

**The rights, duties and relations of domestic servants and their masters and mistresses : with a short account of servants' institutions, &c.; and their advantages / by T. Henry Baylis.**

**Contributors**

Baylis, Thomas Henry, 1817-1908.  
Monckton, Edward Philip, 1840-  
University of Leeds. Library

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BAYLIS'S  
*LAW OF*  
DOMESTIC SERVANTS

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*FOURTH EDITION*

BY

MONCKTON

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THE  
RIGHTS, DUTIES AND RELATIONS  
OF  
DOMESTIC SERVANTS  
AND THEIR  
MASTERS AND MISTRESSES.

WITH A SHORT ACCOUNT OF  
SERVANTS' INSTITUTIONS, &c.  
AND THEIR ADVANTAGES.

BY T. HENRY BAYLIS, M.A.,  
OF BRASENOSE COLLEGE, OXFORD;  
BARRISTER-AT-LAW OF THE INNER TEMPLE.

FOURTH EDITION,  
WITH CONSIDERABLE ADDITIONS,

BY  
EDWARD P. MONCKTON, Esq., B.A.,  
OF TRINITY COLLEGE, CAMBRIDGE;  
BARRISTER-AT-LAW OF THE INNER TEMPLE.

LONDON:  
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## PREFACE

TO

THE FOURTH EDITION.



AT the urgent request of many friends and others, I have been induced to publish a fourth edition of this work, numerous applications also having been made to the publishers for a fresh edition, the former having been long since exhausted.

This has been done through my great friend and late pupil, Mr. E. P. Monckton, Barrister-at-law, of the Inner Temple, to whose care I have entrusted it.

T. HENRY BAYLIS.

*2, Paper Buildings, Temple:*  
*Jan. 1873.*







# PREFACE

TO

THE THIRD EDITION.



IN consequence of finding that the publication of this little work has made the law better known, and so instrumental in effecting amicable settlements of disputes between domestic servants and their employers, I have been induced to publish a third edition with the recent decisions.

T. HENRY BAYLIS.

*Inner Temple:*

12 June, 1860.

## PREFACE

TO

THE SECOND EDITION.



IT is gratifying to find that within four months of the first publication of 1,000 copies of this little work, a second edition is required. It was written as much for the benefit of servants as employers.

I trust that its utility to both will be commensurate with its circulation, and that it will promote a kindlier feeling between them.

T. HENRY BAYLIS.

*Inner Temple:*

1 Dec. 1857.



## PREFACE

TO

THE FIRST EDITION



WITH the earnest hope of improving the social relation between Domestic Servants and their Employers, I have written this short Treatise, and have endeavoured, in a clear style, accurately to explain the law for the use of the simplest capacity, and so to remove ignorance and misapprehension, which are the most frequent and serious causes of dispute, and exist, I believe, in no small degree from the want of such a Treatise as the present.

I have also ventured, with this object, to offer some suggestions for the guidance of Servants and Employers in their several relations.

I have made particular allusion to the various Training Schools and other useful Institutions relating to Domestic Servants, with which I was enabled to become acquainted in writing this work, in order to give to them greater

publicity, and to enable Servants and Employers more fully to participate in their advantages.

That Servants may be induced more generally to avail themselves of the frequent though often, I fear, neglected opportunities of saving, I have enumerated the advantages of Savings' Banks, and the Savings' Banks Annuities Act, which enables Servants to obtain from Government a present or deferred life annuity.

I am indebted to Mr. Thomas Dousbery, Secretary of the Servants' Benevolent Institution, 32, Sackville Street, and to Mr. Thomas Butt, Secretary of the National Guardian Servants' Institution, 46, Bedford Row, for their information respecting the "usage" in some matters on which the law is silent.

I need perhaps hardly offer any apology for writing on a subject which so particularly concerns the comfort of our homes and the amelioration and welfare of that numerous and useful class, "Domestic Servants."

I have cited "authorities" for reference, if required.

T. HENRY BAYLIS.

*Inne: Temple: 11th July, 1857.*



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## DOMESTIC SERVANTS.

---

DOMESTIC or menial servants were originally so called from the fact, that they lived within their master's house and formed part of his family or retinue (*a*). We find the words "menial gentlemen" in the statute of 2 Hen. IV. c. 21, s. 2 (7), A.D. 1400, and "meyneal Church" (meaning the Church in their house) in Wyckliffe's Bible (Rom. xvi. 5); but of late years these words have been held to denote a particular class or kind of servant, such as housekeepers, cooks, kitchenmaids, housemaids, nurses, butlers, valets, coachmen, footmen, grooms, gardeners, huntsmen (*b*), &c.

According to Blackstone, "menials" are so called from being *intra mœnia*, i. e., "within the walls." (Steph. Black. ii. 239, ed. 1858, *Termes de la Ley*, and other law dictionaries.) But Johnson, Richardson, Webster, and other lexicographers derive the word from the Saxon

(*a*) *Nowlan v. Ablett*, 2 C. M. & R. 54, 59.

(*b*) *E. Nicholl v. Greaves*, 33 L. J., C. P. 259.

*meni* or *mænig*, or the Norman *meing*, &c. signifying a train, retinue, or family, &c.

A governess, though she live in the house, does not come under that denomination (*c*).

#### THE HIRING.

Domestic servants are *hired* by the year. (For *Determination of Hiring*, see p. 4.) The wages are payable quarterly. The master or mistress finds suitable board and lodging. The servants are bound to give up their *whole* time to their masters or mistresses, and to obey all their lawful orders in relation to their employment (*d*).

In some cases, it is stipulated between the parties, that the wages are to be paid weekly, which would imply a weekly hiring, i. e., a hiring determinable at the end of any current week from the commencement of the service, unless, from other circumstances connected with the hiring, the usual hiring with its usual conditions can be implied (*e*).

The master and mistress are to judge of the circumstances under which the servant's services are required, subject to this, that they are to give only lawful commands (*f*).

(*c*) *Todd v. Kerrich*, 8 Ex. 151.

(*d*) *Turner v. Mason*, 14 M. & W. 112.

(*e*) *Evans v. Roe*, 7 L. R., C. P. 138.

(*f*) *Turner v. Mason*, 14 M. & W. 115.



The above general rules may be varied in particular instances by express contract, or by usage in particular parts of the country.

There appears to be no decision of any of our Courts on the subject of washing.

Whether the employer or servant be bound to provide washing, and in what way, will probably depend on the particular circumstances of the case; but, in order to prevent future dispute, there should be at the time of hiring a distinct understanding on this, as well as other similar points, and particularly as to *perquisites* being allowed or *not*.

Agreements in writing for the hire of domestic servants are exempted from *stamp duty* (*g*).

A contract of hiring made on Sunday is not invalid under 29 Car. II. c. 7, s. 5 (*h*).

(*g*) 55 Geo. III. c. 184, Schedule, Part I. tit. Agreement; and also 33 & 34 Vict. c. 97, Schedule, Agreement, exemption 2. See as to contracts being required to be in writing, *Dobson v. Collis*, 1 H. & N. 81; *Snelling v. Lord Huntingfield*, 1 C. M. & R. 20; *Beeston v. Collyer*, 4 Bing. 309; *Hochster v. De La Tour*, 2 E. & B. 678; *Collis v. Bothamley*, 7 W. R. 87, Ex.

(*h*) *Reg. v. Whitnash*, 7 B. & C. 596.

*Servants under sixteen years of age hired from the workhouse or union.*

The guardians or overseers are required (*i*) to keep a register of young persons under sixteen years hired or taken as servants from the workhouse or union, and to cause the relieving or other officer to visit them whilst under sixteen, twice a year, and to report whether he has reason to believe that they are not provided with necessary food, or are subjected to cruel or illegal treatment.

DETERMINATION OF HIRING.

The *hiring* may be determined *by either party* giving to the other one "calendar month's" warning (*k*). *Masters* or *mistresses* can at any time lawfully put an end to the service without such warning, simply by paying a "calendar month's" wages in addition to the accruing

(*i*) 14 & 15 Vict. c. 11, s. 3.

(*k*) The meaning of the word "month" depends on the general usage when not otherwise limited. It is stated in *Simpson v. Margetson*, 11 Q. B. p. 27, and not denied, that, in the case of hiring of servants, the word "month" is construed to mean a "calendar month" (see *Gordon v. Potter*, 1 F. & F. 644); and all the managers of servants' institutions, and other competent persons who have been consulted on the point, agree that general usage confirms this statement. In mercantile transactions it has the same meaning (*Hart v. Middleton*, 2 C. & K. p. 9); and also in all statutes since 13 & 14 Vict. c. 21, s. 4, where not otherwise expressed,



wages up to the time of dismissal; and they are not bound to pay board wages, or make compensation for lodgings (*l*). When a month's wages are paid in lieu of a month's warning it is sufficient to pay the ordinary wages and not the board wages (*m*).

Servants are not entitled to leave on paying or tendering a sum equivalent to a month's wages (*n*); and if they should leave without warning, in addition to forfeiting all the wages accruing since the last quarter, they would be liable to be sued for the damages sustained by their employers (*o*).

If in any case it be thought desirable that

(*l*) *Gordon v. Potter*, 1 F. & F. 644, per Hill, J.

(*m*) *Gordon v. Potter*, 1 F. & F. 644; *Winstone v. Linn*, 1 B. & C. 469.

(*n*) *Fewings v. Tisdal*, 1 Ex. 299; *Turner v. Mason*, 14 M. & W. 116; *Fawcett v. Cash*, 5 B. & Ad. 908; *Beeston v. Collyer*, 4 Bing. 313; *Robinson v. Hindman*, 3 Esp. 235; *Huttman v. Boulnois*, 2 C. & P. 510.

(*o*) According to the well established rule in the case of domestic servants (see the authorities above cited) the hiring may be determined by giving a month's notice, or on payment of a month's wages; the latter alternative, *ex vi termini*, can only apply to the employer, who bargains for services which are *personal*, and not to be arbitrarily done by deputy, or replaced at any moment's notice, and the form of contract in Chitty on Pleading, vol. ii. p. 240, 7th edit., as well as the form of action by a master against another for enticing away or harbouring his servant, whereby he has lost his services (post, p. 27), support this view.



the first month should be one of "trial," it should be expressly so stipulated when the servant is engaged, and a convenient time should then also be fixed within which the result of the trial, if unfavourable, must be communicated, in order that a reasonable opportunity for the servant to get a new place, and the employer to get a new servant, by the end of the month should be allowed. This, however, has been a disputed question among county court judges, some holding, that the first month of service is a month of trial only, and others, according to the better opinion, that it is not.

An old writer of authority states, that "As for a servant whose master is dead, doubtless he is legally discharged, and is not servant either to heir or executor (*p*). But meet and honest it is that one of them continue him in service till a fit time of providing him with a new master. And fit for him not to depart suddenly" (*q*). If a servant do not quit on the death of the employer, a new hiring by the surviving members of the family upon the old terms would probably be implied, which would require to be determined in the usual way.

(*p*) *Farrant v. Wilson*, L. R. 4, C. P. 744.

(*q*) *Wentworth's Office of Executor*, 14th edit. p. 141.  
See also *Williams on Executors*, vol. i. p. 690, note (*f*).



The 30 & 31 Vict. c. 141 (renewed by 31 & 32 Vict. c. 111), for amending the “*statute*” law between master and servant, and which gives jurisdiction to justices, does not seem to apply to domestic servants. Although general in its terms, the title of the act is to amend the “*statute*” law between master and servant; and by sect. 3 of that act nothing is to apply to any contract of service, other than contracts within the meaning of the enactments described in Schedule I. to that act; nor does “The Master and Workman Act,” 30 & 31 Vict. c. 105 (s. 17), apply either.

The bankruptcy of the master is not a dissolution of the contract of hiring (*r*).

The death of a servant of course determines the contract, but does not divest the right of action for instalments already due, and the administrator may recover them (*s*), but it is otherwise in the case of an express contract (*t*).

#### DISMISSAL.

Servants may be dismissed without warning for grossly immoral conduct, for wilful misappropriation of their master's or mistress's

(*r*) *Thomas v. Williams*, 1 Ad. & E. 685.

(*s*) *Stubbs v. Holywell Rail. Co.*, 36 L. J., Exch. 166.

(*t*) *Cooper v. Simmons*, 7 H. & N. 707.



property, or wilful disobedience (*u*), or utter inability (*x*), or permanent disability (*y*). And such defence should be specially pleaded (*z*).

If the instances of such gross misconduct cannot be very clearly established by such evidence as would satisfy impartial persons, it will be more prudent to pay the month's wages.

Where a servant was negligent in his conduct, frequently absent when his master wanted him, and often slept out at night, it was held that his master had a right to discharge him without warning (*a*). So where a servant requested leave to absent herself during the night to enable her to visit her mother, who was seriously ill, and her master refused such leave, and she nevertheless went, it was held that she was justifiably dismissed (*b*).

The latter is an extreme case, and probably arose from the master finding it absolutely necessary, for the convenience of his family, to refuse the servant leave; but it serves to illustrate the law, that a servant's time is at the master's and mistress's disposal, and that

(*u*) *Gordon v. Potter*, 1 F. & F. 645; *Callo v. Brouncker*, 3 C. & P. 518; *Smith v. Thompson*, 8 C. B. 44.

(*x*) *Cuckson v. Stones*, 28 L. J., Q. B. 25.

(*y*) *Harmer v. Cornelius*, 5 C. B., N. S. 236.

(*z*) *Horton v. M'Murtry*, 5 H. & N. 667.

(*a*) *Robinson v. Hindman*, 3 Esp. 235.

(*b*) *Turner v. Mason*, 14 M. & W. 112.



the servant is bound to obey all lawful orders in the regular course of the employment.

If the servants have done acts which are good ground for dismissal, the employer may justify under these acts, though not disclosed at the time (*c*).

Where the servant occupies a cottage or rooms belonging to the master, the possession of the servant is considered as the possession of the master, and the dismissal of the servant, when the time of service has expired, may be enforced by turning out the servant, care being taken to use no more force than may be absolutely necessary (*d*).

#### WAGES.

Servants are entitled, during the continuance of the service, to receive a fourth part of their annual wages at the end of every quarter of a year from the commencement of such service.

But if dismissed on justifiable grounds before the end of the quarter, or if they leave before the end of the quarter without the usual warning (p. 5), they, in strictness, forfeit the wages accruing since the expiration of the last quarter,

(*c*) *Spotswood v. Barrow*, 5 Ex. 110.

(*d*) *White v. Bayley*, 10 C. B., N. S. 227; *Derecourt v. Corbishley*, 5 E. & B. 188.

as the wages are not payable until the end of the following quarter, that is, for services rendered up to the end of that quarter (*e*); but by 20 Vict. c. 13, s. 64, a servant *enlisting* is, on the order of the attesting justice, entitled to be paid a proportion of his wages.

If, however, a servant leave the employer in the middle of the quarter by mutual consent, such servant would be entitled to compensation from the end of the preceding quarter up to the time of leaving, and to sue for actual service, treating the contract as rescinded.

So, also, would a servant who is wrongfully dismissed.

But, in the latter case, it is better to sue on the contract for the wrongful dismissal, otherwise the servant would not be entitled to recover compensation beyond the time of leaving (*f*).

It may be as well to observe, that wages are payable during temporary sickness until the engagement be lawfully discontinued (*g*).

(*e*) *Lilley v. Elwin*, 11 Q. B. 742; *Spain v. Arnott*, 2 Stark. N. P. Cas. 256; *Turner v. Robinson*, 5 B. & Ad. 789; *Archard v. Horner*, 3 C. & P. 349; *Ridgway v. Hungerford Market Co.*, 3 Ad. & E. 171.

(*f*) *Goodman v. Pocock*, 15 Q. B. 576; *Fewings v. Tisdal*, 1 Ex. 295.

(*g*) *R. v. Sudbrooke*, 1 Smith Rep. 59; *Dalton's Justice*, c. 58; *Cuckson v. Stones*, 28 L. J., Q. B. 25.



Masters or mistresses are not entitled to deduct from the wages of the servant the value of their goods which have been lost or damaged by the carelessness or misconduct of such servant, or to make other deductions, unless there has been a special contract to that effect (*h*).

If a servant have left his employer for a considerable period, without making any claim for wages, that fact will raise a *presumption* that his wages have been paid (*i*).

If a master and servant part by mutual consent, the contract is ended, and wages should be paid *pro ratâ* (*k*).

#### RECOVERY OF WAGES.

The County Courts are particularly adapted to the recovery of wages and the settlement of disputes between servants and their masters or mistresses.

In the case of bankruptcy, servants are entitled to be paid in full all wages due at the date of the order of adjudication for not exceeding the *period of four months*, nor the *sum of 50l.* (*k*).

Wages cannot now be attached to satisfy judgments against servants (*l*).

(*h*) *Le Loir v. Bristow*, 4 Camp. 134.

(*i*) *Sellen v. Norman*, 4 C. & P. 81.

(*k*) 32 & 33 Vict. c. 71, s. 32.

(*l*) 33 & 34 Vict. c. 30, s. 1.

## EXPENSES OF JOURNEYS.

In the absence of any special agreement, masters or mistresses are not liable for expenses incurred by servants in going to or returning from the places for which they are hired, unless the distance be great, and then it is usual to stipulate that the employer should pay the expenses of going to, and also returning from, the situation, except when the servant is justifiably dismissed or gives warning; but it will be prudent, at the time of hiring, expressly to provide for this point (*m*).

## CHARACTERS.

Masters and mistresses are not bound to give a character (*n*); the refusal, however to do so might not only appear to arise from vindictive feeling, but might even be more prejudicial to a servant than a fair statement of the facts affecting the character, from which the person requesting the character would be at liberty to draw his own conclusions, and act upon his own judgment. The law treats such communications as *privileged*, seeing the importance to the public that characters should readily be given. Servants, as well as the persons for

(*m*) *Gordon v. Potter*, 1 F. & F. 644.

(*n*) *Carrol v. Bird*, per Lord Kenyon, 3 Esp. 201.



whose information characters are given, are equally benefited by the giving of character. Indeed, there is no class to whom it is of so much importance that characters should be freely given as to honest servants. Masters and mistresses need be under no apprehension of the consequences of making such communications; for the law very properly treats them as privileged where the occasion is justifiable, and the party makes them honestly and *bonâ fide*, and with a sincere and conscientious belief that they are true (*o*). Where a communication is believed to be true, is made *bonâ fide* and without malice, and in which the person interested believes he has a duty to perform, such communication is privileged, if made to a person having a corresponding interest, although it contains matter which is criminating and slanderous (*p*). It is where masters and mistresses *wantonly and capriciously* volunteer, or from spite or malice make misstatements injurious to the servant, or greatly exaggerate (*q*), that they are not protected. For where there is evidence of express or implied malice, the judge cannot withdraw the case

(*o*) Per Cockburn, C. J., *Ward v. Harris*, Spring Assizes, Exeter, 19th March, 1857; *Harrison v. Bush*, 5 E. & B. 344.

(*p*) *Whitely v. Adams*, 15 C. B., N. S. 392.

(*q*) *Fryle v. Kinningsley*, 15 C. B., N. S. 422.



from the jury (*r*). Indeed, in one case it was held, where a servant, upon the strength of a character given by her master, got a place, and the master afterwards discovered circumstances which induced him to believe that the character was undeserved, that he was morally bound to inform the new master thereof, and that the communication made concerning them was privileged (*s*). Answers given to inquiries by persons interested as to the causes of dismissal are equally privileged (*t*), and the *bonâ fide* presence of a third person, *e. g.*, the calling in a friend to hear what passes, does not take away the privilege (*u*). Nor is it taken away when a third person's name is incidentally brought in question (*x*).

All facts ought to be disclosed which might be supposed fairly to weigh with or influence another in engaging or rejecting a servant; *for the suppression of the truth is as unjustifiable as an untrue statement.* It is much to be regretted that, through timidity or a mistaken sense of kindness, this important duty of giving

(*r*) Jackson *v.* Hopperton, 16 C. B., N. S. 839.

(*s*) Gardner *v.* Slade, 13 Q. B. 796, and per Wightman, J., p. 801; Dixon *v.* Parsons, 1 F. & F. 24, Watson, B.

(*t*) Manby *v.* Witt, 18 C. B. 544.

(*u*) Taylor *v.* Hawkins, 16 Q. B. 308.

(*x*) Manby *v.* Witt, 18 C. B. 544.



true and faithful characters is not oftener observed. If such a duty were more habitually recognized, the more would servants find it to their interest to conduct themselves with propriety and to the satisfaction of their masters and mistresses ; and honest servants would not have such frequent reason to complain of characters being given, with an unfairness and a want of discrimination, which place the bad on a footing of equality with the good.

#### WRITTEN CHARACTERS.

The principal objections to *written* characters are the difficulty, if not the impossibility, of verifying the authenticity of the writing and the identity of the parties, and that they do not afford the same precise information as may be elicited by a *personal* interview.

#### FALSE OR COUNTERFEIT CHARACTER.

*Offences relating thereto are punishable by fine or imprisonment.*

The writing of fictitious characters is much more common than is generally supposed ; and it appears from several recent cases in the Police Courts, that there are persons who make a livelihood by writing such characters in real or assumed names.

Our Statute Law (*y*) enacts that *any person who shall falsely personate* any master or mistress, or the executor, administrator, wife, relation, housekeeper, steward, agent, or servant of any such master or mistress, *and shall, either personally or in writing, give any false, forged or counterfeited character* to any person offering himself or herself to be hired as a servant into the service of any person or persons (sect. 1); *and that any person who shall knowingly and wilfully pretend, or falsely assert in writing, that any servant has been hired or retained for any period of time whatsoever, or in any station or capacity other than that for which or in which he, she, or they shall have hired or retained such servant in his, her, or their service or employment, or for the service of any other person or persons (sect. 2); and that any person who shall knowingly and wilfully pretend, or falsely assert in writing, that any servant was discharged, or left his, or her, or their service at any other time than that at which he or she was discharged, or actually left such service, or that any such servant had not been hired or employed in any previous service contrary to truth (sect. 3); and that any person who shall offer himself or herself as a servant, asserting or pretending that he or she*



*hath served* in any service in which such servant *shall not actually have served, or with a false, forged, or counterfeit certificate* of his or her character, *or shall* in anywise *add to or alter, efface or erase* any word, date, matter, or thing contained in or referred to in *any certificate* given to him or her by his or her last or former actual master or mistress, or by any person or persons duly authorized by such master or mistress to give the same (sect. 4); *and* that any person, *having been before in service, who shall, when offering to hire himself or herself as a servant in any service whatsoever, falsely and wilfully pretend not to have been hired or retained, in any previous service as a servant* (sect. 5), *shall, on conviction before two or more justices of the peace, forfeit and pay 20l. and costs, or be committed to prison* (sect. 6).

None of these enactments will affect persons who may happen to give characters false in fact, provided that they do so honestly, and in the full and reasonable belief that they are true; nor will, in such case, the party to whom they are given have any right of action, though damage may accrue to him in consequence (z).

But a wilfully false representation concerning the character of any other person, with

(z) *Collins v. Evans*, 5 Q. B. 805, 820; *Thom v. Bigland*, 8 Ex. 731 (9 Ex. 426, note (a)).



intent that that person should obtain a situation, though not made in writing, would be a ground of action to the person acting upon it, even though no fraud or injury were intended (*a*).

In one case, a master recovered heavy damages to the extent of his loss against a person who had knowingly given a false character to a servant who afterwards robbed such master (*b*).

The statute (*c*) which enacts that no action shall be brought whereby to charge any person upon a representation concerning the character, conduct, or credit of any other person, unless made in writing, applies only to representation made with the intent of obtaining *credit, money, or goods*.

#### SERVANTS' LIVERY.

The livery or clothes supplied to a servant belong to the master or mistress. It has therefore been held that a servant who was hired upon the terms of being supplied with one suit of clothes a year, in addition to the wages, was not entitled to the clothes before the end of the year, although he was wrongfully dis-

(*a*) *Murray v. Mann*, 2 Ex. 538; *Watson v. Poulson*, 15 Jur. 1111, Ex. C. C. A. 538; *Gerhard v. Bates*, 2 E. & B. 476.

(*b*) Sittings after T. T. 1792, at Guildhall, mentioned in *Jacob's Law Dictionary*, edit. 1810, title *Servant*.

(*c*) 9 Geo. IV. c. 14, s. 6.



missed by his master (*d*). It is not unusual for the servant to retain the clothes after he has served the period for which they were given; but, in order to prevent doubt and dispute, it will be better in all cases to make at the time of hiring an express stipulation about the clothes.

By 2 & 3 Vict. c. 71, s. 40, a power is given within the *Metropolitan Police Districts* to magistrates to order the delivery of goods to the owners, the value whereof shall not be greater than 15*l.*, detained within such district without just cause.

#### MEDICAL ATTENDANCE.

Masters and mistresses are not liable for medical attendance, or medicine supplied to their servants, unless expressly or impliedly authorized by them, as by their sending for the doctor, &c.; but, as stated by Mr. Justice Rooke, "It must be left to the humanity of every master to decide whether he will assist his servant according to his capacity or not" (*e*). Servants, however, when necessary, have a right to be supported and attended at the ex-

(*d*) *Crocker v. Molineux*, 3 C. & P. 470.

(*e*) *Wennall v. Adney*, 3 B. & P. 254; *Reg. v. Smith*, 8 C. & P. 153; *Sellin v. Norman*, 4 C. & P. 80; *Searman v. Castell*, 1 Esp. 270; *Newby v. Willshire*, 2 Esp. 739; *Cooper v. Phillips*, 4 C. & P. 581.



pense of the parish (*f*). It may be observed that good and valuable servants seldom find themselves without aid from their employers during sickness. In many instances the family doctor kindly gives advice gratis, or the master, or mistress subscribes to a hospital or dispensary, where advice and medicine may be obtained without expense to the servant.

From the Annual Report for 1857, of Dr. Letheby and the Registrar General of Deaths, it appears that the peculiar disease of *domestic* servants is *fever*.

This fact should lead masters and mistresses to pay due regard to the situation, cleanliness, and ventilation of the rooms occupied by their servants.

Servants cannot discharge their duties efficiently when ill, and disease when once in a house, often is communicated to other members of the family; and therefore the disregard of sanitary precautions affecting the health of the servant will necessarily re-act upon the employer.

#### ACCIDENTS TO SERVANTS.

Masters and mistresses are not responsible for accidents occurring to their servant from the carelessness of their fellow-servants or

(*f*) *Simmons v. Wilmot and Another*, 3 Esp. 91.



others, unless such accidents have arisen from their having *knowingly* employed grossly incompetent persons (*g*).

Nor where a servant exposes himself to extraordinary risk in his master's service, unless the injury result from the master's omission to discharge some obligation cast on him; as where he omits to fence machinery as required by statute (*h*).

Nor for accidents caused by the use of defective instruments, *e. g.*, a ladder; unless knowing it to be unsafe, they have directed the servant to use it, and he did so ignorantly (*i*).

A master is not liable to his servant for an accident resulting from the neglect of a fellow-servant, unless personal negligence on the part of the master can be shown (*k*); nor if there is contributory negligence on the part of the servant injured (*l*).

(*g*) *Priestley v. Fowler*, 3 M. & W. 1; *Hutchinson v. The Y. N. & B. R. Co.*, 5 Ex. 343; *Tarrant v. Webb*, 18 C. B. 797; *Wiggett v. Fox*, 11 Ex. 832; *Ormond v. Holland*, 1 E. B. & E. 102.

(*h*) *Brown v. Accrington Spinning Co.*, 34 L. J., Ex. 208; *Waller v. South Western Railway*, 32 L. J., Ex. 205; *Searle v. Lindsay*, 11 C. B., N. S. 429; *Riley v. Baxendale*, 6 H. & N. 445.

(*i*) *William v. Clough*, 3 H. & N. 258; *Potts v. The Port Carlisle D. & R. Co.*, 8 W. R. 524, Q. B.

(*k*) *Morgan v. Vale of Meath Railway*, 32 L. J., Q. B. 260.

(*l*) *Senior v. Ward*, El. & El. 358.



Servants may, however, sue those who have caused an injury arising from a breach of *duty* towards them; *e.g.*, a railway company for the loss of their luggage, or for a personal injury, although the employer has paid the fare (*m*); or a surgeon for unskilful treatment, though not engaged by them (*n*). But they cannot sue for accidents where there is no breach of duty or contract with *them*; *e.g.*, they cannot sue a coachmaker for an accident caused by a defect in their employer's carriage (*o*). [See also p. 27.]

#### STEALING; EMBEZZLEMENT.

It ought to be generally known by servants that if they clandestinely dispose of, or appropriate to their own use, or give or sell to others, the property of their masters or mistresses, they may be punished for stealing or embezzlement. Or if servants invite their friends to consume provisions in the master's house without his knowledge, they are improperly in the house, and are liable to be indicted for felony (*p*). They, therefore, must not give

(*m*) *Marshall v. Y. N. & B. R. Co.*, 11 C. B. 655, 659; *Collett v. L. & N. W. R. Co.*, 16 Q. B. 984.

(*n*) *Gladwell v. Steggall*, 5 Bing. N. C. 733.

(*o*) *Winterbottom v. Wright*, 10 M. & W. 109; *Southcote v. Stanley*, 1 H. & N. 250; *Longmeid v. Holliday*, 6 Ex. 761.

(*p*) *Kirkin v. Jenkin*, 32 L. J., M. C. 140.



away, sell, or in any way dispose of coals, kitchen stuff, food, oats, hay, straw, or any other property belonging to their employers, without their consent (*g*).

If a servant, contrary to the order of his master, take his master's corn or other food for the purpose of giving it to his master's horses, or other animals, such servant will be liable to fine and imprisonment, unless the justices be satisfied that the charge is too trifling, or that there are circumstances in the case which render it inexpedient to inflict any punishment, when the justices may dismiss the charge (*r*).

If, when entrusted with money to buy provisions or other articles, they buy a smaller quantity than that which they were ordered to buy, or than that which they represent themselves to have bought, or pay less than the amount entrusted to them, and wilfully appropriate the difference, they are guilty of stealing (*s*).

Where a servant applied at the post-office, and received all the letters addressed to her

(*g*) 7 & 8 Geo. IV. c. 29, s. 47; 14 & 15 Vict. c. 100, s. 13; 20 & 21 Vict. c. 54, s. 4; 1 Hale, 506; *R. v. Reed*, 23 L. J., M. C. 25; *R. v. Hayward*, 1 C. & K. 518.

(*r*) 26 & 27 Vict. c. 103; *Kirkin v. Jenkin*, 32 L. J., M. C. 140; *R. v. White*, 9 C. & P. 344.

(*s*) *R. v. Bearman*, Car. & M. 595; *R. v. Coode*, Car. & M. 582.



master, and delivered to him all, except one, which she burnt, with the hope and intention of suppressing inquiries about her character, she was held to be guilty of stealing (*t*).

By 2 & 3 Vict. c. 71, ss. 27, 28, and 29, power is given *within the Metropolitan Police Districts* to magistrates to order restitution of any goods unlawfully deposited, pledged, sold, or exchanged within such district, in the possession of any broker, marine store or second hand property dealer, or any person who shall have advanced money thereon.

There are two acts of parliament which in the case of embezzlement by servants enable two justices, with the consent of the party charged, at petty sessions to punish summarily persons charged with larceny, or the attempt, where the value does not exceed 5*s.* (*u*).

In case of suspicion, as to directions how to act, see p. 35.

#### THE LIABILITY OF SERVANTS TO THEIR MASTERS AND OTHERS FOR CARELESSNESS OR NEGLIGENCE.

Servants are liable to be sued by their employers, fellow-servants and others for injuries resulting from their negligence, carelessness,

(*t*) Reg. v. Jones, 2 C. & K. 236.

(*u*) 18 & 19 Vict. c. 126, extended by 31 & 32 Vict. c. 116.



or improper conduct, in breach of any duty or contract (*x*).

Servants should be extremely cautious to guard against accidents by fire, not only on account of the disastrous consequences which thereby may ensue to life and property, but as they will subject themselves to fine or imprisonment where fires happen through their carelessness or negligence.

The Statute 14 Geo. III. c. 78, s. 84, enacts, that if any servant shall, through negligence or carelessness, fire, or cause to be fired, any dwelling-house, or out-houses, or other buildings, and be thereof convicted, on the oath of one witness, before justices, such servant shall forfeit 100*l.*, to be distributed among the sufferers by such fire, and in case of default, be committed to gaol or the house of correction for eighteen months, to be kept to hard labour.

THE LIABILITY OF MASTERS AND MISTRESSES  
FOR NOT PROVIDING NECESSARY FOOD,  
CLOTHING OR LODGING, OR FOR UNLAW-  
FUL AND MALICIOUS ASSAULTS.

It is enacted by 14 & 15 Vict. c. 11 (*y*), that when the master or mistress of any person

(*x*) *Southcote v. Stanley*, 1 H. & N. 250, ante, p. 22.

(*y*) Sect. 1.



shall be legally liable to provide for such person, as an apprentice or *servant*, necessary food, clothing, or lodging, and shall wilfully and without lawful excuse refuse or neglect to provide the same, or when the master or mistress of any such person shall unlawfully and maliciously assault such person, whereby the life of such person shall be endangered, or the health of such person shall have been or shall be likely to be permanently injured, such master or mistress shall be guilty of misdemeanor, and, being convicted thereof, shall be liable to be imprisoned, with or without hard labour, in the common gaol or house of correction for any term not exceeding two years (*z*).

In case (*a*) of complaint of any offence against that act, the guardians or overseers are required to prosecute where two justices, before whom the examination is taken, shall certify that they deem it necessary for the purposes of public justice.

#### MUTUAL DEFENCE.

The relation of servants and their employers is such, that the law allows them to defend one another, so far as may be necessary, when *wrongfully* assaulted (*b*).

(*z*) *R. v. Smith*, 34 L. J., M. C. 153.

(*a*) Sect. 6.

(*b*) *Webber v. Liversuch*, Peake's Ad. Cas. 51, Kenyon, Ld.



Servants may lawfully repel an attempt to commit arson or burglary in the habitations of their employers, and defend their houses, except against legal process or any other lawful entry (*c*).

RIGHTS OF MASTERS AND MISTRESSES AGAINST  
OTHERS IN RESPECT OF THEIR SERVANTS.

Masters or mistresses may maintain an action against persons who induce servants not to enter the service after being engaged, or who entice them away from the service without a regular notice or warning (*d*). They have, also, such an interest in their servants, that they may maintain an action for the seduction of or for a personal injury wrongfully caused by another to, their servant, whereby their services are lost or impaired (*e*); but a master cannot maintain an action against a railway company for an injury to his servant while a passenger on the company's railway unless the master was a party to the contract to carry (*f*).

The right of a father to maintain an action

(*c*) 1 Hale, 484; 1 Fost. 274.

(*d*) Lumley *v.* Gye, 2 E. & B. 216.

(*e*) Martinez *v.* Gaber, 3 S. N. R. 88; Foster *v.* Stewart, 3 M. & S. 191; Evans *v.* Walton, 36 L. J., C. P. 307.

(*f*) Alton and Another *v.* Midland Rail. Co., 34 L. J., C. P. 292.



for loss of services against the person who killed his child was denied in *Osborne v. Gillett (g)*, where the Lord Chief Baron and Baron Pigott held there was no right of action, and Baron Bramwell held there was.

THE LIABILITY OF MASTERS AND MISTRESSES  
TO OTHERS NOT BEING SERVANTS FOR  
ACTS OF SERVANTS.

Masters and mistresses should always supply their servants beforehand with money to buy goods for them; as, where they have been allowed to order goods upon credit, their employers will be answerable even for goods bought in their name by their servants without their authority, or for which the servant has had the money, but has not paid it over to the tradesman (*h*).

Masters and mistresses are liable to others, not being fellow-servants, who sustain an injury from their servants executing their orders, express or implied, in a wanton, violent, negligent, improper, or roundabout manner; but they are not so liable for a wilful act, intrinsi-

(*g*) L. R., Ex. Jan. 1873.

(*h*) *Stubbing v. Heintz*, Peake, 47; *Rusby v. Scarlett*, 5 Esp. 76; *Pearce v. Rogers*, 3 Esp. 214; *Heald v. Kenworthy*, 10 Ex. 739.



cally wrong, done by a servant (*i*), or where he, instead of doing that which he is employed to do, does something which he is not employed to do at all; for, in such case, the employer cannot be said to do it by his servant, and, therefore, is not responsible for the negligence of the servant in doing it (*k*). For instance, an employer will be liable for injury caused by his coachman's negligence when, being about his master's business, he makes a small deviation, or even when he so exceeds his duty as to justify his master in at once discharging him; but his employer is not liable when his coachman, in violation of his duty, and without his master's sanction or knowledge, instead of going from the house to the stable, starts on a new journey wholly unconnected with his master's business, or, in other words, on a purpose or frolic of his own (*l*); nor when he takes a job out of his master's employment.

Where there is no express or implied authority from the master for the act of his servant, he is not liable though it be done for the benefit of the master (*m*).

(*i*) *Degg v. Midland Rail. Co.*, 1 H. & N. 782; *Seymour v. Greenwood*, 7 H. & N. 355; *Limpus v. London General Omnibus Co.*, 1 H. & C. 526, Ex.

(*k*) *Storey v. Ashton*, 4 L. R., Q. B. 476.

(*l*) *Joel v. Morrison*, 6 C. & P. 501; *Mitchel v. Crassweller*, 13 C. B. 237; *Degg v. Midland R. Co.*, 1 H. & N. 781.

(*m*) *Wilson v. Rankin*, 34 L. J., Q. B. 62.



The owner of a carriage hiring horses and driver of a jobmaster is not liable for an accident caused by such driver, unless it arise by the master's personal interference or direction (*n*).

Although a servant may be in fault, where the other party has been guilty of contributory negligence, he cannot recover (*o*).

By 14 Geo. III. c. 78, s. 86, it is enacted, that no action shall lie against a person in whose house, or on whose estate, any fire shall *accidentally* begin, nor shall any recompense be made by any such person for any damage suffered thereby.

That section, it will be observed, only applies to the case of an *accidental* fire, and, therefore, masters or mistresses would not be exempted from liability at common law for fires caused by the negligence of themselves or their servants in the course of their employment (*p*).

Servant's statement after the event is not evidence against the master (*q*).

(*n*) Quannan *v.* Burnett, 6 M. & W. 499; M'Laughlin *v.* Prior, 4 M. & G. 50.

(*o*) Tuff *v.* Worman, 5 C. B., N. S. 573.

(*p*) Filliter *v.* Phippard, 11 Q. B. 347.

(*q*) Helyear *v.* Hawke, 5 Esp. 72, 75; Great Western R. Co. *v.* Willis, 34 L. J., C. P. 195.



## LEGACIES.

Legacies to servants and others, under the value of 20*l.*, are exempt from the Legacy Duty (*r*).

Legacies given to servants are not preferred to other general legacies (*s*).

## SERVANTS' BEHAVIOUR TO ONE ANOTHER.

The happiness of servants depends in a great measure upon their kind and considerate conduct to one another.

The upper servants should not be tyrannical or exacting towards the under servants, and the under servants should cheerfully follow the directions of the upper servants, who are placed in authority, and are responsible to their employers for the due discharge of the duties of the under servants; and the under servants should bear in mind that, by a good course of conduct, they may themselves become upper servants, with similar responsibilities.

Although servants should diligently and faithfully discharge their own allotted duty, they, at the same time, should be always ready

(*r*) 55 Geo. III., Schedule, Part III., Legacies, &c., II.

(*s*) Attorney-General *v.* Robins, 2 P. Wms. 25.

to lend a helping hand to their fellow-servants in case of need.

No servant has a right to beat another ; even if an under servant misconduct himself, an upper servant is not justified in striking him (*t*) ; but he should remonstrate with him, and if his advice or directions be unheeded, it will be his duty to inform his employer of such neglect or misconduct.

#### SERVANTS' DUTY TOWARDS THEIR MASTERS AND MISTRESSES.

Servants should feel that their position is one of great trust and confidence, and that they are a part of the family. They should never reveal the affairs or matters relating to the family, or with which they become acquainted by being in the family. They ought not to be content with being honest themselves, but should not suffer or permit dishonesty in others. In case of theft, or suspicion of theft, they should afford every facility to their employers for the discovery of the offender ; for such a course will not only remove suspicion from themselves, but often lead to the detection of the offender, and so fix the real culprit with the guilt.

(*t*) Reg. v. Huntley, 2 C. & K. 143.



Servants may advantageously bear in mind the proverb, that "a rolling stone gathers no moss;" for those servants who frequently change their places, cannot expect their employers to take that lively interest in their welfare which is felt towards those who have long and faithfully served them.

THE CONDUCT OF MASTERS AND MISTRESSES  
TOWARDS THEIR SERVANTS.

There are many servants who will act rightly from a conscientious or religious sense of duty wherever they may be placed ; but masters and mistresses must expect to meet with occasional disappointment. They will do well to endeavour to work upon the good feelings and to win the regard and esteem of their servants, and to promote feelings of mutual confidence and sympathy by letting their servants see that they take a lively interest in their welfare and happiness, and that they do *not* look upon them as *mere* servants, *who are here to-day and gone to-morrow*, but as a part of their family for whom they are responsible ; and that they duly appreciate a zealous and faithful discharge of their duties. There are some servants who, no doubt, may be wholly unmanageable, and will not improve ; but it is to be hoped that this is the exception, and that, as a general rule,



though, on the one hand, “*too much familiarity begets contempt,*” yet, on the other hand, kindness and forbearance, and not being too prone to mark what is done amiss, will do more than harshness and severity. The superior education of their masters and mistresses teaches them to command their own tempers, and should enable them to make allowance for the tempers and failings of those over whom they are placed on earth by the adventitious circumstances of fortune, and to afford to them a useful example.

Masters and mistresses should patiently endeavour to influence their servants by their reason and understanding; and correction, where required, should proceed from a desire for their good, and should appear to their servants to do so.

Suitable encouragements may be given, when merited, with very beneficial results.

The enormity of a fault should be tested, not by its consequences, but by the motive—viz., whether it proceeded from ignorance, carelessness, mistake or wilfulness.

With none has the force of example more effect than with servants, and therefore masters and mistresses cannot be too guarded in their own conduct so far as it may affect their servants.

A punctual payment of wages cannot be too



strongly recommended. It sets a good example to servants, and gives to them those means, the being deprived of which might tempt them to dishonesty.

In case of suspected theft, masters or mistresses should not take upon themselves to give a servant into custody or to search a servant's boxes, but should at once, where reasonable grounds of suspicion exist, apply to a magistrate for a search warrant, or mention the facts of suspicion to the nearest policeman, entirely leaving it to him to take such course as he may think fit, and then he is not liable in trespass (*u*); for a policeman has a greater protection given to him by the law than a private individual; the former can justify his proceedings by proof of reasonable suspicion of a theft having been committed; the latter only by showing that a theft has actually been committed, and that there are reasonable grounds for suspecting the accused person (*x*).

The master's or mistress's motive and intention in prosecuting their servant may be called in question, and therefore they should take care not to prosecute them without reasonable grounds; and they must show that they were actuated by these grounds and not by malice.

(*u*) *Brown v. Chapman*, 6 C. B. 365.

(*x*) *Grinham v. Willey*, 4 H. & N. 496; *Davis v. Russell*,



If a master give a servant into custody, *bonâ fide* believing he has committed a felony, the master is entitled to notice of action; and the proper question for the jury will be, whether the master really believed in a state of facts, which, if they had existed, would have been a ground of giving the servant into custody (*y*).

A master is not liable for the remand of the magistrate, unless there be want of reasonable and probable cause and malice (*z*).

Reasonable ground of suspicion may be given in mitigation of damages (*a*).

It need hardly be observed that masters or mistresses, if they believe their servant to have been guilty of a theft or other crime, must not compromise it by accepting money, or otherwise.

A remarkable case of this kind was tried at Westminster before Lord Campbell (*b*), in which a master, having lost his plate, gave his butler into custody on a charge of stealing it. At the police station, however, the master, upon the servant's offer, took from him money

5 Bing. 354; *West v. Baxendale*, 9 C. B. 141; *Williams v. Cropwell*, 2 C. & K. 422, Erle J.

(*y*) *Roberts v. Orchard*, 2 H. & C. 769; *Leel v. Hart*, 3 L. R. 322.

(*z*) *Lock v. Ashton*, 12 Q. B. 871.

(*a*) *Perkins v. Vaughan*, 4 M. & G. 989.

(*b*) *Parker v. Shadwell* H. T. 1857.



for the plate, and the servant was accordingly discharged. He afterwards sued his master for the false imprisonment and the return of the money so paid; and, although he did not succeed on the former, he did on the latter ground.

#### SAVING AND SAVINGS BANKS.

Savings banks cannot be too strongly recommended to domestic servants, as the use of them will prevent that temporary want and destitution which are so often inducements to, and forerunners of, crime. The possession of a small fund to be used in case of need, or as a provision for old age, carries with it a feeling of honest independence, and creates in the hour of toil a pleasurable satisfaction in the contemplation, that thereby a future benefit will be reaped.

No sum is too small to save; "*many a little makes a mickle,*" "*money makes money.*" The money so saved will *be of great assistance* in time of sickness, or when out of service, or for a meritorious advancement in life; which *same* money, if spent upon drink, would probably be productive of ill health, inaptitude for business, and its usual train of evil consequences; or if spent upon fine dress, would provoke a feeling of ill-will or contempt towards

D 2



the wearers, for a foolish desire to appear fine beyond their proper position in society; or if spent upon immoderate pleasure, would create dissolute and idle habits, *with their sad results*. It should be remembered that 3*d.* a day saved will amount to 4*l.* 11*s.* 3*d.* in one year; 1*s.* per week placed in the savings bank will, in five years, amount to 13*l.*, besides the interest.

Numerous savings banks are established in London and the country, the rules and particulars of which may be easily obtained at the respective banks.

Amongst others, the Post Office Savings Bank is one of the most accessible, and an abstract of the principal rules, as furnished to depositors, is set out below:—

*Principal Rules of the Post Office Savings  
Bank.*

A. Post office savings banks are established at all money order offices in the United Kingdom, and are open for the receipt and payment of money daily during the hours appointed for money order business.

At these banks deposits of one shilling, or any number of shillings, will be received; but no one may deposit more than 30*l.* in one year, or more than 150*l.* in the whole, exclusive of interest.



Interest at the rate of 2*l.* 10*s.* per cent. per annum (which is at the rate of sixpence in the pound for each year, or at the rate of one half-penny on each complete pound for each month, reckoning from the first day of the calendar month next following the day on which a complete pound has been deposited, up to the last day of the calendar month preceding the day on which the money is withdrawn) is allowed until the sum due to a depositor amounts to 200*l.*, when interest ceases to be allowed. The interest due to each depositor is added to the principal due to him on the 31st December in each year.

B. Every deposit in a post office savings bank must be immediately entered by the postmaster, or other person receiving it, in a book, which book is to be kept by the depositor, and the postmaster or other person receiving the deposit should affix his signature and the stamp of his office to each entry. Depositors should carefully examine their books before leaving the offices at which they make their deposits, and ascertain that they have obtained correct receipts for the sums deposited by them.

In addition to the receipts which the depositors will thus obtain in their deposit books, they will receive for each deposit an acknowledgment by post from the savings bank de-



partment in London. This acknowledgment should reach the depositor within three days from the day on which he makes his deposit, if the deposit be made in England or Wales. If the deposit be made in Ireland or Scotland the acknowledgment should reach the depositor within five days. The acknowledgment should be quite free from erasure, and should state the exact amount of the deposit, and the day on which the deposit was made. If the acknowledgment does not reach the depositor in proper time, or if, when it reaches him, it shows any signs of erasure, or does not agree with the entry in the depositor's book, the depositor should immediately apply to the postmaster-general by letter, and should renew his application again and again until he obtains a satisfactory reply.

C. Once in each year, on the anniversary of the day on which the first deposit was made by him, the depositor should forward his deposit book to the controller of the post office savings bank department in London, in order that it may be compared with the books of that department, and in order that the interest due to the previous 31st December may be inserted in it.

D. When a depositor wishes to withdraw the whole or any part of the sum due to him,



he must make application for the same to the postmaster-general on a printed form called a notice of withdrawal, which he can obtain at any post office savings bank. When he has properly filled up this form, he must fold it and secure it, and forward it by post as if it were an ordinary letter. In return for it he will receive, probably by return of post, a warrant for the amount required by him, payable at the post office bank named by him in the notice of withdrawal.

E. A depositor in any post office savings bank may add to his deposits at that or any other post office savings bank, and may withdraw the whole or any part of them from that or any other post office savings bank, without change of deposit book. For instance, if he makes his first deposit at the post office bank at Huddersfield, he may make further deposits at, or withdraw his money from, the post office bank at Huddersfield, or Leeds, Manchester, Birmingham, Edinburgh, Dublin, or any other place which may be convenient to him.

F. No charge will be made to depositors for the books first supplied to them, or for the renewal of those books; but if any depositor shall lose his book, and shall desire a new book, he must make application to the postmaster-general for the same and must enclose



in his application postage stamps to the value of 1s. to pay for the new book. If a depositor loses his book, he should immediately give notice of the loss to the postmaster-general.

G. No charge for postage will be made on the depositor for any letter passing between him and the savings bank department with regard to his deposits, or with regard to the withdrawal of the same, or for the transmission of his deposit book between him and the savings bank department.

H. The postmasters and other officers of the postmaster-general employed in the receipt or payment of deposits, are strictly forbidden to disclose the name of any depositor or the amount of his deposits, except to the postmaster-general, or to such of his officers as are appointed to assist in carrying on the business of the post office banks.

I. A full statement of the regulations of the post office banks may be seen in the "British Postal Guide," and at any post office bank; where also information may be obtained with regard to the rules affecting—

- (A.) The deposits made by trustees on behalf of another person.
- (B.) The deposits of minors.
- (C.) The deposits of married women.
- (D.) The deposits of friendly or charitable



or provident societies or penny banks.

- (E.) The repayment of the deposits of deceased depositors to their representatives.
- (F.) The repayment of the deposits of depositors who have become insane, or who are from other causes unable to act for themselves.

#### SAVINGS BANKS ANNUITIES.

The Act of 16 & 17 Vict. c. 45 (amended by 27 & 28 Vict. c. 43), enables servants to obtain from Government a *present* annuity for life, by payment of one sum down; or a *future* annuity for life as a provision for old age (with or without the condition of the sums paid being returnable), by payment of a sum down, or of sums payable from time to time.

By sect. 2 of that Act, the Commissioners for the Reduction of the National Debt are empowered to grant to depositors in savings banks, and persons entitled to become depositors therein, immediate or deferred life *annuities*, to any amount of not less than 4*l.* nor more than 50*l.*, and to receive payment for such immediate life annuities in one sum, or for such deferred life annuities, either in one sum, or for an annual sum payable at fixed periods.

By sect. 4, deferred annuities may be granted, with the condition that the purchase-money shall be returnable.

By sect. 5, annuities may be granted, with the condition that the purchase-money shall *not* be returnable.

By sect. 6, parties unable to keep up annual payments, in respect of the purchase of a deferred life annuity, may have an annuity in lieu of having money returned.

By sect. 7, the Commissioners are empowered to convert deferred into immediate annuities.

By sect. 10, the Commissioners may contract with persons for the payment of a sum of money at death.

It is important to observe, that, by sect. 11, such annuities may be purchased either at the National Debt Office, 19, Old Jewry, or at a savings bank, or parochial or friendly society, or through agents duly authorized by the Commissioners.

By sect. 15, persons contracting for payment of sums of money at death may commute the same into an annuity payable after death to nominees.

By sect. 21, such annuities are payable half-yearly.

By sect. 22, annuities are to be paid to the



several parties entitled at the office of the Commissioners, or by savings banks, or by parochial societies, or authorized agents.

Copies of the Tables, Instructions and Forms of Certificates, &c. will be furnished to all parties who shall apply for them by letter, post paid, "To the Secretary of the National Debt Office, London, E.C."

#### BANKS OF DEPOSIT.

Servants are very naturally disposed, when they have saved a few pounds, to endeavour to better, as they think, their position by setting up in business, with the management of which they are, perhaps, unacquainted, or for which their previous habits have unfitted them; and thereby, as is unfortunately too often the case, they not only lose all their honestly acquired savings of years, but bring themselves into trouble from which they may be unable afterwards to extricate themselves.

There is, no doubt, great difficulty felt by servants, exposed as they more especially are to the importunities of others, in making proper investments of their savings.

It would be well for them to bear in mind, that a large rate of interest always implies a large amount of risk; and they should not, therefore, incur such risk, with the hope of



obtaining exorbitant interest, but be contented with the ordinary rates.

Sums amounting to 10*l.* and upwards may be placed on deposit with old-established banks, such as the Union Bank of London and its branches, on which interest is allowed at a rate varying according to the state of the money market. Such deposits may at any time be withdrawn on giving seven days' notice.

#### EXCISE LICENCES (*c*).

The duty payable annually for every male servant is 15*s.* As to male servants—by sect. 19, subsect. 3, “The term ‘*male servant*’ means and includes any male servant employed either wholly or partially in any of the following capacities: that is to say, maître d’hôtel, house steward, master of the horse, groom of the chamber, valet de chambre, butler, under butler, clerk of the kitchen, confectioner, cook, house porter, footman, page, waiter, coachman, groom, postillion, stableboy or helper in the stables, gardener, under gardener, parkkeeper, gamekeeper, under gamekeeper, huntsman, whipper-in, or in any capacity involving duties of any of the above

(*c*) 16 & 17 Vict. c. 90, Schedule C.; and 32 & 33 Vict. c. 14, s. 16, &c.



description of servants by whatever style the person acting in such capacity may be called." But certain exceptions are made with respect to the servants of officers in her Majesty's service, and also in a few cases relating to trade.

But this year (1873) the following note has been appended to the declaration for licences.

NOTE.—*The Commissioners of Inland Revenue do not consider the following persons to come within the definition of male servant.*

*Game watchers* who do not carry guns nor act as gamekeepers; *labourers* in gardens doing only spade labour, and paid ordinary labourer's wages; *farm labourers* who attend to horses used solely in husbandry; *trade servants* and *shopmen* who attend to horses used solely for drawing exempt trade carts; *barmen* and *billiard markers* who do not act as waiters or chargeable servants; *sons* while living with their parents and not receiving wages; *occasional waiters* hired by the day for public dinners, &c.; persons who do occasional jobs as gardeners, grooms, &c., for various employers; *grooms* in public racing stables, employed solely in taking care of race-horses.

A weekly labourer employed to attend on



pigs and cows, and clean boots and knives, was held not to be chargeable (*d*).

It is difficult to say how far the present Act is still affected by the partial repeal of 16 & 17 Vict. c. 90, and how far decisions under the old Act would be considered binding under the new one. The information obtainable at Somerset House is very conflicting, and it is hard to decide who is, and who is not, a male servant within the meaning of the Act.

Under the old Act it has been decided, in *Townsend v. Windham* (*e*), that a person is not such a “*servant*” over whose services and time the master has not the whole control. Here the wording in dispute was: “I give and bequeath to *such* of my *servants* as shall be living with me at the time of my death:” Held, “Such as are not obliged to spend their *whole time* with the master, are not within the words of this devise;” and this is supported by the case of *Thrupp v. Collett* (*f*), where a boy was “employed a few months in the year, at weekly wages, to carry letters to the post, and

(*d*) Cases decided by the Judges (No. 2334). See also Purdue’s index to these cases; and for the statement of a special case for the opinion of the Judges, see 43 Geo. III. c. 161, s. 73.

(*e*) 4 Vern. 546.

(*f*) 26 Beav. 147; 5 Jur., N. S. 111.



was so employed at the time of the testator's death." Lord Romilly, M.R.

"All arguments in favour of the boy would apply to a day labourer, and more strongly, for a day labourer might be continuously and *exclusively* employed. The boy was only employed six months in the year, and neither continuously nor *exclusively*, for he was at liberty to *work for any one else*, and the testator could not have *treated him as his own servant*. A charwoman, who came once a week to a family, might be held a servant with as much reason as this boy."

I have been informed on reliable authority, that the authorities at Somerset House exact a separate tax from each employer of the same boy, who cleans their several knives, forks, boots, &c. at different intervals of the day, which is certainly a grievance, and if carried out strictly, would materially interfere with brigade boys, and other such useful institutions which are to work a great public good. It would seem that if the boys were paid for each pair of boots cleaned, or per dozen of knives cleaned, that the noxious exaction might be obviated.

It is extremely doubtful whether the authorities at Somerset House are right in the course they pursue, as the Act uses the word



*servant*, and it is difficult to see how a person can be *the servant* of several distinct employers.

Doubtless, the thought will arise in the minds of many charitable persons and well-wishers of the shoe-black and door-step brigades, how far the boys of those brigades are “male servants,” where suppose a person living in London chose, in preference to setting his women servants to clean boots and shoes, to have the shoe-black who stood opposite his house down into the area every morning to clean them, at a shilling a week—is he a male servant? or, if several persons employ the same boy, are all to pay, or which of them is to pay? or, supposing you have different boys, are you to be taxed on each?

The report of the following legal proceedings, respecting an errand-boy, which was heard at Royston, on the 20th of July, 1870, will be instructive; and, as the cases are so conflicting, the public must be left to draw their own inferences:—

*“ Errand Boys, &c.—Report of Legal Proceedings.*

“ Mr. Dwelly attended the hearing of this case at Royston, on the 20th July instant, 1870. Defendant appeared, and pleaded not guilty.

“ It was agreed that the facts should be



taken as stated in defendant's letter of the 10th February, viz., that the boy was an errand boy, employed to attend to the shop, and to carry out newspapers; and that he also cleaned the boots and shoes, and knives and forks, for defendant and his family.

“ The defendant contended that he was not required to take out a licence for the boy, as he was not employed in either of the capacities enumerated in the Act 32 & 33 Vict. c. 14, being neither a footman nor page; and he quoted the Assessed Tax Case, No. 2607 (precisely like his own), in which the Judges (Mr. Justice Byles and Mr. Justice Wilde) decided that a boy similarly employed was not chargeable.

“ The attention of the Justices was, however, called to several other cases under the Assessed Tax Act (16 & 17 Vict. c. 90); especially to No. 2576, in which an errand boy employed to clean boots and knives was held to be chargeable; and also to three cases, Nos. 2726, 2727, and 2795 (decided after No. 2607), in the first of which the two conflicting cases 2576 and 2607 were referred to, and it was decided that cleaning boots and knives rendered the person discharging those duties liable to assessment, and in the two last of which it was held that trade servants, exempt by law, were liable



in consequence of their being also employed to clean boots and shoes, &c.

“The effect of all these cases was carefully explained to the Justices; the Court was then cleared, and the Justices deliberated for nearly half-an-hour. The Chairman then announced the decision of the Bench, and stated that the Justices were unanimously of opinion that defendant required a licence for his servant, and they, therefore, convicted him in the mitigated penalty of £5.”

“No. 2422. The appellant, who had been assessed for one servant, acting as groom and gardener, was charged for an *under-gardener*, in consequence of her occasionally employing a day labourer, and sometimes another man (who had a garden of his own) to prune and nail her fruit trees. The assessment was confirmed by the Commissioners, and the Judges reversed their decision.”

“No. 2444. The appellant was charged for a *servant*, in respect of a man whom he employed to clean boots, knives, &c., but was the servant of a neighbour, who was assessed for him. The appellant was relieved by the Commissioners, and the Judges upheld the decision.”

“No. 2572. A clergyman was charged duty for a servant, in respect of a man whom he employed in his garden for three or four days



a week; this man also cleaned the boots and knives, and ran errands, and was also frequently employed elsewhere. The appellant was relieved by the Commissioners, but the Judges reversed their decision."

"No. 2607. A stationer appealed against a charge of 10s. 6d. for a *servant*, in respect of a boy engaged to clean knives and forks, boots, &c., and to act as servant-boy of the shop. He neither boarded nor lodged in the house. The appellant was relieved by the Commissioners, and the Judges upheld the decision."

"No. 2576. A tailor was charged for a boy, whom he paid 2s. 6d. per week, who was employed to brush out and open the shop, to run errands, clean boots, shoes, knives, &c. The assessment was confirmed, and the Judges held that this was right."

"No. 2726. A farmer appealed against a charge, in respect of a youth who cleaned boots and shoes, knives, &c., and attended on the servants in the kitchen (called in Norfolk, 'Copperhole Jack'). The Commissioners relieved him, but the Judges, on appeal, reversed their decision."

"No. 2727. A victualler employed a pot-boy, who now and then waited on his guests, cleaned the knives and forks used in the business and appellant's boots and shoes. The Com-

missioners exempted him under 16 & 17 Vict. c. 90, but, on appeal, the Judges held that this decision was wrong."

"No. 2795. Appellant employed a potman to clean pots, and take out beer; he cleaned the boots and knives of the family, and did part of the domestic work. The Commissioners held he was rightly charged, and this decision was confirmed by the Judges."



Training Schools and Institutions  
FOR  
DOMESTIC SERVANTS.

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As education is intended to make its recipients better and more useful members of society, so it ought more particularly to embrace those subjects which will best adapt the pupils to a proper discharge of those pursuits in life which it will be their probable lot to follow.

In order to make good and useful servants, there ought to be for this, as for other occupations, a good early training; and if the late M. Soyer's able advice and suggestions were followed for the purpose of founding institutions having that object in view, their advantages would be soon felt by both servants as well as employers; for servants may be assured that in proportion as they become more useful and expert in the discharge of their duties, so they will obtain higher wages, and make themselves the more valuable to their employers. Training schools for domestic servants might advantageously be established in connection with national

schools, parish unions, and other institutions for the education of that class of children from which servants are generally taken; and it is to be hoped that this subject will ere long receive the attention it deserves. The little extra trouble or expense which may be thereby occasioned, should not be an obstacle to the improvement of that numerous class on whose efficiency and good conduct domestic comfort not a little depends. Some useful hints may be no doubt obtained from the promoters of kindred societies, which already are in active operation in the metropolis.

It may be useful, therefore, here to mention some of the institutions now in operation for the purpose above expressed, in the hope that their utility may be better known and extended, and others of a similar kind established.



ST. JOHN'S SERVANTS' TRAINING SCHOOL,

*Great Western Road, Westbourne Park, Paddington.*

The New School at Westbourne Park was opened in 1860, and the work which was begun in 1842 in connection with St. John's Chapel, Bedford Row, is now being successfully carried on in the new locality as a Home for training girls as household servants. There is also an opportunity afforded of giving a superior edu-



cation to fit young persons for nursery governesses, or teachers, or matrons. It is open to the child of any person who can provide the annual payment, and whose friends are willing that she should be trained for service. The whole household work is done by the children themselves under the supervision of practical teachers, and there is a laundry attached where the art of washing is practically taught. The children also have an opportunity of learning to bake, as the bread is made at home. They also make their own clothes. In addition to household work and needlework, they are taught reading, writing and arithmetic.

There are at present about 140 children in the New School in Westbourne Park.

The income of the School is mainly derived from payments by the friends of children, or the benevolent on their behalf; but there is always a need of Annual Subscriptions to cover the whole expenditure. Contributions are also occasionally much required to meet the cases of children whose friends are unable to continue paying for them.

Each child on entering has to pay in advance a 2*l.* entrance fee; and for children above thirteen years of age an annual sum of 13*l.* is paid; and for children under thirteen 15*l.* is annually charged. Every child is supplied



with clothing by the school. Single payments varying from 130*l.* to 65*l.*, according to age, may be made in lieu of the above annual payments for the education, clothing, and boarding of children until they are sixteen years of age, or until fit for service.

The deficiency has been liberally supplied, as required, by the treasurer and other friends, who take a lively interest in this most useful Institution. And many proofs of practical interest in the School are constantly given by the clergy, the medical profession, and others brought into contact with the School.



INSTITUTION FOR TRAINING FEMALE  
SERVANTS,

*63, High Street, Clapham.*

This Institution is under the direction of a treasurer, secretary, and a ladies' committee, and is visited by the Clergymen and Protestant dissenting ministers of the neighbourhood.

Its object is to receive healthy girls of good character, after the age of fourteen, from Orphan, National and British schools, or other sources, and to give them a *home*, until trained as domestic servants, when it places them in situations.

Girls are elected by the Committee; those



are eligible who can work well, read and write, who can bring a medical certificate of health and a testimonial of good conduct. They must bring clothes according to a printed list, and obtain new subscriptions to the amount of 5*l.* 5*s.*, or donations to the amount of 10*l.* 10*s.*

The girls are taught all kinds of housework. Washing and needlework are taken in, and as a part of their training, and for the purpose of giving them considerable experience in household work they are allowed to serve temporarily in the houses of 1*l.* 1*s.* subscribers at a moderate charge for the service, which is found to be a great accommodation to many families.

The girls remain under training from eighteen months to two years, and the Committee are prepared to receive as many as the funds will support.

They have much encouragement in the accounts received of the general good conduct of those girls already in service.



#### TRE-WINT INDUSTRIAL HOME,

*Tre-Wint, 201, Mare Street, Hackney.*

This Institution receives Girls from fifteen years old and upwards. Its object is, the timely rescue of those who, from their own fault or relative position, are in circumstances

of difficulty or danger; to place them under Christian influence, and by industrial training in laundry work and other domestic occupations to fit them for respectable service. Prison and penitentiary cases are inadmissible.

It is under the care of two matrons and of visiting ladies, whose efforts are particularly directed to the reformation of the inmates by the inculcation of good religious principles.

The premises are well adapted to their purpose, comprising a large wash-house, laundry, and drying-ground, and internal accommodation for twenty-three inmates, who are employed in the laundry and housework, &c. The bread for the establishment is made at home. The income is derived from subscriptions and the laundry work.

A payment of 3*s.* 6*d.* per week is expected with each girl from the friends or benefactors, with suitable clothing.

An annual contributor of 5*l.* is entitled to have one inmate always on the books, upon making a weekly payment of 1*s.* 6*d.* and providing her with suitable clothing.





## ORPHAN WORKING SCHOOL,

*Maitland, Haverstock Hill: Office, 73, Cheapside, E.C.*

Incorporated 1848.

It is under the patronage of the Queen, and provides for 400 boys and girls, who are admitted between seven and eleven years of age, and they may remain until fifteen or sixteen, but this depends upon their good conduct. All the girls are trained for domestic service, and make, mend, and mark all articles of clothing and household linen, under the care of the matron, and also take part in the laundry work of the establishment.

When they leave the School situations are usually provided for them; each girl has 3*l.* 3*s.* and each boy 5*l.* to provide them with outfits; in addition to which rewards are annually given to them for the seven following years of service, commencing at 5*s.* and ending at 2*l.*, on producing satisfactory testimonials from their employers.

There are valuable prizes given to the children in the School for industry, needlework, good conduct, and special attainments.

## SCHOOL OF DISCIPLINE,

*Queen's Road West, Chelsea.*

*Instituted 1825, and a certified Industrial School under the Privy Council of Education.*

The peculiar object of this School is the reformation of girls who have been imprisoned or become amenable to imprisonment for theft and other offences.

The girls are admitted between the ages of ten and thirteen years; and are not received for less than two years, as a shorter time would be inadequate for the purpose of reformation; and they generally remain for a much longer period, extending in some instances to seven years.

They are committed to the care of two matrons and a governess, and are examined and their conduct inspected every week by one or more ladies of the committee.

They are visited weekly by the Honorary Chaplain, and daily instructed in the Scriptures.

They are taught reading, writing, arithmetic, needlework, and knitting, as well as bread-making, laundry work, and all household duties, with a view of making them efficient servants.

Encouragement is given by the award of



good conduct tickets and promotion in the School.

When a girl is considered qualified for service, a situation is sought for her, and a sufficient outfit provided at the expense of the Institution.

If, at the end of a twelvemonth's service in one situation, a girl can attend the committee with a satisfactory character from her employer, a reward of 10s. is given to her.

Applications for admission should be made to the weekly committee. Terms, 3s. per week for girls received within eight miles of London, and 5s. beyond that distance.



HANS TOWN SCHOOL OF INDUSTRY FOR GIRLS,  
103, *Sloane Street*,  
*Established in 1804.*

It consists of sixty boarders, from eight to sixteen years old.

They are taught reading, writing, and arithmetic. Plain work, cookery, and every branch of household work which may fit them for service.

The School is under the pastoral superintendence of the rector and clergy of Upper Chelsea, and the direction of a ladies' and gentlemen's committee.

Two guineas entrance money is to be paid for each child recommended by a subscriber since 1832.

Subscribers of seven guineas or donors of 75*l.*, or donors of 50*l.*, who also subscribe one guinea annually, have the privilege of nominating one girl in rotation. The parents or friends are required to pay 1*l.* 10*s.* per quarter in advance. Thus the annual sum of 13*l.* 7*s.* provides for the board and education of a child.

Girls above thirteen may be admitted on payment of 6*s.* per week only.

The committee earnestly solicit exertion on the part of the friends of this School, to obtain more subscribers of small sums annually.

Needlework is done at the School at a reasonable price.



## DOMESTIC SERVANTS'

## Benevolent Institutions.

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IT may be useful to servants and their employers to be informed that there are many institutions in London founded for the express benefit of domestic servants, of which the following deserve notice:—

THE GENERAL DOMESTIC SERVANTS' BENE-  
VOLENT INSTITUTION,

*32, Sackville Street, Piccadilly.*

It was established in May, 1846, and is registered under, and is therefore entitled to the powers and privileges conferred by, the Friendly Societies Act (13 & 14 Vict. c. 115). It is under the patronage of the Queen, and is supported by a large number of the nobility and gentry, and others, who are Honorary Members. The objects of this Institution are declared by its rules to be:—To relieve honest and industrious domestic servants, of both sexes, who have been rendered incapable of active duty by un-

avoidable misfortunes and the advance of age, with its consequent infirmities, by granting to members annual pensions, to be fixed by the committee of management for the time being, after taking into consideration the character, necessities, and especially the duration and amount of subscription of the applicant, and to grant relief to a limited extent in cases of urgent temporary distress, provided that the members applying have subscribed upwards of three years, to be computed from the day of paying their first subscription money, and within two years of their application.

Servants desirous of becoming members must have been employed as such within one year of their application, and be still capable of service, and be under the age of 50.

Annual payments, varying from 3s. to 10s., or Life Subscriptions varying according to age and sex, are required from Servants to qualify them to become candidates for the benefits of the Institution.

In addition to the temporary assistance given in numerous cases of urgent distress, 128 Pensioners are now receiving relief from its funds in sums of 20*l.* and 15*l.* each.

The Institution numbers several thousand members, and has a permanent fund of more than 14,000*l.* A Registry is kept for the hire



of Servants of good character who are Members.

A fund is being raised amounting to upwards of 1,500*l.* for the erection of an Asylum, to which subscriptions are requested.



THE FEMALE SERVANTS' HOME SOCIETY,

Established 1836.

HOMES.—21, *Nutford Place, Edgware Road, W.*; 88, *Blackfriars' Road, S.*; 205, *Great Portland Street, W.*; and 74, *High Street, Camden Town, N.W.*

*Office—85, Queen Street, Cheapside.*

This Society has for its objects,—1. To provide a safe *Home* for Female Servants when out of place.

2. A *Registry* at each Home.

Each of the Homes is under the supervision of an experienced Superintendent, and there are certain regulations for cleanliness, order, and morality. Each person is provided with a separate bed and victual cupboard, fire, candle, and linen free. There are morning and evening prayers.

Respectable Servants are admitted on producing a satisfactory recommendation, either from the last mistress, or other respectable person.

Inmates have to pay 2*s.* per week for rent

(which includes fire and candles), and to board themselves while in the Homes.

*The Registry.*

Employers who are not subscribers can register on paying a fee of 2s. 6d., for which Servants (of one description) will be sent during one month.

Subscribers of one guinea annually can be supplied with any number of Servants.

The Committee receive any contributions for promoting the above objects, and establishing similar institutions in other parts of London.

A Reward or Memorial, consisting of a handsomely-bound Bible, at the end of two years' service; and a certificated Testimonial at the end of FIVE years' service, with further marks of distinction for a further period of service, are given to Servants engaged from this Institution.

A Servants' Tea Meeting is held every year, when the rewards are distributed.



FEMALE AID SOCIETY,

27, *Red Lion Square,*

(*Office*).

The objects of this most excellent Society, which has been established since 1836, are



twofold. First, to afford shelter and protection to young women of good character; and, secondly, to provide an asylum for fallen, but penitent, women.

The Managers have, therefore, established two "*Homes*."

The first, as a "*Friendless Home*," at 11, Powis Place, Great Ormond Street, Bedford Row, for young and friendless girls, who must have good characters.

The second, as a "*Penitents' Home*," at 57, White Lion Street, Barnsbury Road, Islington.

In the "*Friendless Home*," the girls are carefully trained and instructed, and afterwards placed out in suitable situations; and they must be above fourteen and under twenty-five years of age. The number of free cases is at present limited to thirty, but a few additional cases may be admitted on the payment of 5*s.* a week.

In the "*Penitents' Home*," the main object is Reformation. The inmates are regularly employed at needlework, at general house-work, and in the laundry; and every opportunity is taken of improving their moral tone, and of influencing them for good.

Since the commencement of this Society, 3,132 persons have been admitted to the "*Friendless Home*," and 2,786 have been provided for by the Penitents' Home.

## COUNTRY SOCIETIES.

There are also many societies for the benefit of domestic servants, established in the country under the Friendly Societies Act, 13 & 14 Vict. c. 115, and otherwise. But before joining such institutions, it will be prudent to examine the rules, and to be well satisfied of the respectability of the persons who have the management thereof, and to ascertain that there is no improvident expenditure in feasting, or otherwise, at the club meetings.



## Benevolent Institutions, Registry Offices and Schools

FOR

## SERVANTS.

*A further List of Benevolent Institutions where  
Servants can be obtained.*

Asylum for Female Orphans..	32, Essex Street, Strand.
Clare Market Servants' Home	Clare Market Mission House,
.. .. .	St. Clement's Dane, Strand
Girls' Home .. .. .	22, Charlotte Street, Port-
.. .. .	land Place.
National Orphan Home ..	Ham Common, Richmond.
National Society for Protection of Young Girls (Wode House, near Wanstead) .. ..	28, New Broad Street.
St. Clement's Dane Servants' } Home .. .. .	St. Clement's Dane Mission House, 24, Carey Street.
St. Pancras Female Charity School .. .. .	St. Pancras, N.W.
Servants' Home, Harley House	Hon. Mrs. Wodehouse, 20, Hyde Park Square.
Servants' Royal Sick Fund ..	44, New Bond Street.
Training Refuge for Destitute } Girls .. .. .	Warrington House, 11, War- rington Ter., Maida Vale.

In addition to the Registry Offices in connection with Benevolent Institutions marked (\*), a list of other Registry Offices is given, where Servants are provided, on payment of about 2s. 6d. for each hiring, or of a subscription by the fortnight, quarter, half-year or year, varying from 2s. 6d. to one guinea, as to which, further particulars may be obtained from the offices themselves.

*List of Registry Offices.*

	Established.	Page.
Berkeley Street, 13, Upper, West; Mr. Webster.. .. .	1855	
13, Bloomsbury Street, New Oxford Street; Mrs. Wolsey .. .. .	1845	
6, Church Row, Islington; Mrs. Evans ..	1837	
8, Fore Street, City; Mr. G. Poole ..	1840	
90, Farringdon Street; Mr. Smith .. ..	1833	
117, Great Russell Street, Bloomsbury Square; Mr. & Mrs. Adams .. .. .	1828	
Greenwich, 12, Nelson Street; C. M'Tal- mage .. .. .	1832	
*Hackney, Mare Street; Mrs. Baker ..		59
*110, Hatton Garden, Holborn (with a home); Mrs. Peake .. .. .	1836	67
196, High Holborn (with a home); Mr. Chap- man .. .. .	1839	
16, Holland Place, Clapham Road; Mrs. Fox	1847	
10, Romney Terrace, Horseferry Road, S.W.; Mr. Hatfield .. .. .	1858	
*52, Nelson Square, Blackfriars .. ..		67
478, New Oxford Street; Mr. Farnell ..	1851	
17, New Church Street, Edgware Road; Mrs. Elliott .. .. .	1844	
*21, Nutford Place, Edgware Road (with a home); Mrs. Butcher .. .. .	1836	67



*List of Registry Offices—continued.*

	Established.	Page.
252, Oxford Street, domestic bazaar; Mr. Thomson .. .. .	1830	
34, Princes Street, Leicester Square; Mrs. Spark .. .. .	1774	
*32, Sackville Street, Piccadilly .. .. .	1846	65
*51, Southampton Row, Russell Square (with a home); Mrs. Wright .. .. .	1836	68
Westbourne Grove, Newton Road; Mrs. Anson .. .. .	1857	
Walworth, 25, Bolingbroke Road; John Burnet .. .. .	1849	

*Institutions for Nurses.*

Andren, Mrs. .. .. .	27, North Audley Street, Grosvenor Square, W.
British Nursing Association ..	35, Cambridge Place, Pad- dington.
Cavendish Medical and Surgi- cal Home .. .. .	13, New Cavendish St., W.
General Nursing Institute ..	5, Henrietta St., Covt. Grdn.
Institution of Nursing Sisters..	4, Devonshire Sq., Bishops- gate.
Institution for Supplying Nurses .. .. .	16, Clarges Street.
Nightingale Fund (Mrs. Ward- roper) .. .. .	St. Thomas's Hospital.
St. John's House and Sisterhood	7, 8, Norfolk Street, Strand.





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# CATALOGUE

OF

## Law Works

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MESSRS. BUTTERWORTH,

Law Booksellers and Publishers



TO THE QUEEN'S MOST EXCELLENT MAJESTY,

AND TO

H. R. H. THE PRINCE OF WALES.

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*"Now for the Laws of England (if I shall speak my opinion of them without partiality either to my profession or country), for the matter and nature of them, I hold them wise, just and moderate laws: they give to God, they give to Cæsar, they give to the subject what appertaineth. It is true they are as mixt as our language, compounded of British, Saxon, Danish, Norman customs. And surely as our language is thereby so much the richer, so our laws are likewise by that mixture the more complete."*—LORD BACON.

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1876.



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