew's Hospital. Age, 21 to 31. Wages, nil first year, £15, £20. Lectures given, and certi-

ificate if the necessary examination is passed. Hours on duty, 7 a.m. to 9 p.m. Fifteen hours off each week. Holidays, 1 week, first year, then 2 weeks. Uniform supplied. About 20 applications refused yearly. Matron, Miss Henston Prossor. Beds, 60.

Rochdale Infirmary. A small, surgical hospital where 1 probationer is taken for a year, on condition that she subsequently enters a general Hospital. Matron, Miss Chapman. Beds, 30.

St. Helen's Cottage Hospital. Age, 23. Salary, none first year, £10, £20. Lectures and certificate given. Hours on duty, 7 a.m. to 8.30 p.m., with 2 hours off. Holidays, 3 weeks, and 1 day monthly. Uniform supplied ready-made. One application accepted, and very few refused yearly. Staff consists of 3 nurses and 3 probationers. Matron, Miss Stocks. Beds, 36.

Saffron Walden Hospital. Age, 22. No wages first 3 months, then £10 for 2 years, being the time of training. Certificate given. Hours, 7 a.m. to 9 p.m., with 2 hours off. Holidays, 2 weeks, and 1 day monthly. Uniform supplied. Beds, 37.

Salford Royal Hospital. Age, 20 to 35. No salary first 6 months, £6 second 6 months, £15 second year, £20 third year. Three courses of lectures. Certificate given. Hours on duty, 7 a.m. to 9 p.m., with 4 hours off for rest and meals. Holidays, 14 days. Double bedrooms. Uniform supplied. About 30 applications refused yearly. There is a private nursing institution attached to the Hospital. Matron, Miss Penny. Beds, 125.

Salisbury Infirmary. Age, 21 to 34. Premium 10 guineas for 2 years' training. Lectures and certificate given. Hours on duty, 6.30 a.m. to 9 p.m., with 2 hours off one day and 1 hour the next. Holidays, 2 weeks. Cubicles. Seven outside pupils taken for £5 for 6 months or a year. They attend 7 hours daily. Uniform supplied. About 150 applications refused yearly. Matron, Miss Baird Johnstone. Beds, 118.

Sheffield Fever Hospital. Age, 23. Wages, £20, £25, £26. Lectures and certificate given. Hours on duty, 9½. Holidays, 3 weeks. Uniform supplied. About 2 applications accepted and 10 refused yearly. Matron, Miss Reckless. Beds, 64.

Sheffield General Infirmary. Age, 23 to 33. Wages, £6, £9. Lectures and classes; certificate given. Hours on duty, 10. Holidays, 17 days first year; 3 weeks subsequently;

1 day a month. Uniform supplied and made. Paying pupils are taken for £30 a year, and have separate bedrooms. Staff nurses' salaries, £20 to £26, sisters', £30 to £38. All the sisters are London trained; the matron trained at St. Mary's Paddington. About 8 applications are accepted yearly, and a very large number refused. Matron, Miss Rickards. Beds, 200.

Sheffield Children's Hospital. Age, 20 to 30. Wages, £10, £14, £16. Lectures and certificate given. Hours on duty, 7.30 a.m. to 9 p.m., with 2 hours off. Holidays, 2 weeks. Paying pupils taken for £25 per annum. Two applications accepted and about 50 refused yearly. Matron, Miss Pountney. Beds, 34.

Shepton Mallet Hospital. Two paying pupils taken for £5 a year. Age, 20. Hours, 7.30 a.m. to 9 p.m. Holidays, 2 weeks. Beds, 16.

Southampton Infirmary. Age, 21 to 35. No salary during 2 years of training. Lectures and classes; certificate given. Hours on duty, 7 a.m. to 9 p.m., with 2 hours off. Holidays, 2 weeks. Double bedrooms. Indoor uniform supplied. Four paying probationers taken for 30 guineas per annum; they have a separate sitting-room, and get their certificate at the end of a year. Matron, Miss Mollett. Beds, 104.

Southport Infirmary. Age, 22. Wages, £10, £14, £20. Lectures and certificate given. Hours on duty, 10. Holidays, 2 weeks. Uniform supplied. Matron, Miss Lambert. Beds, 36.

Stafford Infirmary. Age, 21 to 30. Premium, 15 guineas for 1 year, 3 guineas for 3 years. No salary first year, £10 second, £16 third. Holidays, 3 weeks. Matron, Miss Farmer. Beds, 75.

Stamford Infirmary. Age, 25. Salary, £10, £20. Lectures and certificate given. Hours on duty, 7.30 a.m. to 8.30 p.m., with 2½ hours off for meals. Holidays, 2 weeks. Material for uniform supplied. Two or three paying pupils taken for 10 guineas. Matron, Miss Hisset. Beds, 60.

Stockport Infirmary. Age, 24. Wages, £10, £14, £18. Lectures and certificate given. Hours on duty, 7 a.m. to 9 p.m., with 2 hours off. Holidays, 2 weeks. Uniform supplied. Applications from strangers seldom, if ever, accepted. Matron, Miss Noel Thompson. Beds, 50.

Stockton Hospital. Age, 22 to 32. No salary during year of training. Classes; and certificate given. Hours on duty, 7 a.m. to 8.30 p.m., with 2 hours off. Holidays, 2 weeks. Uniform supplied. Chiefly accident and surgical training. About 3 applications accepted and 12 refused yearly. Staff nurses' salaries, £25 to £27. Matron, Mrs. Beatty. Beds, 60.

Stoke-upon-Trent Infirmary. Age, 21 to 32. Salary, £10, £12, £15. Holidays, 2 weeks. Hours on duty, 8 to 9, with two hours off. Cubicles. Certificate given. Matron, Miss Wilkinson. Beds, 222.

Sunderland Infirmary. Age, 21. Wages, £10, £16, £18. Lectures and certificate given. Hours, 7.30 a.m. to 9 p.m., with 2 hours for meals. Holidays, 3 weeks. Dormitories. Indoor uniform supplied. About 8 applications accepted and 190 refused yearly. Staff, 10 deaconesses and 26 nurses. Probationers serve in the children's ward for the first 6 months. No menial work. Managing sister, Deaconess Mary Thomson. Beds, 210.

Swansea Hospital. Age, 21. Wages, £10, £12, £14. Lectures and certificate given. Hours, from 7 a.m. to 9 p.m., with either 2½ or 3½ hours off. Holidays, 3 weeks, and 1 day a month. Uniform supplied. Two paying pupils for 1 year (certificate given) taken for 12 guineas. Matron, Miss Sykes. Beds, 130.

Tamworth Cottage Hospital. Age, 25. Wages, £10, £14, £18. Certificate given. Hours, 7 a.m. to 9 p.m. Holidays, 3 weeks. Separate bedrooms. Uniform supplied. Two paying pupils are taken for 10 guineas a year, or 1 guinea a week. About 3 applications accepted and 6 refused yearly. Matron, Miss Clark. Beds, 27.

Taunton Hospital. Age, 21 to 35. Personal interview necessary. Wages, £5, £15, £20. Lectures and certificate given. Paying pupils, 13 guineas a quarter. Holidays, 3 weeks. Matron, Miss Harris. Beds, 100.

Tewkesbury Hospital. Fee, 15 guineas for 1 year. Certificate given. Hours on duty, 7 to 8, with 2 hours off. Separate bedrooms. Indoor uniform given. Matron, Miss B. Mays. Beds, 20.

Torbay Hospital. Age, 24. Wages, £8, £12. Lectures and certificate given. Hours, 6.30 a.m. to 9 p.m., with some time off. Holidays, first year, 2 weeks; second year, 4 weeks. Uniform supplied. Matron, Miss Heatherington. Beds, 52.

Truro Infirmary. Age, 20 to 25. Wages, £9, £14, £16. Certificate given. Hours on duty, 7.30 a.m. to 10 p.m., with 3 hours off. Holidays, 3 weeks, and 1 day monthly. Cubicles. Indoor uniform provided. About 4 applications accepted and 20 refused yearly. Only ladies taken. The teaching is purely practical. Matron, Miss Burgess. Beds, 52.

Tunbridge Wells Hospital. Age, 21 to 28. No salary during 2 years' training. Lectures and certificate. Indoor uniform found. Cubicles. Holidays, 2 weeks first year, then 3 weeks. Matron, Miss Forbes. Beds, 54.

Walsall Cottage Hospital. Age, 21 to 30. Probationers taken for 12 months' surgical training on payment of £20. Holidays, 2 weeks. Certificate given. Six probationers accepted and about 100 applications refused yearly. Beds, 42. Matron, Miss Gadsby.

Wigan Infirmary. Age, 22. Wages, £12, £14, £16. Lectures, certificate given, and bonuses of £5 for 3 years' satisfactory service. Hours on duty, 10½. Holidays, 2 weeks. Separate bedrooms. Indoor uniform provided. No one who has been in domestic service need apply. Six paying probationers taken for £25 a year. About 25 applications accepted and 125 refused yearly. Matron, Miss Macintyre. Beds, 140.

Winchester County Hospital. Age, 23. Salary, none first year, £10, £20. Lectures and certificate given. Cubicles. Paying pupils taken for £30 per annum or for 13 guineas for 3 months. Matron, Miss Mocatta. Beds, 108.

Windsor Royal Infirmary. Age, 20. Premium, £10 for 2 years' training. Lectures and certificate given. Hours, 7 a.m. to 8.30 p.m., with two hours off. Holidays, 2 weeks, and a few days when required. Uniform supplied. About 2 applications accepted and 100 refused yearly. Matron, Miss Coke. Beds, 36.

Wolverhampton Hospital. Age, 22 to 30. Wages, nil first year, £15, £20. Lectures and certificate given. Hours,

7 a.m. to 9 p.m., with off duty time on alternate days. Holidays, 3 weeks, and an occasional day. Separate rooms. Indoor uniform provided. Matron, Mrs. White. Beds, 230.

Worcester Infirmary. Age, 21 to 33. Probationers pay a fee of 10 guineas for 2 years' training. Lectures and certificate given. Hours, 7 a.m. to 8.15 p.m., with 2 hours off. Double bedrooms. About 9 applications accepted and 40 refused yearly. About 6 are accepted to be trained for institutions. Matron, Miss M. Herbert. Beds, 130.

Wrexham Infirmary. Age, 21. No salary first year, £10. Lectures, classes, and certificate (2 years) given. Hours, 7 a.m. to 9 p.m., with 2 hours off. Holidays, 3 weeks. Indoor uniform supplied. Matron, Miss Katherine J. Hicks. Beds, 30.

York County Hospital. Age, 20 to 30. Probationers are admitted for £20 for the year. Probationers from institutions admitted for a fee of £20, for 2 or 3 years' training. Certificate given at end of 3 years. Lectures given and prizes. Hours on duty, 11. Holidays, 4 weeks. Cubicles. Uniform supplied. About 17 applications accepted and 100 refused yearly. Matron, Miss Gwyn. Beds, 140.

(c) SCOTCH HOSPITALS

Aberdeen Children's Hospital. Age, 21. No salary during first six months, £10, £12. Certificate at end of 3 years. Hours on duty, 6.30 a.m. to 8.30 p.m., with 3 hours off. Holidays, 3 weeks. Uniform provided. A few pupils taken for a guinea a week; separate sitting-room. Training in fever nursing. A large number of applicants refused yearly. Matron, Miss Katherine M. Lumsden. Beds, 78.

Aberdeen Hospital for Incurables. Age, 19 to 30. Wages, £10. Hours, 6.30 a.m. to 8.30 p.m. Uniform supplied. Matron, Miss Duguid. Beds, 56.

Aberdeen Royal Infirmary. Age, 24. Wages, £10, £14. Lectures and certificate given. Hours, 8 a.m. to 9 p.m. Holidays, 3 weeks, and 1 day monthly. Cubicles. Uniform supplied. Personal interview necessary. Two or three applications refused weekly. Matron, Miss Rachel Lumsden. Beds, 190.

Banff—Chalmers' Hospital. Age, 22 to 32. Wages, £10, increasing £2 a year. Lectures, prizes, and certificate (at end of 2½ years) given. Holidays, 2 weeks; 3 hours off duty every second day. Separate bedrooms. About 4 applications accepted and 12 refused yearly. Training in private and district nursing given. Matron, Mrs. Grant Gray. Beds, 80.

Dundee Infirmary. Age, 24 to 30. Wages, £12, £18, £21. Lectures, certificate, and training in private nursing given. Holidays, 16 days. Matron, Miss Finlayson. Beds, 250.

Dumfries Royal Infirmary. Age, 18. Wages, £10, £14. Lectures and certificate given. Hours, 7 a.m. to 8.30 p.m., with 3 hours off every second day. Holidays, 2 weeks. Uniform supplied. About 6 applications accepted and 20 refused yearly. Matron, Miss Read. Beds, 112.

Edinburgh Hospital for Children. Age, 24 to 35. Wages, £10, £16. Three courses of lectures, prizes, and certificate given. Hours on duty, 8 and 12 on alternate days. Holidays, 2 weeks first year, 3 weeks second year. Separate bedrooms. Indoor uniform supplied. Personal interview necessary. Paying pupils taken for £8 first year, £6 second year. About 8 applications accepted and 180 refused yearly. Matron, Miss Bird. Beds, 76.

Edinburgh Royal Infirmary. Age, 25. Wages, £10, £20, £21. Hours on duty, 12 daily, 2 hours off. Holidays, 2 weeks first year, then 3 weeks. Lectures, classes, and certificate at the end of three years. Separate bedrooms. Personal interview necessary. The second year is spent on night duty. About 20 applications for each vacancy. Matron, Miss Spencer. Beds, 740, and 40 cots.

Glasgow—Belvidere Fever Hospital. Age, 23. Wages, £18, advancing £3 annually to £45. Lectures and certificate at end of 2 years. Uniform supplied. Matron, Mrs. Sinclair. Beds, 540.

Glasgow Royal Infirmary. Age, 24. Wages, £12, £20. Three years' course. Lectures and certificate given. Hours on duty, 8 a.m. to 9.30 p.m., with 2 hours off. Holidays, 2 weeks. The applications are numerous. Matron, Mrs. Strong. Beds, 582.

Glasgow Victoria Infirmary. Age, 24. Wages, £12,

£16, £20. Lectures and certificate given. Hours on duty, 10 and 12 on alternate days. Holidays, 2 weeks; Saturday to Monday occasionally. Sisters' salaries, £30 to £36. Separate bedrooms. Indoor uniform supplied. Educated gentlewomen only taken. About 100 applications refused yearly. Matron, Miss Macfarlane. Beds, 150.

Glasgow Children's Hospital. Age, 21 to 30. No wages first year, £15, £20. Lectures, certificate, and prizes given. Hours on duty, 11 to 11½. Holidays, 3 weeks. Uniform provided. Two paying pupils taken for £12 10s. the quarter. About 6 applications accepted and 100 refused yearly. Matron, Mrs. Harbin. Beds, 80.

Glasgow Western Infirmary. Age, 24 to 35. Wages, £10, £15, £15. Three years' course. Lectures and certificate given. Separate bedrooms. Matron, Miss Clyde. Beds, 400.

Kilmarnock Infirmary. Age, 22. Wages, £12, £16, £20. Lectures and certificate given. Holidays, 3 weeks. Hours, 7 a.m. to 10 p.m., with 2 hours off. Separate bedrooms. Uniform supplied. Applications are very few. Matron, Miss Bowman. Beds, 140.

Leith Hospital. Age, 25 to 30. Wages, £10, £20. Lectures by visiting physicians and house-surgeon, and lectures on cookery. Prizes and certificate given. Hours on duty, 7 a.m. to 8.30 p.m., with 1½ hours off. Holidays, 3 weeks. Separate bedrooms. Uniform provided. Applications very numerous, only 6 accepted yearly. Matron, Miss E. Paterson. Beds, 86.

Paisley Infirmary. Age, 24 to 35. Wages, £12, £16, £16. Lectures and certificate given. Holidays, 18 days. A nursing home is being built. Matron, Miss Alexander. Beds, 180.

Perth Infirmary. Age, 25 to 35. Wages, £12, £18. No lectures, except occasionally, by special grace of the doctors. Certificate given. Hours, 7 a.m. to 8.30 p.m., with 2 hours off duty every second day. Holidays, 3 weeks. Double bedrooms. Uniform supplied. There is an infectious block. Matron, Miss Mary Logan. Beds, 110.

(d) IRISH HOSPITALS.

Armagh County Infirmary. Age, 23 to 30. Wages, £8, £10, £12. Lectures and certificate given. Hours, 7 a.m. to 9 p.m. Holidays, 3 weeks. Uniform supplied. One paying pupil taken for a guinea a month. About 5 applications accepted and 50 refused yearly. Beds, 60.

Belfast Hospital for Children. Age, 21 to 30. Premium, 1st year £12. Wages, 2nd year £12. Lectures and certificate given. Hours, 7 a.m. to 9 p.m., with 2 hours off. Holidays, 4 weeks. Double bedrooms. Indoor uniform supplied. A large number of applications refused yearly. Matron, Miss Calbome. Beds, 46.

Belfast Royal Hospital. Age, 23 to 35. No salary 1st year, £16, £17; a bonus of £3 if the 3 years' service is satisfactory. Lectures, classes, and certificate given. Hours, 7 a.m. to 8.45 p.m., with 2 hours off. Holidays, 2 weeks 1st year, 3 weeks subsequently. Indoor uniform supplied. About 22 applications accepted and 300 refused yearly. Occasional paying pupils taken at £40 per annum. The nurses and probationers live in the Home at Frederick Street, and applications should be addressed to the lady superintendent there. Matron, Miss Newman. Beds, 189.

Cork North Charitable Infirmary. The nursing is in the hands of the Sisters of St. Vincent de Paul, a Catholic order of great merit and antiquity. There are 6 sisters, a medical nurse at £10, a night nurse at £10, and a Protestant nurse at £35. The full rations per day are $\frac{3}{4}$ lb. of mutton, 2 lbs. of bread, and a pint of new milk; bread can be changed for vegetables. Weekly, 6 ozs. of tea, and $1\frac{1}{2}$ lbs. of sugar. Deputies do the hard work, and the doctors give them certificates when they become skilful; 6 have received certificates in the last 15 years. Matron, Sister Teresa O'Callahan. Beds, 100.

Dublin Adelaide Hospital. Age, 23. Wages, £10, £12, £15. Lectures and certificate given. In addition, ladies wishing to be trained as nurses, by paying a fee for their training, receive the same instruction as other probationers, for one year, but they are not bound to serve the Hospital for 3 years unless they elect so to do. Matron, Miss Poole. Beds, 125.

Dublin City Hospital. Age, 20. Wages, 1st year £10, £15 next 3 years. Lectures and certificate given, also bonuses. Hours, 7 a.m. to 9 p.m., with 2 or 3 hours off. Holidays, 4 weeks. The nurses train for 1 year and then are sent out to private work for three years; certificate at end of 4 years. Lady pupils are taken for £30 per annum and receive a certificate. The City of Dublin Nursing Institution has charge of the nursing in the county infirmaries of Galway, Meath, and Clare; and supplies probationers to Barrington's Hospital, Ayr County Hospital, and others. Every 6 months elections are held, and about 8 or 10 of the most suitable applicants accepted. About 150 are refused yearly. Matron, Miss Beresford. Beds, 100.

Dublin—Dr. Steven's Hospital. Age, 23. Wages, £6, £8, £12. Lectures and certificate given. Hours, 7.30 a.m. to 9 p.m. Holidays, 2 weeks. Uniform supplied. Two paying pupils taken for a guinea a week. About 12 applications accepted and many refused yearly. Probationers are received irrespective of their religion. Matron, Mrs. Evans. Beds, 250.

Dublin—Mater Misericordiæ Hospital. Age, 20 to 35. Wages, £10, £13, £16, £19. Pupils are bound for 4 years; Catholics preferred. Matron, Sister of Charity. Beds, 297.

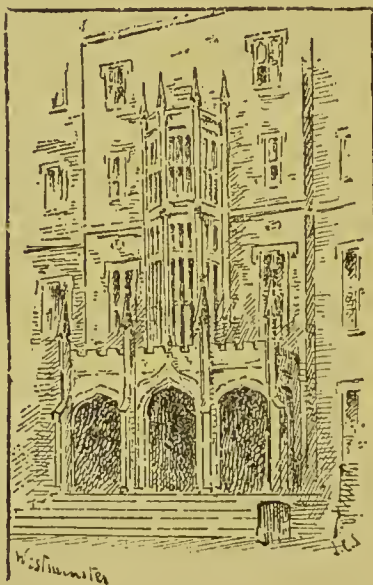
Meath Hospital—Dublin. Probationers reside at the Red Cross Nurses' Home in Harcourt Street, 3 minutes from the Hospital. For particulars see chapter on Private Nursing. Fifteen acceptances yearly, but about 10 per cent. are found unsuitable, and leave at end of trial month. Hours on duty, 7.30 a.m. to 9 p.m., and on alternate days, 7.30 a.m. to 3 p.m. Beds, 120.

Lifford County Infirmary. Age, 21. Wages, £10, £12, £15. Lectures and certificate given. Hours, 7 a.m. to 8 p.m., with 2 hours off. Holidays, two weeks. Double bedrooms. Uniform supplied. About 6 applications received and 4 accepted yearly. Matron, Miss Bessie Moore. Beds, 50.

Limerick—Barrington's Hospital. Age, 21 to 35. Salary, £9, £15, £18. Lectures, and arrangements are being made to give certificates. Hours on duty, 12. Holidays, 1 month. Indoor uniform supplied. One paying pupil taken for £25 or £30. About 4 applications accepted and 14 refused yearly. No infectious cases taken, and the training is principally surgical. Matron, Miss M. Haughton. Beds, 40.

Londonderry County Infirmary. Age, 21. Wages, £6, £12, £15. Lectures and certificate given. Hours, 7 a.m. to 9 p.m., with two hours off. Holidays, 3 weeks. Dormitories. Uniform supplied. Matron, Mrs. Iffland. Beds, 108.

Navan County Infirmary. Age, 18 to 22. Wages, £5. Lectures and certificate given. Hours, 7 a.m. to 9 p.m. No regular holidays. Uniform supplied. About three applications accepted and 30 refused yearly. Massage taught. Matron, Miss Elliott. Beds, 41.



CHAPTER V.

MIDWIFERY AND MONTHLY NURSING.

THE old style of monthly nursing has quite gone out, and a woman who wishes to take up this, one of the most lucrative branches of the profession, should train for 1 year in a general hospital, and then for 3 or 6 months in a lying-in hospital; she should then take the Diploma of the London Obstetrical Society. Where this course is impossible, a woman can still be taken for a month's training at a few of the lying-in hospitals, but it is far better for her to go through the longer course if possible and become a certificated midwife. Anyone taking up this branch of work must be a light and easy sleeper, for she will have many broken nights; she must also have that love of small infants, which is far less common than is generally supposed. Without a real proclivity for this special work, a breakdown in health and want of success is certain, and any woman who suffers from insomnia, or who is not naturally patient and careful in details, should not attempt it. The following are particulars of training in some of the chief lying-in hospitals of the United Kingdom:—

Belfast Lying-in Hospital. Age, 25 to 40. Fee, 7 guineas for 3 months, or 13 guineas for lady pupils. Lectures and certificate given. Separate bedrooms. Three nurses and 1 lady pupil taken at a time. Each sees about 50 cases. Preparation for the L.O.S. examination; 3 sent up last year, and all passed. There is an extern department under a fully trained midwife. In 1891 over 160 cases were attended, the pupils helping. One nurse is taken yearly without fee, in return for her services for 12 months. Matron, Miss Ormerod. Beds, 14.

Dublin National Lying-in Hospital. Age, 20 to 35. Intern pupils pay £21, and extern 5 guineas for 6 months'

training. Lectures and certificate given. About 20 pupils taken at a time, and each sees at least 30 cases. Preparation for L.O.S. examination. Matron, Mrs. Stormont. Beds, 10.

Dublin—Rotunda Hospital. Age 22. Pupils pay 25 guineas for 6 months; or trained nurses for 3 months. Lectures and certificate given. Matron, Miss Hampson. Beds, 60.

Edinburgh Royal Maternity Hospital, Lauriston. Cubicles. Each pupil sees about 70 cases. The following are the official regulations:

1. DATES OF ENTRY—

Nurses are received into the Hospital for a course of three months' training, commencing on 1st February, 1st May, 1st August, or 1st November.

2. TERMS OF ENTRY—

Matriculation Fee, payable to Secretary at date of entry,	£0 10 6
Board for the quarter, payable in advance to the Matron,	6 0 0

Amount payable to the Hospital,	£6 10 6
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Nurses generally attend a Course of Lectures and Practical Instruction given by one of the Physicians to the Hospital, for which his Fee is £4 4s., and this, along with a book on Midwifery, Thermometer, etc., costing about 15s. 6d., comes to	4 19 6
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Making the total amount of payments	£11 10 0
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NOTE—A Deposit of £2, which will be returned if Applicant cannot be received, to be lodged with Matron on application. Nurses, whose names have been entered for a particular quarter, will forfeit this Deposit if they do not appear at the proper date.

3. GENERAL HOUSE ARRANGEMENTS—

Nurses give out their washing at their own expense; keep their bedrooms clean and tidy; and take their week, in turn, for washing Breakfast, Tea, and Supper dishes.

4. Not more than twelve Nurses are admitted each quarter. Names of intending applicants should therefore be sent in to the Matron in good time. Beds, 30.

Glasgow Maternity Hospital. Age, 23 to 35. Fee, £10 for 3 months' includes board and lodging. Lectures and certificate given. At least 30 cases seen. Preparation for the L.O.S. examination. In 1891 there were about 50 applications for training; 37 diplomas were given, 10 pupils left at the end of 1st month, being found unsuitable. Matron, Miss Gordon. Beds, 34.

Liverpool Lying-in Hospital and Ladies' Charity. Separate bedrooms. Preparation for the L.O.S. examination.

Each pupil sees about 50 cases. The official regulations are as follows :

LECTURES.

Courses of Lectures on Midwifery, for Pupil Midwives, are delivered twice a year at the Hospital, by the Medical Officer then in charge. The Lectures commence in April and October. They are delivered twice a week, and extend over a period of about twelve weeks.

Candidates desirous of qualifying as Midwives are required to appear before the Ladies' Committee, and bring with them letters of application, in their own handwriting, and two testimonials of good character. The Ladies' Committee will consider their applications, and decide whether or not they shall be permitted to attend the Lectures. No candidate will be admitted to the class who cannot both read and write.

The Lectures must be attended both regularly and punctually. At the conclusion of the course, an examination of the Pupils is held by the Medical Staff of the Hospital. Certificates are given to those who pass the examination satisfactorily, and duly qualify themselves by practice in connection with the Charity.

PRACTICE OF NON-RESIDENT PUPIL MIDWIVES.

The Practice of Non-Resident Pupil Midwives is taken in the Out-door Department of the Charity, under the direction of the District Midwives. Each Pupil Midwife is required to personally conduct 25 cases.

RESIDENT PUPIL MIDWIVES.

A limited number of Pupil Midwives are admitted into the Hospital for training.

FEE.

The Fee charged for the instruction of Pupil Midwives is £7 7s., which sum includes the Lecturer's and Examiner's fees, and the District Midwife's fee for instruction in Midwifery Practice, and for lodging, without board, at her house during the time that the Pupil is attending her cases.

The Fee for Resident Pupils is twenty guineas, which fee includes Lectures, Examination, board and residence, but does not include either uniform or washing.

PRACTICE OF PUPIL NURSES.

A limited number of Pupils attending each class, and desirous of being trained as Monthly Nurses, will be admitted to reside in the Hospital (if there is room for them). They will be required to remain three months in the Hospital, and, during their residence, to assist in the nursing, under the direction of the Matron, and to conform to any regulations for their conduct laid down by the Ladies' Committee. A course of instruction will be given in Nursing and the General Management of the Sick Room. At the close of their residence in the Hospital, Pupil Nurses who have passed their Midwifery examination, and conducted themselves in all respects to the satisfaction of the Ladies' Committee, will be entitled to receive a Certificate from the Ladies' Committee as trained Monthly Nurses.

The Fee charged for instruction in Monthly Nursing of those Pupils who are admitted into the Hospital for training, is £5 5s., which includes board and lodgings for three months, but not washing.

Any Pupil who fails to pass the examination is permitted to attend the next course of Lectures without payment of any further fee.

Any certified Midwife (having already attended a first course of Lectures) may

attend a second or subsequent additional course of Lectures on payment of a reduced fee of three guineas.

The fees must be paid before the candidate attends the first Lecture of the course.

Matron, Miss Gosling. Beds, 12.

London—City of London Lying-in Hospital. The following are the official regulations :

1. Pupil Midwives shall pay a fee of £21, which shall include Board and Lodging for three months.
 2. Pupil Nurses shall pay a fee of £7 7s., which shall include Board and Lodging for six weeks.
 3. Pupils shall pay for their own Washing, Tea, and Sugar.
 4. Pupils taking Beer shall pay an extra sum of 1s. 3d. per week.
 5. Pupils will not be allowed to bring either Wine, Beer, or Spirits into the Hospital.
 6. Pupils shall pay at the rate of 14s. per week for Board, should they desire to stay longer than the time specified, provided always that accommodation can be found for them.
 7. Pupils shall wear Washing Dresses and Caps while in the Hospital: each Pupil shall bring not less than four of each.
 8. Pupils shall see all labours when practicable.
 9. Single Women under 21 years of age cannot be received for training.
 10. A deposit of £1 1s. shall be paid by each Pupil on entering her name, which shall be forfeited (except under special circumstances) should she not proceed with her engagement.
 11. A Certificate is given upon the completion of the term of training.
- Application should be made to the Matron any day, excepting Wednesday, between 10 and 12 noon.

Dormitories. Midwives see about 150 cases; nurses from 50 to 80. Preparation for L.O.S. examination. Matron, Miss Fox. Beds, 34.

London—Kensington Infirmary. The Guardians of Kensington receive for 3 months' training in the lying-in wards of their Infirmary in the Marloes Road, Kensington, upon payment of a fee of £10, ladies who have received not less than 1 year's training in general nursing.

Particulars can be obtained on application to the matron, at the Infirmary in the Marloes Road, Kensington, near Kensington High Street Station.

London—Clapham Maternity Hospital. Midwives trained for 3 months for 24 guineas; nurses for 2 months for 7 guineas. Lectures and preparation for L.O.S. examination. Matron, Miss Hind. Beds, 20. The doctors are all ladies.

London—General Lying-in Hospital—Lambeth. Age, 25 to 40. Cubicles. From 30 to 40 cases seen. In 1891 there

were admitted 65 nurses and 24 midwives, and all the midwives took the L.O.S. diploma. The following are the official regulations :

Pupils are received into the Hospital for training both as Midwives and Nurses, the former during a period of three and the latter of two months.

PUPIL MIDWIVES.

The practical course of training for a Midwife is divided into three parts :—

- (a) Nursing in the lying-in wards under the superintendence of the Matron.
- (b) Conducting labours in the delivery rooms under the supervision of the Resident Midwife.
- (c) Attending labour cases at the patient's own home under the supervision of the Midwife attached to the Out-patient Department in the immediate vicinity of the Hospital.

Lectures are given by the Physicians and House Physician, and oral instruction by the Matron and Resident Midwife.

N.B.—During attendance on cases outside the Hospital the Pupil Midwives will sleep in the house of the Midwife under whose supervision the cases are conducted, but will take their meals and receive instruction during the day in the Hospital.

On the satisfactory completion of their course of training, Pupil Midwives are granted a Certificate by the Hospital. They are, in addition, recommended to pass the examination for the Diploma of the Obstetrical Society of London, for which the course of instruction is specially adapted.

PUPIL NURSES.

The course of training for a Nurse comprises :—

(a) Assisting at labour cases in the delivery rooms, under the supervision of the Resident Midwife.

(b) Nursing in the lying-in wards under the superintendence of the Matron. Lectures are delivered to the Nurses by the Matron.

On the satisfactory completion of their course of training, Pupil Nurses are granted a Certificate by the Hospital.

A personal application must be made to the Matron between the hours of 11 a.m. and 1 p.m., and a satisfactory reference will in all cases be required.

Print Dresses, Aprons, and Special Caps to be worn.

Pupils are received on the following terms :—

Pupil Midwives (three months' training)	-	£26	5	0
Pupil Nurses (two months' training)	-	£10	10	0

These fees must be paid to the Secretary on entering, and include Board, Lodging, and Instruction, but not washing.

A deposit of £1 must be paid by every Pupil when her name is placed on the Pupil's Register. Each Pupil must be constantly provided with a thermometer to be obtained from the Secretary. The cost of every thermometer broken by a Pupil will be deducted and the balance returned on leaving. The deposit will be forfeited if the Pupil does not enter within seven days after the date mentioned on the other side.

Pupil Midwives and Nurses will be under the authority of the Matron, and subject to the Rules of the Hospital. In cases of misconduct or neglect of duty they will be at once suspended by the Matron or Medical Officers, and will be liable to be discharged by the Committee of Management without notice, and will thereupon forfeit their fees.

Pupil Midwives and Nurses, on satisfactorily completing their training, can be entered on the Register for recommendation to ladies on payment of a fee of 5s. Any Midwife or Nurse changing her address must give immediate

notice in writing to the Matron; or, if temporarily absent from her address, must provide for the immediate forwarding of all communications. Any failure in observance of these regulations will involve the erasure of the name from the Register. Matron, Miss Atkinson. Beds, 24.

London—British Lying-in Hospital—Endell Street. Midwives trained for 3 months for 22 guineas. Lectures and outdoor work. From 25 to 50 cases are taken by each pupil, and all cases are seen. Examination before leaving and preparation for L.O.S. if desired. Monthly nurses are taken for 4 weeks for £7 3s. No lectures, but the matron teaches practical work. From 13 to 20 cases nursed. Matron, Mrs. Freeman. Beds, 28.

London—Queen Charlotte's Hospital. The following are the official regulations :

MIDWIVES.

1. The Committee of Management receive a limited number of women of good character, to be trained for Midwives in the Wards and Out-patients' Department of this Hospital. Such Pupils enter on the first day of each month. The term of training is not to be less than three months.

2. Candidates may be single, married, or widows, must not be under 21 nor above 40 years of age. They must produce a certificate of moral character and a medical certificate of health.

3. Pupil Midwives will be under the authority of the Medical Officers and Midwives, and subject to the Rules of the Hospital. They will serve (both in the Hospital and in the Out-patients' Department) under the Hospital Midwives, and receive instruction from the Medical Officers and Midwives. They will not be permitted to enter the Lying-in Wards unless accompanied or by direction of the Medical Officer. In cases of misconduct or neglect of duty they will be at once suspended by the Resident Medical Officer, who will report the same to the Physician-in-Charge, and will be liable to be discharged by the Committee of Management or Visitors without notice, and to forfeit their fees.

4. Pupil Midwives must provide themselves with washing dresses; caps, and aprons, and pay for their own washing. The caps and aprons must be of the Hospital uniform pattern. No Pupil shall enter the Wards except in a washing dress, and she shall always wear the uniform dress while in the Hospital.

5. The fees, which are to be paid to the Secretary in advance, are £26 5s. for three months, and include Board and Lodging.

6. On the completion of the term of pupilage, each Pupil will be examined, and provided she proves herself competent to discharge the duties of a Midwife, will receive a parchment Certificate; but such Certificate will not entitle her to undertake the medical treatment of cases, nor the management of complications in labour. It must be distinctly understood that they will not receive any Certificate if found unfitted for the duties of a Midwife at the end of their training.

7. *The Pupil Midwives are specially prepared by the Honorary Physicians for the Examination of the Obstetrical Society of London, and the Examination Fees are paid by the Hospital in the case of every Midwife who obtains the Society's Diploma, and has previously passed an Examination by the Physicians of the Hospital.*

NURSES.

1. The Committee of Management receive a limited number of women of good character, to be trained for Monthly Nurses in the Wards of this Hospital. Such Pupils enter on their training on Mondays.

2. Candidates may be single, married, or widows, must not be under 21 nor above 40 years of age. They must produce a certificate of moral character and a medical certificate of health. The term of training is not to be less than eight weeks, but twelve weeks are recommended.

3. Pupil Nurses will be under the authority of the Matron, and subject to the Rules of the Hospital. They will serve in the Wards, and receive instruction from the Matron and Sisters. In cases of misconduct or neglect of duty they will be suspended by the Matron, who will at once report the same to the Physician-in-Charge, and will be liable to be discharged by the Committee of Management or Visitors without notice, and to forfeit their fees.

4. Pupil Nurses must provide themselves with white washing dresses, caps, and aprons, and pay for their own washing. The caps and aprons must be of the Hospital uniform pattern.

5. The fees, which are to be paid to the Secretary in advance, are Ten-and-a-Half Guineas (£11 os. 6d.) for eight weeks, and Fifteen Guineas (£15 15s.) for twelve weeks, inclusive of a Course of Lectures, and include Board and Lodging.

6. On the completion of the term of pupilage, each Pupil Nurse, provided she proves herself competent to discharge the duties of Monthly Nursing, will receive a parchment Certificate. It must be distinctly understood, that they will not receive a Certificate if found unfitted for the duties of a Monthly Nurse at the end of their training. Any Nurse in possession of a Certificate can have her name placed on the Hospital Register of Monthly Nurses, on payment of a registration fee of five shillings.

7. In case of misconduct subsequent to the receipt of the Certificate, the name of any Monthly Nurse will be removed from the Hospital Register.

Each midwife sees from 90 to 100 cases; nurses from 16 to 20 cases. About 250 applications received yearly, of which about 200 are accepted. Matron, Mrs. M^cCord. Beds, 56.

Manchester—Maternity Hospital. Midwives, 15 guineas for 3 months, and 5 guineas for lectures and certificate. Nurses, 10 guineas for three months, or general nurses taken for 5 guineas for six weeks, and certificate given. Age 25 to 40. Matron, Miss Worrall. Beds, 40.

There are various other hospitals and institutions where midwifery training can be had. For instance at Plaistow Nurses' Home, or from the Sisters of St. John the Divine. But wherever a nurse trains, her object and aim should be to take the L.O.S. diploma. To obtain this, candidates must send the examination fee (21s.) to the honorary secretaries, and a schedule supplied by the Society, at least 14 days before they present themselves for examination.

The examinations are held four times a year. The schedule demands:—

(*a*) A certificate of moral character. (*b*) A certificate showing that the candidate is not under twenty-one years of age. (*c*) Proof of having attended a lying-in hospital or charity for a period of not less than three months, and of having personally attended not less than twenty-five labours under supervision satisfactory to the board of examiners. (*d*) Proof of having attended a course of theoretical teaching by lectures or tutorial instruction, the details of which must be submitted to, and receive the approval of, the board of examiners. The candidates will be required to pass (1) A written examination, (2) An oral and practical examination upon the following subjects:—

(*a*) The elementary anatomy of the female pelvis and generative organs. (*b*) The symptoms, mechanism, course, and management of natural labour. (*c*) The indications of abnormal labour and the emergencies which may occur in practice. (*d*) A general knowledge of the puerperal state. (*e*) The management of new-born children and infants. (*f*) The conditions as to air, food, cleanliness, etc., necessary for health. (*g*) The duties of the midwife with regard to the patient, and with regard to the seeking of medical advice. (*h*) Hæmorrhage, its varieties, and the treatment of each. (*i*) Antiseptics in midwifery, and the way to use them. (*j*) The management of the puerperal state, including the use of the thermometer and of the catheter. (*k*) The management (feeding included) of new-born children.

The fee for the examination is one guinea; *half* the fee will be returned to unsuccessful candidates. Further information can be obtained from the Secretary, between 1.30 and 6 p.m. daily, at 20 Hanover Square, W.

The successful candidate signs a declaration to abide by the rules of the Society, or else forfeit her diploma.

Specimens of the questions set will be found in the Appendix.

CHAPTER VI.

PRIVATE NURSING.

THERE are four chief forms of private nursing: (1) a nurse may join the institution in connection with the hospital where she trains; (2) she can join a private nursing institution run as a business speculation; (3) she can join the Nurses' Co-operation; (4) she can set up on her own account.

In the first instance the nurse gains many advantages, she still has the prestige of belonging to a public institution, and she has opportunities of learning all the latest developments of nursing and treatment of disease; there is no chance of her knowledge getting rusty. Also, she is usually well paid: at the London Hospital the private nurses receive from £30 to £40; part of their pension money is paid for them; they receive in and outdoor uniform, and are kept when not at cases. At the Middlesex, St. Bartholomew's, the Hospital for Sick Children, and others, the private nurses receive a salary of from £25 to £35, and a percentage on their earnings as well. The only objection to this life is, that after her years of training, a nurse is apt to appreciate freedom very highly, and at these institutions the rules are very strict, and the "home" feeling is not well developed.

In the private institutions the nurses are not always well paid, but often they are made very happy. These institutions will also take a nurse whose limited experience would exclude her from a better class of institution; some of them will also train nurses who will bind themselves for three years. We give a list of some of these

institutions at the end of this chapter, with a few particulars of each.

The Nurses' Co-operation, 8 New Cavendish St., W., was formed in 1890, its object being—“*To supply private nurses, thoroughly trained and certificated, to practitioners and the public, through the agency of nurses who have combined for their mutual benefit and welfare.*”

Private nurses are supplied to the public at a usual charge of two guineas a week. Nurses, however, arrange their own fees, which are entered on the roll, and a nurse may not charge more than her registered fee, a note of which is sent with her to every case. Nurses are supplied for part of a day at a minimum charge of half a guinea.

No nurse is admitted to the roll unless she hold a hospital certificate, or can produce satisfactory evidence of two years' hospital training, immediately followed by one year of private or district nursing (*i.e.*, three years' service).

The management of the Co-operation is vested in a general committee, 14 members of which are appointed an executive committee. At least 8 nurses are on the executive committee.

Each nurse is, at the termination of all cases, paid the full amount of her earnings, less $7\frac{1}{2}$ per cent., which is placed to a common fund, out of which the yearly working expenses of the Co-operation are defrayed. The accounts of the Co-operation are made up annually to December 31st, and audited by a professional accountant. Any surplus of the common fund then remaining is available for distribution amongst the nurses as may in general meeting be determined. There are now 300 nurses working for the Co-operation.

When a nurse greatly pleases some hospital physician, he may say to her, “If you like to set up for yourself, I will give you work.” Then the nurse takes lodgings, and times may be very flourishing with her. But there is considerable risk and many outside worries to this life, and a nurse works best when all her thoughts are for her patient.

It is rather difficult to get back from private nursing to hospital work, and though a private nurse may earn £100 a year, she has many expenses, and no chance of further rises; whereas an hospital matron or sister can, at least, hope to take more and more important posts, until, if she is clever and fortunate, she may be earning £200 a year and all found.

The following particulars of some of the chief institutions may be useful to women desirous of being trained for private work, or, who having had hospital training, desire to join an institution for private nursing.

Bangor Institution of Trained Nurses. Lady superintendent, Miss Vickers, 8 Gordon Terrace, Bangor. Only members of the Church of England taken as nurses. There is a staff of private and district nurses.

Bath Private Nursing Institute. In connection with the Royal United Hospital. Salary, £25 and upwards.

Bath—River's Street Institute. Lady superintendent, Miss G. M. Lush; nurses, 23; probationers, 5; district nurses, 3; midwife, 1. Salary, £28 to £30; must have had 2 years' experience, and be between 24 and 30 years of age.

Beckenham Aimée Home. Lady Superintendent, Sister Aimée. A branch of the Eastbourne Home.

Bedfordshire Institute—St. Peter's. Hon. Lady superintendent, Mrs. Rawson; nurses, 13. Salary, £27 to £30, with in and out uniform.

Belfast Nurses' Home—Frederick Street. Lady superintendent, Miss Newman; night superintendent, 1; hospital nurses, 14; private nurses, 34; probationers, 20. The latter are bound for 3 years, and paid £16, £17 after their year of training.

Birmingham—Midland Counties Institution. Lady superintendent, Mrs. Diamond; nurses, 78; probationers, 8. Salary, £12 the first 2 years, £20, £23. Age, 25 to 30.

Birmingham—Queen's Hospital. Private institution.

Blackheath Institute. Lady Superintendent, Miss Duncan. Salary, £24 to £40. Probationers between the age of 22 and 28 trained for a small premium. Church of England. Branch establishment at Richmond.

Bournemouth Nursing Institute—115 Old Christchurch Road. Salary, £25.

Bradford Nurses' Institution—110 Manningham Lane. Lady superintendent, Miss Bartlett; nurses, 41; probationers, 11. Age, 22 to 30. Salary—Probationers bound for 4 years. No salary 1st year, £15, £20, £25, with all found.

Brighton—London and Brighton Association of Nurses—95 Western Road. No information obtainable.

Brighton County Hospital Institution. Lady superintendent, Miss Scott. Wages, £30 to £40.

Bristol Institution—24 Richmond Terrace, Clifton. Lady superintendent, Miss Rogers; nurses, 60.

Bristol Royal Infirmary Institution. Lady superintendent, Miss Smith. Salary, £26 to £30, and all found.

Burnley Victoria Hospital Institute. Lady superintendent, Miss Pigott.

Burton-on-Trent Institution. Lady superintendent, Miss Carson; nurses, 22; probationers, 3, bound for 4 years. Salary, £25 to £28. Bonuses given. Age, 25. In and out uniform.

Cambridge Home—13 Fitzwilliam Street. Lady superintendent, Miss Curtis; nurses, 25; probationers, 4.

Canterbury Institute—8 St. Margaret's Street. Lady superintendent, Miss Shaw; nurses, 16; probationers, 2; Salary, from £25. Training given at the Canterbury Hospital to probationers who bind themselves for 5 years.

Cardiff—South Wales Nurses' Co-operation. Superintendent, Miss Mackie. All the nurses are trained, and they take their own fees, paying a percentage to the office.

Cornwall Nurses' Home. Lady superintendent, Miss Rogers ; nurses, 7.

Coventry Institution. Lady superintendent, Mrs. Kavanagh.

Croydon Institute—Park Lane. Lady superintendent Mrs. Percy ; nurses, 27. Salary, £24 to £30, with 10 per cent. on earnings. Age, 25 to 35. Church of England only.

Derbyshire Nurses' Training Institution—2 Church Street. Lady superintendent, Miss Atthill ; nurses, 46 ; district nurses, 4 ; probationers, 11. Persons admitted to this institution should be between 23 and 35 years of age ; they are engaged after 1 month's trial, for a period of 5 years. The first 2 years are spent in training, and the 3rd, 4th, and 5th years in nursing in private families, or otherwise, according to their capabilities. Wages—for the training years £6 and £10 and uniform, consisting of 4 print dresses, 1 stuff dress, 1 bonnet, 12 aprons, 4 caps ; then £22, £20, £25. The committee also present bonuses every year to those nurses who are recommended by the lady superintendent. The uniform is plain and neat, not at all conspicuous. Persons applying for admission must send :—

1. A certificate from a clergyman or minister.
2. A certificate of health from a doctor, according to a form which may be had on application.
3. The address of a lady who will answer inquiries respecting character.
4. Age, height, and weight, *carte-de-visite*, and previous occupation.
5. They must also be total abstainers.

Any other information can be obtained by applying to the lady superintendent, Nurses' Training Institution, London Road, (corner of Trinity Street), Derby.

Devonport Institute ; in connection with the Royal Albert Hospital. Lady superintendent, Miss Dunstan ; nurses, 7. Salary, £25, with in and out uniform.

Dublin—City of Dublin Institution. Lady superintendent, Mrs. R. K. Treacy ; nurses, 82. Women desirous of being trained as hospital, district, or private nurses, should apply to the lady manager of the City of Dublin Nursing Institution, Limited, Upper Baggot Street, Dublin. If considered suitable, they will be engaged by the directors as articulated probationers under the following conditions and regulations :—

1. They must be over 18 and under 40 years of age at the date of application.

2. They must read and write well, and bring testimonials of good character.

3. They must attend at their own cost at the Institution, for approval, when required.

4. They shall only be received on the distinct understanding that they will remain in the Institution for 3 months upon trial. If at any time during that period they are considered unsuitable for training as nurses, their services may be dispensed with by the directors.

5. At the expiration of 3 months, if retained, and yearly, so long as they remain as nurses in the service of the Institution, they shall be provided with an indoor uniform to the value of about £3, which on the completion of each year's service will become their own.

6. The probationers and nurses shall be required to wear the uniform clothing supplied to them, while in the home or on duty. They shall provide themselves with the regulation outdoor uniform to be worn except when on leave, and with other necessary clothing.

7. No salary is paid for the period of 3 months' trial, unless the candidate be found efficient and be engaged at the end of that term as a probationer. If so engaged, the following scale of salary shall then become payable, and shall begin from the date of first entering the service of the Institution:—First year as probationer, £10; first term of 3 years, as nurse, £15 a year; if engaged for a second period of 3 years, £20 a year, increasing by £2 a year to £24.

Dublin—Red Cross Nursing House—87 Harcourt Street. Lady superintendent, Miss Lyons; sisters, 39; probationers, 50. Candidate must be a lady by birth and education. Proof of same required. Candidates under 30 years of age preferred. A personal interview with the lady superintendent imperative. A fee of £50, to be paid in 2 instalments of £25 each (the first on joining the training school, which is returned if the lady does not remain over her month of probation, with a deduction of 4 guineas in consideration of the inconvenience to the Institution of constant changing of workers, and the second instalment 6 months later).—The Order Nurses, the Meath Hospital, and National Children's Hospital. Candidate to provide her own indoor uniform according to pattern supplied—2 cotton gowns, 8 aprons, 4 caps. The term of probation is 1 year, after which the candidate, if she passes her final examination, may, if considered suitable, become a Red Cross Sister or seek employ-

ment elsewhere. Fee of £50 *includes* training in hospital, residence, maintenance, and washing.

Eastbourne—The Aimée Home. Lady superintendent, Sister Aimée, late St. John's sister. A branch at Beckenham.

Eastbourne Nursing Institution. Salary, £30, and uniform.

Exeter Institution. Lady superintendent, Mrs. Corfe; nurses, 15.

Fakenham Nurses' Home. Lady superintendent, Miss Hammond; nurses, 50.

Frome Home for Nurses. Lady superintendent, Miss Briggs; nurses, 8.

Gainsborough Nursing Institution. Lady superintendent, Mrs. Goodwin; nurses, 10.

Glasgow Institution—2 Queen's Crescent. Salary, £30, and uniform.

Glasgow Sick Poor and Private Nursing Institution
—220 Sauchiehall Street. Salary, £30, rising to £40; uniform and washing. Probationers bound for 4 years; salary, £10, £10, £20, £20. Personal interview necessary.

Gloucester Infirmary Nursing Institution. Lady superintendent, Miss Yeats; nurses, 12. Salary—probationers, £14; nurses, from £25. Age for probationers, 20 to 35.

Grimsby Institution—Grosvenor Crescent. Small salary to probationers, who must be between 23 and 30 years of age. Nurses get £30.

Huddersfield Nurses' Home. Lady superintendent, Miss Jessie Murray. Salary, £25 to £36. Abstainers preferred.

Ipswich Nurses' Home. Lady superintendent, Miss Pye; nurses, 12.

Jersey Institution. Lady superintendent, Miss Wells; nurses, 8. Salary, £25, and uniform.

Kent Nursing Institution—Tunbridge Wells. Salary; £30, and in and out uniform. Probationers trained for 2 years. Age, 25 to 35. Branch at Maidstone and West Malling. Medals given for long and faithful service.

Leamington—Warneford Hospital Institution. Lady superintendent, Miss Price.

Leeds Nurses' Institution. Lady superintendent, Miss Dawson; nurses, 84; probationers, 21. Probationers are received for 3 years. Salary, £14, £18, and £20, with uniform. Age, 24 to 34.

Leicester Institution. Lady superintendent Miss Tanner; nurses, 28; probationers, 7.

Lincoln Institution. Lady superintendent, Miss Bromhead. The best age for candidates is between 25 and 35, except under special circumstances. They must be well educated. They must attend church. They will be required to produce satisfactory testimony as to character and health. They must bring 2 washing dresses and 12 large white aprons. An entrance fee of £1 is required with each probationer. Every probationer received into the Institution must come for a month on trial, and will then be expected to enter into an agreement to serve the Institution for 3 years, on the following terms:—First year of training, £14; second year, £16; third year, £20; second term of 3 years, each year, £22; third term of 3 years, each year £25; fourth term of 3 years, each year, £30. Board, lodgings, and medical attendance are provided in addition to the above wages; and uniform, when the training is finished.

Liverpool Nurses' Home—Dover Street. Lady superintendent, Miss Stains. In connection with the Royal Infirmary. Nurses, 60.

Liverpool Northern Hospital Institution. Lady superintendent, Miss Anderson; nurses, 26.

Liverpool Southern Hospital Institution. Lady superintendent, Miss Gordon; nurses, 17.

London Hospital Private Nursing Institution—Whitechapel. Lady superintendent, Miss Lückes; nurses, 40. Salary, £30 to £48, with uniform and part pension money.

London General Nursing Institution—5 Mandeville Place, Manchester Square, W. Salary, £25 10s. to £35 10s., with in and out uniform. Age, 25 to 35.

London—Hanover Institute—22 George Street, W. Nurses must be under 30, and have had 3 years' experience. A branch at Eastbourne.

London—Holy Cross Society—Ladbroke Road. Lady superintendent, Miss Pringle. Specially for Roman Catholics, who have to sign for 4 years.

London—Mr. Wilson's Institution—Wimpole Street. Salary, £30 to £40. Age, 25 to 35.

London—New Bond Street Institution. Lady superintendent, Miss Sprigg; nurses, over 200. The nurses pay a percentage on their earnings of 2s. 6d. in the £ to the office, after the first year of probation at a salary.

London—Middlesex Hospital Institution. Lady superintendent, Miss Wethered; nurses, 23. Salary, from £26, with a percentage on earnings.

London—Mildmay Nursing Home—Newington Green. Lady superintendent, Miss Dean. The nurses are deaconesses.

London—Devonshire Square Institution—Bishopsgate, E. Lady superintendent, Miss Worsnop; nurses, 90. All women wishing to become nursing sisters must apply personally, or by letter, to the lady superintendent, 4 Devonshire Square. They must be between the age of 25 and 35, in good health, and of unexceptional character. Testimonials and personal references are required. On being accepted they enter the Hospital, and when their training is completed they become nursing sisters, wearing a simple and suitable dress provided by the committee, and receiving for the first period of 3 years, £20 per annum; second, £23; third, £25. Those who remain 12 years receive £28 annually, and after 15 years' service, £30. On entering the Institution, the sisters sign an agreement to remain at work for 3 years.

London—Grosvenor Square Institution—1 Northop Street. Special nurses for nervous cases. Lady superintendent, Mrs. Caldwell; nurses, 15. Salary—probationers, £15; nurses, £20, rising to £29. Pensions given. Age, not under 25.

London—Great Ormond Street Institute, in connection with the Children's Hospital. Lady superintendent, Miss Smedley; nurses, 10. Salary, £20 to £25, with a percentage on earnings.

London—Royal Free Hospital Institute. Lady superintendent, Miss Wedgewood; nurses, 12.

London—Fitzroy House—Fitzroy Square. Lady superintendent, Miss Judkins; nurses, 16. The nurses receive a fixed salary, and also a percentage on the receipts.

London—St. Helena Home—St. John's Wood. Lady superintendent, Miss Robertson. The nurses have a comfortable home, a fixed salary, and bonuses. Only 3 years' trained nurses taken. 3 or 4 weeks' holiday.

London—St. John the Divine Sisters—Drayton Gardens. Sister superior, Miss Manners; nurses, 100. Salary, from £22. Probationers are trained.

London—Westminster Nurses' Home. Lady superintendent, Miss Kirwan; nurses, 64. In connection with the Westminster Hospital.

Maidstone—Stephen Monkton Nurses' Home. Lady superintendent, Miss Jones.

Manchester and Salford Institution. Lady superintendent, Mrs. Nicholas; nurses, 25.

Manchester Institute—62 Grosvenor Street. Salary, £25 to £30, with uniform.

Margate Institute—Vicarage Crescent. Probationers between 20 and 30 years of age are trained for 3 years. No salary first year; £15, £18. Trained nurses are taken on Co-operation principles. Lady superintendent, Miss Harbord.

Middlesboro' Nursing Association. Lady superintendent, Miss Purvis; nurses, 5 (gentlewomen only).

Newcastle-on-Tyne Nurses' Home—2 Granville Road. Lady superintendent, Miss Emery; nurses, 60; probationers, 9. Wages, £25 to £30, and bonuses.

Newport Institute—Isle of Wight. Salary, £25, and indoor uniform. Nurses, 12. Matron, Miss Williams.

Northampton Institution—35 Haylewood Road. Lady superintendent, Miss Stewart; nurses, 16; probationers, 4. Probationers are trained for a fee of £20.

Norwich Staff of Nurses—50 Bethel Street. Lady superintendent, Miss Watson; nurses, 43; probationers, 5. There is a benefit fund for nurses. Probationers must be 25 years, and are bound for 4 years. Salary, £10, £20, £21, £22. Servant class preferred.

Norwich—Private Institute, in connection with the Norfolk and Norwich Hospital. Lady superintendent, Miss Adam.

Nottingham Nursing Association—1 Regent Street. Lady superintendent, Miss Forest; nurses, 42; probationers, 6. Salary, £25 to £30, with uniform, and percentage on earnings.

Nottingham—Providence Nurses' Home. Lady superintendent, Miss Taylor. Salary, from £25.

Oxford—Sarah Acland Home—Wellington Square Age, 21. Lady superintendent, Miss Denniston; nurses, 25. Probationers serve for three years. Salary, nil first year, then £18, £20.

Pendlebury—Private Institute, in connection with the Hospital for Sick Children. Lady superintendent, Miss Turner. Nurses must have training for 2 years. Salary, £20, uniform and washing.

Plymouth—Private Nursing Staff of the South Devon Hospital. Lady superintendent, Miss Hopkins. Salary, £25 to £30, with uniform; nurses, 24.

Portsmouth Nurses' Association—Marmion Road. Lady superintendent, Miss Elliott; nurses, 50.

Preston Royal Infirmary Home. Lady superintendent, Miss Pigott; nurses, 12.

Reading—Hospital Nursing Institution. Lady superintendent, Miss Baxter; nurses, 32. Wages, £24 to £34.

Rhyl—Alexandra Hospital Institute. Lady superintendent, Miss Vizard; nurses, 13.

Salisbury Institution. Lady superintendent, Miss Hussey; nurses, 29; probationers, 6. Salary, first year, first quarter, £2; second quarter, £2; third quarter, £4; fourth quarter, £5; Clothes to the value of £5. Second year, £16; third year, £19; fourth year, £22; fifth year, £24. Following three years, £26, £28, £30. Besides the above wages: board, lodging, medical attendance, and clothes annually to the value of £5 are provided. Age, 23 to 33. Probationers are trained at the Salisbury Infirmary. They have to undergo three months' probation before the engagement is signed.

Scarborough Institute—45 Esplanade. Lady superintendent, Miss Kemp-Wakefield. Salary, £30.

Sheffield Nurses' Home.—Glossop Road. Age, 23 to 33. Wages, first year, nil, then £18, £20. Lady superintendent, Miss Armstrong; nurses, 33; probationers, 8.

Sheffield—St. George's Home. Lady superintendent, Miss Corvan. Nurses, 39 private, 5 district.

Southampton Nurses' Institute—8 Park Road. Lady superintendent, Mrs. Varian; nurses, 18; probationers, 3.

Southport—St. John's Institute. Salary, £30; total abstainers only.

Stoke-upon-Trent Staffordshire Institution. Lady superintendent, Miss Shirley; nurses, 96; probationers, 14. Salary, £25, rising in 5 years to £30. Probationers trained on a 4 years' agreement. Salary, £5, £5, £18, £20.

Stratford-upon-Avon Nursing Home. Lady superintendent, Miss Moseley; nurses, 10.

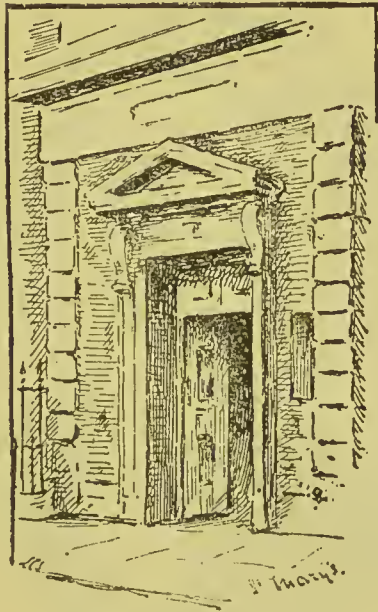
Sunderland Nursing Institute. Lady superintendent, Miss Jeffrey; nurses, 12; probationers, 9.

Taunton Jubilee Institution. Lady superintendent, Miss Wilson; nurses, 25. Wages, £25 and uniform.

Torquay Institution. Wages, £10, £15, £18. Holidays, 1 month. Matron, Miss Jennings.

Worcester City and County Institution. Nurses, 40; probationers, 7. Matron, Mrs. Carroll.

York Home for Nurses. Nurses, 50; probationers, 20. The home is managed by the Sisterhood of the Holy Cross.



CHAPTER VII

INFIRMARY NURSING.

THE skilled nursing of sick paupers is only gradually coming into favour. So late as 1889, *The Hospital* chronicled a case of pauper imbeciles being employed as nurses in a union infirmary, though these poor idiots probably needed nursing themselves. In many—far too many—infirmaries pauper inmates are still employed as



MISS TWINING.

nurses, and in these cases it is no uncommon thing for cases of cruelty, beating with pokers, for instance, to come before the Guardians. The best remedy for this state of things is the election of more lady Guardians, who can more justly appreciate than men can, the necessity for trained

nursing, and the best means of adjusting nursing and domestic details. There is an excellent society, The Workhouse Infirmary Nursing Association, which does its best to remedy the bad nursing in infirmaries.

It originated with the Marchioness of Lothian, who had been a Poor Law Guardian and constant visitor to a large London infirmary connected with one of the workhouses. In 1879, she and Lady Montagu invited Miss Louisa Twining to meet them and talk over matters that had come under her notice. Miss Twining and Lady Lothian visited the infirmary together, and subsequently paid similar visits of inspection to several other institutions of the kind. They came to the conclusion that there was great room for improvement, and the Association was formed for the purpose of effecting this. Miss Twining was elected first Honorary Secretary. During the outbreak of smallpox in 1881, the Association was applied to to supply nurses for the hospital tents, which was promptly done. In 1894 the Association supplied 82 nurses to 36 unions.

The regulations for probationers desiring to join the Association are as follows:—“(1) Probationers must not be less than twenty-two years of age, nor above thirty. (2) The usual term of training will be a year. (3) At the end of a year, probationers will be provided with situations by the Association, and for the next three years (*at least*), they will be required to take such posts as the committee will offer to them as day or night nurses, and be considered as members of the Association. The salaries at first after training will not exceed £20, with board, lodging, uniform, and washing, in the infirmaries. (4) Each probationer will have a month's trial before being accepted for the year. (5) Personal applications to be made in the first instance to the Honorary Secretary, 6 Adam Street, Strand, daily from 11 to 1 o'clock. Since 1880, Miss Wilson has been Honorary Secretary of the Association, and it has prospered greatly under her energetic rule. The Mary Adelaide Medal is for nurses belonging to the

Workhouse Infirmery Nursing Association. It was first presented in 1882. The device was designed by Lord Montagu, and the die presented by H.R.H. Princess Mary Adelaide, Duchess of Teck, whose initials 'M. A.' form part of the design. In 1881, H.R.H. had allowed her name to be given to nurses working under the Association. The medal is given to probationers trained by the Association after one year of satisfactory service; to nurses who receive training from other institutions, it is given after two years' satisfactory work in one situation. The medal



MARY ADELAIDE MEDAL

must be returned when a nurse ceases to work under the Association. But all praise for improvement in infirmery nursing is not due to the above Association. Nurses will ever remember Miss Agnes Jones, the pioneer in this work, who, in 1865, took charge of the huge Liverpool Workhouse Infirmery, and, with the aid of 12 nurses, reduced it to order. In 1869, Miss Torrance and a staff of nurses took up the nursing of the Highgate Infirmery, which was carried on later by Miss Annie Hill. Now, some of

the best training schools are to be found in infirmaries, and some of the most lucrative posts are to be won in this field.

Brief particulars of a few workhouse infirmaries are here given.

Birmingham New Infirmary. Age, 21 to 35. Fee for 1 year's training, £20. Hours, 7 a.m. till 9 p.m., with 2 hours for recreation. Three years' nurses get a certificate. Wages, £10, £15, £18. Lectures given. Separate bedrooms. Beds, 1,466. Matron, Miss Gibson.

Brownlow Hill Infirmary—Liverpool. Age, 23 to 35. Wages, £10, £16, £20. Hours, 7 to 8.30, with 2 hours off. Holidays, 3 weeks. Certificate given. Matron, Miss Stuart. Beds, 1,200.

Canterbury Union. Probationers received to work under a trained nurse. Salary, £10, rising £1 yearly to £15. Uniform supplied. Rules excellent. Matron, Miss Paris.

Chelsea Infirmary. Age, 21 to 30. Probationers received for 3 years' training under a trained matron. Lectures and certificate. Holidays, 2 weeks. Salary, nil first year, £18, £20. Matron, Miss de Pledge. Beds, 386.

Chorlton Union Hospitals—Manchester. Age, 22 to 30. Salary, £10, £12, £15, with uniform. Lectures and certificate. Holidays, 2 weeks. Separate bedrooms. Matron, Miss Rawson. Beds, 750.

Croydon Union. Probationers not taken under 21 years of age. Salary, nil first year, £12, £18. Hours on duty, 7 to 9, with 2 or 3 hours off. Lectures and certificate given. Matron, Miss Julian.

Crumpsall Infirmary—Manchester. Age, 23. Fee for 1 year's training, £25. Wages, during 3 years' course, £10, £15, £20. Certificate given, also lectures. Holidays, 3 weeks. Separate bedrooms or cubicles. Matron, Miss Hanan. Beds, 1,350.

East Dulwich Infirmary. Age, 21. Salary, £16. Sixty nurses to 700 patients. Matron, Miss Armit.

Kensington Infirmary. Age, 21 to 30. Three years' course. Salary, £12, £15, £18. Lectures and certificate given. Holidays, 2 weeks; 2 hours off daily. Separate bedrooms. Matron, Miss Hughes. Beds, 392.

Liverpool—Mill Road Infirmary. Three years' course. Wages, £10, £14, £18. Age, 22 to 35. Separate bedrooms. Lectures and certificate given. Matron, Miss Walker. Beds, 700.

Marylebone Infirmary—Notting Hill. Salary for the first year, £10; afterwards £20; must sign for 3 years. Age, 22 to 32. Separate bedrooms. Good lectures and classes; certificate given. Matron, Miss Vincent. Beds, 744.

Poplar Sick Asylum. Age, 21. Wages, £16, rising £1 yearly to £19. Hours, 6.30 a.m. to 7.30 p.m. Holidays, 2 weeks. Cubicles. Often have difficulty in obtaining nurses. Beds, 799.

Sheffield Union. Age, 21 to 35. Wages, £10, £15, £18. Holidays, 2 weeks first year, then 3 weeks. Training excellent; preparation for L.O.S. Lectures and certificate given. Hours on duty, 7 a.m. to 8.30 p.m., with 2 hours off. Matron, Miss Mary Tomlinson.

St. Olaves Union. Age, 21. Salary, £15, rising £1 yearly to £18. Matron, Miss Evans. Beds, 388.

St. Pancras Infirmary. Age, 22. Salary, first year nil, £15, £20. Lectures and certificate given. Hours on duty, 7 a.m. to 8.30 p.m., with 2 hours off. Holidays, 16 days. Matron, Miss Moir. Beds, 523.

Whitechapel Infirmary. Two years' course. No salary given first year, second, £18. Lectures and certificate given. Separate bedrooms. Age, 21 to 30. Matron, Miss Cogan. Beds, 689.

CHAPTER VIII.

DISTRICT NURSING.

THIS is at present a very popular branch of the nursing service, chiefly because it has received the sanction and support of the Queen's Jubilee offering. Of old all the district institutions were scattered and diverse in their rules; now they are one and all gathering under the Jubilee banner, and if only the Jubilee Institute continues to be efficiently run, a good work will have been done. We cannot do better than quote in full the regulations as to the training and engagement of Queen's nurses.

QUEEN VICTORIA'S JUBILEE INSTITUTE FOR NURSES.

I.—TRAINING.

1. The following qualifications as to training, approved by the Council, shall be considered requisite to render a Nurse eligible to be placed on the Roll of those to be submitted to the Queen for her approval:—

- (a) Training in some approved General Hospital, or Infirmary, for not less than one year;
- (b) Approved training in District Nursing for not less than six months, including the nursing of mothers and their infants after childbirth;
- (c) Nurses in country districts must in addition have at least three months' approved training in midwifery.

These conditions are subject to modification by the Council to meet exceptional cases.

Nurses already trained, and belonging to an Association already affiliated to the Institute, may be eligible if they afford satisfactory evidence of competency.

2. In order to provide the required six months' training in District Nursing, the Council have made arrangements with the Metropolitan and National Nursing Association, London, for the admission to their Homes of a limited number of Probationers already qualified, according to the above condition (a); and they are making similar arrangements with other District Nursing Associations in London and elsewhere.

3. A Candidate desiring admission as a Probationer should apply, by letter only, to the Secretary, Queen Victoria's Jubilee Institute for Nurses, St. Katharine's Royal Hospital, Regent's Park, N.W.; or to the Superintendent of the Metropolitan and National Nursing Association, 23 Bloomsbury Square, W.C.; or to the Superintendent of the Scottish Branch, 29 Castle Terrace,

Edinburgh; or to the Superintendent of any of the other Associations with which the Council may have made arrangements for training, whose addresses will be supplied by the Secretary of the Queen Victoria's Jubilee Institute for Nurses.

4. The Candidate, if approved, will be received on trial for a month, in order to enable her to become acquainted with the nature of District Nursing. If suitable, she will continue the course of training with technical class instruction for five months longer, in accordance with condition (b), during which period she will be considered as a Probationer.

5. If, during the time of training, the Probationer be found unsuitable, her engagement may be put an end to by the Superintendent.

6. Upon admission to the Home, the Probationer shall pay £5 towards the expenses of Board, etc., during her month of trial, which sum will be returned to her should she remain in the Home six months.

7. The Probationer will, at the end of her month of trial, be required to sign an agreement that she will for two years from the date of the completion of her District Training, continue to work as a District Nurse wherever the Council of the Institute may require her services.

8. While under training, the Probationer will be subject to the authority of the Home Superintendent, and her work to the inspection of the General Inspector of the Council.

She must conform to the Rules and Regulations of the Home, and she will be liable, in case of misconduct or neglect of duty, to be suspended by the Home Superintendent, whose duty it will be to report the case immediately to the Committee of the Home.

She will receive during her six months' training a payment of £12 10s., payable one-half at the end of three months from admission, and the remainder at the end of six months; but should she leave from any cause before the end of her training, she will not, without the assent of the Council, be entitled to any part payment.

She will be provided with full board, an allowance for laundry, a separate furnished bedroom or cubicle, and a sitting-room in common; as well as a Uniform dress, which she will be required at all times to wear when on duty. The Uniform must be considered as the property of the Institute.

9. On the satisfactory completion of her training, the name of the Probationer will be submitted to the Queen as being eligible to be entered upon the Roll of the Queen's Institute as a Queen's Nurse, and she will be recommended for employment as a District Nurse.

II.—ENGAGEMENT AFTER TRAINING.

10. The Council expect that they will have no difficulty in providing suitable engagements for the Nurses of the Institute, according to their respective qualifications. The salary the Nurse will receive must vary, and will depend to some extent upon her qualifications and previous experience.

Trained District Nurses are paid salaries varying from £25 to £50 per annum, with full board, lodging, and allowance for laundry.

11. Should a Nurse, after being entered upon the Roll, not be immediately provided with a situation, or subsequently, during the term of her agreement with the Council, leave her situation under circumstances approved by the Council, she will, while waiting for an engagement, receive maintenance and such salary from the Council as may be agreed upon, varying, according to the circumstances, from £25 to £35 per annum.

12. The name of the Nurse will not be continued on the Roll, and she will not be entitled to the name of Queen's Nurse, except so long as she is employed as a District Nurse with the approval of the Council. The Council have the sanction of the Queen to remove the name of a Nurse from the Roll on the

ground of any breach of the regulations, misconduct, or the unsatisfactory discharge of her duties.

Nurses wishing to terminate any engagement with which they have been provided by the Council, will be expected to communicate with the Secretary of the Council, and obtain the approval of the Council before giving notice to their immediate employer.

Candidates in London are admitted to the accredited Training Institutions, if there are vacancies, during the last week in March and September.

AGREEMENT to be signed by the Probationer on the expiration of the month of trial, if approved:—

The undersigned agrees to abide by
the above Regulations, and readily and cheerfully to obey all the
Rules of the Institute to which she may be subject.
Dated this day of , 18 .

(Signed) ARTHUR L. B. PEILE,
By Order of the Council.

6th May, 1890.

When the nurses have passed through this training and been licensed by the Council, their names and qualifications are placed before the Queen. This is not a mere nominal thing. They are actually passed by her Majesty and receive the badge, and are henceforth Queen's nurses. To show the sort of work involved in district nursing we give a specimen picture of a day with the nurses of the Metropolitan and National Association. The breakfast bell rings at half-past seven, and by eight o'clock the nurses, in their bonnets and cloaks, are ready to start on their rounds. Once a week each nurse is accompanied by the lady superintendent, who keeps a sharp look-out for untidy bandages or dusty corners, and is ready to listen to the complaints of the patients. Nurses are responsible for the personal cleanliness of each patient under their charge, and also for the state of the room. If there is no relation or friend to do the rough work, the nurse must tuck up her sleeves and scrub the floor and black the grate. This, however, seldom happens, and the usual duties consist in washing the patient, doing the hair, making the bed, washing all crockery and utensils, and attending to the doctor's orders with regard to outward applications or the giving of medicines. At a quarter to one the nurses return

to the home for dinner, after which they have two hours for rest or recreation. Tea is served at four o'clock, and then the nurses sally forth once more on their rounds till the supper hour, eight o'clock, arrives. Of course many cases have to be visited twice a day or oftener; and occasionally a nurse has to sit up at night or take charge of a fever case, when special arrangements have to be



DISTRICT NURSES.

made. There are also lectures to attend, and books to be studied during the leisure time. A page from a district matron's book will be found in the Appendix.

The Jubilee Institute has now 322 nurses on its roll, who work in 119 districts in England, 49 in Scotland, and 12 in Wales. For further particulars, apply to Miss Peters, at St. Katherine's Hospital. The title of "Queen's Nurse" can only be held by a woman working for a home affiliated with the Jubilee Institute, and who has fulfilled

the conditions of training. She can then, on the recommendation of the Council, be enrolled as a Queen's nurse, upon which she is presented with a badge to be worn on the left arm. There is also a badge for superintendents, and one for special service; the latter has been given by Her Majesty to the late inspector, Miss Rosalind Paget.

The question of affiliation is a serious one for local societies.

Speaking generally, the conditions are:—(1) That nurses shall have had at least one year's training in an approved general hospital or infirmary. (2) That they should have approved training in district nursing for no less than six months, including maternity nursing. (3) That nurses in country districts must have at least three months' training in midwifery. (4) In large towns the nurses shall reside in Homes, and be under the charge of a trained superintendent approved by the Council. (5) The nursing of patients shall be conducted under the direction of the medical practitioners. The Council are of opinion that the advantages of affiliation will be:—(1) To bring Associations into connection with the Institute which bears Her Majesty's name. (2) To assist in raising the standard of thoroughly trained nurses for the poor. (3) To entitle affiliated Associations to such aid as the Council may be able to give. (4) To entitle nurses attached to affiliated institutions who satisfactorily fulfil the conditions of thorough training, efficient work, and unexceptional conduct, to have their names subscribed on the roll of Queen's nurses. With regard to the expenses of a local branch the hon. secretary lately stated that they guaranteed their nurses for two years at the rate of £35 a year as wages, and a uniform which would cost about £3 10s., and washing. They found that the whole cost for a nurse came to about £69, in addition to lodging. The cost of lodging varied; but in round figures the total cost for one nurse was about £100—a second one rather less. Some necessary books cost from 10s. to 15s., and some necessary appliances about £10. In

regard to the raising of contributions, they had always found a few people willing to start a local Association. Then there was sometimes a fair amount received as contributions from patients. While money was not asked from them they sometimes gave it and it was highly valued.

Miss Mansel gives the following directions as to the uniform and bag of a district nurse.

“With regard to her uniform, the dresses, aprons, and oversleeves should be of washing material. A good warm cloak for winter use, and a lighter one for summer, are necessary. Her underclothing should be warm, and strong boots with broad soles and low heels are essential. A plainly trimmed black straw bonnet, without veil, and with white muslin washing strings, will complete her personal equipment. She must provide herself with a leather bag, of not too heavy make—morocco is the lightest and best for this purpose; this should contain the various articles she is likely to need for her work in the district.

Her bag should contain :—

A Hand Towel.	Thermometer.	} in case.
Travelling Soap Dish.	Silver Probe.	
Large Spatula.	Pair of Nail Scissors.	
Small Spatula.	Caustic Holder.	
Catheter.	Penknife.	}
Higinson's Syringe.	Skein Linen Thread.	
Small Glass Syringe.	Reel of black and white	
Medicine Glass.	Cotton.	
Pen and Pencil.	Bodkin. Thimble.	
Finger Stalls.	Needles. Yard measure.	}
Cake Carbolic Soap.	Ink Bottle.	
1 oz. bottle Carbolic.	Flannel Bandage.	
1 „ „ Carbolic Oil.	Calico Bandage.	
1 „ „ Spirits of Wine.	Tow. Cotton Wool.	
1 „ „ Turpentine.	Gutta Percha Tissue.	
1 „ box Simple Dressing.	Strapping.	
1 „ „ Zinc.	Broad and Narrow Tape.	
1 „ „ Zinc Powder.	Old Linen and Calico.	
1 „ „ Permanganate.	Temperature Chart.	
Note Book.	Wax Taper. Matches.	

A leather strap Chatelaine, to hang at her side, with pincushion, surgical scissors, and forceps.

Since the establishment of the Jubilee Institute, it has extended its sphere of usefulness to country districts, as well as town populations, and the Rural Nursing Association, having cast in its lot with the Institute, has helped to form what is now a very important nursing movement. Thirty districts now belong to the Rural District Branch, and it is believed the work will progress more rapidly when the supply of trained nurses at the disposal of the Institution becomes greater. Insufficiency in this direction is preventing many localities from being undertaken. The Central Committee, recognising the difficulty in the organisation of nursing in country districts, supplies local committees and superintendents with well-trying rules and advice, besides recommending fully-qualified nurses to them. Papers are issued by the Institute for the benefit of workers, and secretaries are ready to visit localities where their assistance may be of use. In order to pave the way to the establishing of a district nurse, the Central Committee frequently arranges a series of lectures in villages on nursing subjects. This arrangement has proved very satisfactory where it has been tried. Miss Oldham is in charge of this branch, and makes all arrangements for places with a population under 9000.

A system of Cottage Nurses has also been established, but they are women of three months training and of limited experiences; they do excellent work, but they ought to be called "helps," not "nurses."

The East London District Nursing Society allows its nurses to live each in her own district, to save walking; the North London Nursing Society, for some unexplained reason, seems to pride itself on not being connected with the Jubilee Institute. There are also many nurses working in connection with Mrs. Selfe Leonard's biblewomen; and there are, of course, parish nurses and nursing sisterhoods that undertake this work.

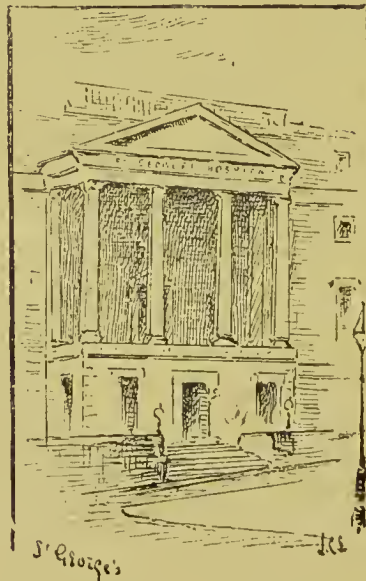
An important scheme for district nursing has been promulgated by the Local Government Board, who have issued a circular and Order to all the Boards of Guardians promulgated by the Local Government Board, who have issued a circular and Order to all the Boards of Guardians throughout the kingdom. The Local Government Board having had their attention drawn to the frequent absence of suitable persons to attend on sick poor receiving outdoor relief, in this Order empower Guardians to appoint persons to act as district nurses, and that these persons should have a recognised position, the Board issues certain articles on the subject. Article I. of the Order authorises the appointment by the Guardians of the Poor of any union or separate parish, with the Board's approval, of one or more officers, who are to be termed district nurses; and Article II. makes applicable to the mode of appointment, remuneration, and tenure of office of a district nurse, the provisions as to those matters which are in force in regard to the appointment of a nurse at a workhouse. The Board consider that it is of great importance that the persons who may be appointed by Guardians to the office of district nurse should have had thorough practical training in the nursing of the sick; and Article III. therefore directs that no person shall be appointed to the office who has not undergone, for one year at least, a course of instruction in the medical and surgical wards of an hospital or infirmary being a training school for nurses and maintaining a resident physician or house surgeon. A longer period of training than one year would seem desirable, although the Board have not deemed it expedient to insist upon it as an indispensable condition. The Board have, by Article IV. of the Order, directed that it shall be the duty of a district nurse to attend, duly and punctually, as a nurse, upon any poor person or persons in receipt of medical relief, when directed by the Guardians, or upon receipt of a printed order from a relieving officer in any case in which that officer may be authorised by regulations to be prescribed by the Guardians to give such order. A district nurse is also to obey any directions of the District Medical Officer in attendance upon any poor person, in regard to the nurs-

ing and treatment of such person, and to keep a record, in a form to be determined by the Guardians, of the cases which she attends. Apart from these prescribed duties, and subject to the prohibition contained in Article V. that no district nurse shall undertake the duties of a midwife, the Board have left the duties of the district nurse to be settled by regulations which, under Article VI., the Guardians are required to make. The last Article (VII.) merely defines the various expressions used. Undoubtedly this is

With regard to the pay of district nurses, the Stockport Sick Poor Nursing Association gives them £65 and uniform; the Manchester and Salford Sick Poor Nursing Institution gives them £25 to £30 and all found; the East London Society gives them 15s., rising to 18s. a week, with furnished lodgings and uniform; the Leeds District Home gives them £25 to £30 and uniform; St. Patrick's Home, Dublin, £25 and all found; Metropolitan and National Association, £35, rising to £50 in the sixth year, with all found.

We cannot do better than conclude this chapter by quoting from a letter which Florence Nightingale addressed to Lady Rosebery at the time of the starting of the Jubilee Institute. Miss Nightingale wrote:—"May the highest success attend the Queen Victoria nurses. And to ensure the highest success the highest training must be theirs. To nurse the sick poor *at home* is the highest branch of nursing, for the district nurse has no hospital helps, or but few. She must be thoroughly trained as a hospital nurse, but the district nurse must be able to do without the hospital appurtenances. She must know how to extemporise hospital appliances. She must know how to take notes of cases for the doctor's visit—very different from taking notes in hospital, where the doctor is always at hand. Further, the hospital is supposed to be a place where the sick and maimed can recover. But the district nurse must *make* the poor sick-room a place where the sick poor at home *can* recover. She must be first a nurse, but she must also *nurse the room*—in cleanliness, in ventilation, in removing every

sort of foulness. That is an essential part of her duties. She must have a skilful tact and kindness to induce, to teach the patient's friends how to do this. If she has the love and gentleness, and the practical knowledge necessary, they will be ready and willing enough. Besides a nurse, she must be a sanitary missionary, not an almsgiver, for where doles are given, nursing flies out at the window, or rather remains outside the door. But she must know what sanitary authorities to have recourse to, in what respects the necessary offices of a dwelling are deficient or neglected. She must also know to what charitable agencies to have recourse, when there is real want of food, clothing, bedding, but especially of medical comforts. She is not herself to form another pauperising agency, but to *de-pauperise*. There is no need to say that she is never to be a religious proselytiser; but may she not say the little word in season without doctrine? Her acts of kindness and trained skill, however, will be her best doctrine."



CHAPTER IX.

ARMY AND NAVY NURSES.

NURSES who have trained for three years in a good general hospital are eligible to join the army or navy nursing services, and to receive the honourable title of Her Majesty's Nursing Sisters. To join the military service, application must be made to the Director-General of the Army Medical Department, Victoria Street, Westminster, S.W. In making an application, a declaration must be signed by the candidate, stating particulars of age, parentage, education, and previous medical training. She must also produce a recommendation from some person of standing in society to the effect that she possesses the personal tact, temper, and ability qualifying her for appointment, and that she is in every way a desirable person to enter a service composed of ladies of good social position. When these and other conditions have been duly complied with, and she obtains an appointment, she will be able, as a nursing sister, to receive a salary beginning at £30 and increasing to £50. A senior nursing sister, acting as superintendent, earns an additional £20. The lady superintendents are now generally chosen from the ranks of the nursing sisters, to whom there is therefore some hope afforded of bettering their position; the pay of the ladies who fill these posts average from £150 to £200 per annum. Her Majesty's Nursing Sisters are liable to be sent on foreign service, and have the right to those medals issued for any campaign in which they serve. They are also eligible for the Royal Red Cross. The chief centre of these sisters is at Netley, the head of the order being Miss Norman, who was appointed in 1890 to

succeed Mrs. Deeble, the first superintendent. The Director-General is Sir William Mackinnon, K.C.B.

The naval nursing service consists of two grades:—Head sisters and sisters. Candidates must produce certificates or other satisfactory evidence of training at a large civil hospital in the United Kingdom. The limits of age for appointment are—head sisters, between 30 and 48; sisters, between 25 and 40, and will not be retained in the service after 60. Pay (in addition to furnished quarters, uniform, fuel, light), for head sisters, £40 to £160; for sisters (in addition to a further allowance, 1s. 6d. a day in lieu of provisions, and 1s. 6d. per week for washing of personal linen), £30 to £50. No forms of application are supplied by the Admiralty; an ordinary letter addressed to the Director-General, Naval Medical Department, Avenue House, Northumberland Avenue, S.W., is sufficient. The headquarters of the naval sisters is at Haslar, where Miss L. Hogg reigns; but, perhaps, the best work these sisters do, is nursing the officers of the Mediterranean squadron who are landed at Malta, ill with typhoid. The Director-General is James N. Dick, C.B. There are in all about 70 members of the army and navy nursing services, and some account of their uniforms and decorations will be found in another chapter.

CHAPTER X.

NURSING ABROAD.

THERE are some good openings for nurses abroad, but the extra earnings have their equivalent in extra labours. It is no use for a nervous, helpless nurse, used to having all her materials and cases supplied to her, to think of facing the difficulties of life in a new country. It is only the very young, and strong, and cheerful who should go forth to work in the wilds, and even they should carefully count the cost first.

A nurse who decides to go to one of the colonies should apply to the Agent-General for the colony, or to the Emigrants' Information Office, 31 Broadway, Westminster, for information. She will thus learn much about the climate, cost of living, and necessary outfit. There are a good number of societies which will look after a woman emigrant during a voyage, and on her first arrival, should it be desirable; for instance, the Emigration Department of the Girls' Friendly Society, the Church Emigration Society, or the Women's Emigration Society, 12 Carteret Street, Queen Anne's Gate, S.W.

The four largest foreign fields for English nurses are South Africa, America, Australia, and India; and particulars are here given of the nursing in these places.

South Africa.—A Nurses' Home and Cottage Hospital has been opened at King Williamstown, Cape Colony. Miss Janet Hickman, of the Nottingham General Hospital, has accepted the post of matron, at a salary of £80. Miss Pagett was appointed matron of the Nursing Institution, Pretoria, about two years ago; Miss Magee, about the same time, was appointed matron of the Albany Hospital, Grahamstown. Sister Mary Agatha, 3 sisters, 12 nurses, and 1 probationer, nurse the New Somerset Hospital at

Cape Town. There are 150 beds. Mrs. Vibert is matron of the Durban Hospital, and Mrs. M'Donald of the Grey's Hospital, Pietermaritzburg. The Kimberley Hospital, over which Sister Henrietta reigns, has a large training school for nurses under the care of the Bloemfontein Sisters. The Hospital authorities give every advantage which the condition of the country allows to nurses and nursing pupils. None are engaged who do not hold the position of refined and educated people, for as the rougher work of the wards is done by native servants, especial care is taken to give the nurses an intelligent training, as well as a comfortable and happy home. Advantages are given to those who intend to do private nursing, as a large proportion of the patients pay from 5s. to £1 a day, and the utmost nicety is required in arranging their rooms and serving their meals. A salary is given which is sufficient to pay all expenses of clothing, holiday, etc. The heat is considerable during a great part of the year, but there are four cool months in which to recover. Nursing institutions seem to be almost unknown in Cape Colony. Sister Henrietta sends out private nurses sometimes, but as a rule the private nurse has to trust to her own resources. At Barbeton there is a Private Hospital with a staff of the matron, 2 nurses, and 2 probationers. The matron receives £120 a year; the nurses £50 a year. Miss Mackay, matron of the Frere Hospital, East London, receives £125 a year. There are 25 beds. Miss Lucy Aisbitt is matron at Jagersfontein. Nurses who hold the L.O.S. diploma are sometimes sent to South Africa by the Cape General Mission, 20 The Paragon, Streatham Hill, S.W.; also, at 53 Pearson Street, Port Elizabeth, Cape Colony. There is an institute for private nursing. Candidates must be between the ages of 25 and 35, and produce certificates of health. Applicants must sign an agreement for 3 years. Salary, the first year, £36; second, £43; third, £50; with board, lodging, uniform, and free second-class passage. Preference given to those with a knowledge of monthly nursing. There are 3 English nurses at work at Volk's Hospital, Pretoria. The Somerset Hospital, Cape Town, is nursed by the Sisters of All Saints'. Dr. Duncan Greenlees, of the Grahamstown Asylum, wrote a letter, which appeared in *The Hospital* for July 18th, 1891, stating that there was a good opening for attendants in the colony. He says: "In my own institution the salary begins at £40 per annum, and this is increased to £50, after a year's satisfactory service. In addition, board, lodgings, and uniform are provided, so that, although the cost of living may be slightly higher than it is at home, yet the dear articles are mainly to be found in one or other of the above three items, and a girl could easily save from £30 to £35 per annum, if so inclined. Secondly, the climate is delightful. It is now midwinter, and, although chilly at night, yet

during the day the temperature is that of an English July, and snow or ice are rarely seen."

At Johannesburg there was once a flourishing Nurses' Home, but it proved a failure. Still, many nurses find work in the town. Three of the late members of the Home have gone to Mashonaland. In "The Recollections of a Nurse," a book published by Macmillan, there are some touching accounts of work under difficulties in Africa. "Sister Emma," as the writer chooses to be called, commenced her training in 1867, but she was of an adventurous spirit, and a great admirer of Dr. Livingstone. The difficulties and dangers of a nurse in England were not sufficient for her, and the first opportunity that offered she was off to Zanzibar. Her first case was a girl with a smashed toe, which took three months to heal. She was one of the last lot of released slaves, and knew no word of English. Constant attacks of fever took hold of all who nursed at the mission at Zanzibar, and twice Miss Jones, who was Sister Emma's colleague, thought that Sister Emma was dead. In April, 1877, Miss Jones died of typhoid, and in the following summer Sister Emma had to confess herself beaten, and sail for home. She had left England in November, 1875, weighing over eleven stone; she returned in July, 1877, weighing eight stone three pounds. She took to nursing work again in London after two months' rest, and kept to it until the beginning of June, 1879. Then the Baroness Burdett-Coutts gave her a chance to go out and nurse our sick and wounded soldiers in South Africa. Here she took charge of a tent at Ladysmith, and the surgical cases were sent down to her from the front. The day began at 7 a.m. with getting out stores, and into the hospital by 8 a.m. to prepare feeds and take temperatures. Then round with the surgeon, and then the dinners to cook and serve. The range consisted of two bricks and an iron bar, but Sister Emma, who had great faith in good feeding, got a mincing machine, and managed somehow to make savoury messes. At 4 p.m. those patients who wished it had tea or coffee, and at half-past six a substantial supper. Then temperatures and dressings again, and the day's work was over at 9 p.m. Soon orders came to go on to Newcastle, and as no seats could be got in the post-cart, the two sisters rode the forty miles over a very rough road. Not a very comfortable reception at the end either. A mud hut for dining and sitting room, furnished with four packing-cases—one for a cupboard, one for a table, and the other two for chairs—and a bell tent to sleep in, round which the soldiers had forgotten to dig a trench, so that the floor was deep in mud. All these difficulties, however, the sisters seem to have regarded as jokes.

America. — Turning next to America, we find excelle

training schools, and a far more advanced state of nursing.

The nurses of *St. Luke's Hospital, Chicago*, train for 2 years, and receive excellent lectures from the medical staff, and weekly classes held by the superintendent (Miss K. L. Lett). Nurses are on duty from 8 a.m. to 8 p.m., with an occasional 2 hours off duty. They are supplied with a uniform and a small salary to cover expenses, but in nowise intended as wages. There are 23 nurses in the school, which number must shortly be increased to 38, to provide for the nursing of the Johnston Memorial Hospital. The demand for private nurses exceeds the supply. The past and present nurses have lately banded themselves together to form a "Blue Cross Association" to help one another in time of sickness.

The Philadelphia Hospital has 1,600 beds, divided into 11 departments, such as men's medical, maternity, etc.; and each of these departments is under a charge-nurse, who is responsible to the chief nurse or matron. Pupils entering the training school for 2 years receive a salary equivalent to a guinea a month; those entering for a year receive no salary, but are provided with board, lodging, and washing. There is a preliminary examination in reading, writing, and arithmetic for all nursing candidates. The nurses are carefully instructed in ward work, preparation of food for the sick, methods of observation, anatomy, and physiology, during their first year, and on passing an examination are presented with a diploma. Those who pass well, and desire to fit themselves for superior positions, are then further taught hospital housekeeping, correspondence, etc. Every nurse has to provide herself with uniform, books, and thermometer, and her expenses for the first year are estimated at a hundred dollars. The rules for nurses and the hours of work are much like those prevalent in London hospitals. Day nurses rise at 6 a.m., and come on duty at 7 a.m. They have half-an-hour for dinner in the middle of the day, and 2 hours for recreation in the afternoon. At 5 p.m. they have a meal called "supper," a pretty substantial meal, and at 8.30 p.m. they leave the wards; 10 p.m. is bedtime.

At the *New York Hospital Training School* a class is started each April and each October with the expectation of getting 15 competent pupils out of each class. The course lasts for 2 years, and usually the class in the beginning consists of from 40 to 50 young women on probation. When the probationers are weeded out, at the end of a month or so, the fittest only have survived, and about 60 per cent. have been found to be undesirable. Candidates having been accepted on probation are given free board and washing, but no pay, and are put to work in performing minor duties of assistance in the various wards. Some find that the

work does not suit them, and the directress finds that others are not suitable for the work. Before the end of 2 months has passed the class has been formed, and the accepted women don the cap, dress, and apron of the hospital, and become junior assistants, with a salary of 10 dollars a month. The senior assistants get 13 dollars a month, and have charge of the wards during the night. The nurses are on duty from 7.30 a.m. to 7.30 p.m., with an hour for dinner, and, when hospital duties permit, additional time for rest and study. They are also given a half-day every week, and when possible every second Sunday. A vacation of 2 weeks is allowed each year. Courses of lectures are given, and every year a list of nurses who have "graduated," or finished their training, is printed. Last year 18 nurses graduated.

At the New York Hospital, and, indeed, at all of the Hospitals which have training schools, this register of graduates is kept, and anyone wishing to employ a nurse can go to any of these institutions and receive the addresses of nurses not at the moment engaged. If a trained nurse were engaged all the year round, she would be able to make very good wages, as she gets, when she is employed, from 15 to 50 dollars a week, the average being about 25. And during the time of employment she has no board to pay, though, of course, her rent goes on all the same. A good nurse—one in whom several doctors, for instance, have confidence—can be pretty sure of making 600 dollars a year according to a writer in *Harper's Bazaar*.

A most excellent school of training for nurses is connected with *Bellevue Hospital, New York*; the Nurses' Home being at 426 East Twenty-six Street. The training is modelled on the Nightingale School, and was started by Sister Helen, of King's College Hospital. Each year the number of applicants for admission is so large, the Committee can choose those likely to make the best nurses; last year there were about 400 applications, and about 50 were accepted. There are no paying probationers. Four courses of lectures are delivered during the year on Obstetrics, Anatomy, Physiology, and Diseases; and at the close of the year a doctor always gives a valedictory address to those who are leaving the school for other fields of labour.

At *Medicine Hat* there is a small hospital which consists of (a) 4 large wards, 2 for men and 2 for women, which are devoted to medical and surgical cases; (b) 4 small wards for incurable cases; and (c) a maternity department containing about 6 beds. Miss Reynolds, the matron, was trained at Leeds, and certainly does the Hospital and her parent school great credit. The nurses have their own separate sitting-room and dining-room, and they each have a separate bedroom also. It is interesting to note that Miss Reynolds trains nurses, with the aid of the medical staff,

and so may be regarded as the superintendent of the "highest" nurse training school probably in the whole world—Medicine Hat being 2,150 feet above the level of the sea.

Winnipeg General Hospital. This Hospital consists of separate buildings containing (a) administration and general wards; (b) a Nurses' Home; (c) a maternity hospital. The Hospital contains somewhere about 60 beds in all. Applicants have to communicate with the medical superintendent, who is practically master of the Nurses' Training School. If approved after a period of 2 months' probation—during which time applicants receive board and lodging at the expense of the Hospital—pupil nurses are admitted to a course of 2 years' training, and receive 6 dols. (24s.) per month the first 6 months; 7 dols. (28s.) the second 6 months; and 10 dols. (£2) a month for the last year. Pupil nurses are obliged to serve either as nurses in the Hospital, or to attend to private cases among the rich and poor in any part of the Province of Manitoba. This outside nursing is liable to lead to serious abuses, and we should hope that it will be discontinued in the case of all pupil nurses of less than a year's standing, at any rate, so soon as the school is fully organised. The school is non-sectarian, and courses of lectures with practical instruction are given in the wards, and at the bedside, by the medical superintendent. The pupil nurses have to pass a final examination in the studies of each course in April, or at the completion of their 2 years' course. Those nurses who are successful receive diplomas certifying that they have gone through the course, and are duly qualified nurses.

The *University of Pennsylvania Hospital* has a Nursing Home, and the whole department is in charge of the superintendent, Miss Davis. The school was organised in 1886, and has now become an important feature of the Hospital. There are 30 nurses in course of training. Instruction is given by lectures, demonstrations, and practical teaching, the whole of the arrangements being in the immediate charge of the assistant superintendent. The committee give a medal each year to the nurse who graduates with the highest honours. It is called the Nightingale Medal.

The *Massachusetts General Hospital and M'Lean Asylum* is a good training school, presided over by Miss Myra B. Brown; there is a special Nurses' Home, built in 1885, and all the arrangements are for the comfort and instruction of the nurses. The training at the M'Lean Asylum is probably the best the attendants can get on either side of the Atlantic. The training at the Hospital is for 2 years; the pay is 10 dollars a month the first year and 14 dollars a month the second year. The school is called "*The Boston Training School*," but the work is done in the Massachusetts General Hospital.

The *Wisconsin Training School for Nurses* is in connection with the National Soldiers' Homes, and graduates about 7 nurses annually. One of its members, Mrs. Darling, has been appointed Matron of the Hospital at Oconto. It is the only training school in the State, and its private nurses are in great demand.

The *Garfield Memorial Hospital, Washington*, receives probationers for 2 years; they must be between 22 and 33 years of age. They receive 10 dollars a month the first year, and 14 dollars a month the second year. Certificate given at the end of course. Hours on duty, 7 a.m. to 8 p.m., with 1 hour off. Holidays, 2 weeks, and 1 afternoon monthly.

The Hospitals of *San Francisco* consist of the United States Marine Hospital, on the Presidio Reservation; the New City Hospital; St. Mary's Hospital (Roman Catholic); State Women's Hospital, and a Hospital for Women and Children, the latter being managed almost exclusively by women, the medical staff being all women, with the exception of the orthopædic surgeon. Trained nursing is only just being inaugurated at the City Hospital; at St. Mary's Hospital it is in the hands of a Catholic sisterhood; this is the case in many American hospitals. The *Union Pacific Railway Hospital at Denver* is nursed by the Order of St. Francis, and the *Salt Lake City Hospital* by the Sisters of the Holy Cross.

The *Johns Hopkins School, Baltimore*, is one of the latest and best in the States. The cooking school is a novel and useful feature, and in every way the training at the Johns Hopkins is thorough and up to date.

The *Brooklyn Training School* gives a 2 years' course of instruction; age, 25 to 35. The pay is 7 dollars a month the first year and 12 dollars a month the second year. The hours on duty are from 7 a.m. to 7 p.m., with one hour off. In addition to the practical experience obtained in the wards, there is a regular course of study embracing the following subjects: Anatomy, physiology, obstetrics, the nature and course of various diseases, the action and doses of those medicines in general use. Monthly written examinations are held by the superintendent, and the general standing of each pupil nurse recorded. Only nurses obtaining 75 per cent. or over at the final examinations, together with a good record during the 2 years' course, are granted diplomas.

As far as can be ascertained there are at present 10 training schools in Canada, but the *Toronto School* is by far the largest school in the Dominion. It was organised in April, 1881, and

has, therefore, been in operation for 10 years. For the last 7 years the school has been superintended by Miss Mary A. Snively, a Canadian, who was trained in Bellevue Hospital, New York city. Beginning with 16 nurses in 1881, in 1891 the school numbered 60 pupil nurses in training, and 2 permanent nurses, 62 in all. The officers of the school consist of a superintendent, and assistant superintendent, 1 supervising night nurse, and 2 permanent house nurses—1 in the lying-in pavilion and 1 in the gynecological pavilion. The uniform of this school is an open brown check skirting, made princess style; white cotton apron with broad strings, tied in large bows at the back; a muslin cap made high in front, and low behind, trimmed with frilling. The head nurses wear the same, only the caps are encircled with a black velvet band. This is the distinguishing mark of a head nurse, and is eagerly sought after, as it is considered an honour to attain to this position. Every pupil receives 3 dollars a month, board, washing, and uniforms, during the first year; and the second year, 6 dollars per month, with board, etc. This is not looked upon as payment for their services, but is simply to provide them with the necessary text-books, etc. The training school is controlled by the trustees of the Hospital, like all the other departments of hospital work, the medical superintendent having the general supervision, and the superintendent of the training school immediate charge of the nursing, course of work, study and lectures, as well as the discipline of all the nurses in the Hospital.

To sum up: the Bellevue Training School started in 1873. Within the year a second school was opened in Boston, and a third in New Haven, Connecticut; and in 1890, there are no less than 33 scattered over the States. We hear of 1 in Columbia, 1 in 'Frisco, 3 in Boston, 3 in Philadelphia, 4 in Brooklyn, and so forth—the pioneer city, New York, heading the list with 5 schools, and making provision for 229 pupils. The excellence of the training received by the pupils in this city, and elsewhere, is testified to by the large and increasing demand for their services as private nurses, and also as superintendents or assistant-superintendents of hospitals. At present this demand largely exceeds the supply, as is shown by the reports of the schools. With regard to the candidates for admission to the schools—as far, at any rate, as the larger and better known ones are concerned—the position is reversed, the number of applications being far more numerous than the vacancies to be filled up. During one year, 386 women applied for admission to the Bellevue Training School, while only 47 could be accepted.

As to age of admission, most of the schools take pupils from 20 to 40 years of age, but some do not take any under 25 or

over 35. In nearly all, the number of years required for the full course of training is 2; in three it is $1\frac{1}{2}$; and in the Philadelphia Lying-in School it is given as only 1. In 4, at least, there are no instructors of the sterner sex; one of these, the Boston City Hospital Training School, having no less than 14 lady lecturers. At the school in connection with the San Francisco Children's Hospital, again, there are 10 female and only 3 male instructors.

With regard to the salaries paid to pupils, there is, as might be expected, a good deal of variation. In 2 schools—the Washington and the “Brooklyn Maternity,” no salary is given; and in the “Hospital of the Good Shepherd,” Syracuse, N.Y., and at Detroit, Michigan, a pupil receives only £15 for her first year. But the greater number of schools seem to give from 8 to 10 dollars a month during the first year, or, in other words, from about twenty to five-and-twenty pounds; while in the second year there will be an increase of 2 or 3 dollars per month.

One out of these 33 schools is for *male nurses* only; it is situated in New York city, and has now been at work for 2 or 3 years. The Bellevue Hospital, also, has decided to open a training school for male nurses. A handsome building has lately been erected in the Hospital grounds for this purpose through the generosity of Mr. D. D. Mills, of New York; and by this time it is probably in full working order. Another training school, in connection with the M'Lean Lunatic Asylum in Somerville, Massachusetts, takes male as well as female pupils, some 80 or 90 in all. Those who contend for the equalisation of women's wages with men's will scarcely be pleased to hear that the pupils in the Male Nurses Training School are paid £30 for the first year, and about £38 for the second—considerably more than the majority of lady pupils get; and that at the lunatic asylum mentioned above, men are paid nearly double as much as women.

With regard to *private nursing*, it is carried on in America mainly through the directories.

Miss Gee, of 40 M'Gill College Avenue, Montreal, pays her nurses £37, with washing and uniform; there is a staff of 12 English nurses now working in Montreal. In Ottawa, Lady Stanley has lately opened a fine new nursing home. At Vancouver, English nurses are working at St. Luke's Home, under Sister Frances.

The first directory for nurses was established at Boston, Mass., in November, 1879, and opened with the names of 60 nurses on its books. The chief members of the medical

profession in practice around Boston were communicated with, asking them to supply a list of such nurses as, from personal knowledge, they could recommend. To all nurses so vouched for, as well as to all graduates of the training schools for nurses, circulars were then sent explaining the plan, and notifying them to register themselves. At first a nominal fee of 50 cents for registration was charged, which has now been increased to 5 dollars. A book is kept containing the name and details of each nurse's training and experience. Into this book are entered every engagement which the nurse has had through the directory, the report which was received from the attending physician, and also from the patients, as to the conduct of the nurse in every case. Should either or both of these reports be unsatisfactory, a general committee of ladies and gentlemen, representing the directory, investigate the charges made, and, on their finding, the committee either exonerate the nurse or award her one of three penalties—(1) a caution, (2) a fine of 3 dollars, or (3) the removal of her name from the list. No advertisements have appeared in the papers of this directory, which relies upon its merits solely for its success. At the present time there are about 1000 nurses on the registry at Boston. It may be added that the fee charged the public for furnishing the addresses of nurses from 8 a.m. to 8 p.m. is 1 dollar, and from 8 p.m. to 8 a.m. 2 dollars. An extra charge is made in cases requiring unusual labour and responsibility—as when nurses are found and sent in answer to applications by letter, telegram, or telephone.

The Philadelphia Directory for Nurses has 800 nurses on its list; last year there were 1006 calls for nurses in the city, and 320 out of the city. The finances are satisfactory. Dr. Weir Mitchell gets all his nurses through this directory. The nurses take their own earnings, and pay a percentage to the office.

Miss Sarah Sheldon has charge of the Directory for Nurses at Buffalo, and has at least 2 English-trained nurses on her books. The nurses charge from 10 to 15 dollars a

week. An English nurse wrote, in 1890, from Kansas city—

“There are considerably over a hundred women here who go out as nurses, but I do not think there are more than eight, if so many, who have had any hospital training. The opinion in which trained nurses are held has improved steadily in the last two years and a half, when there were not more than half a dozen doctors who appreciated the difference between a trained and an untrained nurse. There were three or four trained nurses here then who found constant employment, but the demand did not exceed the supply by any means, and several English and Boston nurses soon became disheartened, and left the city. Private nursing is here, as in England, more remunerative than any other branch of the work, a good nurse being able to command 15 or 20 dollars (about £3 or £4) a week. But she does not enjoy the comforts of home, rarely having a room she can call her own, and seldom going out.”

The *Nightingale*, an American nursing paper, lately gave an interesting answer to an English nurse who asked about emigrating to New York. It said—

“You should have enough money to allow of some waiting for cases, at least at first. It is a mistake to turn to other work during these intervals. We have known of nurses who have become housekeepers or companions in order to help themselves along before getting established. This is always a detriment to subsequent prosperity. That which would be admirable and praiseworthy in other departments of labour is here a reproach. The nurse cannot turn her hand to unprofessional work when out of employment, without a loss of public esteem. To any woman wanting to establish herself here in nursing, we would say do not attempt it unless you can bring with you the equivalent of 200 dollars, or, at least, 100 dollars in ready money. With this proviso you have a fairly good chance of success. The profession is not yet overcrowded here, although we have times of peculiar immunity from sickness, when many of our best nurses are even unemployed.”

District nursing is very backward in America, and is chiefly carried on by “visiting nurses,” supported by different congregations. The Boston association supplies nurses to each dispensary district, of which there are six in that town; Chicago has a flourishing Visiting Nurses’ Association, also employing 6 nurses, who work under relief committees; Philadelphia has something of the same kind, and in New York are a few scattered nurses working in connection with different churches. But the whole is poor compared with the English system now consolidated by the Jubilee gift.

Australia.—The hospitals of Australia are very fine, especially the Prince Alfred Hospital at Sydney, but the nursing drags somewhat, and is behind the times. The following rules lately adopted by the *Alfred Hospital, Mel-*

bourne, may be taken as typical of those existing elsewhere:—

1. That the period for nurses under training be extended from one to two years.
2. That, for the first six months, the pupil nurses be termed "probationers," for the second "pupils," and after the first year "nurses."
3. That the various grades be distinguished when on duty by a distinctive badge or dress.
4. That during the term of training, each nurse shall perform night duty for at least six months, not necessarily consecutive.
5. That for the first six months of her probation the pupil shall not receive any payment; but if, at the end of that term, she passes a primary examination, she shall receive, for the second six months, pay at the rate of £20 a year; for the third six months, at the rate of £25 a year; and for the fourth six months, at the rate of £30 a year.
6. That the foregoing salaries be paid on the distinct understanding that no extra pay will be allowed for any special or night duty that the pupil may be required to perform.
7. That the pay of assistant nurses—other than pupils—shall commence at £35 a year, and increase at the rate of £2 10s. annually up to £45 a year.
8. That the pay of head nurses shall commence at £50 a year, and increase at the rate of £3 for two years, and £4 for the third, up to £60 a year.
9. That the foregoing rules, so far as they affect the nurses at present under training, shall not be retrospective, save with the consent of any of the said nurses, but that the increased rate of pay to the head and assistant nurses date from the adoption of this report.

The *Brisbane General Hospital* in 1890 formulated a nursing scheme. The head nurse is Miss E. F. Crosse, and under her are 5 charge-nurses, 10 staff-nurses, 15 assistant nurses, and 7 probationers. Candidates of the nursing staff can enter under two schemes—in one case they only sign for 18 months and receive £12 wages; in the second case they sign for 3 years, and their pay begins at £20 and rises £5 every 6 months till it reaches £65. A certificate is given after 18 months if the probationer can satisfactorily pass an examination. In the male wards there is a service of wardsmen who enter the service of the hospital at £40, rising £5 every 6 months to £70.

The following quotation is from a late report of the *Prince Alfred Hospital* at Sydney:—

"The directors have pleasure in reporting a highly satisfactory condition of the nursing staff. The discipline maintained by the matron, the lectures of the late medical superintendent, and the practical training by the sisters, have enabled the nurses to acquire a high degree of efficiency, and to gain two gold medals, as well as other prizes, at the late Women's Industrial Exhibition. The directors refer with special pleasure to the sympathetic kindness and devotion which the matron and nursing staff have displayed in their trying and arduous work, increased, as it has been, by the great number of serious cases of typhoid. Acting upon the experience of the last five years, it has been decided that the system of selecting probationers should be rendered more definite and stringent; that the course of training for the Hospital certificate should be extended to three years; and that arrangements should be made for the de-

livery of a systematic course of lectures embodying concise teaching upon every subject with which a nurse should be acquainted, the entire course of training being designed to render the nurses practically acquainted with every detail of their work without embarrassing them with unnecessary knowledge."

The matron is Miss Downs. Beds, 150.

The *Sydney Nurses' Home* is at 140 Phillip Street. A limited number of thoroughly-trained nurses are received into the Home as resident nurses. The salary is at the rate of £26 per annum, and an additional 10s. per week while on active duty, or £1 per week in infectious cases, making a total of from £40 to £50 per annum. Board, lodging, washing, and uniform are provided. A few young women are annually trained as professional nurses, who become probationers in one of the hospitals of the colony, where they remain for either 1 or 2 years, and receive gratuitous board, lodging, and training, with an allowance towards clothing. At the end of the period of training, they serve the Home as resident nurses for either 1 or 2 years, as may be agreed upon. The charge for the nurses' services is the same as in England, £2 2s. for ordinary cases, and £3 3s. for infectious cases. The rules are fairly strict. This is the first: "While not on active duty, each nurse will live at the Home. She is to yield cheerful obedience to the matron, and to perform such domestic duties as may be assigned to her. She is to wear the prescribed uniform, to attend regularly at meals, and lectures or lessons, and must not leave the house without permission; but she will be expected to take regular outdoor exercise, and to attend the sick poor when called upon." Sometimes nurses who join the Home are disappointed at colonial ways. No one should emigrate who is not prepared to meet difficulties, which may be trivial, but are very irritating. As a rule colonials are very jealous of English-women, yet they like and admire them, and will work with them on terms of equality, but not under them. They are sensitive to a degree, and resent being patronised. The expensiveness of service in Australia makes it necessary for ladies to do more menial work than at home. This makes them more surprised when nurses object to sweep or dust.

Miss S. Read (trained at St. Thomas's) has started an *Invalid and Nurses' Home*, at 84 Darlinghurst Road, Sydney. It is a large house on the top of a hill in a fashionable neighbourhood; there is a telephonic connection with all parts of the city. Nurses are sent out, and take their own earnings; a staff is also kept to attend to the invalids in the Home. Patients from home travelling for their health are received. Nurses on the staff receive £40 first year, and £45 second year.

The *Melbourne Trained Nurses' Agency* is worked by Mrs. R. C. Norinan. Nurses pay an entrance fee of 5s., and a fee of 2s. on

each case secured through the agency. There is a system of fines, and the nurses take no part in the management of the agency, which seems to be a purely private venture. The good points are the formation of a nurses' club in connection with the agency, the subscription being a guinea per annum. Light refreshments and light literature are supplied at the club, which is open daily from 9 a.m. till 10 p.m., and on Sundays from 2 to 9 p.m. Another good point is the publishing of a list of the names and qualifications of the nurses.

The *St. Kilda Nurses' Home* is worked by Miss Davey, who trained at University. There are 30 nurses at present on the staff, many of them of English training, and the Home has become self-supporting. Besides board and lodging, each nurse receives from the committee a salary of from £40 to £45, and an addition of 25 per cent. from her earnings. Indoor uniform is provided, and must be worn; out of doors the dress is optional. All nursing appointments are made by the lady superintendent, who can have no higher eulogy than the fact that all things work harmoniously, and that she enjoys the confidence of nurses, doctors, and patients alike. No nurse is received who does not undertake to remain on the staff for as long as a year.

In 1891, the Crown agents, Downing Street, sent out 2 trained nurses to the *Perth Colonial Hospital*, Western Australia. Their passage out was paid, and salary began at £40 a year. They were each to have charge of 18 beds, and were warned that the quarters were rough at present.

There are good training schools at the *Adelaide Hospital*, *Sydney Children's Hospital*, and many of the *Melbourne Hospitals*, but they chiefly train their own nurses. Mrs. Blanchard, writing of the work done by the Colonial Emigration Society, of 6 Adelphi Terrace, says: "Trained nurses have been very successful, and many we have sent out have been appointed as matrons to small hospitals up the country, where new towns were forming, and as they become more populated their position and salaries will increase in proportion." A characteristic letter from the secretary of such an hospital is here given, the institution described being the Echuca District Hospital, Victoria: "In reply to yours *re* nursing, etc., we have 2 medical officers, not resident—*viz.*, Dr. George R. Eakine and Dr. T. Orde Smith. Mrs. Wilson is matron. She has two females under her, a cook and a housemaid. The latter assists the matron in the female wards. The house steward is dispenser and dresser. He has an assistant wardsman, who attends to the male wards. There are 17 beds for males, and 6 for females. But a large addition has just been completed to our hospital building, which will afford an equal amount of accommodation to that named, and in addition has

three small wards for private cases. The south wing, or new addition, has been erected at a cost of £2,500."

In *Tasmania* there are two training schools.

Hobart General Hospital. Matron, Miss Harriet Munro, trained at St. Bartholomew's and Children's Hospital, Pendlebury. Number of beds, 80 for male general cases, 28 for women general cases, and 28 fever beds. Five sisters (one on night duty) in charge of the whole hospital. Each sister, except the sisters of the fever ward, takes night superintendence in turn for 3 months. The staff varies from 18 in number at slack times to 25 in busy fever seasons. All ward work is done by the ward maids, 2 of whom work on each floor. Probationers come on 2 months' trial, at the end of which time they enter into a contract to serve for 2 years; at the end of 2 years they are examined by the lady superintendent, and by the senior medical officer, and if found proficient a printed certificate is given. The head nurses or sisters were formerly ladies who had come from English hospitals, but now every sister in the Hospital has been trained in Hobart.

Launceston General Hospital is conducted much on the same lines as that in Hobart. Lady superintendent, Miss Milne, one of three sisters who came out from the Edinburgh Infirmary; number of beds, 94; nurses, 13; average number of in-patients daily for 1887, $73\frac{3}{4}$.

India.—The greater number of English nurses in India have gone out under the Indian Nursing Service, Lady Roberts' Fund. or under some sisterhood.

Indian Nursing Service. Address—The Indian Office, St. James' Park, S.W. The nursing establishment consists of two grades—*viz.*, lady superintendents and nursing sisters. Candidates must be hospital trained, and be over 25 at date of appointment. They must also submit a recommendation from a lady in society to the effect that they are desirable persons to enter a service composed of ladies of good social position. Pay (in addition to free quarters, fuel, light, and punkah-pullers)—for lady superintendent, 4800 rupees (£480); for nursing sister, 2100 rupees (£210) per annum. Term of service, 5 and 10 years. Gratuity allowed after 5 years' service as follows:—to lady superintendent, 1200 rupees (£120); to nursing sister, 500 rupees (£50). After 10 years' service—to lady superintendent, 4000 rupees (£400); to nursing sister, 1500 rupees (£150). Free passage out and home. Outfit allowance—lady superintendent, £25; nursing sister, £15. Forms of application can be had from the Indian office. Payment is made in rupees. In the above statement the rupee is calculated at the nominal value of 2s., but often it is not worth this.

The following letter of advice to sisters going out to India appeared in *The Hospital* for November 21, 1891:—

“DEAR SISTERS,—Government will offer to advance £20 out of your future pay; if you can manage without the advance, do, for they also allow £15 for outfit-money. You are not obliged to spend all that at Harvey Nicholls’; any bank will cash the Government draft. You will need 18 aprons, white linen or twilled cotton, calico or nainsook will do; they are made plain, with two pockets and square bibs, bands buttoned or invisible strings. H. N. last year put sashes or broad strings on the aprons, which were not uniform. Harvey Nicholls’ have all the patterns, and they can be seen there; the bonnets you must get there, the cloaks it would be advisable also. Get six pairs of regulation bonnet strings, and bring out as much grey ribbon as will re-trim your bonnets when necessary, and frilling for the bonnet-raps. If you buy one grey dress and have it made, it might do, and get materials at H. N.s’, and have the other dress made up at home. I brought out, in addition to two grey dresses, material for a third, and two dozen regulation buttons. I found I had saved by doing it; you can’t get the serge here. I brought out six white dresses, and got six more here; they are cheaper here. £5 will be enough ready money to bring out with you. Your mess bill on board ship should not exceed £3, at 2s. per diem, and you may wish to spend a little money at Malta and Port Said. When you reach Bombay, go to the district staff officer and draw your first month’s pay, it will give you money to go on with, and will not be counted in the money that may have been advanced to you in England, that will be subsequently deducted from the next following five months’ pay, and, of course, you will lose on the exchange.

“In buying boxes, have tin trunks principally; have one large wooden one, tin lined, for the hold; medium sized tin boxes are more useful than large ones, flat wide ones best, two moderate sized tin trunks, one for ‘present use’ baggage room, and one for ‘change of clothing’ at Suez, one good sized tin cabin trunk, one large Gladstone bag for cabin, and one hold-all; these I bought very reasonably at Baker & Sons’, High Street, Holborn; leather boxes are more expensive, and get destroyed out here. Have your name painted on each box in front, not too large, ‘Miss E. Browne, I. N. Staff,’ or ‘Indian Nursing Staff,’ or ‘I. N. S.,’ just as you like, any of the three titles will do. No padlocks allowed. For your tin trunks buy leather straps, cords are not allowed; and if there are no straps the locks burst. The wooden box ‘heavy baggage’ for hold have screwed down, four screws will do; for ‘light baggage,’ concave-topped trunks are allowed: you will get all information gratis about regulation sizes, etc., from Curtiss & Sons, Portsmouth, whom I advise you to employ as agents; you can store your boxes there; they will meet you at Portsmouth, put everything for you on board in its proper place, and all for a few shillings. I employed them and their corresponding agents in Bombay, King, King & Co. Some of my luggage I never saw for a fortnight before I left England till I arrived at my destination in India, and nothing lost.

“Don’t buy a travelling or other kind of bath, Government supplies each sister with a regulation tub; if you have one you can bring it, if not, buy an extra trunk by preference. At Portsmouth buy a soiled-linen bag with lock, about 4s. 6d. or 6s. at Curtiss & Sons’, also a deck-chair, which latter, have your name painted on or you will have it stolen.

“All nursing sisters are immediately under an acting superintendent. She provides the table linen, knives, forks, spoons, etc. Cooking utensils and crockery, for the use of which the nursing sisters on arrival at a station pay their share of the expenditure, or a sum is charged them with the housekeeping account, monthly. The acting superintendent, whose authority over the

nursing sisters is supreme, does the housekeeping, selects and engages the servants. Monthly expenses, according to the station you are in, vary from 35 rupees to 90 rupees per month. Each sister has to provide her own bedding and bed linen. Government supplies spring beds. My bedding consists of no mattress, a resai, which you can buy at Bombay for 2s. 8d., or 3 rupees. It is like an eider-down, only more substantial, 7 ft. by 4 ft.; two wool pillows—feather pillows are most expensive out here; six pillow-cases, six thin cotton sheets, two blankets, *i.e.* a double one cut in two; and two counterpanes, these would be cheaper in England; also bring out bath and huckaback towels.

“About 50 yards of art muslin, at about 2d. per yard, would be a most useful thing to bring out; it would save you buying muslin curtains here at ten times the expense. I required for one room I had six pairs of curtains. Bring plenty of gloves in a glass bottle, white and grey being the most useful colours for you. Suede and silk are very nice; the latter are very dear here, silk gloves being 2 rupees 8 annas a pair; that would be almost 5s. at home. White kid gloves, 4 rupees 8 annas a pair—that is about 9s. at home. Tan gloves don't look bad with uniform. A warm wrap or cloak is very necessary—furs get mouldy out here—an imitation astrachan cape and muff would be useful; grey would match uniform. One evening dress is quite enough, as you can only wear it when on leave. The sisters when dining out usually wear white silk uniform dresses with red velvet belts and facings; at one station they wear cashmere. A riding skirt is a necessity in hill stations. The work out here is very heavy, the climate trying, and the discipline and redtape irksome. I go on duty every morning at half-past five a.m., and work till half-past eleven, then home for breakfast and a siesta; duty again from three till five p.m. or till eight p.m. every other day. The cases are mostly enteric, and have to be alternately sponged and fed all day and all night, and temperatures taken every four hours. Still all our names figure in the army list, and we hold a good position. There are now about 6 superintendents and 50 sisters working in India.”

Lady Dufferin's Fund is for sending medical women to India, but a few nurses have been sent. Application should be made to the Hon. Secretary, 27 Inverness Terrace, Hyde Park, W.

There has constantly been misconception amongst nurses as to the objects of “*Lady Roberts' Fund for Nursing Sisters' and Officers' Hospitals.*” Its objects are, first, to supply Homes in the hills for the lady nurses working in the military hospitals in India, to which sisters can go for change and rest when worn out by working in the trying climate of the plains, thus preventing their having to take leave to England, or remain on the plains till their health breaks down. Secondly, in connection with these Homes, to provide officers' hospitals, where officers who have not homes of their own can be sent in case of illness, or when recovering from illness. Many a poor young officer, after a hard fight for life in the plains, has succumbed when sent to the hills to recover, because he has found there neither the proper nursing nor food that he needed. An Indian hotel or club is a most unsuitable place for a convalescent. Thirdly, to provide an auxiliary staff of lady nurses to work in these military hospitals to which the Government nurses have not been supplied. At Murree, which is the hill station for the Punjab and North-West of India, is established

the largest of these Homes, and out of the thirty-four officers who have found shelter there in times of illness, chiefly when suffering from typhoid fever, only two have died. One was a surgeon moved in much too late (being in the third week of enteric fever), who died shortly after his admittance, and the other a young officer of the Seaforth Highlanders, who was so injured by a fall over a cliff while out shooting that he died within thirty-six hours. A smaller Home has been built at Kasauli, and one at Wellington, in the Madras Presidency; and last year a Home was built at Quetta, a town which has become a very large cantonment for European troops. That the Government has recognised the necessity for these officers' hospitals is proved by the fact that the patients are allowed to be attended by the depôt surgeons, and that medicines are supplied gratis from the Government dispensaries. The officers are charged, if under the rank of captain, five rupees a day; if over that rank, six rupees a day. This allows the youngest subaltern to have skilled nursing care, and all the expensive requirements of severe illness, and yet live well within his pay. The fees charged cover the actual expenses, but the nurses' salaries, building expenses, etc., all come out of Lady Roberts' Fund. The auxiliary staff of nurses is for the soldiers; they receive their passage money, outfit, and a good salary. They are sometimes sent out to nurse officers in their own homes.

The Lady Roberts' Nurses are much better off in more ways than one, than civil Indian nurses. The salary is nearly six times more than the general run, they are always in a hill station, have shorter hours of duty, ward servants, and last but not least, all are gentlewomen, and are treated as such. All applications respecting this Fund should be made to Major-General Oliver Newmarch, C.S.I., India Office, Whitehall, S.W.

There are in *Bombay* three hospitals; the European General, which is a Government one, and the nursing is under the All Saints' Sisters. They have trained nurses from home for nursing in the wards and private work, and they also train probationers. The only objection is the mixture of Europeans and Eurasians.

Benares Hospital is nursed by English nurses. The course is for three years.

The Jamseeji Hospital is for natives, and the nursing is also managed by the All Saints' Sisters. They have European nurses, and train native girls as probationers.

The Cama Hospital is another under European management, and is for Parsees only.

In *Poona*, not seven hours' journey from Bombay, there is the David Sassoon Hospital for Europeans and natives (separate wards), the nursing worked by the Sisters of the Wantage Society.

There are hospitals in Madras, Calcutta, Karachi, and in heaps of other places, and nurses may chance to get into them. The hospital at *Hyderabad* is under the charge of Miss Laurie, late sister at the London Hospital. Most of the hospitals will pay a nurse's passage out if she will sign a 3 years' agreement. The hours as a rule are Chota Hazri, 6.30; wards, 7; breakfast, 10; lunch, 2; tea, 5; dinner, 8; off duty till 10; then bed. Night nurse from 8 to 7. Half a day off once a week.

Mrs. Pole Carew, Ceylon, has a Trained Nurses Association; salary, 30 rupees a week when at a case, and £15 given towards outward passage money.

According to articles by Mrs. Cuthell, which have lately appeared, there is great want of trained nurses for private work amongst the great mass of civilians in India. It seems probable that a nursing institution in such a town as Allahabad, for instance, would be very successful if properly managed. The Mofussil and the Up-Country European Nursing Association have lately been formed to meet this want. The secretary of the latter is the Hon. Mrs. Lyttleton, 21 Carlton House Terrace.

The Continent.—Let us now glance at nursing on the *Continent*. The Deaconesses Institution at *Kaiserwerth*, where Miss Nightingale trained, still exists and takes probationers; and similar institutions exist in all parts of Germany. At *Berlin* there is the celebrated Augusta Hospital. The Hospital was founded during the Franco-German War of 1870-71, to be worked by ladies of the higher classes who wished to give as much time as they could spare from other duties to nurse the sick and wounded. It was chiefly supported by the Empress Augusta, after whom it was named, and by whom the rules were drawn up. She kept the approval of the appointments of doctors, sisters, and pupils entirely in her own hands after they had been chosen by a committee of ladies and gentlemen, to whom all questions were referred, and the institution was under her personal supervision during her life. At the end of the war, the buildings, which at first were quite temporary—mere tents and barracks—were rebuilt by degrees. The Hospital stands in a lovely piece of open ground near the "Invaliden Garten" in the "Scharnhorst Strasse." During the war the help of all, even if they could only offer certain hours of the day or night, was eagerly accepted; but when that was over it became necessary for the permanent good of the Hospital to make rules and restrictions. The Empress wished it to be worked by ladies who were willing to do all kinds of work, housework as well as nursing, and who, for the time they resided there, were to be under certain vows. Anyone who wished to train as a "Schwester" and to enter the community was to be of noble parentage on both sides of the family; she must be unmarried, must belong to the Evangelical

faith, and was to promise entire submission to the Oberin. She must further be a probationer for 1 year, and after that period of trial she could leave, or become a fully professed "Schwester." The Empress was present at the ceremony of professing a sister, and gave her a large silver cross with an enamelled red cross in the centre, also her blue dress and cape. Four ladies are also received for training for £30 a year, and some English ladies have gone through this course. There are 170 beds, and a great deal can be learnt from the methods of the sisters.

In *Vienna* there are 3 chief hospitals:—first the *Allemeines, Krankenhaus*, which holds 2,000 beds, and where there is a staff of 250 nurses taken from the streets and with no matron to superintend them. The Hospital offers a field for reformation, if only a Florence Nightingale could be found to undertake the work. The next hospital, the *Rudolph Stiftung*, holds 850 beds, and is nursed by Catholic sisters and lay nurses. It seems a peculiar arrangement, which cannot give satisfaction or promote harmony. The third hospital is the *Rudolfinerhaus*, nursed by the Red Cross Sisters. A nurse there, as elsewhere, is required to have all the womanly virtues. Her training takes 1 year, including the month of probation. For this month she receives only board and lodging; from the beginning of the second month she receives, in addition to this, 6 gulden per month, also her clothing, including uniform, but excluding underwear. At the end of the first year the pupil undergoes an examination before the superintendent and some members of the Board of Directors, which is conducted by the head physician. If she is successful, she receives the title of nurse, receives the badge of the Society, and her salary is raised to 12 gulden per month. She receives no diploma as nurse until she has occupied that position for 1 year. . . . After being 1 year a pupil and 1 year a nurse her salary is raised to 15 gulden per month, and after being 1 year a pupil and 2 years a nurse, she will receive the diploma of the "Sister of the Red Cross" (*Rudolfiner*), and a badge, which she has the right to wear on a white band on her arm. Dr. Charles Kraft has introduced a 5 months' training for externes at *La Source*, Switzerland, and several English nurses have gone there.

The size of these foreign hospitals seem enormous. That at *Milan* holds 4,000 beds and has a staff of 250 women nurses, 112 men, and 60 sisters. Four to five thousand out-patients attend daily. The wards are enormous, running the height of the hospital, and down the middle of the larger ones a double row of beds is arranged. The nursing arrangements are in the charge of the Sisterhood of *St. Vincent de Paul*, and seem to be excellent. Each sister receives board, lodging, and uniform, and 1s. 3d. a

day; the nurses receive rather less, but can always rely on a pension if they work long and faithfully at their posts. The Elizabeth Hospital at *Buda-Pesth* is nursed by the Red Cross Sisters, and 12 probationers are received every 6 months for training. At the end of 2 years, if they pass a satisfactory examination, they receive the badge of the Red Cross in the shape of a brooch.

Private nurses in *Denmark* charge by the day at a rate of from 4s. to 6s.; they train in the large hospitals, but the training is merely theoretical, and they have none of the lectures and classes which are our privilege. The largest hospital is the Common Hospital, which is divided into the male and female sides; a separate matron rules over each side, and under her are 2 staff nurses and probationers, there being about 1 probationer to 15 patients; and as there are 70 beds on each side, each staff nurse has to look after 35 patients. There are also 22 housemaids in the Hospital. The probationers are not paid for the first few months; the staff nurses receive about £25 a year, the matrons about £50. The nurses are well housed away from the wards, and have pleasant dining-rooms; they are off duty for 2 hours every other day, with a half day once a week, and a fortnight or 3 weeks' holiday in the year. Most of the hospitals grant pensions to the nurses who serve them long and faithfully. The district nursing seems to be mainly supported by a Government subsidy, and to be carried on by women of the people who have had some experience in hospitals. There are 87 of these district nursing societies, and they employ 126; several of them charge a small fee for the nurse's services. Two special institutions, the Red Cross and the Deaconesses' Institution, deserve special mention. The Red Cross was founded in 1875 with the object of supplying trained nurses in time of war, to fulfil which they train nurses in time of peace, and have so far trained 100 women, of whom 60 are still in their service. The time of training is 1 year, and every winter a course of ambulance lectures is given to the nurses. When trained, the nurses are employed by the Society to nurse all classes, and the Society charges for the nurses' services according to the position of the patient, the very poor being cared for gratis. The Deaconesses' Institution is on the same lines as the well-known Institution at Kaiserwerth, and was founded in 1863 by Princess Louise of Denmark. There are 167 sisters, and they have homes for invalids, for servants, for children, etc., besides their hospital, which is celebrated for the number of successful gynecological operations there performed. There is a peculiar system of night nursing, the night being divided into 2 watches of 4 hours, and being shared by 2 sets of nurses. With regard to midwifery, Denmark is far advanced. Since 1810 the whole country has been divided into districts, and a midwife appointed to each district at

a fixed salary. The midwife conducts every case of normal labour, and is not allowed to leave any pregnant woman after labour has set in; she is in some manner an officer of state, and has to fill in a printed schedule giving particulars of every case she attends, and forward it to the Board of Health. Midwives must be between 18 and 30 at the time of their training; they have to serve 9 months in a lying-in hospital, where the instruction is theoretical as well as practical. Denmark has several good text-books on midwifery, and also a journal for midwives; whereas the chief nursing text-book is a translation of Miss Nightingale's "Notes."

The vexed question in the nursing world in *France*, is, and has been for years, the comparative merits of lay nurses and of religious sisters. As usual there are two sides of the question: in favour of the past system it can be said that the sisters were extremely kind to the patients, and ever true to their duty; and that the present nurses are known to be more worldly, and some of them have been known to accept bribes. But, on the other side, the sisters were more devoted to priests than to doctors; they trained their probationers in theology more than in nursing, and they produced that discordant element which must ever be where there is a divided duty. The sisters got behindhand in scientific knowledge, they failed to fulfil all that was demanded of the doctor's handmaid, and, therefore, they lost their power. The present nurses are not all that is to be desired, but then no system is perfection at first, and these present nurses are only gradually being trained up to the high standard the doctors desire.

Six religious communities were formerly responsible for the nursing in Paris. The Augustines reigned at the hospitals of La Charité, Saint Louis, La Riboisière, and L'Hôtel Dieu. The Sisters of Sainte Marthe nursed at Saint Antoine, La Pitié, and Beaugon. The Sisters of Saint Vincent de Paul at Necker and Saint Eugénie, the Sisters of Compassion at Lourcine, the Sisters of Saint Marie at Cochin, and the Sisters of Saint Thomas at the Enfants Malades. They were always gentle, and liked by the patients, though they must often have been severely tried by the cases at the Lourcine and elsewhere. When the *Assistance Publique* first introduced lay nurses to the number of 491, they were recruited from domestics out of place, dismissed shop-girls, and a like class. They were paid from 15 to 20 francs a week, and given lodging, food, and uniform; but even at this wage they were not angels. They drank the patients' wine; they demanded tips; and they are even accused of having drunk the spirit in which the doctors preserved their specimens!

The municipal council of Paris, in 1877, sanctioned the proposals of Dr. Bourneville for training nurses, both male and female, in the Government hospitals. The work was begun at

Salpêtrière and at Bicêtre that same year, and the sisters of charity were gradually replaced throughout the chief hospitals by lay nurses. The course of training for lay nurses lasts a year, and the nurses have to attend theoretical and practical classes. The theoretical course includes 7 subjects; Hospital administration, anatomy, physiology, minor surgery and dressings, hygiene, pharmacy, and monthly nursing. These classes are held twice a week, from 8 to 9 in the evening. Each lecturer gives 18 lessons, and demands of his hearers essays on 2 given subjects. The practical classes are held almost daily. A diploma is awarded to the successful pupils at the end of the year. The Parisian hospitals are not very large. The Hôtel Dieu contains over 800 beds; La Pitié, over 700 beds; La Charité, over 400 beds; Enfants Malades, over 600 beds; La Maternité, over 300 beds. For district nursing there is the community of the Little Sisters of the Assumption, 57 Rue Violet. About 150 professed sisters, novices, and postulants live at the Mother House, or, rather, in the grounds. For the first year novices have a house to themselves, where with prayer, and study, and holy discipline they prepare for the fight with the misery and sin in the world. From England, Ireland, Spain, Germany, Russia, and all parts of France, simple, gentle, and noble, leaving fortune and luxury, come to join this community. Miss Bryant has a Nurses' Institute at San Remo, and Mrs. Dan. Norris takes nurses every winter to her Invalids' Home, Villa d'Ormesson, Cannes.

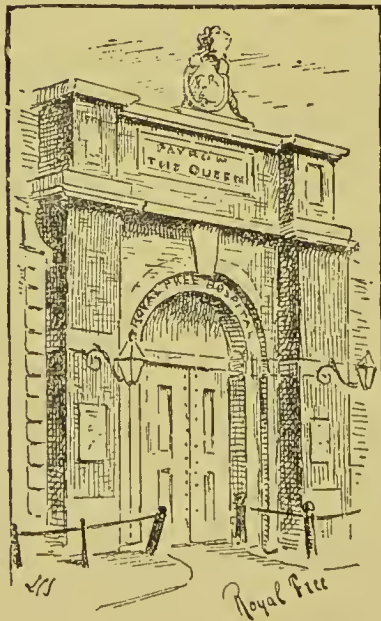
In *Spain* nursing is very backward, but an Edinburgh nurse has lately been appointed matron of the English Hospital at Rio Tinto.

Looking elsewhere abroad we find that there are many English nurses in *Egypt*. In 1889 the Khedive, after much persuasion, consented to the employment of three English certificated nurses on the female side of the Kasr-el-Aini Hospital at Cairo, and the Egyptian Government made a grant for their salaries, maintenance, and passage money. Their work was found so useful in teaching and training the native nurses that the number was increased in 1889, as the Khedive had consented to the English nurses taking charge of the male as well as the female side of the hospital. This was a great triumph over Mussulman prejudices, the value of which in the future it is difficult to estimate. A subscription was opened in London and Cairo to further increase the number of nurses in order that some of them might be always available for nursing private cases of illness. Owing to the death of Miss Hughes, one of the nurses, from typhoid fever, caught in the performance of her arduous duties, a generous friend subscribed a large sum for the erection of a separate building as a home for the nurses. The new home is called the "Marian Hughes Nurs-

ing Home" at Lady Strangford's Hospital. Two English nurses are in charge. Miss Foggo Thomson has a private hospital at Cloughton House, Cairo, and usually takes out two nurses every winter. The Colonial Hospital at *Gibraltar* is officered by women trained at the London Hospital, so also is the Colonial Hospital at Hong Kong. At the Peake Hospital, Hong Kong, Miss M. A. Thompson, who trained at the Marylebone Infirmary, is in charge. At Larnaca in *Cyprus*, working under the Cyprus Society of 30a Wimpole Street, are 2 English nurses; and at the Government Hospital, Mionia, on the same island, is an English nurse. The salary in Cyprus is £30 per annum, with all found, and the nurses have to sign for 3 years. St. Hilda's Mission has a few nurses at Azabu, Tokyo, *Japan*; and some American nurses have been established in that country. There is an English nurse at the head of the *Fiji* Hospital, also at the head of the General Hospital, *Barbadoes*.

At *Buenos Ayres* a Nightingale nurse is in charge of the British Hospital, and there are some private nurses working on their own account in the town; these last charge 30 to 35 dollars a week, but the currency is paper and always fluctuating in value. A knowledge of Spanish is necessary.

At Auckland and other towns in *New Zealand* there are very fair nurse training schools. In fact the English nurse has become ubiquitous, and it would be easier to say where she is not, rather than enumerate all the places where she is.



CHAPTER XI.

MALE NURSES.

THERE is a lack of proper training schools for male nurses in England, and these men have to pick up their knowledge in asylums, lock hospitals, and infirmaries as they best can. The Seamen's Hospital, Greenwich, has always 3 male nurses on its staff. Male nurses are supplied by Mr. Wilson's Institute, the London Association of Nurses, the Male Nurses' Mutual Benefit Association, and the Hamilton Association. The Mutual Benefit Association, 69 Wigmore Street, is under the patronage of Dr. Blandford, Dr. Langdon Down, Dr. Savage, and Dr. Hack Tuke; its principal object is to save the exorbitant commissions charged by general institutions, amounting in most cases to 40 per cent.

The Hamilton Association trains male nurses. Its rules are as follows:—

CANDIDATES.

1. In the selection of men as trained nurses, the Committee will insist upon the following qualities on the part of candidates, namely:—Absolute sobriety, good moral character, and general respectability of conduct and appearance; that they have undergone such training as to qualify them in cases of emergency to render "first aid" to the sick and infirm under their care until professional assistance can be obtained; and to carry out such instructions in respect to treatment and management of patients as they may receive from the physician or surgeon in attendance.

2. Men who offer with a view to qualify themselves to be employed as nurses must be prepared to undergo such course of training as the Committee may require.

3. Men who have served in the army, navy, or auxiliary forces as trained attendants on the sick, and who, being under 45 years of age, are desirous of being enrolled as nurses under the Hamilton Association, are required to fill in the information called for in Form No. 3, as appended. The necessary

"Form," to be obtained on application to the Secretary, and on completion to be transmitted to him (postage prepaid), namely :—

Form No. 3.

To be filled in by naval or military candidates for employment as nurses under the Hamilton Association, who have already undergone a course of training in attendance on sick men.

1. Name in full, and rank on discharge.
2. Regimental number.
3. Age last birthday.
4. Height and weight.
5. Place or country of birth.
6. Professed religion.
7. Present address.
8. Married or single?
If married, how many children?
9. Corps or ships in which served, and dates of such service.
10. Capacities in which served, with reference to duties of nursing, and dates of such service.
11. Character recorded on discharge documents, and reasons for discharge.
12. Certified standard of education.
13. Present rate of pension or reserve pay per day. Is pension temporary or permanent?
14. Present state of health, as per attached medical certificate.
15. How employed since discharge from the public service, and character, more especially in regard to sobriety and general respectability, attested by a certificate.
16. Do you agree to a deduction being made from your wages when employed as a nurse under the Hamilton Association, in accordance with Section IV., paragraph 7?
17. Do you agree to abide by the rate of wages which the Committee may arrange with an employer to obtain for you, having reference to your own qualifications, and to the demand for nurses?
18. If you have undergone any special training in hospital, state its nature.
19. Do you agree to pay an entrance fee of 20s., and to submit to all the present regulations of the Association, as embodied in the printed book of rules and regulations, and to any further rules and regulations in regard to it that may be promulgated hereafter under the authority of the Committee of Management?
20. Are you a subscriber to the sick fund of _____ (place or district), and thereby entitled to medical attendance in case of illness on yourself and family?

Signature.....
Place.....
Date.....

NURSES.

1. Every man on making application to be registered as a candidate for employment as male nurse, or to be trained as such, under the Hamilton Association, will pay 20s. towards its funds and expenses.
2. Previous to being given employment he must sign the rules and regula-

tions in token that he understands them, and that he agrees to abide by them. He must at the same time deposit the sum of 40s. with the Secretary as caution money.

3. Nurses belonging to the Association must appear at all times properly and respectably dressed.

4. Each man on joining the Association must, previous to registration, provide himself with, and must subsequently maintain in a good and serviceable condition, an outfit to the satisfaction of the Secretary.

5. The nurses will be graded as follows, according to their qualifications and character, namely :—First class, second class, and third class. Except in very special cases, men on first joining the Association will be rated in the third class, but their advancement will take place according to their proved qualifications, and irrespective of their seniority in the Association.

6. The Committee will obtain employment for the nurse on the conditions, and at such rates of pay as are stated in these rules, having regard to the proved qualifications of the nurse, and the demand for nurses.

7. All monies received from employers for wages for the nurse will be paid to the latter within seven days, subject to the following deductions :—

5	per cent.	on all hospital work.
10	„	massage cases by the hour.
15	„	all other private cases.

8. If any employer fails to pay the amount due for the services of any nurse, and in the opinion of the Committee it shall not be desirable to take legal proceedings against such employer to recover the amount so due to the Association, the Association shall not be bound to take any such proceedings, or make good any such loss to the nurse.

9. Nurses will not be allowed to take cases on their own account while on the roll of the Association.

10. Nurses will keep the Secretary informed of every change of residence, whether temporary or permanent, so that they may be readily communicated with. If incapacitated by illness (or other cause) from taking duty, they will also inform the Secretary at once.

11. Money wasted in telegrams or otherwise through carelessness on the part of nurses will be deducted from their wages. Repeated negligence will entail a fine in addition.

12. While a nurse, so long as he is in the employment of a private patient, is to be considered in the light of a paid servant, the fact is at the same time to be borne in mind that he is responsible for the care of the patient under the orders of the medical attendant.

13. In conducting his duties towards his employer and patient, the nurse will observe every care and tenderness that the case requires ; he will study the feelings and wishes of the patient, and will carry out all instructions he may receive from the medical attendant.

14. When a nurse is employed in an hospital, infirmary, or other institution, he will be subject to the rules of that institution while so employed. He will

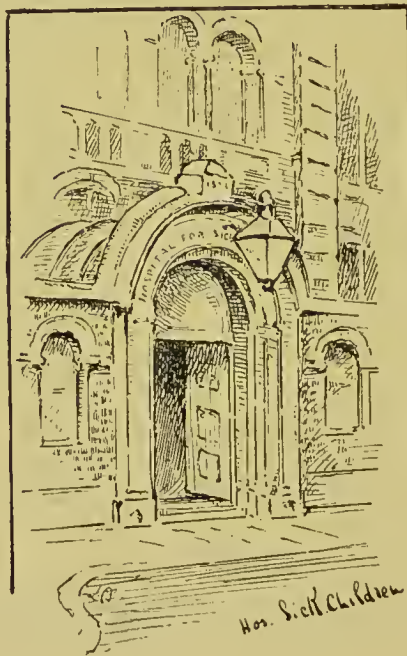
make himself acquainted with the orders in force in regard to ward duties, and will carry out those of them which pertain to his own sphere.

15. In any case of reported misconduct or inefficiency on the part of a nurse, he will be suspended from duty and from pay, pending investigation.

16. Nurses against whom misconduct may be proved to the satisfaction of the Committee will be liable to have their names removed from the books of the Association, and to forfeit their caution money and all other advantages they would otherwise be entitled to if their names remained on the books.

17. Minor offences will entail a fine of from 1s. to 40s. (according to the circumstances of the case), to be deducted from their wages.

There are more rules, but they are not worth quoting; the above are sufficient to show the tone of the Association which, founded by philanthropy and worked by pure good-heartedness, is yet cumbered, not to say cursed, with the notion that its staff are only to be kept in order by endless rules and fines. How different to the regulations for female nurses, which are simply, "We take you and trust you so long as you give satisfaction; when you don't, we shall discharge you."



CHAPTER XII.

MASSAGE.

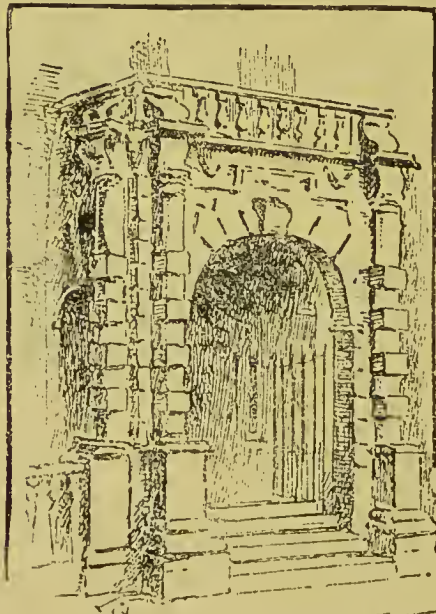
THE mania for massage seems to be on the decline, and the many nurses who went to great expense to learn the art are likely to be left in the lurch. The proper training in massage is a year's course in Germany or Sweden, the



MASSAGE.

cost being at least 50 guineas ; the slight knowledge which satisfies most can be gained in different hospitals in from 3 to 6 months, for a fee ranging from 5 to 15 guineas. One of the best schools is the National Hospital, Queen's Square, but nearly every hospital of 100 beds now has its

trained masseuse, who teaches those probationers who desire to learn. As an adjunct to other nursing work, massage is a mistake, for only constant practice can keep a masseuse in training, and the work is so fatiguing that not more than 3 cases can be rubbed in a day. Massage is taught at the Massage Hospital, 55 Weymouth Street; Hampstead Physical Training College, South London Institute, North London Massage Institute, Southport Massage Institute, Madame Sabaties, Manchester; Mrs. Creighton Hales Mortimer Street; and elsewhere. One of the very best teachers is Dr. Little of 60 Welbeck Street, but he only teaches a few nurses and has no regular school; his charge is reported to be 10 guineas. An examination is held, and successful pupils are given a certificate. The shortest time for the lowest fee is the 2 weeks teaching given by Mrs. Creighton Hale for 5 guineas—sometimes reduced to 3 guineas for nurses. Classes are also occasionally held at the Nurses' Club, 12 Buckingham Street, Strand, where a society of trained masseuses has been formed, of which Mrs. Angela Arthur is the hon. secretary.



General
Queen's Square

CHAPTER XIII.

ASYLUM ATTENDANTS.

SOME years ago appeared a book on "What to do with our Daughters," and in speaking of posts in asylums, the writer had the audacity to say that attendants were generally women of low class. How greatly the status of asylum nurses has improved of late years few people have any conception; but this excellent movement is progressing slowly and steadily. At St. Anne's Heath, Virginia Water, there are 20 lady nurses, who wear a grey uniform; at Northampton County Asylum, amongst the 44 nurses, there are daughters of clergymen, officers in the army, and other professional men; and 15 are the daughters of farmers. The greatest care is taken in every case to inquire into the character of the nurse, and instant dismissal follows on the slightest breach of discipline. Nor are the duties of the nurses such as honest, upright women should object to. There are no ward-maids, truly, as there are in hospitals, but in county asylums there are always patients ready enough and sane enough to do all the scrubbing and hard work for the nurse who makes herself liked. There are, of course, dirty cases, as there are in hospitals, but she is a small-minded woman who would be turned back from a noble path of work by such details. Then there is bad language, vile language, and the possibility of violence to be faced. But if there are many *pros* there are also *cons*, and an intelligent woman with her living to earn might do worse than enter an asylum. As a rule, nurses and attendants are on duty from 6 a.m. to 8 p.m. During this time their anxiety is constant; they are surrounded by the most harrowing pictures of humanity, and are, as a rule,

bathed, as it were, by an atmosphere whose tendency it is to deprave those that breathe it morally, physically, and intellectually. Their periods of leave may be reckoned as follows: 14 days annually and 42 hours out of each month. In other words, they are at their work for 4,434 hours every year out of a possible 5,110. In general, hospital nurses may come and go, and the patients will not suffer much. In asylums it is not so. The more a nurse knows the individual peculiarities of the patients under her care the better is she enabled to guard against accidents and casualties, and attend to and supply their wants. Long service is to be desired, and should therefore be encouraged, and for this reason the long hours and small pay of attendants should be remedied. The pay begins at £16 a year, and rises to £25; but, luckily, there are lucrative posts, as matrons or assistant matrons, to be gained by those nurses who distinguish themselves. A knowledge of hospital nursing is prized in some few asylums; but, as a rule, trained nurses have seemed to incur the dislike of the medical officers by giving themselves airs, and not adapting themselves to their new surroundings. There are asylums where dismissed domestic servants, and raw village girls, untrained even in household work and cleanliness, are accepted. There are no lectures in these asylums; experience is picked up by those who are sharp, but training there is none. And the sick wards of these asylums are under these untrained attendants. But this dark picture is gradually disappearing before the onward march of progress.

The Medico-Psychological Association, at its autumn meeting at Glasgow, in 1890, discussed at length a scheme for the better training of asylum attendants. The very best qualities of a nurse are required for mental nursing; and what the Medico-Psychological Association is now aiming at is the production of these qualities out of the attendants and nurses who come into the asylum service. It is a speciality as much as obstetric nursing, but it should never be divorced from nursing proper or left out in the cold

as a less important charity than general nursing. Under the new regulations a system of training is instituted, extending over 2 years, a period of 3 months' probation being required before training is formally entered on. The scheme of training embraces the study of handbooks prescribed for the purpose,¹ exercises under the head and ward nurses, clinical instruction by the medical staff, and lectures and demonstrations. The scope of training comprising the ordinary requirements of general nursing, instruction in the general features of mental disease, the management of mental cases, and how to render first aid. At the end of training, candidates recommended by the medical superintendent coming up for examination, and after giving satisfactory evidence of proficiency, receive the certificate of the Association. The scheme is optional for asylums; but the majority of asylum medical officers undertake it.

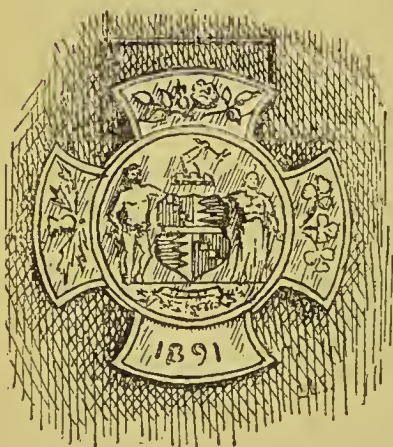
The examinations are held twice a year, in May and November, and notice has to be given to the Secretary of the Medico-Psychological Association, 11 Chandos Street, W., 3 months before, of the names of the candidates.



Specimens of the examination questions will be found in the Appendix. The certificate given to successful attendants is ornamental, and states:—"This is to certify that

¹ "Handbook for Instruction of Attendants on the Insane." Prepared by a Committee of the Medico-Psychological Association. (London: Messrs. Baillière, Tindall & Cox.)

— has, after examination by us, shown that she has attained Proficiency in Nursing and Attendance upon Insane Persons. Before this certificate is granted it has been testified to us by —, under whom she has trained, that —'s character, conduct, and capabilities, have been such as to entitle her to be admitted to examination for this certificate." For some reason these certificates, instead of being given to the nurses, are handed over to the medical superintendent. A medal for attendants has also been designed by the Medico-Psychological Association (see Illustration), and may be worn by all those who have successfully passed its examination. The Birmingham Asylums Committee grant a silver medal to those attendants who pass the Medico-Psychological examination. Sir Alexander Morison left a sum, which is yearly awarded to 1 male and 1 female Scotch attendant by the Edinburgh College of Physicians, for meritorious attendance on the insane.



SILVER MEDAL FOR ATTENDANTS.

To show how the pay varies in asylums we quote the following:—Lady nurses in a private asylum, Haydock Lodge, Tanes, begin at £16 a year, with board, washing, and lodging. At Rainhill County Asylum the nurses begin at £20, and may increase to £45; they get board,

lodging, and uniform. At Lancaster County Asylum the nurse in charge of the infirmary ward gets £25.

At Berrywood (Northampton County Lunatic Asylum), a system of paying probationers has been started. Some 6 or 7 extra bedrooms have been built, and for a fee of £10 a lady can be able to receive not less than 6 months'

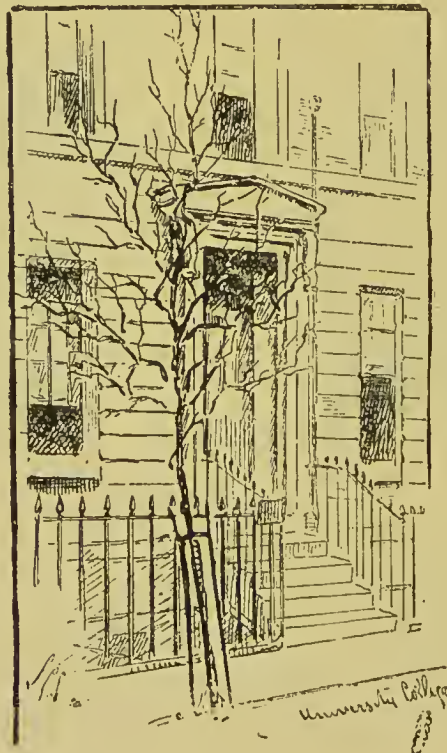


BLUE AND SCARLET UNIFORM.

training in mental nursing. It has long been difficult to secure as attendants on private patients women cultivated enough to be companionable in the patients' saner moods, and trained in mental nursing, so as to be capable when the patient breaks out. Yet these attendants on private

mental cases often receive £100 a year. Berrywood is a very advanced asylum, and puts its attendants in a very military-looking blue and scarlet uniform, richly braided, of which an illustration is given. It is not so widely known as it ought to be that asylum nurses are eligible to join the Royal National Pension Fund.

When the present craze for hospital nursing subsides, perhaps more ladies may be brought to see that equal honour and equal labour can be had in asylums. Indeed, it is greater honour, for those now entering are the pioneers, as it were, of a better state of things. All talents are brought into play in an asylum: a trained voice, a knowledge of music, histrionic art, are all appreciated; but most of all is desired women who combine mental strength with gentle manners, who have tact and are cheerful in their speech and ways. The noble woman and the perfect lady have a fine field before them in introducing into asylums all the refinement, thought, and tender skill which have so immeasurably brightened our hospitals.



CHAPTER XIV.

CASE-TAKING.

IT is so much a necessity both for probationers and private nurses to record their cases, if they would learn all that is possible from them, that a few hints on case-taking must help everyone who would become a nurse.

Where there are plenty of students and dressers about, as well as house surgeons and physicians, there is no necessity for a nurse to keep a case-book, though it would be wiser for her to do so. There are a few schools—St. Thomas's, for instance—where case-taking is taught to nurses; but, on the contrary, there are hospitals where, if a nurse is seen reading the notes of dressers or physicians, she is sharply bidden to mind her own business. Truly, a nurse's work is so great and tiring that unless she is encouraged to do so, she seldom takes an intelligent view of the treatment carried on in her ward; and then, when she goes into rural districts where her responsibilities are great, and students there are none, she is rather at a loss to know how to get on. There are the familiar rows of beds, there are the patients, but where are the entrance tickets, the prescription and case boards? "What is the age of this man, nurse?" asks the medical officer. The nurse's eye glances above the bed, but no information hangs there. She searches in her memory, but has very naturally forgotten the small fact. How much better had she been able to draw a neat little case-book from her pocket, and turning to a numbered page, been able to see at a glance every particular of the case the doctor could care to know.

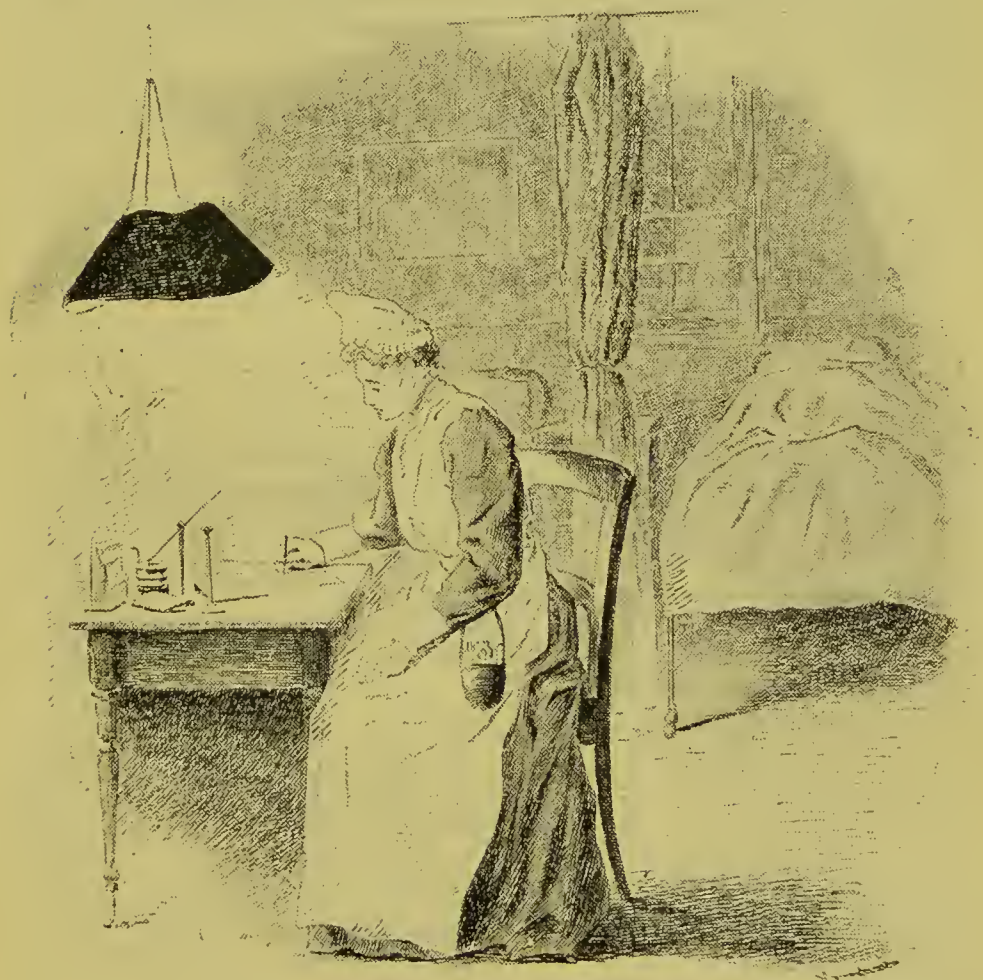
Case-taking consists in the systematic keeping of written notes on the history, state, appearance, and treatment of a

patient. The first thing to discover is the patient's name, age, and occupation, and with these should be noted the sex and date of admission. Then when the patient has been put to bed, and has had a meal, it is well to question both him and any friends who may have brought him as to (1) his personal history, (2) his family history, (3) the history of his present illness. With regard to personal history, the chief points to discover are notes of previous illnesses, and what the man's habits of life have been. Every nurse must know how cases of heart disease can be traced back to an attack of rheumatic fever, or cases of Bright's disease to an attack of scarlet fever. When the accounts of a previous illness differ as told by the patient, and as told by the friend, it is always well to note from whom the statement was taken; begin "Patient says," or "Patient's brother says." The reasons for noting whether the patient has been in the habit of drinking, whether his occupation is an unhealthy one, whether he has lived a fast life, are obvious; all these things may throw light on his present state. The family history is necessary for tracing causes for hereditary disease: it should include special inquiries as to consumption, cancer, gout, fits, insanity, etc., in any of patient's relations; and should state whether parents, and brothers, and sisters, are alive, and if not, of what they died and at what age. The history of the present illness includes the date when the patient first felt unwell, and his first symptoms. His daily symptoms from then till he came to the ward should be noted; special inquiries being made as to what medicines were taken, and at whose direction; what food was eaten; whether there was any sickness, etc.

The general appearance and state of the patient should first be noted: if he seems weak and restless, if he lies very flat in bed, or with arms constantly raised above his head, if he seems thin, ill-nourished, or has any nervous habits, let them be written down. Then the circulation, respiration, and digestion claim attention, and with regard to these points the temperature, pulse, and respirations should

be noted on a chart. A nurse should always carry a clinical thermometer and a watch with a second hand.

In noting the temperature, state if there is any sign of perspiration. In noting the pulse, state if it beats full or is easily compressible, or if it beats like a thin thread vibrating beneath the fingers; note the state of the veins and arteries. In noting the respiration, state if the breathing is laboured, shallow, catching, or accompanied by any



NOTES OF THE DAY'S WORK.

peculiar noise. The expectoration must also be noticed. The significance of night perspirations, a quick, thin pulse, or a crowing sound in the breathing, may or may not be

known to a nurse ; it is not so much her business to know as to note. She must train her powers of observation till no symptom ever escapes her quick critical eye, and then this constant observation will gradually teach its own lesson.

The state of the digestive organs can be discovered by examining the tongue, teeth, and throat, and by asking questions about any abdominal pain, or feeling of sickness. Note if the tongue is tremulous, note its colour, and if furred, or glazed and hard. Note if it is apthous, or presents a strawberry appearance. Decayed teeth, furred teeth, or transparent-looking teeth should be noted. The state of the throat is difficult to discover merely with the spatula, which is a nurse's sole throat instrument, still, she can ask if it is sore, and see if it is swollen. Ask the patient about his appetite, and discover if there is any pain or fullness after food. Note if any vomiting has occurred.

The condition of the nervous system is shown by head-pains, by movements of the eyes, the size and state of the pupils, the sleeplessness of the patient, by his temper and spirits, and susceptibility to noise. The mental state and amount of intelligence shown should be observed, also any œdema, anæmia, orthopnoea, etc. The state of the glands of the neck, the skin, whether moist or dry, and any peculiarities of motion of the limbs should be noted, especially any local abnormalities.

The description of the actual seat of disease, its appearance, and the sensations connected therewith, must be carefully observed. In case-taking in a children's ward, ask the history of the mother's health during pregnancy, and note miscarriages. Examine the child carefully for signs of rickets or syphilis, and observe the state of the umbilicus.

The case once taken, daily notes must be kept of the patient's condition, progress, and treatment. The temperature, etc., will, of course, be noted twice daily on a chart as usual ; but if the nurse observes the treatment also, she will be able to take an intelligent interest in what would other-

wise be mere dry detail. In surgical cases full notes must be taken of any operation, what anæsthetic is used, how the patient bore the operation, how many sutures or drainage tubes were used, etc. When any dead bone comes away always mention the fact; and if any growth is removed by the surgeon's knife, be sure and note the size of the part taken away.

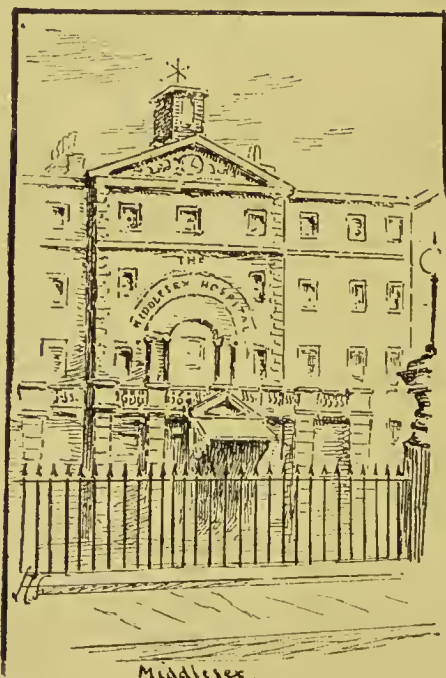
In concluding a case, always try and trace a patient's convalescence to full recovery, or to give the exact cause of death. If a patient is sent away to a convalescent home, note his state after his return. If a *post mortem* is held on a deceased patient try and learn what was the result, and so conclude your case-taking properly.

The two following cases are recorded: the second from an ordinary note-book; the first, in a page from "The Nurses' Case-Book" (London: The Scientific Press), the page having been reduced for reproduction.

Reg. No.	Case	Name	Address	Medical Attendant	Admitted	TREATMENT		HISTORY											
						Nov. 2	Nov. 3	Nov. 4	Nov. 5	Nov. 6	Nov. 7	Nov. 8	Nov. 9						
306	Enteric fever		Adornfeld	S. Mace	Nov. 20 '91	Nov. 2. Purlicie changed every 2 hrs for 12 hrs. - let her off this and patient wrapped in cotton wool - cough mixture every 4 hrs.	Nov. 3. She has profuse of night's sweat of mallow in milk every 4 hrs.	Nov. 2. Patient much exhausted, but twitching of mouth gone. Breathing not so laboured - sweating constantly, chiefly about head and arms. Urine passed in 24 hrs 3.7L. on examination no albumen found and ure acid not so concentrated.											
AGE	37																		
SEX	Male																		
Day of Disease	22	23	24	25	26	27	28												
Day of Month	November	3	4	5	6	7	8												
Temp.																			
Pulse																			
Resp.																			
Motions																			
Remarks	The fall of temp. on the 22 nd day of illness might be regarded as the crisis of fever, and the fact of pneumonia being present, would account for its not being greater. Bowels moved now by soap & water enema every second day.					Nov. 5. Allowed cup of weak tea with cream twice daily.	Nov. 7. Champagne reduced to half the quantity -	Nov. 8. Taking 6 pints of fresh milk daily. Brandy 30 in 24 hrs. still continued.	Nov. 4. Patient stronger. Pulse 92	Nov. 5. Still rose spots over chest - abdomen and legs - no pain on pressure	Nov. 7. Cough still troublesome but sputum no longer frothy. Bowels moved by enema - motions formed, but enteric in colour and smell.								
RESULT																			

Name, Alice Smith; age, eight months; sex, female. Physician, Mr. Jones; case, enteritis; admitted, June 8. Family history: Father and mother both alive and well. Patient is their first and only child. History of present illness: Mother says that patient has been ill since June 5; severe diarrhoea and vomiting. Three weeks ago, the patient had convulsions. Since Friday, patient has steadily

got weaker. *Patient's condition:* The child is pale and emaciated, fretful and hungry; temperature 100, pulse 108, motions 6. *Treatment:* Hyd. cretâ gr. II., pulv. rhei. gr. III., ft. pulv. bis. die.; infant's diet, and 10 drops of brandy ever hour. *June 14.*—Patient improving. Temp. 99.2, pulse 106; diarrhœa has practically ceased the last two days. *June 20.*—Pulv. rhei. gr. II., sodae bicarb gr. II., bis. die. Lime water. Patient increases in weight and strength. Temperature normal. *June 24.*—Patient discharged, cured.



CHAPTER XV.

LIVES OF SOME EMINENT NURSES.

I.—FLORENCE NIGHTINGALE.

THE name of Florence Nightingale is probably more widely known than that of any other woman who lives, or has lived. There is scarcely a country, be it in Europe, Asia, America, or in the Southern Hemisphere, in which the tale is not told of this lady's heroic devotion to a noble and self-imposed duty. And evidence is not wanting that the world has gained largely by her work and example.

Though known to the great mass of her countrymen chiefly through her campaign of nursing and hospital work in the Crimea, Miss Nightingale's whole life has been one of continuous and persistent devotion to benevolence and to ameliorating the condition of her fellowman. She was born in May, 1820, in Florence. The bright Italian sky, and the fairest city of an ancient land over which it smiled, were auspicious surroundings enough; and much of the beauty and perfection of the godmother is reflected in the loving and assiduous labours, the life's sacrifice, the wide and genuine sympathy of the woman who bears her name.

Miss Nightingale enjoyed all the advantages which fall to the lot of the children of the affluent and refined, her father, Mr. W. E. Nightingale, a very cultivated and philanthropic man, himself superintending the education of his two daughters, at Embley Park, Hampshire, and at Lea Hurst, Derbyshire, where her earliest days were spent among the poor, visiting, helping, and cheering them. Then, as the mind matured, it widened the radius of its

operations, and the actual working of every kind of institution in England bearing upon the promotion of moral and physical happiness became an object of Miss Nightingale's investigation. Hospitals, schools, and reformatories were her study, and whilst other young women followed the usual course, and allowed themselves to be carried away by the social pleasures of the day, she devoted herself untiringly to this work of practical philanthropy.

The instinct which had made Miss Nightingale not content to continue at local country work in the neighbourhood of her father's estates, and had induced her to examine the condition of all our British institutions, was not to be satisfied even thus. During the year of the great Exhibition, in 1851, she spent some months with the Protestant Deaconesses at Kaiserwerth, and at Paris among the Sisters of Mercy, conducting inquiries similar to those she had commenced in England, and extending her researches over a vast and important field. But she did not forget her country, for it was shortly afterwards that the Sanatorium in Harley Street, London, was re-organised and re-established solely by Miss Nightingale's energy and liberality.

But such experiences as these, good and beneficial as they were, were trifles when compared with the great work which it was shortly to be her lot to undertake. The years slowly rolled on, until the terrible 1854 was present. Miss Nightingale was now 34. Thousands of British soldiers were fighting in Eastern Europe. Far from home, ill-provided with necessaries, and oppressed with a climate of terrible extremes, they were victims at once of war, pestilence, and hardship. Rumours reached England of the inefficiency and mismanagement of our military hospitals in the Crimea, and the sympathy of every class was at once aroused.

Alma was just won, and the nation was jubilant, but Sir Robert Peel wrote in the *Times* that the men who were winning all this glory were martyrs to much unnecessary suffering. A Patriotic Fund was established, and money poured in—£7,000 in the first seven days, and £25,462 altogether. It was decided to send a band of trained

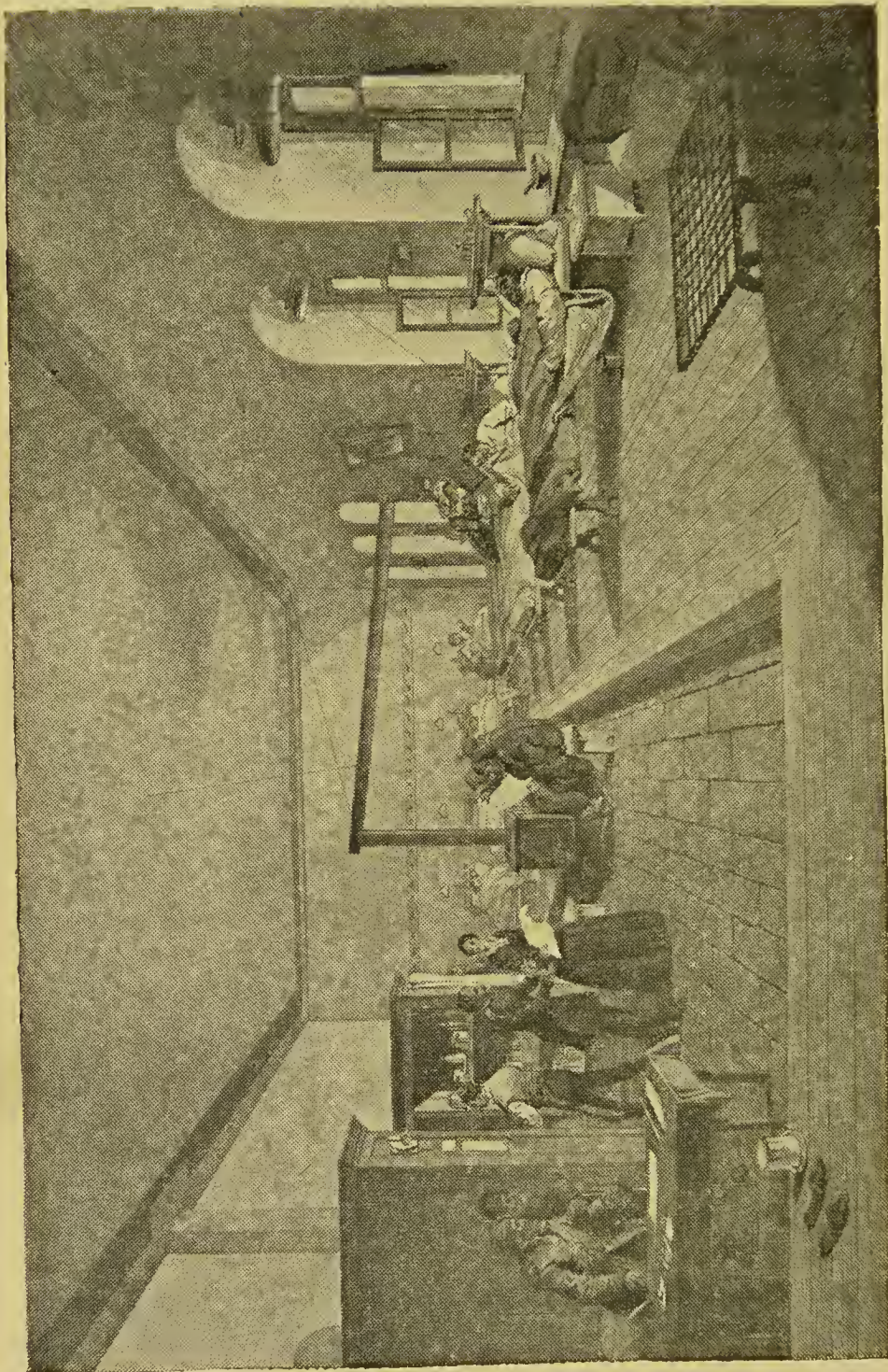
women out into the thick of all the sickness and carnage, and so alleviate, if possible, the sufferings of the wounded. It seems natural now that Miss Nightingale should have been selected to lead this little band of 37 devoted women, She was eminently fitted for the duty, both because of her practical knowledge, her experience, and her powers of organisation and direction.

It was in November of 1854 that Miss Nightingale disembarked at Constantinople with eight Protestant sisters, six nurses from St. John's Institution, six Catholic nurses, and the rest selected from various hospitals in England. She immediately established herself at the Scutari Barrack Hospital, and was just in time to take charge of the wounded as they arrived from Inkerman.

The fame of the little band of nurses had preceded them. All Europe watched them and applauded. In France, the hotel-keepers refused payment, the servants their fees, the highest joining with the humblest in paying tribute to three devoted women, and showing their appreciation of their work.

Passing through Boulogne, the fishwives insisted upon carrying their baggage; and a French newspaper published the following panegyric: "Miss Nightingale possesses all that could render existence happy and brilliant. Young, handsome, and wealthy, she has chosen a life of abnegation and self-denial."

It was long before the chaotic confusion which had existed in the vast hospital at Scutari was reduced to order, or relief given to the tremendous mass of suffering there. The barrack hospital at Scutari was three storeys high; every corridor and every room was full of patients; it was calculated that there were four miles of beds set nearly as close as they could stand. In 17 days, at the end of December and beginning of January, 1855, nearly 4,000 patients arrived from the front. But the feeling that there was someone at hand to do what was possible, and that England had thus shown that she felt and cared for them, comforted many a poor fellow, who, as they said, "could



SCUTARI BARRACK HOSPITAL

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kiss her shadow as it fell " in her perpetual progress through those miles of misery.

As the nation read eagerly the accounts of the battles, and anxiously followed the progress of the war, so did it also take note of the success that attended Miss Nightingale's work. " Her devotion to an enterprise so painful, so arduous," we read, " had ensured her the enthusiastic applause of her countrymen ; and their favour became part of her strength."

There was something so dignified, so resigned, and yet so sympathetic in Miss Nightingale's bearing that her presence beside a sick-bed encouraged and strengthened the sufferer. Men who were broken and almost unmanned with pain and disease, and who shrank from the terrors of the operating table, faced it with fortitude when they realised that this gentle being would stand silently beside them, sharing their sufferings and going through extremes of mental pain, caused by an overflow of sympathy which was real and unmistakable.

A nurse wrote from the hospital at Scutari : " I don't know which sight is most heartrending to witness ; fine, strong men and youths, worn down by exhaustion, and sinking under it, or others coming in, as many hundreds did yesterday, fearfully wounded." These were the scenes and painful experiences which had to be faced in the great nursing campaign which Miss Nightingale undertook.

Of her method and strictness of organisation too much cannot be said. It is a rare combination of virtues when intelligence and will, deliberation and judgment, are found side by side with modesty and reticence, kindness and womanly sympathy. In Miss Nightingale, all these qualities were united. " With all the rare attributes that made her gracious presence a blessing," writes Kinglake, " at the patient's bedside, this gifted woman, when learning how best to compass the objects of a largely extended benevolence, had become well-versed, well-practised in the business of hospital management ; and none knew better than she did that if kind, devoted attention will suffice to

comfort one sufferer, or even perhaps four or five, it is powerless to benefit those who number by thousands, unless reinforced by method, by organisation, by discipline."

So much faith, indeed, did she have in rules, and so deep a sense of the value of methodical arrangement, that it was feared by many that she would become too strict rather than too lax. "The officials at Scutari," we are told, "were not slow to perceive that the lady in charge of the nurses had laid a firm hand on a lever, which, against all objection, and even against sheer inertness, was enforcing good hospital management."

This characteristic is extremely noticeable in all Miss Nightingale's writings, and in all her work. But it is everywhere and at all times blended with the softer side of her nature, and so perfectly that neither unduly preponderates. She is described as slender and delicate in form, engaging, and highly bred. In council, a rapt and careful listener so long as others are speaking, and strongly, though gently, persuasive whenever speaking herself. Her forethought is accompanied and strengthened by an active brain-power, by an "organising and governing faculty." She possesses the intuition of a woman, and can utilise it to an extent unusual to her sex; she has that subtle influence which gives to one human being a command over others. To these qualities Kinglake adds "soundness of judgment on questions needing rapid decision, and an apt and ready knowledge, with which she always seems armed." In situations of difficulty and danger Miss Nightingale has also shown a "keen discrimination, enabling her to judge, at the instant, whether any of the words addressed to her should be treasured or set at nought." She was persistent and undaunted by reverses, and from her early years "has been impelled by an impassioned benevolence to devote great power of mind and unconquerable energy" to the objects into which she has so completely thrown her life.

Another description of her personal appearance in 1854 is appended, and is taken from a letter written by a gentleman at Scutari at the time: "In person she is tall and

graceful : her head is small and finely shaped ; her face full of feeling, sense, and humour ; her eyes have the charm of the most womanly softness, and the upper lip and mouth display unlimited courage. What has she not carried out ?”

“ Her gift,” writes the admiring Crimean historian, “ was her faculty of conquering dominion over the minds of men,” and “ this was the force which lifted her from out of the ranks of those who are only ‘able,’ to the height reached by those who are ‘great.’ One who would not, I know, be prone to misuse our most choice words of praise, has ascribed to the Lady-in-Chief nothing less than ‘Commanding Genius.’ ”

From quite another source did the following eulogy emanate, but it still further exemplifies the combination of character which has already been referred to : “ Few know of the heroic conduct of Miss Nightingale in the hospital at Scutari. Not only has she since her arrival attended the death-beds of the soldiers under her charge, but has had the most dangerous cases placed in the corridor and rooms next to her own, that she may be near, and thus able to render greater assistance.”

These estimates of character may be accepted as accurate and reliable, made, as they are, by those who have enjoyed the personal acquaintance and friendship of Miss Nightingale, and seen her at her work. It is in moments of anxiety, such as at the still watch at a death-bed, or in moments of trial, as when the frail frame is overcome with weariness, and the spirit oppressed with the continued sombreness of its surroundings, that a character really displays itself. And it was in such moments that the world saw the power, the originality, the ready tact, and the womanly goodness of Miss Nightingale.

It is true that Miss Nightingale lives now in retirement, but she is working as hard as ever for hospitals all over the world, for the moral and physical welfare of the soldier, and for the help of the vast Hindoo population, especially the women.

"Every woman," she writes in her characteristic "Notes on Nursing," "or at least almost every woman in England, has at one time or another of her life charge of the personal health of somebody, whether child or invalid. In other words, every woman is a nurse. . . . How valuable, then . . . would be the produce of their united experience if every woman would think how to nurse."

Following up the thread of this philosophy, she discusses the increasing tendency to clamour for special institutions for the alleviation of sickness and suffering. She admits, of course, the necessity for such institutions, but lays great stress upon the obvious duty of all to help themselves. Household and motherly care are, to her, even more important than hospitals for women and children. She realises to the fullest extent what woman's natural sphere is—in what manner she can best direct her energies—how, in fact, she may most benefit her fellow-creatures.

In all the force of character, the decision which overruled and even awed the officials at Scutari, the self-reliance which prompted her to lead an expedition into a foreign country and amidst perils of every kind, there is nothing in Miss Nightingale that offends the highest ideal of woman, working in her own peculiar sphere, softening, refining, and influencing for good all with whom she comes in contact. There is nothing unduly imperious in her genius, "commanding" though it be. There was no harshness in her love of methodical arrangement, though it was strict and practical when occasion needed. She is deliberate and critical, but her private fortune and personal labour have been dedicated to a single, noble, and philanthropic object.

Miss Nightingale was absent from England for a short two years, and in that brief space of time had risen into fame. She had suffered once from Crimean fever, and although she recovered, the attack is supposed to have laid the seeds of her subsequent ill-health. Indeed, it is sad to think that ever since her return from the short but brilliant exploit in the Crimea, Miss Nightingale has

been an invalid ; for many years she has been almost entirely confined to her room, seeing only those who could help her in her work. The English people, who are never slow to recognise and reward merit, subscribed the magnificent testimonial of £50,000 on her return ; but the money was, at her request, devoted to the formation and maintenance of an institution for the training and employment of nurses at St. Thomas's Hospital.

A public meeting was held in Willis's Rooms, the Duke of Cambridge presiding, when it was resolved unanimously : " That the noble exertions of Miss Nightingale and her associates in the hospital, and the invaluable services rendered by them to the sick and wounded of the British forces, demand the grateful recognition of the British people ; that it is desirable to perpetuate the memory of Miss Nightingale's signal devotion, and to record the gratitude of the nation by a testimonial of a substantial character ; and that as she has expressed her unwillingness to accept any tribute designed for her own personal advantage, funds be raised to enable her to establish an institution for the training, sustenance, and protection of nurses and hospital attendants."

The effect of Miss Nightingale's work and example in England, in America, and, indeed, all over the world, is already apparent. " By the power of her fame, by the wisdom and authority of her counsels, she founded, if one may so speak, a gracious dynasty, that still reigns supreme in the wards where sufferers lie, and even brings solace, brings guidance, brings hope, into those dens of misery that, until the blessing has reached them, seem only to harbour despair."

Every great city now has its little army of self-sacrificing and devoted women, who undergo a somewhat severe course of training, suffer the pain which the sight even of pain inflicts, eschew the empty and flaunting pleasures with which our social life, unhappily, abounds, and spend their days in trying to ameliorate the moral condition and alleviate the physical sufferings of others. The example

of a refined woman, a wealthy woman, a clever woman, throwing herself into this kind of work, has proved contagious; and to-day we find, what previous generations were entirely without, gentle manners, high moral tone, refinement, education, and ability, hovering around the sick-bed, hallowing the chamber of death, softening and cheering the very atmosphere of the solemn hospital ward.

This is but one result of Miss Nightingale's work, and it is the softer, the more humane side of it. Another, and a practical effect, is that a new calling has been established into which respectable women of every class may enter and earn a living; and so rapid are the strides which the times are making, that nursing is fast being raised to the dignity of an art, its members being recruited from all ranks of society. It is a mistake to suppose that the reform which has followed upon Miss Nightingale's work is due to a substitution of ladies for the ordinary nurse of the humble classes. The public, who know little of the hospitals, are, however, very apt to run away with this idea. The reform really lay in the introduction of an organised system where none previously existed; in putting trained and educated women at the head of all nurse-training and other institutions; in conferring upon them due authority over the nursing staff; providing the means for proper discipline, efficient instruction, and good accommodation. All these innovations, together, have tended to make nursing what it is—a respectable and worthy calling; and to Miss Nightingale's initiative much of the substantial reform which has been realised is due.

Her life's work has been performed with a singular absence of display, and she has never for a moment courted publicity or fame. Yet the name of Florence Nightingale has been uttered in almost every corner of the earth, and her deeds of devotion and noble unselfishness have already influenced the daily lives of many thousands of women of the present day.

Much of Miss Nightingale's work has been done so unostentatiously, that its nature and extent are not known to the great mass of the English people. The valuable assistance she rendered to Lord Herbert, when head of the War Office, in framing those measures of sanitary reform by which the health of the soldier has been so greatly improved; her work in India for the sanitation of the barracks and stations all over the country. At the time of the Franco-German and American wars she was consulted about the care of the sick and wounded, plans for hospitals and for the improvement of nursing coming to her from all parts at home and abroad.

Among other writings, Miss Nightingale has published "Notes on Hospitals," which appeared in 1852, and had a very large circulation; "Notes on Nursing," 1860, of which nearly a hundred thousand copies have been sold; and many papers sent to the British Association and published in different reviews.

II.—SISTER DORA.

AS an absolute contrast to the modesty and the love of method which distinguish Miss Nightingale, we turn to study one of the most fascinating characters our literature offers, that of Dorothy Pattison, better known as Sister Dora of Walsall. Born in Yorkshire, and brought up on the moors, she developed the strength of will and the superstition which marks the northern nature. She was a wilful child, she was a proud and passionate woman, and even to her death her faults clung to her. Yet few have been so beloved as she was, and her statue is the only one we possess not raised to a woman of royal birth.

At the age of 29, Sister Dora left her home against her father's wish, and for 2 years acted as village schoolmistress at Little Woolston; afterwards she joined a sisterhood at Coatham, and was by them in due course sent to nurse at the Walsall Cottage Hospital. Here there were many minor accidents to be attended to, and Sister Dora began

her surgical training. The surgeons allowed her to attend all the *post mortem* examinations, and taught her to set



SISTER DORA.

[From a Photograph by Mr. J. A. Draycott, Walsall.]

fractures, etc., till, finally, she became both house surgeon and head nurse of the Hospital. When in due time the

sisterhood tried to move Sister Dora to another post the Committee at Walsall objected, and Sister Dora severed her connection with the community and continued her work where she was. What the work was it is almost impossible to describe: Sister Dora could brook no control, she had an insatiable desire to be first in all things, and, thanks to her splendid physique, this was largely possible. But her methods were as bad as they could be; much though nurses admire the extraordinary powers of this woman, she serves rather as a warning than as an example. Miss Lonsdale in her life of Dora Pattison tells the following incidents. "She did not care to nurse the women, unless there were some very engaging children in their ward; and although she did her duty by them, she preferred leaving them, except in very serious cases, to the charge of her lady pupils. She carved entirely herself, and never allowed the servants, or even the lady pupils to have any hand in it, so that every patient's plate passed immediately under her own eye. In consequence of this arrangement, the patients often had to wait some time for their meals, especially for their tea, if there were a large number of out-patients to be attended to in the afternoon. But they would gladly have waited any length of time rather than have tea served to them by any other hand. She preferred doing personally as much as possible of the work of her hospital, the chief reason for this being that activity and even restlessness of mind and body which would not allow her to be still." Bishop Selwyn christened her the "one horse chay," and the name was a good one. It is strange that in spite of her violent prejudices and hot temper, most of her lady pupils were as devoted to Sister Dora as the patients were; but this is partly accounted for by the fun and drollery, the high spirits consequent on her good health, which made Sister Dora such an excellent companion. Then an ordinary woman cannot but admire the physical strength which could move great miners with ease, carry them up and down stairs, and which enabled its possessor to do with a minimum of food and sleep.

Patients, lady pupils, and doctors alike, allowed themselves to be bullied by this big energetic woman, whose laughing and kindly eyes made one forget the powerful squareness of her jaw. That Sister Dora used to dress wounds with one hand while she carried about a baby with the other ; that she once slept with a burnt baby on each arm, are facts to cause nurses to shudder.

When an epidemic of smallpox broke out in Walsall, in 1875, Sister Dora took sole charge of the epidemic hospital, nursing night and day from 3 to 19 of these cases. It seems impossible to credit the tales of this time which Miss Lonsdale tells. Sister Dora left her old hospital pretty much to take care of itself ; no special orders were given to the nurses, nor was any one of them actually placed in charge. She merely told her pupils that they must divide the work, and try to do their best till she returned. This characteristic proceeding on her part caused a want of harmony among her substitutes, from which she might easily have saved them. But the position she had won for herself had fostered a not altogether unnatural sense of pride, which made her desire, although she could not be in two places at once, that no one else should, even temporarily, be entitled to occupy her place. It must also be remembered that Sister Dora was a woman of strong religious tendencies, though, undisciplined in this as in all things, she was twice on the verge of Agnosticism. When missions were on in the town she would work fervently in connection with them, and she was very particular about prayers in the hospital, and had a great liking for sentimental hymns. The excess of vigour in her nature had a truly healing effect on most of her patients, who were cheered by her perpetual smile and lively talk ; her life was one of unceasing labour and prayer, but at last symptoms showed that even her splendid health was undermined. She had cancer ; and she hid the fact from all, even from her own sisters, who came to be near her, but were practically sent away again. It was a fearful trial to this woman, full of the pride of life, to feel her strength ebbing and death

drawing near, but her courage and her fervid religion sustained her. She would permit no one to nurse her save her old servant, and the humiliation of spirit she endured as the end drew near seems to have been almost worse than the physical pain. No picture is sadder than this one of Sister Dora on her death-bed. The love of thousands had followed her, but she had stood as one apart from the ills of others, she had *stooped* to succour them, she had toiled with all the powers she possessed to ease their sufferings, but though she could give gloriously, she had not grace to receive. When all human efforts for her relief had been exhausted, she said, to those who stood watching her, "I have lived alone, let me die alone," repeating, "let me die alone," till they were forced to leave her, one friend only watching through the half-open door. So died Sister Dora, whose faults none have tried to hide; she herself would not have desired it. To have drawn her picture so as to have roused pity for her, would have been to degrade her; to picture her as "intensely human" is surely best. It was not till eight years were over since her death that the statue was raised to her memory. And there it stands, the monument of one of the most fascinating, most faulty, and most per-fervid women who have ever worked on earth.

III.—ALICE FISHER.

MISS ALICE FISHER was born on June 14th, 1839, at Queen's House, Greenwich, her father being the late Rev. George Fisher, R.N., F.R.S.

Miss Fisher trained at St. Thomas's and then went as assistant superintendent to the Edinburgh Royal Infirmary. Subsequently she worked at Newcastle Fever Hospital, Addenbrooke's Hospital, the Radcliffe Infirmary, and the Birmingham General Hospital. It is notable that in all these posts, though Miss Fisher did well and was liked by her nurses, her wonderful powers of management were not fully recognised. Whether those powers only developed

later under stress of circumstances, or whether the phlegmatic English nature is slow to see worth, we do not know; but it was not till Miss Fisher went to America, in 1884, to take up the Herculean task of introducing trained nursing to the huge Blockley Hospital at Philadelphia, that her name became famous and revered. Of the state of the Hospital at that time it is well not to say much, but the



ALICE FISHER

following is quoted from the speech of one of its medical officers:—"A succession of Boards, composed in the main of men of low character, regarded the institution as a political machine, and looked upon the places represented on the pay-roll as so many opportunities of rewarding their supporters, and the Hospital was reduced to a sad

state of inefficiency. The majority of the attendants in the wards were appointed not because they were fit, either by knowledge or character, to care for the sick, but because it was to the interest of certain guardians to provide for them; and the minor offices were filled by convalescent patients—always stupid and ignorant, often vicious and intemperate." To this Augean stable went Miss Alice Fisher, supported only by one trained nurse, her friend Miss Hornor. In describing what Miss Fisher accomplished, we prefer again to quote from an American source, reminding our readers that Blockley boasts about 1,700 inmates.

"During the years that Miss Fisher spent here she saw order, and neatness, and cleanliness replace disorder, and slovenliness, and filth. She saw an intelligent and beneficent system evolved from a chaos of ignorance and neglect. She saw hundreds of our most intelligent and charitable citizens visiting and taking an active interest in our institution, of which previously they had scarcely known either the name or location. She saw her pupils going from this hospital to take positions of honour, and to spread her teachings in all parts of the country. She saw the work to which she had consecrated the last years of her life, and to which she had given herself with such an intensity of purpose and self-sacrifice, placed upon an enduring foundation, and realised that here she had an enduring monument. It is not too much to say that her devotion to this work materially shortened her life." Miss Fisher practically introduced the Nightingale system to the States, and it is small wonder that tablets to her honour have been raised, and that her name is widely beloved. Miss Hornor made a brilliant marriage, but Miss Fisher, in spite of frequent heart attacks, was faithful to her post, till at last, on June 3rd, 1888, she entered into her rest. The following verses were subsequently sent anonymously to the Committee, and they have printed them at the end of their monograph on Miss Fisher.

In Memoriam.

ALICE FISHER, CHIEF NURSE OF THE PHILADELPHIA HOSPITAL.

(Buried at Woodlands, June 5th, 1888.)

IN a strange land a stranger! Low we laid her,
Coffin'd in English oak; her only pall
The flag 'neath which her sailor fathers conquer'd;
Like them, in stress of battle did she fall.

Only a stranger! Yet your city honours
With best and foremost sons this sad array;
And strong men weep, and the triumphant singing
Breaks into sobs of grief above her clay.

Only a stranger! With us four short winters.
"The English Nurse," men called her, as they smiled
In scorn that we should need her, soon forgetting
The friend they lov'd was not Columbia's child.

But now she is our own! For other strangers,
Our poor and sick, her very life she gave.
Oh! mother country, glorying in thy heroes,
She is our own forever, by this grave.

"Woodlands" is a cemetery, the grounds of which overlook the hospital. At her express desire she was buried there, in a spot where, between the trees, the chimneys of the great city hospital can be plainly seen.

IV.—FLORENCE DACRE CRAVEN.

"I AM the oldest trained nurse in England, save Miss Nightingale," is Mrs. Dacre Craven's favourite boast, and it is one that few will grudge her. Mrs. Craven, *née* Florence Lees, was one of the first probationers to enter the Nightingale Home, and as soon as she had finished her year's probation there, she went to Kaiserwerth and Dresden, in search of experience in the original schemes on which Miss Nightingale had founded her system of training.

On her return to England, Florence Lees was for a few months a sister at King's College, but a chance of work offering in the French Civil Hospitals, she fled to Paris to seize the opportunity, and to find out how the work of the Catholic sisters contrasted with that of the Lutheran deaconesses.

When the Franco-German War broke out, Miss Lees volunteered for ambulance work, and was placed in charge



FLORENCE DACRE CRAVEN

of the second fever station of the 10th Army Corps before Metz, and afterwards she had charge of the Empress Frederick's Lazaretto, for Wounded Soldiers at Homburg.

In 1874, Miss Lees helped to start the Metropolitan and National Nursing Association, of which she became lady superintendent, the object of which was to teach lady

nurses to attend to the sick poor in their own homes. This post she resigned, in order to become the bride of the Rev. Dacre Craven, Rector of St. George the Martyr, Holborn. But even as a married woman, Mrs. Craven has kept in touch with nursing work ; her husband has been many years the hon. secretary of the National and Metropolitan Association, and Mrs. Craven is on the Council of the Queen Victoria Institute for nurses. Mrs. Craven has written an excellent little book—"A Guide to District Nurses"—which ought to be in the hands of all such nurses.

As will be seen in our portrait of Mrs. Dacre Craven, she wears a number of decorations presented to her for special services in connection with nursing. Round her neck is suspended a cross, surmounted by the Royal Crown of Prussia, specially designed and presented to her by the Crown Princess of Germany and Prussia, and the Princess Royal of Great Britain and Ireland (now the Empress Frederick), for services rendered as Her Royal Highness's superintendent of the Royal Reserve Lazaretto for Wounded Soldiers, at Homburg, in 1870 and 1871. Then, taking the other decorations, on the left is the Red Cross or Sanitäts Kreuz, surmounted by the Imperial Eagle, presented by Her Imperial Highness the Grand Duchess of Baden. Next come the Silver Maltese Cross of honorary associates, presented by the Order St. John of Jerusalem in England ; a War Medal, presented by William I., Emperor of Germany, for services in the field hospitals with the 10th Army Corps in 1870 ; the Iron Cross, the Order of Merit for Women, presented by William I., Emperor of Germany, for distinguished services in time of war ; and on the right, Queen Victoria's Jubilee Medal, presented by Her Majesty for services rendered to the cause of nursing the sick poor in England.

V.—EVA C. E. LÜCKES.

MISS LÜCKES, whose portrait is given opposite, has held,

during the last fourteen years, the post of matron at the great hospital of the East of London. Miss Lückes was born July 8th, 1854, and first left her pretty home in Gloucestershire to take up nursing work purely for the love of being useful in the world, and with a view to returning, after receiving a thorough training, and relieving the poor



EVA C. E. LÜCKES.

and the sick in the neighbourhood of her own home, She was but twenty-two when she first met the rough experiences that nurses had to contend with in those days, and commenced her probationership. Miss Lückes gained her certificate at Westminster Hospital, and has also had

experience at the Hip Disease Hospital for Children, and at the Great Ormond Street Children's Hospital, whilst she was also for a short time night sister at the London Hospital. But some people are fated to rise suddenly, and this was the case with Miss Lückes, who quietly and quickly assumed the position of matron at the Children's Hospital, Pendlebury. It would seem from this that the care of little sufferers was Miss Lückes' favourite branch of nursing, but, at any rate, she soon began to take what must be called a philosophical view of her work, and to interest herself more with the management of nursing staffs, so as to ensure proficiency and success, than with the smaller details of individual attendance on the sick. It was this wide grasp of her professional work that fitted her for the position she was elected to occupy so soon afterwards (September, 1880), and which she has filled ever since, viz. the matronship of the London Hospital.

Few do much more than qualify themselves for the future work in the first four years of their training, but Miss Lückes at six-and-twenty stood in a position so proud and responsible that any woman twenty years her senior would have been glad enough to occupy it. And now, though only in the prime of early womanhood, she works with the experience that fourteen years of constant supervision have given. So much for her early character and her first steps in life.

The only way to further unravel the history and character of this energetic lady, is to trace the history of the growth and development of the nursing department at the London Hospital. Her whole time seems to have been devoted to planning a new system, or improving an old one, and as her life is practically spent within the Hospital precincts, and her leisure hours in the apartments specially provided for her in the Nursing Home, her history and that of the institution to which she is so devoted, are closely bound up together.

The standard of nursing in 1880 was very different to what it is now. In its general sphere, as well as in details,

a nurse's work required less ability, education, or discernment. For instance, it was quite exceptional for her to take a temperature, and no doctor would delegate the responsibility to her. But now, every nurse must know how to handle a thermometer just as skilfully and well as her sisters of former days were expected to wield the mop and the broom, and to cook their own and the patients' dinners.

One consequence of the increased responsibilities that are now borne by members of the nursing profession, is an alteration in the medical treatment of patients, which goes to show how important a person the silent figure in uniform is becoming, and how much the physician of the future will depend upon her for the performance of a host of services which the patient of a past generation had to do altogether without. But heavy responsibilities are best borne by educated persons, and even the simpler principles of medicine and surgery that nurses are now taught in their lectures, demand a capacity and a degree of intelligence that was altogether foreign to the nurse of former days. How Miss Lückes came to know all that she does know is a mystery, for though in the days of her training there were few lectures or similar means of acquiring a knowledge of details, she amply proved that she understands every duty that a nurse can be called upon to perform, by the publication in 1884 of a book on *General Nursing* (Kegan Paul), and another on the *Duties of Hospital Sisters* (Scientific Press), both of which works deal largely and fully, and in the simplest manner, with details.

It is this essentially practical and executive tendency that leads Miss Lückes to hold what she calls—with rather fine sarcasm—the “would-be heroine of the hospital ward” in light esteem. She deprecates hospital work being made the subject of vague ambitions and æsthetic dreams. It is too serious and real, and demands too much labour and self-denying perseverance. So she sends applicants of this description—and they are numerous and easily recognised

—quickly about their business, and advises only the more methodical and better ballasted to lead lives in hospital wards.

Though the idea of inaugurating lectures and classes to probationers at the London Hospital was first propounded by Miss Lückes, and although this lady admits the necessity for a high standard of intelligence and education in the wards, she draws the line very distinctly at a point beyond which all this must not go. The attendant at the sick-bed must never be too highly theoretical to condescend to do a certain amount of menial work. Elevate and develop nursing as you will, there are certain duties that can never be eliminated from it, or entrusted to a less highly trained assistant. "If a nurse cannot, or will not wash up the breakfast things used by her patient," Miss Lückes was once heard to say, "it is possible that she will fail in cleansing the many other articles and instruments with which the patient is brought into contact; and upon the most scrupulous wholesomeness of which his recovery so much depends. In other words, it is not advisable that nurses should forget that their duties, of all others, demand the utmost modesty, attention and obedience; and that, to reach the greatest excellence in nursing, is to persist in occupying the unobtrusive position of one whose whole personality is absolutely sunk and forgotten, and whose abilities, and education, and intellect are all centred upon the single, simple desire to minister to another's wants.

Out of the 2,123 applicants to Miss Lückes in 1894 for admission to the London Hospital as probationers, something like 1,950 were disappointed; and as a large number of refusals are met with at other institutions as well, the public may well suppose that the nursing profession must be overcrowded. But not so Miss Lückes, who only turns so many away because her resources are limited. She, in her constant contact with other matrons, nurses, and people connected with hospitals and infirmaries, has been much impressed with what is really an exceedingly curious state

of affairs, *viz.* that whilst there are so many still anxious to join the nursing profession, and though there is so much opportunity for them to exercise it properly, *when trained*, the number of trained nurses to-day is infinitely too small for the demand that exists for their services.

Though Miss Lückes organised the lectures to nurses at the London Hospital, she always expresses intense gratitude for the assistance rendered her by Dr. Sansom, Physician to the London Hospital, and Mr. Frederick Treves, Surgeon to the London Hospital, who for six and seven years respectively gave up much valuable time to instruct new-comers in the theory of nursing.

Probationers attend three courses of lectures at the London: (1) on the general details of nursing, by Miss Lückes; (2) on elementary anatomy and surgical nursing, by Mr. C. W. Mansell Moullin; (3) on elementary physiology and medical nursing, by Dr. Percy Kidd. The courses are followed by an examination, prizes being awarded to the most successful students. The latter have been twice given away by the Duke of Cambridge (who is President of the Institution), and once by Professor Huxley. Since 1884, small classes of not more than six probationers have been held weekly for individual instruction, and when the lectures and classes and examinations have all been gone through, bandaging and sick room cookery is taught, the theoretical training being thus brought to a close. (See Appendix IV.)

In 1886, a private nursing institution was established in direct connection with the London Hospital, no one being allowed to join except those who have received their training in the Hospital. Much useful work has been accomplished during the nine years in which the London Hospital has supplied private nurses to the public, and the members of the private nursing staff are always kept busily employed.

Miss Lückes speaks with the most genuine and unaffected pride of the Nurses' Home, which was erected at the bottom of the great quadrangle at a cost of £10,000.

In it each nurse and probationer has her own apartment, besides the use of the large dining-hall and the comfortable and well-furnished sitting-rooms for recreation.

During the year 1894, a library was established, due to the kindness of the committee and medical staff and various other friends. There are now over 1,000 works in the library, not only works of fiction, but also a number of good medical books, which are very much appreciated by the nursing staff.

The occupants seem to agree that all has been done to make their existence as happy as possible and the surroundings as much like home as they can be in an institution where large numbers of people live together.

The work of the nursing department has so grown in various directions since the opening of the Nursing Home by their Royal Highnesses the Prince and Princess of Wales in the spring of 1887, that the Governors of the London Hospital have decided to add a wing to the present building containing 50 more separate bedrooms for the nursing staff, and it is hoped that this will be ready for occupation before the end of 1896.

Few women have done so much as Miss Lückes has to raise the standard of nursing, and to hold ever before her fellow-workers a noble and high ideal. May she long live "to warn, to comfort, and command" those who have been taught by her, and have learnt to trust her.

The above are typical lives of nurses, but far from including all those who can rightly claim the title of eminent. Agnes Jones, first matron of a Workhouse Infirmary, who died in 1868 of typhus contracted in the course of her duties; Mrs. Deeble, first superintendent of the Army Nursing Sisters; Miss Byron, late superior of the nursing sisterhood of All Saints'; and very many other women have done wondrous service for the sick; but "verily they have their reward," and why should we write their names here? Sufficient it is to have given a few samples of the stuff of which nurses are made.

CHAPTER XVI.

NURSING UNIFORMS, MEDALS, AND CERTIFICATES.

THE attention paid to nursing uniforms is far from unnecessary, for in this, more than in any other walk in life, it is fitting and needful that a woman should be neatly and cleanly clothed. There was never a trained nurse yet who did not prefer to wear uniform when on duty; though there are many nurses who object to wearing the cloak and veil out of doors, and so proclaim their profession to all passers-by. It is scarcely necessary to criticise the many uniforms; illustrations and particulars of those worn at the principal Hospitals are here given, and readers can draw their own deductions:—



H.M. NURSING SISTERS.

I. Her Majesty's Nursing Sisters.—Amongst the most picturesque of all nursing uniforms are those worn by the Army and Navy Sisters, and which are pictured above. The Army Sister wears a grey biege gown, a white apron with bib, and scarlet cape, and a white cap tying under the chin. When Miss Wheldon, of Netley, received the Royal Red Cross from the Queen's.

own hands, Her Majesty, touching the grey frock, remarked, "I like this stuff very much; but you ought to wear washing material." "May it please your Majesty," answered Miss Wheldon, promptly, "it washes excellently;" and, in truth, if nursing sisters do wear woollen materials, they ought always to be washable. When on active service the Army Sisters wear a plain handkerchief cap, folded three-cornered ways, one point hanging down behind, the other two pinned under the hair. In hot climates also, white cotton frocks are allowed to supplant the grey biege. The outdoor uniform consists of a circular grey cloak, small grey bonnet, and grey veil; amongst soldiers the sisters are generally known as "The Grey Sisters," owing to the colour of their uniform. In the above illustration the Army Sister is represented as wearing the Royal Red Cross, the Soudan Medal, and the Khedive's Bronze Star, particulars of which decorations are given further on.

The Naval Nursing Sisters wear a navy-blue gown and cape with scarlet facings; on the left arm also they wear a small scarlet cross on a white ground. The cap is white, and ties under the chin, but it differs from the military cap in having two goffered frills. The apron is white, with a bib. Out-of-doors the Navy Sisters wear a blue Mother Hubbard cloak faced with scarlet, which is very becoming, neat little navy-blue bonnets and veils.

II. **Guy's Hospital.**—The uniforms of this very excellent and famous nurse-training school are three in number. First of all, the sister, represented in the middle figure, wears a gown of orthodox navy-blue, white cap and apron, and outside collars and



GUY'S NURSES.

cuffs. Her cap is adorned with no adventitious strings or tails; it attains to dignity by means of severe simplicity, which must be a great comfort to its wearers. Considering how tiring a nurse's

life is, it seems almost cruel to put them in caps which prevent their ever leaning back with ease, or in caps which, tying under the chin, cause unnecessary warmth in summer, and an ungrace-



LONDON HOSPITAL NURSES (*see page 159*).

ful movement of the head at all times. The sisters of the Middlesex Hospital have the best of it in this respect; their caps have loose strings, which are crossed well down on the breast, not tied

up tight under the chin. The lady pupils at Guy's have a distinct uniform of their own, and have distinct duties of their own. They belong to the race who perform no menial duties, and this, we suppose, is the reason they are allowed to wear black dresses with long insanitary trains. Guy's is built partially in blocks, and



BARTHOLOMEW'S NURSES (see page 160).

it looks very unprofessional to see a nurse sweep across a courtyard or gravel path and into a ward, taking the dust with her. But we confess that the uniform is graceful and pretty, the neat little three-cornered caps being worthy of all admiration; they

are no trouble to get up, and they are easily put on, and very becoming. The right-hand figure represents the lady pupil. Nurses at Guy's wear a lilac striped cotton gown, white cap and apron. The cap ties under the chin. We want more matrons like Miss Gordon, of Charing Cross, who has put not only all her probationers and nurses, but her sisters, into cotton frocks, which can be washed weekly. If there is any truth in the germ theory at all, then absolute cleanliness ought to be the first consideration in every nurse's uniform, and washing frocks ought to be rigorously insisted on.



CHARING CROSS NURSES (see page 161).

III. **The London Hospital.**—This institution has a particularly pretty cap for the sisters, with a lace-edge frill and long tails at the back. The apron bib is high up to the collar in front, and fastened with straps, which cross at the back. The dress is navy-blue cashmere, with never the faintest attempt at trimming or fashion to mar its absolutely plain gracefulness. The staff-nurses wear a striped lilac cotton, and a neat little cap with lace edging—a very workman-like dress indeed. The probationers

wear a small lilac check and a cap like the nurses, only without the lace edge. It may interest some nurses or matrons to know that the caps worn at the London and other large Hospitals are trimmed with Cash's patent frillings, which save a lot of time and trouble.

IV. St. Bartholomew's Hospital.—Here again the uni-



KING'S COLLEGE NURSES (see page 162).

form is very serviceable and becoming, though it is somewhat difficult in hot weather to keep the strings tied under the chin from looking limp and soiled. The sister (who is represented sitting down) wears a flat cap consisting of two peaked frills, a dark blue gown, and an apron without straps; this too often necessitates the use of pins to the bib, which never look quite tidy. The certificated staff-nurse wears an almost similar cap, a striped cotton gown, and apron with straps.

a white apron. At her neck she wears the silver charing cross. Outside collars and cuffs. The nurses wear a galatea stripe gown, cap tying under the chin, and apron with straps. Outside collars and cuffs. The probationers (who are not represented in the sketch) wear a washing gown of the softest shade of *vieux rose*, too



ST. MARY'S NURSES (see page 163).

dark to be called pink, too delicate to be called red ; just one of those restful, indiscriminate shades which show artistic taste.

VI. King's College Hospital.—Here we have some new colouring in the way of gowns : the sisters wear dark green, white aprons, and caps of bishop's lawn, tying under the chin. The staff-

nurse wears a galatea stripe gown, a cambric cap trimmed with Coventry frilling, and an apron with straps. The probationer (who is represented in the middle) has the same dress as the nurse, but her cap is of net.

VII. **Royal Free Hospital.**—All the nurses at this institution wear the same rather perky-looking cap, tying under the chin,



MIDDLESEX NURSES (*see page 164*).

and all wear the same shaped apron. The gowns, however, differ: head nurses wear navy-blue, private nurses wear dark green, ordinary probationers wear pink cotton, and special probationers wear a striped lilac cotton.

VIII. **St. Mary's, Paddington.**—The sisters wear a dress of navy-blue, and net caps of a Normandy shape trimmed with neat little frills. They wear white over-sleeves of plain cambric.

The nurses wear a grey biege dress, and cap of spotted net. The probationers' uniform is similar, save that the dress is of blue and white check.

IX. The Middlesex Hospital.—The sisters wear a deep

◦ S. GEORGE'S HOSPITALS ◦

· NURSE ·

· SISTER ·

· PROBATIONER ·



ST. GEORGE'S NURSES (see page 165).

violet serge dress, a pretty frilled cap with strings loosely crossing on the breast, and a large white apron; the nurses wear blue cambric dresses, or grey gingham; the ordinary probationers wear

black, grey, or quiet cotton gowns; the paying pupils wear black gowns, and specially shaped caps, tying under the chin with a bit of violent violet ribbon. It is surely time that such startling distinctions in the dress of paying and paid probationers were obliterated, they are so frightfully snobbish and in such bad taste.

X. St. George's Hospital.—The head nurses wear black



GREAT NORTHERN NURSES.

gowns and spotted net caps, with a bow of the same tied at the back. The ward nurses wear grey cotton gowns, and cap, with a bow behind tied under the hair. The probationers for the first three months wear grey gowns, and a blue band round their left arm. There is some sense in giving a distinctive dress to the very inexperienced women.

XI. Great Northern Hospital.—The sisters wear navy-blue gowns, soft becoming caps with long streamers, and aprons with high bibs. The nurses wear a light cotton and mob cap, the

probationers the same. The matron of this hospital when on duty wears black cashmere, and cap with a black velvet bow. The matron of Charing Cross also wears a uniform of navy-blue, and neat cap tying under the chin. It may be taken as a general rule that a good matron sets an example to her nurses by never appearing in the wards save in some neat and appropriate gown and cap ;



ST. THOMAS'S NURSES.

an apron is, of course, unnecessary, except in the case of cottage-hospital matrons, who have to do the actual nursing work.

XII. St. Thomas's Hospital.—The staff nurses wear a sensible enough blue and white stripe washing gown, and the sisters wear dark blue sateen, and caps tying under the chin.

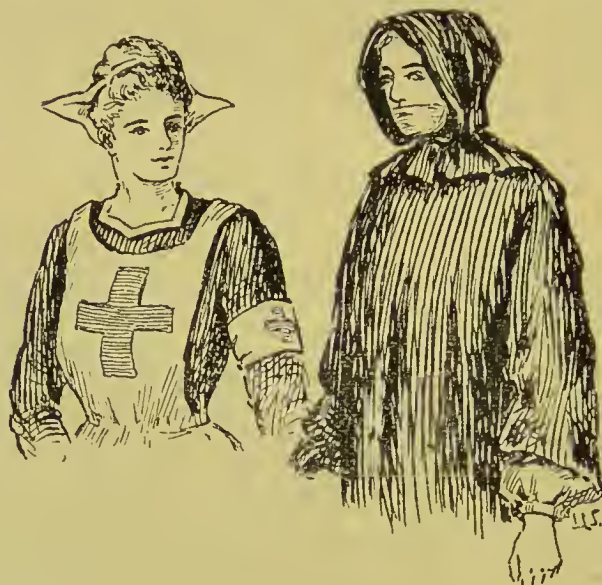
A Special Hospital.—There is considerable monotony about nursing uniforms, but in conclusion we give a picture of those worn at one special hospital—the National Hospital in Queen Square—which stands pre-eminent as a school for Massage and the nursing of nervous cases.



NATIONAL HOSPITAL FOR PARALYSED.

Just to restore our comfortable British pride in our own superiority, after the shock caused by the thought of the Nightingale

probationers, we will take one glance at foreign uniforms, as represented by a Russian Red Cross nurse and a Russian fever nurse.



RUSSIAN NURSES.

Save in the case of the Red Cross Society, nursing in Russia is not far advanced, but the members of the Red Cross are trained theoretically and practically, and work in the chief hospitals, including all the military ones. They are mostly women of the lower classes, though, during the Russo-Turkish War, a large number of ladies joined their ranks for temporary service. The uniform is very pretty; the cap is a modified form of that worn by the Sisters of St. Vincent de Paul, and the red cross is worn not only on the left arm, but on the breast of the apron. The dress is either grey or black, and it is unusual for Russian nurses to wear washing frocks. In the military hospitals these sisters fulfil much the same duties as our army sisters, and have under them male nurses, or orderlies, to do the rough work.

The Russian fever nurses have a strange method of avoiding infection. They wear an overall and hood, and across the mouth a piece of carbolised gauze. Whether they do this in hospital or not we cannot say; the above picture is of a visiting nurse, or sort of district nurse for the higher classes. It is certainly not our method of avoiding infection, and such a startling dress would be likely to alarm friends and patients alike.

One word must be said with regard to outdoor uniforms, which

are too frequently unsanitary and unbecoming. There are two styles of cloak—the circular and the semi-fitting. The circular is seen to its greatest disadvantage on a wet day, when the skirts are gathered up underneath it, showing a pair of big flat feet appearing as it were from under an extinguisher. Bonnets are generally worn with or without veils; when they have veils the gauze is usually put on as stiffly and as with as little thought of grace or

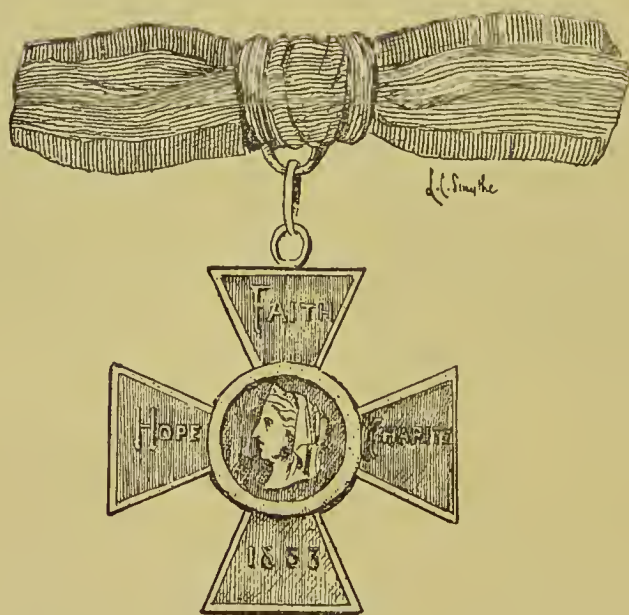


OUT-DOOR UNIFORMS.

use as possible, and when the wind catches it it stands out straight behind for about a yard. On windy days we would advise a nurse to bring the veil forward over one shoulder, and pin it there with a neat brooch; and at all times it is better to drape the gauze with a little view to grace, instead of fastening it tightly over the crown of the bonnet in stiff folds. Aprons should never be worn out of

doors ; it is unsanitary. Long skirts trailing in the dust or mud are to be rigorously forbidden. As to existing uniforms : at Charing Cross the sisters wear semi-fitting dark blue Russian cloaks, faced with red, and hoods lined with red. The St. Bartholomew nurses wear neat little black bonnets, trimmed with velvet bows, and no veils ; cloaks, black circular. The private nurses of the London wear dark green semi-fitting cloaks, dark green bonnets tying with white strings. The Guy's nurses wear black cloaks and short black veils. The King's College wear black cloaks and long veils, and the bonnets tie with white frilled strings. The Royal Free wear circular black cloaks trimmed all round with ruching. The National and Metropolitan District nurses wear black circular cloaks, which show underneath their holland dresses ; their bonnets are trimmed with black ribbon with a narrow edging of blue. Many of the vivid red and green uniforms seen about the London streets are the personal attempts at picturesqueness of private nurses who are not connected with any institution.

Of nursing medals the first in order is, of course, the Royal Red Cross. This order for women was instituted by Queen Victoria in 1863, for the purpose of rewarding the services of those devoted to the sick and wounded in war. It is not confined to British subjects,



ROYAL RED CROSS.

and has been conferred on foreigners ; it is worn on the left shoulder. The receiver of this order has to sign an undertaking

to give it up should she in any way disgrace herself. The following are the names of those on whom Her Majesty has conferred this order:—

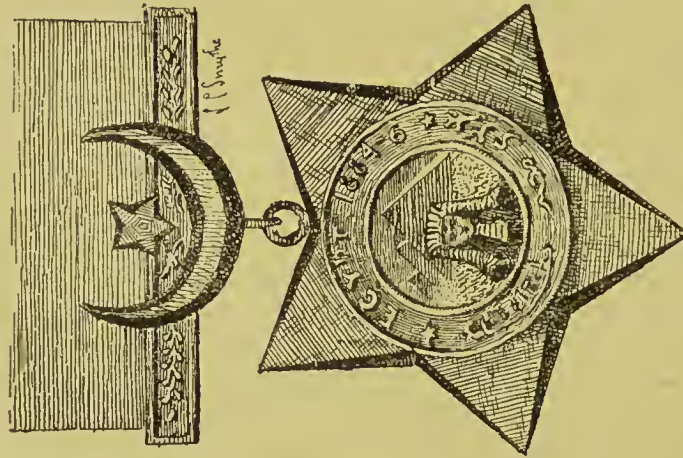
Princesses.—H.R.H. the Princess of Wales; H.R.H. the Empress Dowager Victoria of Germany (Princess Royal of Great Britain and Ireland); H.R.H. the Princess Christian of Schleswig-Holstein (Princess Helena of Great Britain and Ireland); H.R.H. the Princess Beatrice; H.R.H. the Duchess of Connaught and Strathearn; H.R.H. the Duchess of Teck; H.R.H. the Princess Louise, Marchioness of Lorne; H.R.H. the Duchess of Albany; H.R.H. the Princess Frederica of Hanover, Baroness Von Pawel Rammingen.

Ladies.—The Lady Wantage; Miss Nightingale; Miss Margaret Maistre, for services at Brunkers Spruit; Mrs. J. W. Lumley, Durban and Petermaritzburg; Mrs. Gildea, Pretoria; Mrs. Grimwood; Mrs. Damant; Mrs. Cawley; Lady Roberts.

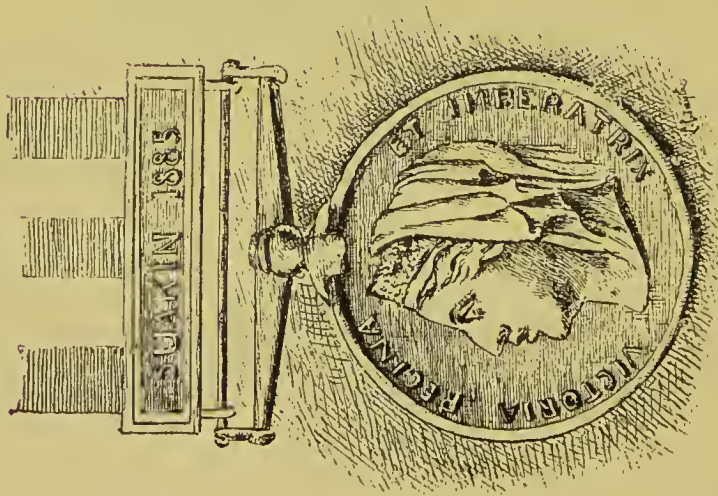
Nursing Sisters or other Persons Engaged in Nursing Duties.—Mrs. J. C. Deeble, for services in Zululand; Miss A. E. Caulfeild (Lady Superintendent of Nurses, Herbert Hospital, Woolwich), Egypt and Transvaal; Miss H. Stewart (Superintendent of Nurses), Egypt, Hospital Ship "Carthage"; Mrs. M. A. Fellowes, Egypt, Hospital Ship "Carthage"; Miss J. A. Gray, Zululand and Egypt, s.s. "Lusitania"; Miss H. Campbell Norman (Lady Superintendent of Nurses, Royal Victoria Hospital, Netley), Egypt; Miss J. Jerrard, Transvaal and Egypt; Miss E. Cannell, Cyprus and Egypt; Miss M. Jones, Egypt; Miss B. Story, Egypt; Miss S. Airy, Cyprus and Egypt; Miss E. Wheldon, Netley; Miss J. M. Gray, Transvaal; Miss Langlands, Transvaal and Zululand; Sister Louise, Transvaal and Zululand; Sister Maria Celestina, Egypt; Sister Maria Pia, Egypt; Sister Maria Camilla, Egypt; Sister Maria Carmela, Egypt; Sister Maria Ludovica, Egypt; Sister Maria Benedetta, Egypt; Sister Camilla Orpheline, Egypt; Miss M. Selby, Zululand and Egypt; Miss J. King, Egypt; Miss K. Forrest, Egypt; Miss M. Thomas, Egypt; Miss A. Crisp, Zululand and Egypt; Miss A. Yardley, Egypt; Miss A. K. Holland, Egypt; Mrs. Janet King, Zululand; Miss Hornor, Zululand; Miss M. C. Jerrard, Egypt and Soudan; Miss H. King, Egypt and Soudan; Miss S. Ireland, Egypt and Soudan; Miss J. M. C. Barker, Egypt; Miss S. F. Hart, Egypt; Miss M. C. F. K. Cole, Egypt, Hospital Ship "Ganges"; Miss R. M. Burleigh, Egypt, Hospital Ship "Ganges"; Miss L. Parsons, Egypt; Miss A. Hind, Egypt; Miss C. L. Byam, Soudan; Miss R. Williams, Egypt and Soudan; Miss Louisa Jane Mackay, Transvaal and Egypt; Miss Christina Fergusson, Egypt; Miss Augusta Bailey Holland, Netley, Chatham, and Portsmouth; Miss Edith King (Stafford House Committee), Zululand and operations against Sekukuni; Miss

Emma Durham (Stafford House Committee), Zululand and operations against Sekukuni, and Egypt; Miss C. G. Loch, India; Miss E. Welchman, India; Miss E. M. Lichfold, India.

Twenty nursing sisters also received the Suakin medal, either with Suakin or Nile clasps, for their services to the wounded during the Egyptian campaigns of 1882 and 1884-5. Most of



BRONZE STAR.

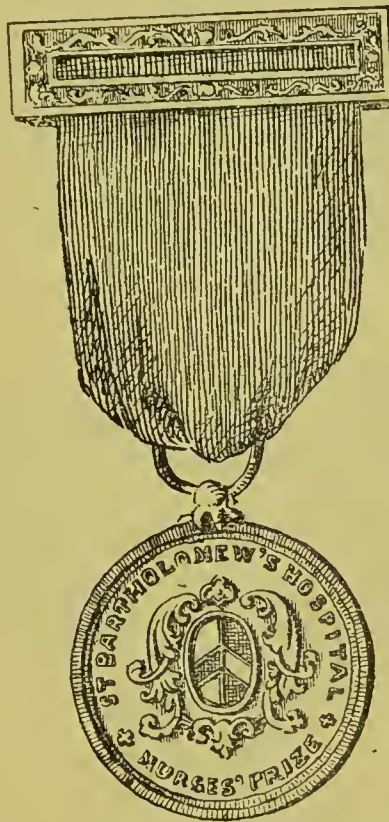


SUAKIN MEDAL.

those who received the Suakin medal also received the Khedive's Bronze Star; and the late Khedive also presented this decoration

to some of the nurses working in the Cairo and Alexandria Hospitals.

St. Bartholomew's is one of the largest and best known of the training schools for nurses; lectures are delivered and half-yearly examinations held, and prizes in books varying in value from £1 11s. 6d. to £5 are given yearly. But the chief honour for



ST. BARTHOLOMEW'S MEDAL.

which the Bart's nurses strive is the gold medal pictured above which is awarded every April and October to the probationer who passes first in the final examination. This medal was first instituted in 1885, by the generosity of the Clothworkers Company.

The next illustration is of the Butterworth Medal, which is given to the nurses at Guy's Hospital who complete five years of honourable service. The medal was instituted in 1890 by Mr. J. W. Butterworth, and consists of a silver order surmounted by a safety pin. On one side of the medal is the portrait of Thomas

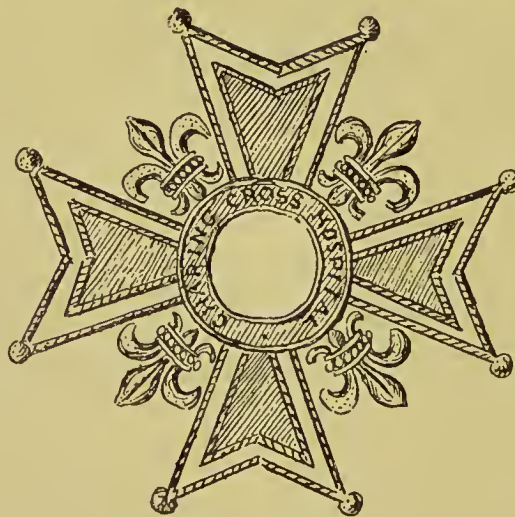
Guy, copied from a picture belonging to Mr. Butterworth; on the other side is the name of the recipient nurse. Once won, the medal remains the property of the nurse. The matron of Guy's.



GUY'S MEDAL.

and Sisters Patience, Cornelius, Clinical, and Grace all wear the medal. The certificate at Guy's is given to paying probationers at the end of one year, to non-paying probationers at the end of three years.

The Charing Cross nurses have a medal which they receive when they sign after their month of probation; it is a bronze re-



CHARING CROSS MEDAL

presentation of the cross known as the "Charing Cross;" it is Maltese in shape, with *fleur-de-lis* between the arms; the name of the Hospital is inserted in blue enamel. The nurse wears this cross slung round her neck whenever she is in uniform; if she leaves before her agreement is up she forfeits her cross, but if she completes her training, the medal is hers for ever.

The sisters of the institution wear a similar cross, only made of silver; the lady superintendent also wears the silver cross, but she pins it on the left breast instead of wearing it round her neck.

In the *Liverpool Mercury* for January 18th, 1862, there is an account of a meeting held in the chapel of the Bluecoat Hospital, the Mayor presiding, to found a training school and home for nurses in connection with the Royal Infirmary. How that small seed has grown and borne fruit is attested by the fact that the



LIVERPOOL HOME MEDAL.

holders of the above medal are numbered by hundreds. Every nurse who joins the Liverpool Nurses' Training School is presented with the medal at the close of her month of trial, and when on duty she wears it pinned on the left breast; it is not a reward of merit, but a badge, and it only becomes the permanent property of those nurses who serve their three years of training and take their certificate.

The Kent Nursing Institution, the Birmingham General Hospital, and others, also give medals, but they are not of special interest. With regard to certificates, some specimens may be

interesting and also helpful to those who are starting training schools.



KENT NURSING INSTITUTION MEDAL.

Our largest training school for nurses gives no medal, but gives instead an extra certificate and prizes in money or books. When Miss Lückes became matron of the London Hospital in 1880, she immediately set about organising theoretical and practical teaching for the nurses, which was to occupy one year and be followed by an examination. Sir Andrew Clark delivered the first lecture to the probationers, and the Duke of Cambridge presented the first prizes won. The prizes are given annually to the three nurses who obtain the highest marks, and are to the value of five guineas, four guineas, and three guineas respectively. The Prize Certificate is ornamented with an engraving, and is worded as follows: "London Hospital Nursing Home. Nursing Lectures and Examination, 18— to 18—. Prize Certificate presented for Proficiency." It is signed by the matron, house governor, and chairman. Two years ago honorary certificates were also instituted, to be awarded to those who nearly obtained the prize, and were above the average. The ordinary certificate of the London Hospital runs as follows: "This is to certify that was received as a probationer on and has completed her full term of two years' training in the medical and surgical wards of this Hospital, both on day and night duty. During this time her work has been and her conduct has been" This is signed by the chairman, house governor, and matron, and is given to every nurse who serves her two years. But if the nurse has also passed her examination, the following is added: ". has attended lectures on Elementary Physiology and Medical Nursing, and passed a"

examination. (Signed by the physician.) Also lectures on Elementary Anatomy and Surgical Nursing, and passed a examination." (Signed by the surgeon.) At the bottom of the certificate is a little note stating that further particulars concerning the holder of the certificate can be obtained at any time on application to the matron.



LONDON HOSPITAL CERTIFICATE.

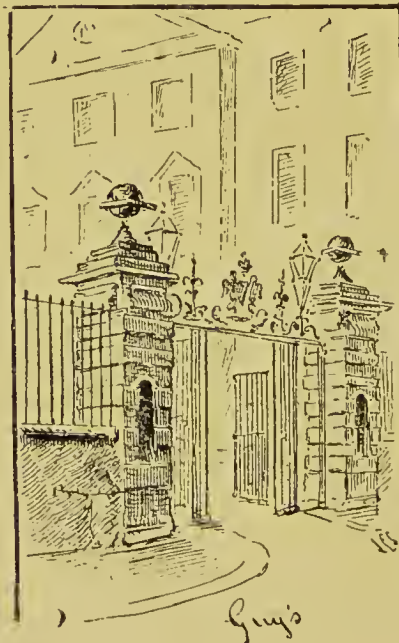
At Charing Cross the nurses serve for three years, and then receive a certificate as follows: ". has during the period above stated given satisfaction in her service as nurse, the particulars of which are recorded in the registers of this institution in the possession of the lady superintendent, to whom all reference may be made." This cautiously worded document is signed by the treasurer only; there is nothing superfluous about the Charing Cross Hospital certificate, and its sole ornamentation is a small sketch of the building at the top.

The Liverpool Workhouse Infirmary certificate, given after three years, runs as follows: "Parish of Liverpool Workhouse Infirmary. Training School for Nurses. This is to certify that has satisfactorily completed a course of years' training as a Hospital Nurse, and that she is considered to be entitled to a Certificate of Efficiency, the estimate of her char-

acter and qualifications being as follows: Conduct
 Qualifications as Nurse in Medical Cases Surgical
 Cases Midwifery Cases” This
 certificate is signed by the chairman, two medical officers, and the
 lady superintendent.

The Liverpool Royal Southern Hospital grants nurses the following certificate at the end of one year: “This is to certify that has been a of this Hospital for months, and discharged the duties of the office to the satisfaction of the Medical Board.” This certificate has an engraving of the Hospital at the top, and is signed only by the members of the medical board.

Queen Charlotte’s Lying-in Hospital words its certificates for monthly nurses as follows: “These are to certify that of has been a pupil of this Hospital; that she has received instructions in the duties of Monthly Nurse, and has had special instruction for an additional period; and that the said has shown herself competent to discharge the duties of that position.” This certificate is printed on parchment, and signed by two of the physicians to the in-patients, by the matron, and by the secretary. It is a regrettable fact that many women who act as nurses have forged their own certificates and testimonials; a cure for this could only be found in the combining of all the nurse-training authorities to expose such cases.



CHAPTER XVII.

A CHAPTER FOR MATRONS.

THE full meed of success for a nurse is to gain the matronship of a hospital—perchance only of a small hospital at first, but she may gradually rise to higher things. The post is, of course, one of difficulty, especially as training in nursing is more easily obtained than training in institutional housekeeping.

To take the duties of a matron in a cottage hospital first: they include the charge of the linen, stores, and drugs, the buying and keeping in order of the first two, and the keeping of a correct list of all three. Not unusually the matron is required to have a slight knowledge of dispensing, so that in cases of emergency she can make up medicines. Urine testing, dressings, and many of the minor duties of a house surgeon, are also often left to the cottage matron.

The matron has also the supervision of patients, the giving of medicine, the serving of meals, and often takes an active part at operations. She also has to attend to the out-patients. The servants—who usually consist of one woman to cook and scrub, and a porter who combines the character of gardener—are also under the matron's charge, and she must receive all visitors who wish to inspect the hospital. Even in the smallest hospitals it is now usual to train at least one probationer, as with her help a certificated nurse can manage 15 beds. The training must be done by the matron, who usually does the dressings, etc., herself the first few days, while the probationer stands by and hands what is required, clears away soiled dressings, and learns all she can. The matron may find it necessary to sometimes undertake the night duties, when her nurses are hard

pressed, and at all times there should be a bell in her bedroom which can be rung from the wards, so that in case of emergency she can be immediately aroused. The following is the diet table of the Boston Cottage Hospital :—

Breakfast.—Eight o'clock ; tea or coffee, milk, bread and butter.

Dinner.—Twelve to one o'clock ; beef or mutton, bread, vegetables, and pudding, varied by soup and fish.

Tea.—Four o'clock ; tea, milk, bread and butter.

Supper.—Eight o'clock ; bread and cheese, bread and milk, gruel, or arrowroot.

Variations from this diet, for any particular patient, may be made on the written instructions of the medical officer.

Turning to larger institutions, such as county hospitals of about 100 beds, the duties vary.

The matron, as a rule, has full control of all the nurses and female servants, subject only to the Weekly Board ; her chief duty, then, is to appoint competent women under her, and to keep a careful watch over them and their work ; finding fault whenever necessary, but also giving praise at times, in order to cheer and encourage the good workers. But you cannot teach what you do not know—you cannot direct and control on points of which you are ignorant. Therefore, a matron must be acquainted with the best means of procuring food by contract, and cooking and serving food by quantities. She must, when going round the kitchens, see that the coppers are clean, the larders are sweet, and all the sinks and out-houses free from smell. She must know the best means of washing greasy sheets, the rules for washing infected linen, the difficulties of dealing with old linen. She must give all her subordinates written orders and written timetables, and see that servants as well as nurses have their regular meal times and hours off duty. She must in return get written daily reports from every department, and before going off duty every night must fill in her own diary and petty cash-book and file the other reports. Everything must be brought before the Weekly Board at its meeting, and the matron must be ready to seek advice, and submit plans for improvement, or any complaints to

the Board. For a knowledge of small domestic details no training is so good as that got in a middle-class home where the daughters help in the house-work. Of course, in an institution where food is supplied by contract, and cooking is done by gas or steam, things are very different to what they are in a private house; but once having learned to know good meat by its appearance, and to judge by taste where the cooking is defective, the knowledge can be applied to things great as well as to things small. Very low contracts are not to be recommended, as it is poor economy to procure bad food at any price; it is useful to compare the prices paid by other hospitals, which can generally be found in the published reports. Comparing the cost per bed or per head is not of much use, as it is calculated on different lines in different places. The following were the disbursements for provisions at the Berkshire Hospital during 1890, when 1,207 in-patients were treated:—

532	lbs. of extract of meat, ...	...	...	£150	10	0
22,469	lbs. of meat, ...	...	...	711	18	10
45,950	lbs. of bread, ...	...	...	185	14	5
2,100	lbs. of flour, ...	...	...	9	17	2
7,992	gallons of milk, ...	...	...	299	14	0
5,174 $\frac{1}{2}$	lbs. of butter, ...	...	...	210	12	0 $\frac{1}{2}$
2,467 $\frac{1}{2}$	lbs. of bacon, ...	...	...	54	0	4 $\frac{1}{2}$
553 $\frac{3}{4}$	lbs. of cheese, ...	...	...	14	14	5 $\frac{1}{2}$
1,288	lbs. of sago, ...	...	...	13	8	4
1,428	lbs. of rice, ...	...	...	9	13	8
7,423	lbs. of sugar, ...	...	...	49	0	11
1,047 $\frac{1}{2}$	lbs. of tea, ...	...	...	57	0	2
161 $\frac{1}{2}$	lbs. of coffee, ...	...	...	5	7	8
84	lbs. of cocoa, ...	...	...	5	12	0
	Barley, arrowroot, oatmeal, spices, etc., ...	...	...	30	11	3 $\frac{1}{2}$
	Eggs, ...	...	...	59	13	0
	Fowls and rabbits, ...	...	...	57	0	3 $\frac{1}{2}$
	Fish, ...	...	...	85	0	3 $\frac{1}{2}$
	Vegetables and fruit, ...	...	...	89	9	1

To give some notion of contract prices we quote the following from the report of the Richmond Union:—

CONTRACT PRICES OF PROVISIONS, &c.

ARTICLES.		Half-year ended Lady Day, 1892.	
		s.	d.
Beef	... .. per lb.	...	4
Mutton	... .. "	...	7 ³ / ₄
Suet	... .. "	...	3
Leg and Shins	... .. "	...	2
Beef-tea Meat	... .. "	...	4
Bread	... .. per cwt.	12	0
Flour	... .. per sack	32	0
Bacon (by the side)	per lb.	...	6 ¹ / ₂
Butter	... .. "	...	10
Margarine	... .. "	...	7
Cheese	... .. "	...	5
Tea	... .. "	1	4
Sugar	... .. "	...	2
Treacle	... .. "	...	1
Vinegar	... .. per gall.	...	6
Rice	... .. per lb.	...	1
Arrowroot	... .. "	...	4
Eggs	... .. "	...	6
Lard	... .. "	...	4
Pepper	... .. "	...	6
Salt	... .. per cwt.	3	0
Mustard	... .. per lb.	...	4
Soap	... .. per cwt.	16	6
Soda	... .. "	3	6
Starch	... .. per lb.	...	2 ¹ / ₂
Blue	... .. "	...	6
Candles	... .. per 12 lb.	3	0
Tobacco	... .. per lb.	3	4
Snuff	... .. "	3	7
Split Peas	... .. per bushel	5	4 ¹ / ₂
Oatmeal	... .. per lb.	...	1 ¹ / ₂
Linseed, crushed	... .. "	...	1 ¹ / ₄
Milk	... .. per gall.	...	10 ¹ / ₄
Porter	... .. per barrel	21	0
Table Beer	... .. "	10	0
French Brandy	... .. per gall.	17	11
Gin	... .. "	11	6
Port Wine	... .. per oct.	110	0
Potatoes	... .. per ton	...	...
			Regents, 9os.
			Beauty of Hebron, 10os.
			Magnum Bonums, 8os.
Coal (Silkstone)	... .. "	...	17 8

Perhaps it would be better for both patients and nurses if matrons would organise cooking schools such as that at the Johns Hopkins Nursing Home at Baltimore.

The organisation of the cooking school resembles that of a ward with its head nurses and pupils, the teacher corresponding to the head nurse. Two pupils are sent to her for

a month at a time. Their hours of duty are from 7.30 a.m. to 5.30 p.m. The first hour and a half of the day is spent in the two private wards, where each pupil takes charge of the preparations for breakfast, makes the toast, arranges the trays daintily, and gets everything in readiness for breakfast, which arrives from the general kitchen at 8 o'clock. They then serve the trays and leave the wards at 9 a.m., going directly to the cooking school kitchen, which is a small room conveniently situated and easily accessible to all the wards. There they meet the teacher, and the day's instruction begins. The course includes the general subject of the preparation of beef essences, beef teas, broiled meats, steaks, chops, and birds, gruels, porridges, mushes, drinks, jellies, toasts, soups, broths, oysters, eggs, potatoes, custards, sherbets, creams, frozen fruits, cordials, salads, koumiss, and all simple dishes, such as baked apples, plain boiled rice, and the like. The beef tea, chicken broth, and mutton broth for use in the entire hospital are made each morning, and in addition practical demonstrations of the process of making dishes selected from the above schedule are given by the teacher every forenoon. The method of preparing about 150 different articles of sick diet is taught during the course, and each article is made at least 3 times by the pupils themselves. The greater part of the day's cooking is distributed among the various wards at noon.

The afternoon hours are chiefly devoted to theoretical teaching, which includes, for example, talks on the effect of heat on food, the effect of cold, fire, the chemistry of foods, oxygen, the composition of air, water, the cooking of food, the mineral and organic matter in the same albumen, and methods of serving food. All notes, lectures, and recipes are written out in full. Towards the end of the month a practical test is given of the proficiency of each pupil by requiring her to make as large a number of dishes as possible, without aid from either teacher or notes. An oral examination is given at the end of the course, and this is followed at the end of another month by a written test.

Again, the matron of a large hospital has to pay considerable attention to the provisioning of the officers' and nurses' tables, a subject which was at one time much neglected, so that loud complaints were made of the monotony and poorness of the food supplied to nurses.

The market prices as quoted in the daily papers should be studied, and hints can be gleaned from the little provision paragraph given every Saturday in the *Daily News*; there are officers' and nurses' tables which go from year's end to year's end without celery because this cheap and wholesome vegetable is not on the contract list, though it can be bought at times for a penny a-head from any green-grocer. Again, marmalade, a cheap and wholesome addition to the breakfast table, costing only 9½d. for 3 pounds, is seldom seen in institutions in the South; and Scotch broth, a nutritive and economical dish, is known only in the country from which it gets its name.

At a paper read before the Hospitals Association in 1890, the following summary was given of articles used at the chief hospitals for the nurses' meals.

DAY NURSES' MENU.

For Breakfast.—Tea, coffee, cocoatina, bread and butter, bacon and eggs (in one case new-laid eggs are specially imported from Lincolnshire), ham or tongue, haddocks, sardines, kippers, potted lobster, marmalade, potted meat, pickled pork, sausage-rolls, cold bacon, and broiled bacon.

Lunch.—Beer, coffee, or milk, cheese, pudding, bread and butter, treacle, odds and ends.

Dinner.—Soup, meat, hot dishes (two courses), stews, beefsteak pie, fish, haricots, rabbits, geese, chops, made dishes, cold joints (in summer with salad), occasionally poultry and game; vegetables (two kinds), puddings, stewed fruits, beer, porter, milk, and cheese.

Tea.—Bread and butter, cake, jam, marmalade, treacle, sometimes salad.

Supper.—Soup, meat (cold or hot), puddings, milk pudding, salad, bread and cheese, hash with vegetables, sausage or fish pie, mince, fried bread and bacon, scones and cheese, porridge, made-up dishes, curries, pickles with cold meat, coffee, beer, porter, milk, bread.

NIGHT NURSES' MENU.

Supper or Breakfast.—Soup, meat, eggs, fried bacon, mince and mashed potatoes, stew, sardines, cold bacon, broiled bacon, fish, puddings, marmalade, bread and butter, tea, coffee, milk, and beer.

Dinner.—Hot joints, cold joints, or made dishes, fish, steaks, chops, cold joints (in summer with salad), vegetables, puddings or tarts bread and butter, cheese, beer, porter, coffee, or milk.

Tea or Luncheon.—Bread and butter, cheese, cake, jam, treacle, occasionally tea, ale, milk.

Night Meals taken in Ward Kitchens.—Tea, coffee, or cocoa, fish, eggs, meat, bacon, sausages, kippered herrings, German sausage, corned beef, boiled bacon, meat pie, curries, cutlets, sardines, bread and butter, vegetables, puddings, cold meat, jam.

Method and management are the two chief virtues needed by a matron, and she must arrange her time carefully so as to give due attention to every detail of the big household over which she reigns. She must receive each sister at a certain hour, also the housekeeper or cook, and she must visit every part of her domain during each 24 hours. She must see that there is no waste or wilful damage, and keep inventories of all the goods under her care. There should be a quarterly stocktaking in every department.

The nurse who has just gained her first matronship should not hesitate to seek advice from matrons of long standing; asking for their rules and for a list of the books they keep, and how they portion out their daily round. But the duties of matrons vary in every hospital, and each has to form her own plan in accordance with the wishes of the committee under which she works. It is a great point to have a clear definition of all duties, so that each officer goes his or her way in a clearly-marked limit, and the less overlapping there is the less quarrelling there will be. A little patience and courtesy helps to oil the wheels also, and new brooms must not be in too great a hurry to sweep clean.

The whole social tone of an hospital is usually taken from the matron, and if you visit a building where the porter receives you curtly, the nurses ignore you, and the patients stare rudely at you, you may be sure that the matron herself falls short of the proper standard. If the porter directs you courteously, the nurses come smiling forward to know your wishes, and the patients are sleeping, reading, or chatting, you may be sure that the matron is a splendid specimen of womanhood. Few, very few, are fit to fill these important posts; the perfect matron is not one in a thousand, but one in a million.

In conclusion we quote the rules for the lady superintendent of one of the most important London hospitals :—

1. The lady superintendent shall be appointed by the Council.
2. She shall have immediate charge, government, and control of the sisters, nurses, probationers, lady pupils, and all female servants connected with the Hospital.
3. She is to see that the rules and regulations which are, or may be from time to time, enacted for the nursing establishment are observed.
4. She is to arrange for family prayers being read in the nurses' house every morning and evening by herself or one of the sisters.
5. She shall engage and discharge the nurses, probationers, and female servants of the Hospital.
6. She is to frame instructions for the guidance of the sisters and nurses and for the regulation of the domestic arrangements of the Hospital, subject to the approval of the Weekly Board.
7. She shall assign to each sister and nurse her respective ward and hours of day and night duty, and shall furnish quarterly to the Council a table showing the distribution of the nursing staff in the Hospital.
8. No ward is to be without a sister in charge by day and a sister or head nurse by night.
9. She shall keep a register of all persons employed under her in the Hospital for the information of the Weekly Board.
10. She shall be in readiness to attend, if requested to do so, the meetings of the Council or Weekly Board.
11. On Mondays, at 10 a.m., she is to deliver to the surgical storekeeper a requisition in the form provided for a week's supply of surgical material for each ward.
12. She is to enter into a book to be kept for the purpose all applications for male attendants on refractory cases, and for the use of special wards, and all suggestions or complaints. This book is to be sent daily to the secretary.
13. She is to enter in a requisition book provided for the purpose, any articles she may require for the wards, and to send this book to the secretary daily at 10 a.m.
14. She is to keep an inventory and account of all Hospital linen, furniture, and stores in her department, both in the wards and elsewhere, which shall be duly presented to the Weekly Board.
15. She is to see that the theatre is properly prepared and to provide adequate attendance at all operations on receiving due notice from the resident officer.
16. In the event of a patient being reported as dangerously ill or dying she is at once to communicate with the secretary.
17. She is to keep a register of all money and valuables belonging to patients which may be made over to her by the sisters in charge of wards, and to obtain the proper receipt for them when they are returned to the owners. In case of death all money and valuables, with a list, are to be made over to the secretary, who alone is authorised to give them up to the representative of the deceased.
18. She is allowed one month's leave during the year, and during her absence at any time her duties are to be undertaken by the senior sister.
19. She is to give three months' notice in writing to the Council previous to resigning her office, and is to be subject to removal on a like notice from the Council.

APPENDICES.

I.—SOCIETIES, GUILDS, ETC.

Guild of St. Barnabas for Nurses holds monthly meetings in London, Liverpool, Manchester, Worcester, Gloucester, and Leamington, and issues a paper, entitled *Misericordia*, published monthly, price 2d., by W. Knott, 26 Brooke Street, Holborn.

Guild of St. Veronica for Nurses. The objects are three in number:—I. To form a bond of union among those who are engaged in the work of nursing the sick. II. To aid the spiritual life of its members under the peculiar and special difficulties of their duties. III. To help its members to realise that nursing the sick is properly a religious work, and should be performed as a labour of love. The rules for the members are few, but strict, and are specially formed to help Nurses in their spiritual life, the founder of the Guild having had practical experience of a Nurse's difficulties during his connection with hospitals. Further particulars can be obtained from the Secretary, Miss F. Robertson-Macdonald, 9 Great Bedford Street, Bath.

Hospitals Association. The object is to raise the standard of efficiency in the administration of hospitals by means of co-operation amongst the officers. The subscription for Matrons and Nurses is 10s. Lectures are given during the winter months, and many interesting pamphlets have been issued. Hon. Secretary, Thomas Ryan, Esq.; Offices, 428 Strand, W.C.

Midwives' Institute and Trained Nurses' Club. The Society consists of Founders, Members, Associates, Lay Associates. The Founders are the first seven Subscribers to the Memorandum and Articles of Association. Members are women who have obtained a medical qualification, and trained Midwives over the age of 21, who have passed the examination of the Obstetrical Society of London, or any Board of Examiners who may be hereafter appointed under the provisions of any Act of Parliament which may be hereafter passed for the examination and registration of Midwives. Associates are trained Nurses or Midwives who hold any other diploma. Lay Associates are persons other than Midwives who are interested in the objects of the Society. Members and Associates pay the same fees, 2s. 6d. entrance, 5s. annual subscription. Lay Associates pay an annual subscription of 10s.; country members and country associates pay no entrance fee. These payments include the free use of the Registry, Club-room, Lectures, and Lending Library. Lectures are given monthly in the winter. The Club Rooms are open daily from 2.30. Secretary, Mrs. Nichol, 12 Buckingham Street, Strand, W.C.

National Health Society. For the diffusion of Sanitary knowledge

amongst all classes. Nurses sometimes engaged as lecturers. Offices, 53 Berners Street, W.

Miss Hooper's Institute. An agency for trained nurses, who work on commission or receive a stated salary. Miss Hooper, 9 Upper Baker Street, N.W.

Nurses' Missionary Association. Objects :—I. To provide a fund to assist our Church Missions in foreign parts. II. To furnish the salaries, etc., necessary for maintaining trained Nurses to work in connection with them. Annual subscription, 1s. Subscriptions due on the 1st of January each year. All communications to be addressed to the Hon. Sec., Mrs. Leeke, Church House, Weybridge.

Nurses' Residential Club. Established to meet the requirements of Nurses living in single rooms who desire a place where they can obtain meals and meet their friends. Also for Nurses who require an occasional bed and a permanent address. Entrance fee, 10s. 6d. Annual subscriptions—Ordinary Members, 10s. 6d. ; Members wishing to use the Club as a permanent address, and to have letters and parcels forwarded and inquiries answered, £1 1s. Two satisfactory references must be given by each member. The Committee retain the right to refuse membership, should such refusal appear to them necessary for the well-being of the Club. Applications for membership to be made to the Hon. Sec., 92 Charlotte Street, Fitzroy Square, London.

Royal British Nurses' Association. The object is to promote a scheme of registration for Nurses. Offices, 17 Old Cavendish Street, W.

Royal National Pension Fund for Nurses. The objects are to help Nurses to provide for sickness and old age ; and the fund was started with a munificent gift of £20,000 from four city merchants. It has also a Morgan Benevolent Fund, the objects of which are—(a) To afford immediate pecuniary or other relief by loan or absolute gift to Matrons, Sisters, and Nurses (if members of the Pension Fund), who may be in distress, and to assist them in keeping up the payments of premiums on any policies they may have taken out in the Society ; (b) To grant annuities to Matrons, Sisters, and Nurses, who, from no fault of their own, may be, or are unable, to provide for themselves after sixty years of age. About 4000 Nurses belong to the Pension Fund, and 2000 have received their certificates of membership from the hands of the Princess of Wales. All communications should be addressed, the Secretary, Royal National Pension Fund for Nurses, 28 Finsbury Pavement, E.C.

Society for Visiting Hospitals. Founded 1866. *Director*—The Rev. Father Gordon, The Oratory, Brompton, S.W. *Treasurer*—Miss Langdale. *Secretary*—Mlle. Teulière, 47 South Street, Park Lane, W. This is a Roman Catholic Society, whose lady members visit patients in hospitals and attend to their spiritual needs. Cases also sent to Convalescent Home at Hanwell, and nourishing food, etc., supplied to convalescents at their own homes.

St. Andrew's Ambulance Association. The objects are :—I. Instruction in Ambulance Duties by the establishment of Classes, so that the members thereof may be able to render intelligent first aid to persons accidentally injured, pending the arrival of a medical man. II. The placing of Stretchers, Ambulance Waggon, and other appliances, necessary for the relief of the injured, in such situations as may be considered

advisable, so as to enable assistance to be given with the least possible delay. Lectures in elementary nursing are also given. Offices, 103 West Regent Street, Glasgow.

St. John's Ambulance Association. St. John's Gate, Clerkenwell, holds (separate) Classes for instructing Men and Women how to act in cases of emergency or accident, such as Drowning, Burns, Fits, Rabies, etc. The lecturers are duly qualified medical men, and the number in each class is limited to 130. Fees low. Lectures in elementary nursing are also given.

The London Hospitals League. This League has been formed for the purpose of making articles of clothing suitable for men, women, and children, the articles to be sent once a quarter to the Secretaries of the different London Hospitals, and distributed by them to the patients. Terms of membership, 3s. per annum, payable on the 1st of January—no stamps. Members joining after 1st April in any year, and before 1st July, pay 2s. 3d., their subscription to 31st December, after 1st July and before 1st October, 1s. 6d., and after 1st October and before 31st December, 9d.; their subscription for the following years falling due on the 1st of every January. Each member to make *not less* than four articles of clothing annually, *one* article to be sent quarterly, namely: March 15th, June 15th, September 15th, December 15th (when the 15th falls on a Sunday, then to be sent on the 14th) to Lady Constance Howard, 34 Evelyn Gardens, Cranley Gardens, London, S. W.

Nurses' Club, 17 Nottingham Place, W. *Manager*—Mrs. Stubbs.

The Norland Institute. Holland Park, W. Trains ladies for 9 months to be children's nurses, fit to rule over the nursery.

The Nurses' Bed. A free bed maintained by Nurses, for such of their companions as are poor and in need of change. Apply to Miss Holditch, Brassey Home, Mertoun, Ventnor, Isle of Wight.

The Nurses' Hostel. An hotel or boarding-house for Nurses. Daily Nurses also sent out. Address, 27 Percy Street, Tottenham Court Road, W.

The Nurses' Hotel. A home and lodging-house for Nurses. Terms, 18s. a week. A register of Nurses kept. Address, Miss Culverhouse, 18 Royal Avenue, Chelsea, S. W.

Trained Nurses' Annuity Fund. For granting pensions of £15 to nurses over 50, who have seen 15 years' active service and have been trained in a public hospital or training institution. Hon. Sec., R. Gofton Salmond, Esq., 73 Cheapside, E. C.

II.—SOME BOOKS ON NURSING SUBJECTS.

- Antiseptics.** A Handbook for Nurses. By Annie W. Hewer. Crosby Lockwood. Price 1s. 6d.
- Questions and Answers on Nursing.** By J. W. Martin, M.D. Baillière, Tindall and Co. Price 1s. 6d. net.
- A Short Manual for Monthly Nurses.** By C. J. Cullingworth, M.D. J. and A. Churchill. Price 1s. 6d.
- A Manual of Nursing, Medical and Surgical.** By Lawrence Humphry, M.B. C. Griffin and Co. Price 3s. 6d.
- A Practical Handbook of Midwifery.** By Francis Haultain, M.D. The Scientific Press. Price 6s.
- Handbook of Obstetric Nursing.** By Francis Haultain, M.D., F.R.C.P. Ed. ; and J. Haig Ferguson, M.B., F.R.C.P. Ed. Pentland. Price 5s.
- A Guide to District Nurses,** By Mrs. Dacre Craven. Macmillan and Co. Price 2s. 6d.
- Notes on Nursing: What it is, and what it is not.** By Florence Nightingale. Harrison. Price 2s.
- Lectures on General Nursing.** By Eva C. E. Lückes. Kegan Paul. Price 2s. 6d.
- Hospital Sisters and their Duties.** By Eva C. E. Lückes. Third Edition enlarged. The Scientific Press. Price 2s. 6d.
- First Lines in Midwifery.** By Dr. G. E. Herman. Cassell and Co. Price 5s.
- The Theory and Practice of Nursing.** A Text-book for Nurses. By Percy G. Lewis, M.D. Fifth Edition, illustrated. The Scientific Press. Price 3s. 6d.
- Mental Nursing: a text-book for attendance on the Insane.** By William Harding, M.B., etc. Illustrated. The Scientific Press. Price 2s. 6d.
- Physiology and Hygiene for Home Nursing.** By C. E. Fitzgerald, M.D. G. Bell and Sons. Price 2s. 6d.
- Surgical Ward-Work and Nursing.** By Alex. Miles, M.D. The Scientific Press. Price 3s. 6d.
- Illustrated Lectures on Nursing and Hygiene.** By R. Lawton Roberts, M.D. H. K. Lewis. Price 2s. 6d.
- Outlines of Insanity.** Suitable for Mental Nurses and Asylum Attendants. By Francis H. Wamsley, M.D., etc. The Scientific Press. Price 3s. 6d.
- Handbook of Nursing.** By Catherine Wood. Price 2s.
- A Manual of Nursing, Medical and Surgical.** By C. J. Cullingworth, M.D. J. and A. Churchill. Price 2s. 6d.

- Our Baby.** By Mrs. Hewer. J. Wright & Co. Price 1s. 2d. and 2s. 6d.
- Masso-Therapeutics: or, Massage as a Mode of Treatment.** By William Murrell, M.D., F.R.C.P. H. K. Lewis. Price 5s.
- Notes on Surgery for Nurses.** By Joseph Bell, M.D. Oliver & Boyd. Price 2s. 6d.
- Ophthalmic Nursing.** By Sydney Stephenson, M.B. The Scientific Press. Price 3s. 6d.
- The Care of the Sick at Home and in the Hospital.** By Dr. Billroth. Sampson Low. Price 6s.
- Notes on the Midwives Registration Bill.** The Midwives' Institute. Price 6d.
- The Nurse's Dictionary of Medical Terms and Nursing Treatment.** Compiled for the use of Nurses, and containing descriptions of the principal Medical and Nursing Terms and Abbreviations, Instruments, Drugs, etc. By Honor Morten. The Scientific Press. Price 2s.
- Art of Massage.** By A. Creighton Hale. Complete book of instruction, with Original Movements, and nearly 70 Illustrations. The Scientific Press. Price 6s.
- Massage and the Swedish Movement.** By Dr. Ostrom. H. K. Lewis. Price 3s. 6d. net.
- The Nurse's Guide to Massage.** By Samuel Hyde, L.R.C.P. John Heywood. Price 1s. 6d.
- "Ministering Women."** The Story of the Royal National Pension Fund for Nurses. By George W. Potter, M.D., etc. The Scientific Press. Price 2s. 6d.
- A Manual for Hospital Nurses and Others Engaged in Attending on the Sick.** By Edward J. Domville, Surgeon to the Devon and Exeter Hospital. Seventh Edition. J. & A. Churchill. Price 2s. 6d.
- A Manual of Nursing, Medical and Surgical.** By Charles J. Cullingworth, M.D., F.R.C.P., Obstetric Physician to St. Thomas's Hospital. Third Edition. J. & A. Churchill. Price 2s. 6d.
- Art of Feeding the Invalid.** By a Medical Practitioner and a Lady Professor of Cookery. The Scientific Press. Price 3s. 6d.
- The Nursing and Care of the Nervous and the Insane.** By C. K. Mills, M.D. Price 4s. 6d.
- Notes on Surgery for Nurses.** By Joseph Bell, M.D. Price 2s. 6d.
- Nurse's Handbook: An Elementary Manual.** By Mrs. H. S. Leonard. Price 1s.
- Notes on Gynæcological Nursing.** By John B. Hellicr, M.D., M.R.C.S. J. & A. Churchill. Price 1s. 6d.

- A Primer of the Art of Massage.** By Thomas Stretch Dowse, M.D. Simpkin. Price 2s.
- Lectures on Massage and Electricity.** By the same. Price 7s. 6d.
- Elementary Physiology.** By Right Hon. J. H. Huxley. Macmillan. Price 4s. 6d.
- Elements of Anatomy.** By Sir R. Quain, M.D., F.R.S. Longmans. 3 vols. Price £4.
- Dictionary of Medicine.** By the same. 2 vols. £2 net.
- The Science and Practice of Midwifery.** By W. S. Playfair, M.D. Smith Elder. Price £1 8s.
- Handbook of Nursing.** By Porter. Lippincotts. Price 4s.
- The British Pharmacopœia.** Price 12s. 6d.
- Obstetric Aphorisms.** By J. G. Swayne, M.D. Price 3s. 6d.
- Medical Vocabulary.** By R. G. Mayne, M.D. Price 10s. 6d.
- Midwifery.** By W. Leishman, M.D. Maclehose. Price £1 4s.
- Obstetric Hints.** By R. J. M. Coffin, F.R.C.P., Ed. Price 2s.
- Manual for Midwives.** By Fancourt Barnes, M.D. Smith Elder & Co. Price 6s.
- On Bedside Urine Testing.** By G. Oliver, M.D. Lewis. Price 3s. 6d.
- Text Book of Obstetrics.** By Dr. F. Winckel. Pentland. Price £1 8s.
- The Care of Infants.** By Dr. Sophia Jex-Blake. Macmillan. Price 1s.
- The Care of the Insane.** By Dr. Bucknill, Macmillan. Price 3s. 6d.
- Diet for the Sick.** By J. Ridge, M.D. J. & A. Churchill. Price 1s. 6d.
- Bandaging.** By C. H. Leonard, M.D. Baillièrc, Tindall & Co. Price 3s. 6d.
- Hints for Midwives.** By H. Macnaughton Jones, M.D. Baillièrc, Tindall & Co. Price 1s. net.
- Elementary Bandaging and Surgical Dressing.** By Walter Pye, F.R.C.S. J. Wright & Co. Price 2s.
- Foods and Dietaries.** By R. W. Burnet, M.D. C. Griffin & Co. Price 4s.
- Instructions for Attendants on the Insane.** Official. Baillièrc, Tindall & Co. Price 2s.
- English Midwives.** By J. H. Aveling, M.D. Price 5s.
- Domestic Medicine and Household Surgery, with an Appendix on the Management of the Sick Room.** By Spencer Thomson, M.D. Price 10s. 6d.
- Medical Nursing.** By the late J. Wallace Anderson, M.D. Maclehose. Price 2s. 6d.
- Nursing.** By Isabel A. Hampton. The Scientific Press. Price 7s. 6d. net.
- Text Book of Nursing.** By Clara Weeks-Shaw. Price 8s. net.

- Essentials of Bandaging. By Berkeley Hill, M.B. Price 5s.
- Hoblyn's Dictionary of Medical Terms. By John A. Price, M.D. Price 10s. 6d.
- A Manual of Midwifery. By Alfred Meadows, M.D., F.R.C.P Rcnshaw. Price 10s. 6d.

Any of the above books can be procured through the Scientific Press, Ltd., 428 Strand, W.C.

The following publications are to be procured from Mrs. Nichol, 12 Buckingham Street :—

- Antiseptic Midwifery. A Lecture by Dr. Clement Godson. Price 6d.
- Hints for Matrons and Pupils in Cottage Hospitals. By K. M. Heanley. Price 3½d. post free.
- Catechism for Nurses. Price 1d. each, or 10d. per doz.

III.—SPECIMENS OF EXAMINATION QUESTIONS.

(a) **General Nursing.** The London Hospital. July 2nd, 1891, seven p.m. to ten p.m. Full marks 60—10 for each answer. The first three questions must be answered to ensure "passing":—

1. A serious operation (ovariotomy) has to be performed in a private house. (a) How should the patient be prepared? (b) What kind of bed and bedding should be selected? (c) What position should the bed occupy in the room? (d) What preparation should be made for the operation itself? (e) What dressings are usually required in such a case? (f) What points in the patient's condition must be specially noted during the first 24 hours?
2. What is meant by (a) hydrocarbon diet and (b) diabetic diet? Explain something of the principles on which these diet tables are constructed in relation to the diseases for which they are prescribed.
3. How would you make and change the bed of a helpless patient? What precautions should you take to prevent a bed-sore? How should you treat one when existing?
4. What happens when we breathe—(a) To the chest; (b) to the air breathed; and (c) to the blood in the lungs? Mention some of the results of defective ventilation, and discuss any simple methods for securing safe and efficient ventilation in a small sick-room.
5. What are the chief antiseptics you have seen used, and what should be their strength in the following cases—(a) For washing a wound; (b) for cleansing instruments; (c) for disinfecting excreta and discharges?
6. What points are important in the preparation and administration of the different kinds of enemata? State any details a nurse should

bear in mind in connection with the various methods of administering drugs.

(b) **Midwifery.** Examination Questions for Diploma of Midwife at the Obstetrical Society of London, October 14th, 1891 :—

1. How would you conduct a twin labour where the first child presents by the Vertex and the second by the Breech?
2. What would you do if, during the course of labour, the patient had a convulsion?
3. Describe the best method of douching the Vagina after labour, and the most suitable substances to employ for the purpose.
4. What directions would you give to a mother who is compelled to bring up her child by hand?

(c) **Massage.** The following questions on Masso-Therapeutics were set at the Grafton College examination in 1891 :—

1. Describe in full the methods of central galvanisation.
2. To what parts of the body should the hand or hands of the operator be used as electrodes when coil currents are employed, and why?
3. What are the objections to administering an *electric bath* with both electrodes in the water? Describe any methods you think preferable.
4. Define the massage movements known as "muscle rolling" and "muscle vibrating."
5. Name the *percussion* movements and state the effects you hope to produce by their use upon the parts treated.
6. How would you proceed to massage a patient suffering from constipation? State clearly the parts to which you would give greatest attention and name the movements you would employ.
7. Name the *exercises* used in treatment of a stiff shoulder-joint, stating also the position the patient should be placed in.

(d) **Asylum Nursing.** Medico-Psychological Association. The following questions were set at the examination of attendants on the insane, May, 1894 :—

1. Describe the structure of fat, and the uses which it serves in the human body.
2. Describe generally the position, boundaries, and shape of the chest, and mention the names and relative positions of the organs contained in its cavity.
3. When the pulse, temperature, and respiration are said to be normal, what do you understand the statements to mean?
4. What class of patients are most liable to bed-sores? What preventive measures would you adopt, and treatment, should they occur?
5. "Religious mania" is frequently mentioned in the daily papers; what form of insanity does the term convey to your mind?
6. What is meant by the circulation of the blood? Describe its mechanism, and briefly trace its course in the human body.
7. What are the functions of the brain? Describe the structure of its grey matter.
8. What is the "insane ear"? Describe any case of it you have seen, from its onset to its termination.
9. Mention the chief causes of loss of the power of movement of the upper

- and lower limbs, and the organs where the loss of power, in ordinary cases, originates.
10. Give definitions of the following terms—illusion, hallucination, fixed delusion.
 11. Purgative and nutritive enemata have been ordered for patients. Mention three of each class, giving quantity and mode of administration.
 12. In cases of scarletina, what precautions would you recommend, and how would you proceed to disinfect the room, bedding, etc., after the removal of the patient.

Three hours allowed to answer this paper.

The first 4 questions are valued at 10 marks each, the 8 following at 20 marks each. Two-thirds of the possible total of marks are required to pass.

(e) **Sick-Room Cookery.** Examination questions set at the Johns Hopkins Training School for Nurses, Baltimore, June, 1890 :—

1. Trace the digestion of starch food, and show what connection there is between this process and previous preparation by cooking.
2. (a) What should a healthful diet contain? (b) In what way does food supply the wants of the body?
3. A convalescent is left to your entire care for a week. You have unlimited supplies in the way of provisions. Write breakfast, dinner, and supper lists for three days.
4. Selecting from your answer to question 3rd, give in detail the preparation of one kind of meat, one vegetable, one drink, and two desserts.
5. What ways may a nurse who is interested in the subject of nutrition employ (a) to increase her knowledge of the use of foods; (b) to improve her methods of preparing and serving them?

(f) **First Aid.** Examination questions set by the St. John's Ambulance Association in 1890 :—

1. How many bones is the human skeleton composed of?
2. Name bones in trunk, head, and extremities.
3. Name organs contained in thorax.
4. Name organs contained in abdomen.
5. Name the principal arteries in upper extremities.
6. Name the principal arteries in lower extremities.
7. What are the various kinds of hæmorrhage (bleeding)?
8. How are they distinguished one from the other?
9. What means are adopted to stop them?
10. Name the various kinds of fracture.
11. How are they distinguished from dislocation?
12. What is done in cases of fracture?
13. Dislocations: How are they distinguished from fractures?
14. What is done in cases of dislocation?
15. Name some of the causes which produce unconsciousness.
16. How is consciousness tested, to see if genuine or not?
17. What is done in a (a) fainting fit; (b) apoplectic fit; and (c) hysterical fit?

(g) **District Nursing.** Questions set to the "Queen's" probationers at the National and Metropolitan District Nursing Association in January, 1892 :—

1. Describe the treatment of an ordinary case of typhoid from the nurse's point of view.
2. State the symptoms that would make you suspect the probable commencement of the following diseases, *viz.*—scarlet fever, small-pox, typhus, typhoid, measles, diphtheria; what steps would you take while waiting for the orders of a medical man?
3. What do you understand by "putting the room into nursing order," and how would you carry out this rule in a case of typhoid fever?
4. What would make you consider the drains of a house were out of order? And if so, what would you do?
5. Describe the best methods of ventilating a patient's room.
6. When nursing a case of scarlet fever, what special precautions would you take?

(*b*) **Fever.** (*J. W. Moore, M.D., Lecturer.*) Examination questions for "Queen's" probationers. Dublin, December, 1892, and March, 1893.

1. What are the causes of bed-sores in fever? Describe their preventive treatment.
2. How are (*a*) infants, (*b*) children under five years, respectively affected by the poisons of small-pox, measles, scarletina?
3. Contrast the eruption of typhus with the rose-spots of enteric fever?
4. How would you arrange a sick-room for the treatment of an infectious fever patient?
5. Describe the dieting and nursing of a case of enteric fever.

(*i*) **Monthly Nursing.** (*Sam. R. Mason, M.D., Lecturer.*)

1. In what cases would you use the duck-bill speculum? Describe the method of doing so.
2. Describe the management of the third stage of labour.
3. How would you treat cracked nipples?
4. What symptoms occurring during labour would lead you to say a patient should be delivered with forceps?
5. How would you inject fluid into the uterus after the termination of the third stage of labour?

IV.—PRELIMINARY TRAINING FOR PROBATIONERS.

The following scheme, which will be inaugurated at the London Hospital, May, 1895, is worthy of notice :—

The House-Committee have made arrangements for a limited number of selected Candidates, desirous of becoming Regular Probationers, to be received for periods of six weeks' preliminary instruction before they are admitted to the wards. Paying Probationers will also be received occasionally at the usual rate of a guinea a week—the total sum payable in advance.

A house has been secured and adapted for this purpose, where the Pupil-Probationers will reside, under the immediate supervision of a Sister-in-Charge.

Instruction, board and lodging will be provided free of expense to Pupil-Probationers, and an allowance of 2s. 6d. per week made for washing. It must, however, be distinctly understood that a Pupil-Probationer will be required to leave at any time should the Matron consider her unsuitable for further training.

Pupil-Probationers will receive instruction in, and be required to perform, such household duties as will subsequently fall to their share when admitted to the wards. These include sweeping, dusting, etc., but no cleaning of grates scrubbing. They are also expected to become proficient in Sick Room Cookery, in the art of Bandaging, and in all such details of practical Nursing as can be taught by way of preparation for their actual attendance on the sick.

In addition, Pupil-Probationers will have the advantage of attending Lectures and Classes on Elementary Physiology, Anatomy and Hygiene, specially arranged for their benefit.

The general time-table for Pupil-Probationers will be—Breakfast 7.30 a.m., Prayers 7.50 a.m. (Attendance at Prayers is not compulsory, as the regulations for the London Hospital Training School are entirely unsectarian). By 9 a.m. Pupil-Probationers will start for the Hospital (according to their respective class tables) to be in readiness for a Lecture in the Clinical Theatre at 9.30 a.m. A simple luncheon will be served at 10.30 a.m. Instruction in Sick Room Cookery will be given at the Hospital from 11 a.m. to 1 p.m., when the Pupil-Probationers will return to the Preliminary Training Home for dinner at 1.30 p.m. From 2 to 4 p.m. (Saturdays and Sundays excepted) Pupil-Probationers will be "off duty," and *between these hours only* they are at liberty to receive their friends. Their attention is called to the importance of spending at least a portion of this recreation time out-of-doors. 4 p.m., tea; 4.30 p.m. to 8.30 p.m., a variety of classes; 8.30 p.m., supper; 9 o'clock, prayers. Pupil-Probationers must not be later than 10 p.m. retiring to their respective bedrooms, and all lights must be extinguished by 10.30 p.m.

On completion of the six weeks' course of Preliminary Training, Examinations will be held in the various subjects, and during the seventh week those Pupil-Probationers who are deemed suitable will be transferred to the Hospital for their final month's trial.

It must be distinctly understood that this Preliminary Training Home is established by the House-Committee with the sole purpose of affording those, who are earnestly desirous of becoming thoroughly efficient and highly-skilled Nurses, every opportunity of fitting themselves for the object they have in view. It is believed that this brief period of steady preparation and study, under trained supervision, will ensure new Probationers being of some service when they enter the Wards, and, at the same time, will enable them, from the first, to take an intelligent interest in the duties that will fall to their share.

V.—SOME SAMPLE CASES

No.	When first Visited.	Name of Patient.	Age.	Residence.	Occupation.	Nature of Case, Disease or Injury.	UNDER CARE OF	
							Name of Nurse.	Name of Doctor.
88	1888 Oct. 22	Jane —	6 m.	— Street.	Father a labourer.	Ophthalmia.	M.	J.
90	Nov. 11	Mrs. W.	55	— Street.		Jaundice.	M.	J.
99	1888 Jan. 2	Mrs. B.	30	— Square.	Husband a labourer.	Bronchitis and Inflammation of the Bowels.	M.	Infirmary.
101	Jan. 11	Mrs. E.	31	— Street.	Husband a blacksmith.	Confinement.	M.	J.

OF DISTRICT WORK.

By whom sent.	Articles lent.	If not in receipt of Parish Relief, how supported during illness.	Nursing Treatment.	Nourishment supplied.	RESULT OF WORK.				No. of days on Books.
					Convalescent.	Transferred to Hospital.	Died.	Removed from Books for other cause.	
The Doctor.	Glass Syringe.	By Father.	Eyes thoroughly cleansed three times a day, and drops put in them. Nov. 7th, Eyes very much better, dressed in same manner twice a day. 21st, Still improving, dressed as before only once a day.		Dec. 5				44
The Doctor.			Visited three times a day, poultices applied, and patient made as comfortable as possible. 13th, Nurse remained with patient the whole of last night. 15th, Patient continues very seriously ill, nurse remained with her again last night. 17th, Patient being still worse, has to remain with her to-night.				Nov. 17		7
Asked for by Patient.			Visited twice a day, washed, bed made, poulticed, and all made comfortable. 10th, Patient better, poultices discontinued, visited once a day. 23rd, Suddenly much worse, severe internal pain, poulticed twice a day. Feb. 1st, Much better, visited once a day. 15th, Patient getting up, visited occasionally.	Milk and Broth. Linseed Meal supplied.	Mar. 6				65
Asked for by Patient.			Visited twice a day, mother and baby washed, bed made, etc. 13th, Patient better, baby strong and healthy, visited once a day.		Jan. 27				17

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AND NURSES,*

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ABBREVIATIONS USED.

H. Hospital.
I. Institution.

Ins. Institute.

Inf. Infirmary.
N. Nursing.

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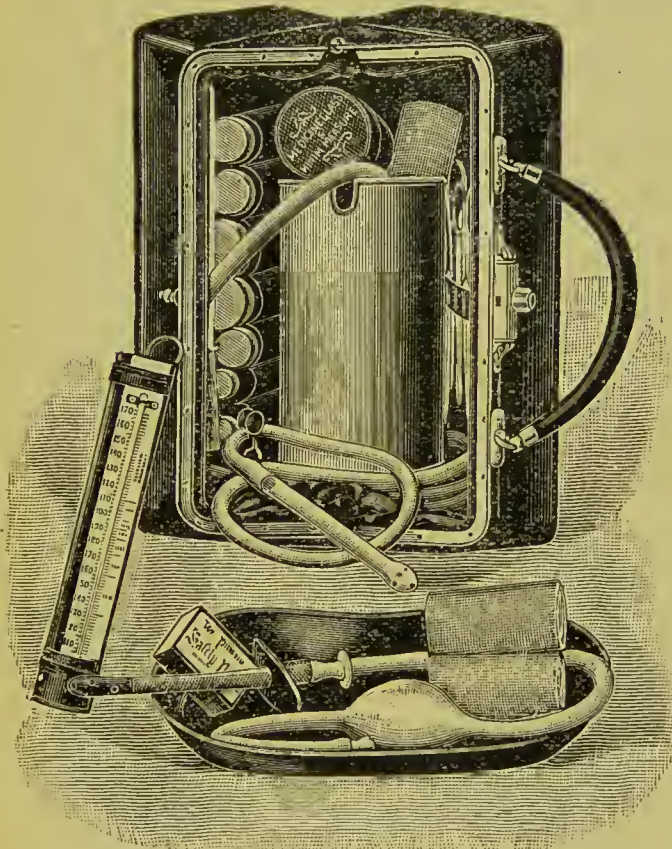
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