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THE NURSING
PROFESSION

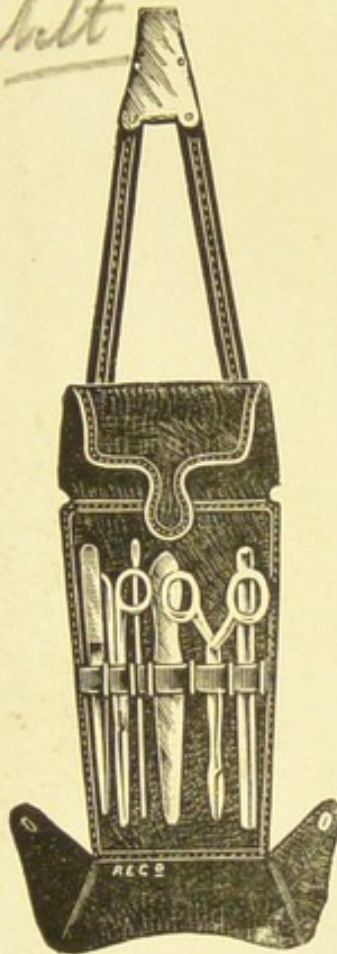
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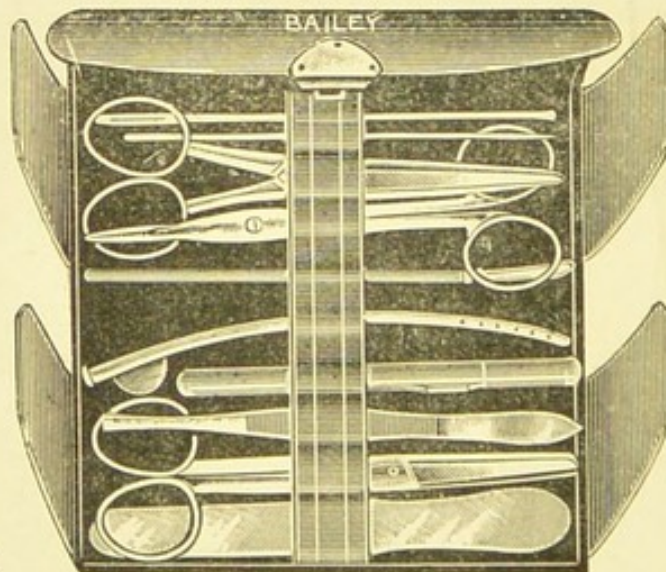
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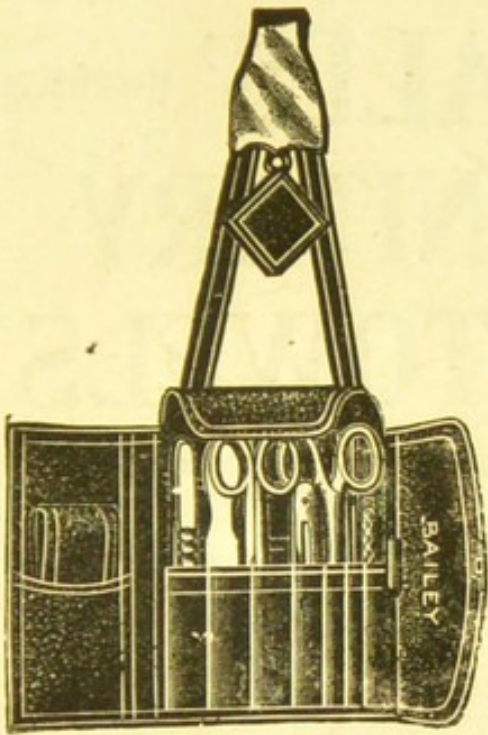
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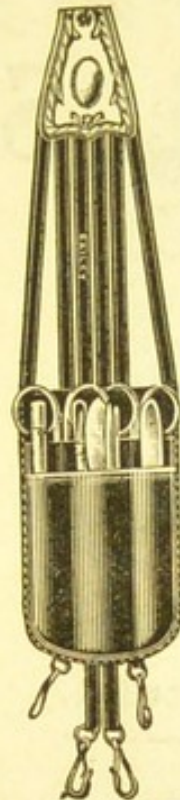
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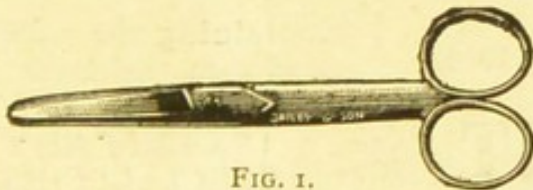


FIG. 1.

5 in. Dressing Scissors, Round Points, 1/10 and 2/3; 5½ in. Dressing Scissors, Round Points, 3/-; 5 in. Round-pointed Scissors, Nickel-plated, 3/-.



FIG. 6A.

Dissecting Scissors, 2/3.

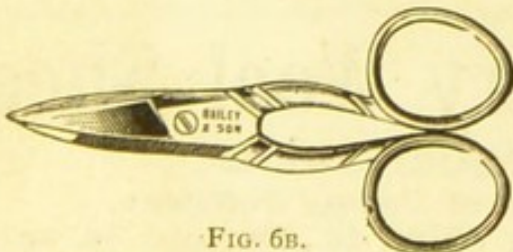


FIG. 6B.

3½ in. Nail Scissors, 1/-, 1/3; Best Quality, 2/6.

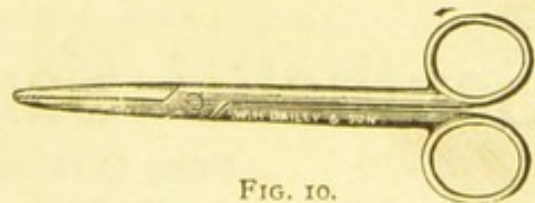


FIG. 10.

5 in. Bow Dressing Forceps, 1/9; 5 in. Bow Dressing Forceps, Nickel-plated, 2/3; 5 in. Bow Dressing Forceps (Bryant's), 2/9.



FIG. 8.

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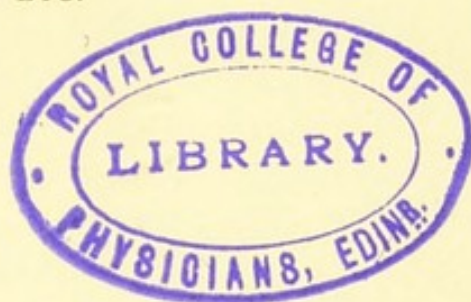
THE NURSING PROFESSION
WHERE AND HOW TO TRAIN

LONDON : THE SCIENTIFIC PRESS, LTD.

THE NURSING PROFESSION

HOW AND WHERE TO TRAIN

BEING A GUIDE TO TRAINING FOR THE PROFESSION OF
A NURSE, WITH PARTICULARS OF NURSE TRAINING
SCHOOLS IN THE UNITED KINGDOM AND ABROAD,
AND AN OUTLINE OF THE PRINCIPAL LAWS
AFFECTING NURSES, ETC.



EDITED BY

SIR HENRY BURDETT, K.C.B.

AUTHOR OF "HOSPITALS AND ASYLUMS OF THE WORLD"; "HOSPITALS AND THE STATE";
"PAY HOSPITALS OF THE WORLD"; "COTTAGE HOSPITALS: GENERAL, FEVER, AND
CONVALESCENT"; "HELPS IN SICKNESS AND TO HEALTH"; "THE RELATIVE
MORTALITY OF LARGE AND SMALL HOSPITALS"; "THE UNIFORM
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HOSPITALS AND INSTITUTIONS"; ETC., AND
EDITOR OF "THE HOSPITAL"

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PREFACE.

It is hoped that this book will fulfil two useful purposes. It should meet the case of every woman who is attracted to nursing and desires to become a fully trained nurse. It should further be of assistance to matrons and hospital officials in lessening the amount of correspondence with which they are now inundated by inquirers who seek the information which it contains. The contents of this book are official, in that they have been carefully revised by the representatives of each institution, without whose courteous co-operation it would have been impossible to have made it as complete and accurate as it undoubtedly is. We desire to heartily thank everybody who has rendered assistance in its compilation.

At the present time there is no text-book where full particulars can be obtained concerning Nurse Training Schools in this country, the Colonies and the United States of America. Such information as is obtainable is very often incomplete and seldom up-to-date. Those who have obtained a copy of *Burdett's Official Nursing Directory* will find in its pages much necessary information, but this is the first practical attempt which has been made to codify it upon a plan which brings the whole nursing field under review, and by classification and subdivision makes the information available for easy reference at a price which is within the reach of all.

We commence our review with an abstract of the principal laws affecting nurses, which is likely to prove very useful not only to nurses and institutions but to members of the medical profession. The particulars concerning the Nurse Training Schools of the Metropolis and throughout the United Kingdom are given in two divi-

sions. The first contains an account of the larger training schools attached to general hospitals and poor law infirmaries with 100 beds and over, and the second those general hospitals with less than 100 beds and all special hospitals where some form of nurse training is in vogue. In the latter section cross references are given to those Nursing Institutions which select suitable women whom they send for a definite period to a training school in order to undergo a course of instruction in nursing. To meet the case of those nurses who leave their training school at the end of the period of training, information is given concerning Nursing Institutions and typical hospitals where they can obtain employment. The details in this section have been selected so as to show as far as possible the conditions of employment in various parts of the United Kingdom. No book of this kind would be considered complete without particulars of Societies and Institutions, the objects of which include the promotion of thrift amongst nurses, the raising of their status, and the institution of examinations and the issue of diplomas in subjects which will prove useful to them in their career. These have accordingly been added together with details of other societies which are calculated in any way to benefit them.

The average of training throughout the United Kingdom being at the present time good we have decided to divide the institutions according to localities, and have arranged them into sections devoted to London, the Provinces, Scotland and Ireland. The book will be found to contain an exhaustive Index where the name of every institution can be readily found and where each special branch of training has its own proper heading followed by a list of institutions at which facilities are afforded for special training in such branch.

In dealing with the Nurse Training Schools of the Colonies and the United States of America we have thought it best to select typical institutions and supply information on the same plan as that adopted for the United Kingdom.

We have added an introductory chapter entitled "The Common Requirements of the Training Schools," in which we have included information concerning the general conditions of training at General Hospitals, Poor Law Infirmaries, Children's Hospitals, and for Monthly Nursing, Midwifery, Massage, Private Nursing, District Nursing, Fever Nursing, etc. This chapter supplies a key to the information the book contains, so that any one who consults its pages may be able to obtain a preliminary knowledge of every requisite particular as to qualifications, preliminary requirements, hours of duty, examinations, recreation, salary, premium, sleeping accommodation, pension arrangements, and in fact everything which an intending probationer may want to know and what she has only heretofore been able to obtain by writing to the matrons or communicating with some technical journal like *The Hospital*.

The price of the book (2s. net) has been purposely fixed so that it shall be within the means of everybody. In this way it is hoped that matrons, of the larger schools at any rate, will be enabled to save themselves an infinity of trouble by referring inquirers to this book, which may thus tend to considerably diminish the very heavy correspondence which at present devolves upon all hospital officials who are immediately responsible for the training of nurses. If these objects or most of them are attained, the book will have more than served the purpose which the Editor hopes it may in practice fulfil. No one is more indebted than the Editor to the invariable courtesy and co-operation of hospital and asylum officials, and indeed of all officials throughout the world who are connected with public institutions of all kinds. He hopes therefore that this book may be accepted by them as a mark of his grateful recognition of their continuous kindness, and that it may prove in every way helpful, and so enable him to make some little return for the many acts of courtesy of which he is the grateful recipient every year.

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ABBREVIATIONS.

Assoc., Association.
Asy., Asylum.
Conv., Convalescent.
Cott., Cottage.
Dist., District.
Gen., General.

H., Hospital.
Inf., Infirmary.
Inst., Institution.
Mem., Memorial.
N.Z., New Zealand.
Nurs., Nursing.

Ophth., Ophthalmic.
Priv., Private.
S. Aus., South Australia.
Soc., Society.
Vict., Victoria.

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THE COMMON REQUIREMENTS OF THE SCHOOLS.

THE particulars contained in the following pages are arranged on a uniform plan, and reference to them is therefore easy. It may, however, simplify matters for those who wish to take up nursing as a profession if we add by way of introduction a summary of some of the requirements of the training schools. It must not be imagined in reading this summary that all that is set down herein is required at every institution, nor yet that the treatment of probationers is the same at all hospitals. Every training school has some variation, and it is only by looking out the information given concerning each individual school that these variations can be discovered. The aim has been to give such an account of the requirements which may have to be fulfilled that each reader before taking up the profession of nursing may have some knowledge of what qualifications, etc., are essential, and what the duties will generally be.

GENERAL HOSPITALS.

Age.—As a rule, the large training schools will not accept as probationers women under twenty-three nor over thirty-five years of age, but some few accept probationers at twenty to twenty-one. The authorities at childrens' hospitals take probationers as young as twenty-one, and it is possible at certain institutions for chronic and convalescent cases to enter as early as eighteen for what is called preliminary training.

Preliminary Requirements.—On applying to the matron of the hospital selected, the would-be probationer is sent

a form of questions which she has to answer fully in her own handwriting. The questions are somewhat as follows :—

- 1.—Name in full, present address, and home address.
- 2.—Are your parents living ?
- 3.—Age last birthday, date and place of birth.
- 4.—Height and weight.
- 5.—Where educated.
- 6.—Are you a single woman or a widow ?
- 7.—If a widow, state when your husband died, and where ; and whether you have any children living, their ages, and how provided for.
- 8.—Your father's occupation, or (if a widow) your husband's.
- 9.—Nature of late employment (if any). When and why did you leave it ?
- 10.—Nature of present employment (if any) and reason for leaving.
- 11.—Have you had previous hospital work ? If so, state when, where, and for how long.
- 12.—The names and addresses of two persons (other than relatives) to be referred to. How long has each of them known you ? If you have been previously employed, one of these must be your last employer.
- 13.—Name and address of your usual medical attendant.
- 14.—Are you strong, and have you always had good health ?
- 15.—Have you perfect sight and hearing ?
- 16.—Religion.
- 17.—If accepted, about what date do you desire to secure a vacancy ?
- 18.—Have you read and do you clearly understand the regulations ?

At the foot of most application forms is a request to be admitted as a probationer on trial and an agreement to conform with all the rules and regulations which the applicant has to sign. Certificates of birth, of marriage (if a widow), and from a doctor, as to health and absence of any organic disease, have to accompany the application form on its return to the matron. Some hospitals (St. Bartholomew's Hospital, London, for instance) require the candidates to undergo a medical examination at the hands of one of their medical staff.

The next step is a personal interview with the matron, who ordinarily sets apart special days for that purpose, and if suitable the candidate will receive notice in due course of the date when she is to come to the hospital. The applicant is required to enter for a certain period, varying from one to three months, on trial, during which time she will probably have to supply herself with a uniform of the pattern used in the hospital, and in most cases

she will have to give her services for this period gratuitously.

Agreement with the Hospital.—If she satisfies the matron during her time on trial, she is accepted as a probationer, and has to sign an agreement to serve the hospital as a probationer and to conform to its rules for the period of training which the hospital gives. Probationers are not at liberty to resign during the term of their agreement except by special permission, and, in some cases, on payment of a penalty, but they are liable to be dismissed at any time for misconduct or neglect of duty.

Length of Training.—The period of training most universally adopted as the standard of the great nursing schools is three years, but smaller institutions give two, and in some cases only one, year's training. It is the custom at some schools to require an agreement for four years, three of which are devoted to training, and the fourth to service as a nurse on the hospital staff.

System of Training.—Probationers are taught their duties in the wards by the sisters or head nurses, and, in addition to this, have to attend lectures by the medical staff on elementary anatomy and physiology and other subjects, which occasionally include pharmacy. Class instruction on nursing generally is given by the matron or lady superintendent. It is becoming more and more the custom to include in the nurses' curriculum a course of instruction in sick-room cookery, and at a few of the large general hospitals certain of the nurses are granted facilities for preparation for the examinations in midwifery of the London Obstetrical Society. Examinations in the various subjects are held yearly, or in some hospitals after each course of lectures, and in nearly every case the creditable passing of these examinations is an essential condition before a certificate is granted.

Certificates.—Most training schools give their probationers a certificate upon the completion of their engagement to the institution, and, in order to obtain this certificate, they must have satisfied the lady superintendent as well as the examiners.

Medals and Prizes.—Many of the training schools offer medals and prizes to their probationers as a means of stimulating them to take a high position at the examinations, these medals and prizes being, as a rule, reserved for the nurses who gain the greatest number of marks at each examination.

Hours on Duty.—The following gives a general idea of a nurse's hours when on day duty. Rise, 6 A.M.; breakfast, 6.30; wards, 7 A.M. to 8 P.M., with a break of 10 or 15 minutes at about 10 o'clock for lunch, half an hour at 12.30 to 1 for dinner, and half an hour at 4.30 for tea; supper at 8 to 8.30, prayers at 9.45, bedroom at 10, and lights out at 10.30 P.M. When on night duty a nurse gets up at 6.30 P.M., breakfasts at 7.30, and reaches the wards at 8 P.M., where she remains until she comes off duty at 8.30 the following morning. During the time on duty there are breaks for lunch or dinner, and tea at about 12 or 1, and 5 or 5.30 respectively. Supper is taken at 8.30 A.M., and the nurse retires to her bedroom at 11 A.M. Night duty as a rule is not undertaken for more than a few weeks at a time, nor for more than three months in a year.

Duties.—The following is an account of the arrangements at one large General Hospital, and may be taken as being typical of the arrangements at most large training schools:—

PROBATIONERS.

Probationers are called at half-past six o'clock in the morning; at a quarter-past seven breakfast is served in the dining-hall; at a quarter to eight prayers are said in the chapel, and at eight o'clock they come on duty in the wards.

During the morning they wash up breakfast things; clean lamps, ink-stands, spatulas, etc.; thoroughly dust the ward; scrub lockers and doctors' tables; wash window-sills; prepare mugs, etc., for luncheon, and serve the patients; clear and wash up luncheon things; help the nurse with the patients when and as required, and assist with the patients' dinner.

At half-past eleven or at twelve o'clock, as arranged by the sister, probationers go to dinner, returning to their wards in half-an-hour. At two o'clock probationers go off duty on alternate days, and those who go off duty must be back in time for tea at half-past four, returning to their wards at five o'clock.

In the afternoons the probationers on duty clear away dinner things, wash knives, forks, and any basins or mugs which have been used; they tidy the ward and assist with the patients' tea.

At half-past four probationers take tea in the dining-hall, and at five o'clock they return to their wards.

During the evening they make beds ; wash backs ; take round supper ; help the staff nurse when and as required ; and, under the nurse's direction, wash the supper things ; clean urine glasses, test tubes, spitting cups, etc. ; tidy hearths ; make up fires for the night ; and see that the ward, bath-room, lavatory, etc., are left quite tidy for the night.

In addition to other daily duties, probationers have twice a week or oftener, if directed by the sister, to clean and wash the patients' heads and feet. On Mondays and Wednesdays they put out the linen for the laundry under the supervision of the sister, and on one day of the week the inside of the lockers and all rods and brackets must be washed and cleaned.

Probationers have supper at half-past eight or at nine, according as they can best be spared from duty, and half-an-hour later they return to their wards. At a quarter to ten they go to prayers in the chapel, and from the chapel they retire to their dormitories. At a quarter to eleven, when the gas is put out, they must be in bed.

The arrangements for night nurses apply to probationers when on night duty.

DAY NURSES.

The time table for day nurses is the same as that for probationers except that, as some only of the nurses can be spared from their wards at two o'clock, the rest are allowed to go off duty at six o'clock, returning to supper at half-past eight, and to their wards at nine o'clock. The duties of day nurses are as follows :—

In the morning they measure and put up specimens as ordered ; see that testing trays are clean, and reagents ready for use ; wash and fill doctors' jugs and basins ; wash and attend to the most critical cases ; help to serve the patients' dinner.

In the afternoon they see that all is ready for the visit of the staff ; afterwards they assist in preparing the patients' tea.

In the evening they make beds, wash backs, and generally attend to the requirements of the patients, taking care that they are left comfortable for the night. The nurses must also see that the wards, lavatories, etc., are perfectly tidy before they go off duty.

The nurses are expected, so far as they are able, to teach probationers, and to take care that the work entrusted by them to probationers is efficiently performed. They must immediately report any change they may observe in a patient to the sister, and they must at all times bring to her notice any circumstance which, in their opinion, may prove hurtful to the patients or injurious to the interests of the hospital.

NIGHT NURSES.

The night nurses are called at eight o'clock in the evening, and at nine o'clock prayers are said in the chapel. At ten minutes past nine they have breakfast, and at half-past nine they go on duty in the wards. They first visit the sister's room, where they receive instructions for the night. At six o'clock in the morning they begin the routine of the day, making the beds of those patients who can get out of them, and rendering comfortable those who are unable to rise. At seven o'clock they prepare the patients' break-

fast, dust the ward and leave everything clean and tidy for the day nurse. At half-past eight they give their report to the sister in her room, and at a quarter to nine they leave the ward. At nine o'clock prayers are said in the chapel, and at twenty minutes past nine they have dinner. After dinner, those who wish get permits to go out from the night sister, and they must be back in the hospital by noon. They must, on their return, place their permits in the box outside the matron's office. At twelve o'clock luncheon is served in the dining-room for those who wish it, and at one o'clock all nurses must be in their cubicles, and talking must cease.

Once a month night nurses are off duty from ten A.M. till one P.M. on the following day. Unless they have received special permission to be absent, they must sleep in the hospital, reporting themselves at half-past nine in the evening either at the nursing home or to the night superintendent.

Recreation.—Probationers are allowed off duty for about two hours daily (which may mean one hour one day and three hours the next), for one afternoon a week, for a whole day monthly, and they receive two to three weeks' holiday in the year. Nurses and sisters have rather longer hours off duty, and a longer annual holiday.

Salary.—The amount of salary received by a probationer during her first year of training is a very variable quantity. Many hospitals pay no salary until the second year, others anything up to about £10. During the second year the salary is about £15, during the third about £20. Staff nurses' salaries run from about £25 to £30 per annum.

Uniform and Laundry.—Usually indoor uniform, or material for making up the uniform, is provided for after the end of the trial month, but some hospitals do not provide uniform during the first year of probationership. Outdoor uniform is not often provided. A reasonable amount of laundry work is done for the nurses, or there is an allowance of say 2s. 6d. a week.

Premium.—Only a few training schools now require a premium to be paid by probationers. Those which do, as a rule, make the probationers serve for the first year gratuitously.

Sleeping Accommodation.—In too many of our hospitals the sleeping accommodation for both nurses and probationers is not what it should be. Changes for the better, however, are gradually taking place, and in many institutions each nurse and probationer has a separate

bedroom. So far as we have been able to get returns, we have noted this point in the detailed particulars which follow.

Pension Arrangements.—But few hospitals have a superannuation fund for their nurses when past work, but since the establishment of the Royal National Pension Fund for Nurses this has been rendered less important than it was before, as most nurses, if they join the Fund when they are probationers, can manage to make provision for old age and ill-health. Many hospitals have now a system whereby all the nurses who join the fund have half the premium paid for them by the institution.

Paying Probationers.—A few of the schools take paying probationers, who, as a rule, come to the institution for three months, six months or one year's training, paying at the rate of about £1 1s. a week for board and lodging. These paying probationers are under the same rules as the ordinary probationers, except that they are exempt from night duty, and in institutions where there are no ward maids they do not have to keep the wards clean, except so far as dusting and light work is concerned. No salary is paid, and uniform and washing are not provided. Paying probationers, if they desire it, may often after their year's training continue in the hospital as ordinary probationers for the full three years. In fact many matrons in filling up the vacancies amongst the ordinary probationers give preference to those candidates who are serving as paying probationers and have shown themselves to be suitable.

PRELIMINARY TRAINING.

The London Hospital has now a course of six weeks' preliminary training for a limited number of selected candidates, who wish to become regular probationers in the hospital. Instruction, board, and lodging is provided free of expense at a residence especially reserved for pupils, and an allowance of 2s. 6d. per week is made for washing. The pupils receive instruction in, and are 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 or 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, they attend lectures and classes on Elementary Physiology, Anatomy, and Hygiene, specially arranged for their benefit. The general time-table for pupil-probationers is: breakfast, 7.30 A.M., prayers, 7.50 A.M. By 9 A.M. pupil-probationers 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. Luncheon is served at 10.30 A.M. Instruction in sick-room cookery is given at the hospital from 11 A.M. to 1 P.M., when the pupil-probationers 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 are "off-duty"; 4 P.M., tea; 4.30 P.M. to 8.30 P.M., classes; 8.30 P.M., supper; 9 o'clock, prayers; bedrooms, 10 P.M.; lights out by 10.30 P.M. On completion of the six weeks' course of preliminary training, examinations are held in the various subjects, and during the seventh week those pupil-probationers who are deemed suitable are transferred to the hospital for their final month's trial. The three years' engagement to the hospital counts from the day a pupil-probationer begins her work in the wards, and her remuneration, in accordance with the standing orders for probationers, also commences from that date. They are required to adhere strictly to the in-door hospital uniform, and to have it made in exact accordance with the directions given, otherwise they give themselves the trouble of having to alter it on their arrival at the preliminary training home. If a pupil-probationer is not retained in the preliminary training home, or is not appointed after being on trial in the hospital, she will be required to pay 10s. for the uniform material provided by the hospital. Out-door uniform is not essential, and is entirely a matter of personal choice and convenience.

As mentioned on p. xxi., some convalescent homes and

cottage hospitals offer to give a certain amount of preliminary training to candidates who are too young to enter a general hospital. It must, however, be borne in mind that some of the general hospitals give the preference to applicants who have not received any previous training.

POOR LAW INFIRMARIES.

The majority of the large poor law infirmaries now train their own nurses, the length of the course being usually three years. The regulations are similar to those given on pages xxi. to xxvii. for general hospitals. In most of the Infirmaries nurses have the opportunity of taking out a course of midwifery and monthly nursing, and in a few a course of fever nursing as well. As regards pension, the nurses can, if they wish, come under the Poor Law Officers' Superannuation Act of 1896, but owing to the strong representations made to those responsible for the 1896 Act a further Act was passed in 1897 to enable nurses to "contract out" of the provisions of the Act of 1896.

MONTHLY NURSING AND MIDWIFERY.

A list of the institutions at which pupils are taken for tuition in monthly nursing and midwifery will be found in the index.

The course of training for a monthly nurse lasts for six or twelve weeks, during which time the nurse resides in the hospital, has to assist the labour cases in the delivery room under the supervision of the midwife in charge, and has to nurse in the lying-in wards under the supervision of the superintendent. Pupils have also to attend lectures. Before making formal application, the candidate must usually have an interview with the matron, after which she has to supply certificates as to moral character, health, etc. The fees for tuition, board, and lodging vary from about £7 7s. for a six weeks' course to £15 15s. for a twelve weeks' course. A registration fee of £1 1s. has usually to be paid on making application, and

this is forfeited should the candidate, after approval, not come up for training.

Pupils for midwifery tuition should be between twenty-three and forty, and, after a personal interview with the matron, have to fill in a form setting out particulars similar to those given on page xxii. This form has to be returned with (1) a medical certificate of health, stating that the applicant's sight and hearing are good, and that in the doctor's opinion the applicant is fit to undertake the duties of a midwife; (2) a certificate of moral character; and (3) in some cases a certificate of having been vaccinated within five years, or one of re-vaccination prior to entry. A registration fee of £1 1s. is payable on making application, this fee being returned if the candidate is not approved by the hospital authorities, and being forfeitable if the candidate does not enter within a certain period after being approved. Preference is given at some institutions to women who have had previous training in a general hospital. The length of training is three months, and during their residence they are instructed in the management of ordinary labour, witness the practice of the physicians, and receive bedside instruction. The course is generally divided into (a) nursing in the lying-in wards, (b) conducting labours in the delivery wards, and (c) attending labour cases at the patients' own homes. This is supplemented by lectures by the physicians, and oral instruction by the matron and head midwives. An examination is held at the end of the course, or the pupil may be sent up for the examination of the London Obstetrical Society. The fees vary from £21 to £26 5s., which include board and lodging. Washing, uniform, and caps and aprons have to be provided by the pupil.

Many of the union infirmaries and a few of the general hospitals provide facilities for certain of their nurses to take out a course of midwifery training.

ARMY, NAVY, AND INDIAN NURSING SERVICES.

Particulars of these services will be found in Section VI., pp. 279 to 289.

DISTRICT NURSING.

Since the establishment of the Queen Victoria's Jubilee Institute for Nurses the number of District Nurses employed has become greater and greater. The Jubilee Institute trains many of its nurses either partially or wholly, and full particulars of the requirements and training will be found on pages 208, 259, and 266. Besides this great body, County Associations have been formed in many parts of England to provide for the adequate nursing of the villages and towns within their borders. These associations, except as regards the Queen's Nurses whom they employ, take steps to train their own nurses, and in many instances receive grants from the County Councils towards meeting the cost of this training. A fairly complete list of the Institutions in various parts of the United Kingdom which act as schools in district work will be found in the Index under DISTRICT NURSING.

Particulars of the training given to "Cottage" Nurses (the outcome of the Holt-Ockley system) and "Village" Nurses will be found set out under the institutions which train this class of nurse, lists of which will be found in the Index under COTTAGE and VILLAGE NURSES.

FEVER NURSING.

Training in the nursing of fevers and small-pox is given at many hospitals for infectious diseases. A list of these will be found in the index.

MALE NURSING.

The facilities open to men who desire to train as nurses are not very great in England. With the exception of the Military and Naval Hospitals, only two or three schools exist for male nurses. These will be found indexed under MALE NURSES.

MENTAL NURSING.

Particulars of the training in mental nursing now given will be found on pp. 327 to 330.

MASSAGE.

The hospitals for epilepsy and nervous disorders, and many of the Poor Law infirmaries and large general hospitals include the teaching of massage in their ordinary curriculum. A list of some of the Institutions which offer such facilities will be found in the Index under MASSAGE.

PRIVATE NURSING.

Nurses who are trained in a hospital which has a private nursing staff may there obtain instruction in the duties of a private nurse. It is essential that she should be taught Invalid Cookery: the mode of serving meals in an appetising way, and many other points, an ignorance of which must impede the relations between the private nurse and her patient. In the United States of America instruction in the duties of a private nurse is much more thorough than it is in this country, a fact which may account in some measure for the unpopularity which some Hospital Trained Nurses experience when they first take private cases outside the hospital. A list of the Institutions which afford facilities for acquiring a knowledge of nursing in private cases will be found in the Index under the heading PRIVATE NURSING.

CHILDREN'S HOSPITALS.

Children's hospitals, as a rule, receive probationers from a much younger age than the large training schools. Twenty and twenty-one to thirty is the usual limit, and the length of training varies from one to three years. The salary received is generally less, but the other particulars given under the heading "GENERAL HOSPITALS" apply to children's hospitals, with the exception that the requirements are not always quite so stringent.

COTTAGE HOSPITALS AND NURSING INSTITUTIONS.

The terms under which many cottage hospitals and nursing institutions offer to receive and train probationers are set out in the body of the book.

OUTLINE OF THE PRINCIPAL LAWS
AFFECTING NURSES.

I.—OUTLINE OF THE PRINCIPAL LAWS AFFECTING NURSES.

AN attempt is here made to set forth as clearly and concisely as possible an outline of those branches of the law which are most likely to affect nurses in the practice of their profession. There are no laws peculiar to nurses.

Engagement.

The terms on which a nurse is engaged depend on the contract entered into in each case. They of course, always involve the payment to her of certain wages, and the performance by her of certain duties. Where she is engaged by, or on behalf of, a private patient, her duty is confined to nursing the particular case for which she is employed, and she receives her wages directly from the patient or other persons employing her. The case is the same if she enters or avails herself of the services of an institution established for the purpose of bringing nurses into communication with employers. An institution of this kind is merely a nursing agency. It receives a commission or other payment for introducing the nurse to the person who engages her, but the contract of employment is made between the nurse and the patient or his friends direct. The position of a nurse who enters a hospital or nursing home or other similar institution is different. In such a case the nurse usually engages in return for a certain salary, and possibly other advantages, to give her services for the benefit of the institution for either hospital or private nursing as may be required. If she is sent out for private nursing the contract for her services

is made by the patient or his friends with, and the remuneration is payable to, the institution, and not her. Where a nurse is employed by an institution of this kind, the duties expected of her are often stated in printed regulations which, together with all the other rules of the institution, she by accepting the engagement binds herself to perform and keep. It need hardly be said that whether a nurse is engaged in private nursing or is in the employment of an institution, the contract which she enters into includes an obligation to nurse the patients entrusted to her with care and diligence, and it must be added (at all events where she professes to be trained) with competent skill.

Period of Engagement and Dismissal.

The period for which a nurse is engaged and the mode in which her engagement may be terminated vary according to circumstances. If she is employed by a hospital or other institution, the term of employment and the mode in which dismissal may take place are usually prescribed by the rules. Thus it frequently happens that the power of dismissal is, by the rules, solely vested in a committee of the governing body; or it may be entrusted to the matron or lady superintendent, with or without a right of appeal to a committee of the governors. In such a case a nurse can only be validly dismissed in the prescribed manner, and by the prescribed authority. In other cases a special arrangement may be made with the nurse as to the term for which she is employed, and as to the notice (if any) required for her discharge. In default of any other circumstances by which these questions can be determined, regard must be had to the interval at which the wages are paid. If they are paid weekly then, in the absence of anything to the contrary, the engagement is from week to week, and a week's notice of dismissal is required. If they are paid monthly or at any other interval, then similarly the engagement is by the month or otherwise, as the case may be, and a corresponding notice is required for dismissal. And in any case

the employment may be immediately terminated by payment of a week's or month's wages (or as the case may be) in lieu of notice.

If the employment, instead of being from week to week or from month to month, is for an ascertained period, it expires with the termination of that period, and no notice of dismissal or wages in lieu of notice need be given.

It is conceived that the rule of custom, applicable in the case of menial servants, that a month's notice is required to terminate the engagement on either side, has no application to a sick nurse.

Apart from any contract as to the circumstances under which dismissal may take place, the engagement of a nurse may at any time be summarily determined for misconduct without notice or wages in lieu of notice. Thus wilful disobedience or gross insolence, habitual neglect of duties and great incapacity, together with more serious offences, are grounds for instant dismissal and forfeiture of wages.

Action for Wrongful Dismissal.

A nurse who is wrongfully dismissed can maintain an immediate action for damages, the measure of damage being the loss which, in the opinion of a jury, she has actually sustained. Wrongful dismissal means dismissal otherwise than in accordance with the contract which was entered into. If, therefore, the nurse was hired by the week, and she receives a week's notice of discharge or a week's wages in lieu of such notice, no action is maintainable by her whatever the reason for the discharge may have been, for the engagement was from week to week and has been duly determined. But if she is dismissed at a moment's notice, without sufficient cause and without wages in lieu of notice, the action will lie, for her dismissal has been improper, and her employer has broken the contract which he made with her. In rare cases an improper dismissal may be restrained by injunction, but this remedy is seldom appropriate,

Recovery of Wages.

If the nurse's wages are not duly paid an action will lie for the recovery of them. Where the amount claimed is less than £50 the action should be brought in the County Court, but in other cases in the High Court. In the case of a nurse engaged in private nursing, the person to be sued is, of course, the person who employs her. In the case of a nurse employed by an institution, the institution itself cannot be sued unless it is (as is the case with many hospitals) a corporate body; but the person who actually entered into the contract of engagement with the nurse, although such person may be merely a matron or lady superintendent or other official, is, as a rule, personally liable to pay her salary. And if the contract was entered into by, or under the direction of, a committee, then every member of the committee who attended the meeting at which the contract was entered into or authorised is *primâ facie* liable upon it. It may, however, be one of the terms on which a nurse is employed that she shall look for payment only to the funds of the institution. If this is so no action for wages can be brought against the official or the members of the committee who engaged her.

Treatment of Patients.

The liability of a nurse in respect of bodily injury to a patient improperly committed is the same as that of any other person would be. If the injury was wilful, that is, if there was an intention to injure, she may be prosecuted criminally. And whether the injury has been committed wilfully or not, she may be rendered liable in a civil action for damages.

She may also be responsible in damages for an injury resulting to a patient from gross negligence, for there is an obligation upon a nurse to be careful in the discharge of her duties. And if the negligence was wilful, that is, if the nurse was conscious that she had not taken proper and ordinary care, and that she was incurring the

risk of causing harm to the patient, she might also be liable to a criminal prosecution, of course involving punishment proportionate to the gravity of the offence. An example will render this clear. Let it be supposed that a doctor orders a patient a warm bath, and the nurse whose duty it is to carry out the order makes the bath so hot that the patient is scalded. Here there are three possible alternatives. The nurse may have intended to scald the patient; or she may have placed the patient in the bath although she knew that she had not ascertained whether the water was at the proper temperature; or she may without any wrong intention have placed the patient in the bath carelessly and without thought. In the first case there is present an intention to injure the patient, and the act is consequently criminal. In the second case there is conscious negligence, and the act is again criminal. In the third case there is simple carelessness, and the liability involved is in damages only. Again, let it be supposed that the doctor has ordered a particular medicine, and the nurse administers another which causes injury to the patient. The three alternatives are again possible. The wrong medicine may have been wilfully administered, in which case there is criminal liability. Or it may have been given with conscious ignorance on the part of the nurse whether it was the right medicine or not, in which case there is wilful negligence, and again criminal liability is involved. On the other hand it may have been given thoughtlessly but without any intention to injure or even to be negligent. In this case the liability is in damages alone. Where damages can be recovered, and the patient dies, they may be recovered for the benefit of his or her wife, husband, parent or child.

A Nurse not a Doctor.

It is perhaps hardly necessary to point out that a nurse is not a doctor. Her position is subservient to that of the doctor. She is there to carry out his orders; but she is not entitled to prescribe for the patient herself, or to

decide what method of treatment is proper for the disease from which the patient is suffering. There is no law which can prevent any person, even a nurse, from prescribing for a patient if desired to do so. But to discharge a function of this kind without possessing the requisite skill and knowledge, which only a medical training can give, is to tread on dangerous ground. Any person who deals with the life or health of any of her Majesty's subjects is bound to have proper skill and knowledge, and if a patient dies for want of it, such person is guilty of manslaughter. Similarly, if the patient is injured without dying, there is a corresponding liability, and, in any case, the person who presumes to prescribe without possessing competent knowledge, may be liable to an action for damages.

Contributory Negligence.

Damages are not recoverable where there has been what is technically called "contributory negligence" on the part of the patient himself. Thus, if (although there may have been negligence on the part of the nurse) the injury is the immediate result, not of that negligence, but of negligence on the part of the patient, or if the patient has by his own carelessness directly contributed to the injury, he is precluded from recovering damages.

Abortion.

Any attempt by drug or instrument to procure a miscarriage, whether the woman is actually with child or not, is a felony and heavily punishable. And it is a misdemeanour, also involving liability to serious punishment, to supply or procure a drug or instrument, knowing that it is intended to be used for such a purpose.

Gifts from Patients.

A gift obtained from a patient by undue influence is liable to be set aside, whether it consists of a bequest by will or of a gift during life. In the case of a gift by will

the burden of proving undue influence rests upon those who allege it. In the case of a gift during life the rule is more strict. Where a doctor obtains a benefit from his patient during life, there is a presumption of law that it was obtained by undue influence, and it will be set aside unless it can be proved that it was the voluntary act of the patient. The ground of this rule is that a doctor stands towards his patient in a position which enables him to exercise great influence over him. It is conceived that in a less degree a similar position is occupied by a sick nurse, and that a considerable benefit obtained by her from a patient would be presumed (unless the contrary was clearly proved) to have been obtained by an improper use of the influence which her relationship with the patient placed her in a position to exercise.

This does not, of course, apply to small gifts, bestowed as tokens of friendship or gratitude.

In the case of a hospital nurse, the rules of the hospital generally preclude the acceptance of any gift from a patient.

Defamation of Character.

Verbal defamation is called slander, and written defamation is called libel. Either may be made the subject of a civil action for damages, provided the statement alleged to be slanderous or libellous is false and disparaging, and is published maliciously.

Publication is not confined to making known to the public, but includes making known to any person other than the person against whom the libel or slander is directed. Malice is presumed in every case where the slander or libel was not published on a privileged occasion. Where the communication is privileged no action will lie, unless express malice is proved.

In the case of a slander, though not in the case of a libel, special damage must be proved, otherwise the action will not succeed. This rule is, however, subject to important exceptions. A slander falsely imputing to a person the commission of a criminal offence, or misconduct in, or

want of some necessary qualification for his or her profession, is actionable *per se* without the necessity of proving special damage, for in such a case the law presumes that the person against whom the slander is directed has suffered damage.

A person who repeats a libel or slander is equally liable with the person who originated it.

A character of a nurse, as, indeed, of any other person seeking employment, given *bonâ fide* to a person requesting it is privileged, and therefore not actionable unless express malice can be proved.

Nurses as Witnesses.

No person is bound to attend as a witness at a trial, unless duly served with a subpœna for that purpose. If subpœnas for different cases are served for the same time, a criminal prosecution takes precedence over a civil action. In all other cases the subpœna first served should be the one complied with.

Giving Evidence.

It is by no means easy to give evidence properly. There are, however, a few elementary rules, the careful observance of which is of the utmost importance. The duty of a nurse called as a witness (as indeed of every witness except a professional witness who may be called upon to express an opinion) is to confine her evidence to facts within her own personal knowledge. She is not, as a rule, expected or entitled to express an opinion, and she should be most careful to avoid stating as facts things which are known to her only by hearsay, or which are merely matters of inference. The facts which she does know, she should state simply, without exaggeration on the one hand, and without any attempt at concealment on the other. She is there to give information to the court, and she is not responsible for, and must not take into consideration the consequences which may ensue. It is perhaps superfluous to say that if facts are

to be clearly stated they must be clearly arranged in the mind of the witness. This will often require careful thought, which should of course be bestowed in advance ; and it will be found of material advantage in any case in which there is a probability of being called as a witness to make notes of the circumstances at or shortly after the time at which they occurred.

The demeanour of a witness should be quiet and respectful. The questions addressed to her should be answered as shortly and simply as possible, and she should be careful, especially in cross-examination, not to be led away from the facts which she knows, and which alone she is competent to state. Any attempt to return smart or frivolous answers should be studiously avoided.

Expenses.

In the case of a civil action a nurse like every other witness is entitled to be paid a sum sufficient to cover the reasonable expenses of attending the court. And she cannot be compelled to give evidence until this has been done. The objection that her expenses have not been paid cannot, however, be raised after the witness has been sworn. A nurse summoned as a witness in an action in the High Court cannot claim compensation for loss of time, but in very exceptional cases a payment of this kind may be allowed. In the County Courts a different rule prevails. Every witness in a County Court is not only entitled to the reasonable expenses of coming to, staying at and returning from the place of trial, but also to an allowance for loss of time. The allowance in the case of a female varies from 2s. 6d. to 10s. 6d. per day.

In criminal proceedings there is no obligation to tender a witness her expenses unless she is required to come from one distinct part of the United Kingdom to another. In such last-mentioned case, however, she cannot be compelled to obey the subpoena unless she was at the time of service tendered a sum sufficient to cover the reasonable expenses of coming and returning.

The costs of the attendance of witnesses at an inquest are usually provided for by the local authority, and paid by the coroner.

In the case of a summary conviction no tender of expenses is required, and it is in the discretion of the magistrates whether costs will be allowed or not.

Infectious Diseases.

A penalty not exceeding £5 is imposed on any one suffering from an infectious disease of any of the kinds requiring notification (see *post*) who exposes himself, or on any one in charge of such a person who exposes him, without proper precautions against spreading the infection, in any street, public place, shop, or inn; and also on any one who gives, sells, removes, or exposes any bedding, clothing, or other articles which have been exposed to infection.

A penalty of the same amount, with a further penalty in case the offence continues of £2 for every day during which it continues, is also imposed on any person who throws or permits to be thrown infected rubbish into an ash-pit or other receptacle for refuse without disinfecting them. Outside the metropolis, however, this only applies in districts in which the Infectious Diseases (Prevention) Act, 1890, has been adopted.

Disinfecting.

In London places for the disinfection of articles infected by any diseases requiring notification, together with the means of removal, must be provided by the sanitary authorities, and they may be provided for articles infected by any disease. In country districts places for disinfection may similarly be provided, but it is not compulsory.

Conveyance of Infected Persons.

In London the conveyance of an infected person in a public conveyance is absolutely prohibited. The driver of the conveyance (if he knows that he is conveying an infected person), the person who placed him in the conveyance, and the infected person himself are each of them

liable to a penalty not exceeding £10; and the driver may also recover from the infected person and from the person who caused him to be conveyed, the cost of disinfecting the conveyance.

Outside the metropolitan area a penalty of £5 is imposed on a person suffering from an infectious disease who exposes himself in a public conveyance, without taking proper precautions against spreading the infection, or who enters a public conveyance without notifying to the owner, conductor, or driver that he is suffering from such disease, and any person in charge of the infected person who so exposes him is liable to the like penalty. An infected person who enters a conveyance contrary to these rules is also liable to pay the expense of disinfecting it.

A conveyance and attendants for the removal of an infectious patient can always be obtained from the Metropolitan Asylums Board.

Notification.

In London a case of infectious disease occurring in a house, which includes a school or any factory or building in which persons are employed, always requires to be notified to the medical officer of health of the district. Outside London similar notification is required in districts in which the Infectious Diseases (Notification) Act, 1889, has been adopted by the sanitary authority.

The duty of giving the notice does not usually fall upon the nurse, but it may do so. It is imposed in the first instance on the head of the family to which the patient belongs, and, in default of him, on the nearest relatives of the patient present in the house or in attendance on the patient. In default of any of these the duty is cast on every person in charge of, or in attendance on, the patient, which would, of course, include the nurse. In the last resort it falls upon the person having the charge, management, and control of the building.

A penalty of 40s. is imposed on omission to send the notice, but a person (such as a nurse) who is only required to send it in default of some other person, is not punish-

able if she can satisfy the court that she had reasonable cause to believe that the notice had been sent by some other person.

The notice may be sent to the medical officer of health at either his office or his residence.

Diseases requiring Notification.

The diseases requiring notification are small-pox, cholera, diphtheria, membranous croup, erysipelas, scarlatina or scarlet fever, and all fevers known as typhus, typhoid, enteric, relapsing, continued, or puerperal. And the sanitary authority of the district may enlarge the list.

Registration of Births and Deaths.

Cases may arise (although this is not usually the case) in which the duty of registering a birth or death may fall upon the nurse.

Births.

In the case of a birth the duty of registration is imposed in the first place on the father and mother, and in default of them upon the occupier of the house in which to the knowledge of such occupier the child was born, and upon each person present at the birth, and upon the person having charge of the child, which may, of course, include a nurse. The duty comprises giving information to the registrar of births and deaths for the sub-district in which the birth took place within forty-two days thereafter (not including the day of birth) of the date and place of birth, the name (if any) and sex of the child, the name and rank or profession of the father, the name and maiden surname of the mother, and the signature description and residence of the informant.

If the birth is not registered within the above period, the registrar may by notice in writing require any of the persons above mentioned to attend personally within such time (not less than seven days after the receipt of the notice, and not more than three months after the birth)

as he may specify, to give the required information and to sign the register.

If the registration has not taken place within three months, the registrar may before the expiration of twelve months from the birth, by notice in writing, require any of the same persons to make a declaration before the superintendent registrar of the particulars required for registration and to sign the register.

After twelve months a birth cannot be registered without the written authority of the Registrar General.

The name of the father of an illegitimate child cannot be entered on the register except at the joint request of himself and the mother. The birth of a still-born child is of course not registered.

Deaths.

The duty of registering a death falls (where an inquest is held) upon the coroner. In other cases it devolves in the first place upon the nearest relatives of the deceased present at his death or in attendance during his last illness, and in default of them upon every other relative of the deceased dwelling or being in the same sub-district and, in default of them, upon each person present at the death, and the occupier of the house in which to his knowledge the death took place. In default of any of these persons the duty falls upon each inmate of the house in which the death took place, and upon the person causing the body to be buried. The information required for registration comprises the date, cause, and place of death, the name, sex, age, and rank or profession of the deceased, and the signature, residence and description of the informant, and such information must be given to the best of the informant's knowledge and belief.

A death is required to be registered within five days, exclusive of the day of death; but if notice of the fact of death accompanied by the death certificate is sent to the registrar, a further period of fourteen days from the death, but exclusive of the day of death, is allowed for the other particulars.

If the death is not registered within this period, the registrar may at any time within twelve months from the death, by notice in writing, require any of the persons above mentioned to attend personally for the purpose of supplying the information required, and to sign the register. After the expiration of twelve months a death cannot be registered without the written authority of the Registrar-General.

The doctor's certificate of death should be handed to one of the persons whose duty it is to register the death, and the person receiving the certificate is bound, under a penalty of 40s., to deliver it to the registrar when giving notice of the death.

A fine of 40s. is imposed on refusal to answer a requisition by the registrar for information, and to wilfully give false information entails liability to severe penalties.

Burial of Still-born Child.

A nurse may in some cases be required to make a declaration for the purpose of enabling a still-born child to be buried. A still-born child cannot be buried unless the person in control of the burial-ground is furnished with (a) the certificate of a registered medical practitioner who was present at the birth, or examined the body, that the child was not born alive; (b) a declaration to the like effect signed by some person who would, if the child had been born alive, have been required to register the birth, and stating that no registered medical practitioner was present at the birth, or that his certificate cannot be obtained; or (c) if there has been an inquest, an order of the coroner. The burial of a deceased child as though it were still-born entails a penalty of £10.

Concealment of Birth.

Any attempt to conceal the birth of a child, whether born alive or not, by secretly disposing of the body, is a criminal offence.

GENERAL AND SPECIAL HOSPITALS AND POOR LAW INFIRMARIES, WHICH TRAIN PROBATIONERS.

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Particulars have not been received this year from institutions marked with an asterisk (*).

II.—GENERAL HOSPITALS AND POOR LAW INFIRMARIES, WITH 100 BEDS AND OVER, WHICH TRAIN PROBATIONERS.

NOTE.—Particulars have not been received this year from institutions marked with an asterisk (*).

LONDON.

* **Cancer Hospital** (Free), Fulham Road, Brompton, S.W. Beds, 105. MATRON, Miss A. Rogers; 8 Nurses; 14 Probationers.

Central London Sick Asylum, Cleveland Street, W. Beds, 264. MATRON, Miss Elma M. Smith; 1 Night Supt.; 9 Charge Nurses; 17 Assistant Nurses.

Candidates should be not younger than 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview applicants are received for 3 years' training. LECTURES are given by the medical officers and the matron on elementary anatomy, physiology, pathology and nursing. Examinations are held yearly in the spring, and nurses must gain three-fourths' marks to pass. Certificates are granted after satisfactorily completing engagement. RECREATION, weekly, 1 afternoon from 2 to 4.30; 1 evening from 5.30 to 8.45 for assistant and to 10 for charge nurses; and 1 half-day from 2 to 10 P.M.; 3 weeks' holiday in the year. Charge nurses have in addition 1 day monthly. PREMIUM, *nil*. SALARIES.—Assistant Nurses, £16, rising £1 annually to £20; Charge Nurses £25, rising £1 annually to £30. Nurses also receive £3 10s. per annum in lieu of beer. Laundry and indoor uniform provided. Six of the charge nurses have separate bedrooms.

Charing Cross Hospital, Agar Street, West Strand, W.C. Beds, 175. LADY SUPT., Miss H. A. C. Gordon; 10 Sisters; 10 Staff Nurses; 12 Night Nurses; 32 Ordinary and 4 Paying Probationers.

The number of nurses on the private staff varies. Applications average 1500, and vacancies for Ordinary Probationers about 10, and for Paying Probationers 4 yearly. Applicants are admitted at any time.

Candidates should be between 23 and 33 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial applicants are received for a course of 3 years' training. LECTURES are given by Dr. Willcocks and Mr. Stanley Boyd upon elementary physiology and anatomy with special reference to the requirements of medical and surgical nursing; practical instruction is given in the wards under the supervision of the matron and sisters. Certificates are granted after the satisfactory performance of duty. RECREATION, 2 or 2½ hours daily; half-day weekly; sisters and nurses alternate Sundays; 1 day monthly; from 2 to 5 weeks' holiday in a year. PREMIUM, *nil*. SALARY.—Probationers, 1st year, *nil*; 2nd year, £15; 3rd year, £20; Nurses, £22, rising to £25; Sisters, £30 per annum. An allowance of 2s. per week is made for laundry; indoor and outdoor uniform is provided. Promotion to posts in the hospital is gained by merit. Probationers do not have separate bedrooms.

Chelsea Infirmary, Cale Street, S.W. Beds, 411. MATRON, Miss Josephine Lucy de Pledge; ASSISTANT MATRON, Miss B. Mackay; 1 Superintendent; 1 Night Superintendent; 7 Charge Nurses; 24 Staff Nurses; 12 Probationers. Applications average 200, and vacancies 12 yearly.

After a personal interview and 1 month's trial applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, must be of fair education, and must produce satisfactory evidence of moral character, good health, unimpaired faculties, and general fitness of disposition and temperament for the duties of a sick nurse. They must sign an agreement by which they undertake to remain 1 year in the service of the Guardians as probationers, and 2 further years as staff nurses, should they pass a satisfactory examination and the Board require their services. Those leaving at the end of 1 year receive a testimonial from the Board if their work and conduct have been approved. LECTURES on anatomy, physiology and nursing are given by the medical officers and the matron. Certificates are granted on satisfactorily completing engagement and passing examination. RECREATION, from 2¼ to 4 hours daily; half-day and extra leave occasionally during summer months from 8 to 10 P.M.; 2 weeks' holiday in a year. Leave of absence is granted by the matron upon a uniform plan, announced by her each week, hence the times off duty for each nurse varies from day to day.

PREMIUM, *nil*. SALARY, 1st year, £3 10s.; 2nd year, £18, with an allowance of £3 10s. in lieu of beer; 3rd year, £20, with similar allowance. Nurses, £18 to £24; sisters, £25 to £30. Indoor uniform and laundry provided. Each nurse and probationer has a separate bedroom. On completion of 3 years' service certificated nurses are eligible as charge nurses at other Poor Law infirmaries, or at the hospitals of the Metropolitan Asylums Board.

Paying Pupils.—Ladies are also admitted for periods of 6 months on payment of a fee, and receive practical instruction in nursing. They are usually students of the National Health Society.

* **City of London Union Infirmary**, Bow Road, E. Beds, 645. MATRON, Miss Elizabeth Steuart; ASSIST. MATRON, Miss Richmond; 5 Supt. Nurses; 16 Charge Nurses; 31 Probationers. 3 years' course.

Fulham Union Infirmary, St. Dunstan's Road, Hammersmith, W. Beds, 500. MATRON, Miss M. E. Shipley; ASSIST. MATRON, Miss J. Page; 2 Night Superintendents; 12 Charge Nurses; 30 Nurses; 1 Midwife.

Training School being formed. See also page 285.

Great Northern Central Hospital, Holloway Road, N. Beds, 155. (About 25 beds unoccupied for want of funds. 12 beds in private pay wards). MATRON, Miss Mary Hull; 1 Assistant Matron; 1 Night Superintendent; 6 Sisters; 1 Out-patient Sister; 11 Nurses; 17 Probationers. Applications average 400, and vacancies, 12 yearly.

After a personal interview, and 2 months' trial, candidates are received for 3 years' training. Candidates should be between 23 and 35 years of age, must be of fair education, sound health and good character. LECTURES are given by the visiting staff on elementary anatomy and physiology, medical and surgical nursing, and instruction in the wards is afforded by the sisters on practical nursing, classes being held by the assistant matron to amplify the instruction thus given. Certificates are granted to nurses after passing examinations at the end of the period of training. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday, 1st year; 3 weeks, 2nd year; after that, 4 weeks' holiday each year. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd, £15; 3rd, £20; 4th, £25. Laundry and indoor uniform (after the 2 months' trial) are provided. The hospital dresses and caps are intended for wear in the wards, not for out of doors. The advantages of a busy general hospital and training for private nursing in the pay wards are afforded by this institution. The authorities consider individually the claims of nurses incapacitated by sickness or old age, after faithful service.

Guy's Hospital, St. Thomas Street, S.E. Beds, 650. MATRON, Miss Florence C. Nott Bower; ASSISTANT MATRON, Miss Esther H. Young; 2 Night Superintendents; 20 Sisters; 47 Head Nurses; 21 Lady Pupils; 108 Probationers. Applications average 3000, and vacancies 90 yearly for the post of Lady Pupil and Probationer.

Probationers.—Candidates should be between 23 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview (at the matron's office on Tuesday or Friday mornings between 10 and 12 o'clock), and 3 months' trial, applicants are received for a course of 3 years' training in medical and surgical nursing. LECTURES.—In addition to nursing lectures given in October, November and December, and the practical instruction received in the wards, lectures are given weekly by Mr. G. Bellingham Smith, in July, August and September, upon elementary anatomy and the nursing of surgical cases; and by Dr. Bryant, during April, May and June, upon elementary physiology and the nursing of medical cases. During January, February and March, lectures are given by the head dispenser (Mr. Collier) on the elements of pharmacy and dispensing. After each course of instruction, probationers are required to present themselves for examination. Probationers who fail to pass must go through the course again and be re-examined. The following prizes are awarded: *Cazenove Prizes*—1st, gold medal and books; 2nd, silver gilt medal; 3rd, silver medal; awarded to probationers who obtain the highest average marks at all the examinations during the year; *Keogh Prize* (nursing instruments), awarded to the probationer who obtains the highest marks in the surgical examination; *Hospital Prizes* (books), awarded to the probationers who obtain highest marks in the medical and nursing examinations respectively. Certificates are granted after satisfactorily completing engagement. In the maternity branch of the Queen Victoria Ward two nurses every quarter are trained in midwifery and prepared for the L. O. S. Examination. RECREATION, probationers, 1 and 3 hours, alternate days; 2 half-days and 1 whole day in 4 weeks, 1 Sunday to follow or precede the whole day; on 2 Sundays 2½ hours each, and on the remaining Sunday 5½ hours; staff nurses have 3 half-days instead of 2; 2 weeks' holiday, 1st year; 3 weeks, 2nd year; 4 weeks at the end of the 3rd and subsequent years; sisters, 1 month in summer, 1 week in winter, every alternate Saturday to Monday. SALARY, 1st year, £8; 2nd year, £12; 3rd year, £18; 4th year, £25; 5th year, £28; 6th and subsequent years, £30; probationer sisters, £25; sisters, £30 to £50 per annum. In-door and out-door uniform provided. Probationers whose work or conduct is unsatis-

factory, or who fail to pass the examinations, may be required to serve for the whole or part of the 2nd 2 years' training at a salary of £8 per annum. No remuneration is given for the first month. Cubicle sleeping accommodation. As an encouragement to thrift, all nurses and probationers are advised to join the Royal National Pension Fund for Nurses, and if after 3 years' training they are appointed on the staff, it is compulsory that they should take out a policy for not less than £7 10s. per annum, the hospital also taking out a similar policy for £11 5s. per annum, on their behalf, payable at 50 years of age.

Lady Pupils.—Candidates should be between 24 and 32 years of age. After a personal interview (at the matron's office, on Tuesday or Friday between 10 and 12 A.M.) applicants are received for a course of 12 months' training in medical and surgical nursing. This term may, however, be extended, should the pupil desire it, at the discretion of the matron. Every lady who applies to be received as a lady pupil must agree to undergo not less than 1 year's consecutive training, but it must be distinctly understood that it rests with the matron to decide at the end of each quarter whether it is desirable in the interests of the hospital that she should continue her training. The matron, with the sanction of the treasurer and superintendent, may at any time terminate the engagement of a lady pupil. In such a case the proportion for the unexpired part of the £13 13s. paid will be returned. LECTURES.—Lady pupils are required to attend the lectures given to the probationers, and after each course of instruction they are required to present themselves for examination. Certificates are granted after not less than 1 year's consecutive training. RECREATION, 1 hour and 3 hours on alternate week days; 1 whole day and half Saturday with all Sunday (or all Sunday with half Monday) every 4 weeks; on the remaining 3 Sundays they have 2½ hours, 2½ hours and 5½ hours off duty respectively; three weeks' leave after 6 months' training. PREMIUM, £13 13s., each quarter payable in advance. Each lady pupil must provide, at her own expense, a perfectly plain black alpaca dress, 3 washing dresses, and a sufficient supply of white linen aprons; and pay £3 by two instalments of £1 10s. each, due at the commencement of the first two quarters for the caps, collars and outdoor uniform which will be provided for her. Lady pupils pay for their own washing. The lady pupils are lodged in the Matron's House. Each is provided with a separate bedroom, or, shares a room with another, the beds being separated by a curtain, and there is a common sitting-room comfortably furnished. Lady pupils are on duty in the wards by 8 A.M., and are required to be in bed by 10.45 P.M. They are exempt from menial work but are expected to aid in dusting the wards.

For particulars of Guy's Hospital Trained Nurses' Institution see under NURSING INSTITUTIONS (page 202).

Hackney Union Infirmary, High Street, Homerton, S.E. Beds, 594. MATRON, Miss Louisa Griffiths; ASSISTANT MATRON, Miss Susannah Glanville; 8 Charge Nurses; 1 Night Superintendent; 25 Staff Nurses; 18 Probationers. Applicants are admitted throughout the year.

After a personal interview and 2 months' trial, candidates are received for 3 years' training, on the satisfactory completion of which they receive a certificate. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence of character, education, health and physique. LECTURES are given on anatomy and physiology by the medical superintendent, the resident medical officers and the matron. Examinations are held yearly. RECREATION, half-day weekly, 1 day monthly and 2 weeks' holiday in the year for probationers, or 3 weeks' for nurses and charge nurses. SALARY, probationers, 1st year, £10; 2nd year, £16; 3rd year, £24. Nurses, £24, rising £1 annually to £30. Sisters, from £30 to £36. Laundry and in- and out-door uniform are provided. A separate bedroom is provided for each nurse, and, as far as possible, for each probationer.

Holborn Union Infirmary, Archway Road, N. Beds, 625. LADY SUPERINTENDENT, Miss G. A. Wyld; ASSISTANT LADY SUPERINTENDENT, Miss M. J. Jones; 12 Charge Nurses; 27 Nurses; 9 Probationers.

After a personal interview, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical superintendent, and class instruction by the matron. Examinations are held at the end of the 3 years' training. A certificate is granted after examination and satisfactory completion of engagement. After 1 year's service, probationers are promoted, if efficient, to the rank of staff nurse. SALARY, 1st year, £15; 2nd year, £20, rising £1 yearly to a maximum of £25 per annum. Laundry and indoor uniform provided.

King's College Hospital, Portugal Street, Lincoln's Inn, W.C. Beds, 220. SISTER MATRON, Miss Monk (Sister Katherine); HOME SISTER, Miss Armitstead; 1 Night Sister; 8 Ward Sisters; 17 Staff Nurses; 40 Probationer Nurses; 11 Special Probationers. Applications average about 700 for probationer nurses, and 200 for special probationers yearly. Number of vacancies varies.

Candidates for *probationer nurses* must be between 25 and 30 years of age, and produce evidence as to character, education, health and physique. After a personal interview (Tuesdays and Thursdays, 10.30 to 12.30) and 1 month's trial, applicants are received for 3 years' training. Unless unsuited for the position, probationers receive the appointment of staff nurse at the end of their second year. LECTURES are given from November to June each year on anatomy, physiology, medical, obstetric and surgical nursing by members of the medical staff on Fridays, and classes are held by the Home Sister in connection with this instruction. Examinations are held during the 1st and 2nd years' training. A certificate is granted on the satisfactory completion of training. The certificates given are of varying grades, so as to embrace those practical nurses who show to greater advantage in the wards than on examination papers. RECREATION, 4 hours daily; probationers, 1 day monthly; staff nurses (day duty), Saturday, 4.30 P.M. to Monday, 10 A.M., or (night duty) 2 nights monthly; 3 weeks yearly, during 1st and 2nd years; 4 weeks yearly, during 3rd and subsequent years. Sisters have 5 hours on alternate days, 2 days a month, and 6 weeks' holiday in the year. SALARIES, 1st year, *nil*; 2nd year, £15; 3rd year, £20; 4th year, £30; 5th year, £33; and 6th year, £36. Sisters, £35 to £50. 2s. a week is allowed for laundry, and in- and out-door uniform are provided. Cubicle sleeping accommodation. Nurses give and receive 1 month's notice.

Special Probationers are in all respects treated in the same way as probationer nurses, except that they pay for their training 10 guineas a quarter for the 1st year and 5 guineas a quarter for the 2nd. At the end of the 2nd year, if approved by the committee, a special probationer is appointed unpaid staff nurse.

The hospital is affiliated with the Royal National Pension Fund for Nurses.

Lambeth Workhouse Infirmary, Brook Street, Kennington Road, S.E. Beds, 622. MATRON, Miss A. Griffiths; ASSISTANT MATRON, Miss A. F. Kerr; 2 Night Superintendents; 16 Charge Nurses; 26 Nurses; 27 Probationers. Vacancies average 20 yearly.

After application to the matron by letter, a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce a medical certificate of health and satisfactory evidence of character and education. Certificates are granted after passing examinations and satisfactorily completing engagement. Class instruction is given by the medical officers and the assistant matron; and instruction in the wards by the charge nurses. Examinations are held yearly about March.

RECREATION, probationers, 2 afternoons (2 to 4.30 p.m.) and 2 evenings weekly; 3 hours on Sunday; 1 day fortnightly; nurses get 1 additional evening a week, and charge nurses 2 additional evenings a week. SALARY, 1st year, £10; 2nd year, £14; 3rd year, £18. Nurses, £22 to £26; charge nurses, £26 to £32 per annum. Laundry and indoor uniform provided. Each charge nurse has a separate bedroom. Nurses and probationers do not.

Lewisham Infirmary, High Street, Lewisham, S.E. Beds, 379. MATRON, Miss E. Lofts; ASSISTANT MATRONS, Miss Anne Allman and Miss Mary Donack; 6 Head Nurses; 1 Night Superintendent; 18 Nurses; 12 Probationers. Applications amounted to 115 last year, and vacancies to 12.

After a personal interview and 2 month's trial, applicants are received for 3 years' training. Certificates are granted after passing an examination and satisfactorily completing engagement. Candidates should be between 21 and 33 years of age, and must produce satisfactory evidence as to character, education, health and physique. After passing an examination at the end of the first year, probationers are promoted to staff duty. Class instruction is given by the medical officers and the matron. Examinations are held in June and December. A lying-in ward is attached in which nurses, after completing their training, may do lying-in work under the midwife. RECREATION, probationers, 2 hours daily; half-day fortnightly; 1 day monthly; 2 weeks' holiday in the year. Nurses, 4 hours on alternate days; half-day fortnightly; 1 day monthly; 3 weeks' holiday in the year. Head nurses, 4½ hours on alternate days; half-day weekly; 1 day monthly; 3 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £20. Head nurses, £30 to £36. Laundry and indoor uniform are provided. Three nurses have separate bedrooms, the others and the probationers cubicles.

London Homœopathic Hospital, Great Ormond Street, Bloomsbury, W.C. Beds, 100. LADY SUPERINTENDENT OF NURSING, Miss Brew; 5 Sisters; 14 Staff Nurses; 17 Probationers; 30 Private Nursing Staff.

After a personal interview and 2 months' trial, applicants are received for 4 years' training. Candidates may not be less than 22 years of age, and must produce evidence as to character, education, health and physique. They receive theoretical and practical instruction from members of the medical staff as well as from the matron and sisters, and will be subject to examination in the instruction received during the 1st and 2nd years. Certificates are granted upon satisfactorily

completing engagement and passing examination. RECREATION, 2 hours every 2nd day; 1 day in the month from 10 A.M. to 10 P.M.; 3 weeks' holiday yearly. They must attend divine service in the hospital on Sunday. PREMIUM, *nil*. SALARY, 1st year, £8; 2nd year, £12; 3rd year, £18. Laundry and a certain amount of uniform are provided.

A private nursing staff is attached to the hospital, and as vacancies occur, nurses who have completed their training are eligible for appointment upon it. (See under NURSING INSTITUTIONS, page 205).

London Hospital (The), Whitechapel Road, E. Beds, 800. MATRON, Miss Eva C. E. Lückes; 3 Assistant Matrons; 3 Night Superintendents; 31 Sisters; 90 Staff Nurses; 175 Regular and Paying Probationers. This makes the total of *hospital* staff 300. There are 70 nurses on the *private* staff, making the complete total 370. The number of nurses necessarily varies from time to time in the different capacities in which they serve, according to vacancies, promotions, etc., but the total number in the service of The London Hospital remains about the same. Applications average 2000, and vacancies 140 yearly. Two classes of Probationers are accepted for training—Paying and Regular Probationers.

Paying Probationers, who should be between 22 and 40 years of age are admitted for periods of 3 months on payment in advance of 13 guineas, to cover everything, and an allowance of 2s. 6d. a week is made to them for washing. These engagements may be renewed indefinitely upon the same terms according to mutual agreement. No difference is made in work, status, or accommodation between paying and regular probationers, except that the former are not required to take night duty unless they express a wish to do so. By special arrangement, a paying probationer who is within the limit of age (22 to 35 years) may, after a period of training, be transferred to the list of regular probationers. Paying probationers attend all lectures and may sit for the examinations, but they do not receive any certificate for less than 2 years' training, and then only if they have done the term of night duty which may be required of them.

Regular Probationers.—After a personal interview and 1 month's trial, applicants are received for 2 years' training with an obligation on their part to remain in the service of the hospital for a third year, either in the wards or upon the private nursing staff. Candidates should be between 25 and 35 years of age, and must give satisfactory evidence as to health and physique, with two references as to character. LECTURES are given by the visiting staff and matron upon elementary physiology and anatomy, and upon nursing (general details, and

medical and surgical nursing). Classes are held, and practical instruction is afforded in bandaging and in sick-room cookery. At the conclusion of each course an examination is held by an outside examiner, and prizes are awarded upon the results of the competition. A certificate is granted upon completion of training and passing examination. RECREATION, 2 hours daily; one day fortnightly; a week's holiday at the end of each period of 6 months. On completion of 2 years' training a full month's holiday is allowed if the probationer is retained for a third year's service. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £20. Half a crown a week is allowed for laundry. A certain amount of indoor uniform is provided, and material for 3 print dresses and 3 caps.

Pupil Probationers.—Recently the matron has initiated, and the House Committee has sanctioned, a scheme for selected candidates desirous of becoming regular probationers to be received for periods of 6 weeks' preliminary instruction before they are admitted to the wards. Paying probationers will also be received occasionally at the rate of 1 guinea a week, the total sum of 13 guineas for the 3 months' training (half this period being spent at Tredegar House and the remaining half at the hospital) being payable in advance. A house, named Tredegar House, situated in the Bow Road has been secured and adapted for this purpose, where the pupil probationers reside under the immediate supervision of the sister-in-charge. Instruction, board and lodging will be provided free of expense to pupil probationers, and an allowance of 2s. 6d. a week made for washing. The house is well furnished, and the arrangements in it have been planned with a view to the comfort of its inmates. Pupil probationers will receive instruction in, and will be required to perform, such household duties as will fall to their lot when admitted to the wards. These include sweeping and dusting, but not the cleaning of grates or scrubbing. They are expected to become proficient in sick-room cookery, in the art of bandaging, and in such details of practical nursing as can be taught before actual attendance upon the sick. They attend classes upon elementary physiology, anatomy, and hygiene, and are urged to make the most of their opportunities, and to take pains to fit themselves for the duties in the wards which they are shortly about to undertake. A pupil probationer who is not retained in the preliminary training home, or who is not appointed after her month's trial in the hospital, is required to pay 10s. for the uniform material provided by the hospital.

There is a private staff in connection with the hospital, for particulars of which see under NURSING INSTITUTIONS (page 205).

The London Hospital is the largest general hospital in the kingdom, and its nursing staff numbers over 300. Each member of it is provided with a separate bedroom; the nurses' home which is of modern construction, is furnished with good bathrooms, and the domestic arrangements are comfortable.

London Temperance Hospital, Hampstead Road, N.W. Beds, 120. MATRON, Miss A. D. Lucas; 4 Sisters; 12 Nurses; 9 Probationers; 12 Paying Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 or for 1 year's training. Candidates should be between 23 and 30 years of age, and must produce evidence as to character, education and health. Whilst in the hospital, they must abstain from taking alcohol. LECTURES are given by the visiting staff on anatomy, physiology, and hygiene; and by the matron on nursing. *Three years' probationers* obtain certificate on satisfactorily completing engagement and passing examination. Examinations are held yearly. RECREATION, 2 hours daily; 1 day off duty each month; and 3 weeks' holiday in the year. PREMIUM, "three years' probationers," £30; "one year's probationers," £1 1s. a week quarterly in advance. SALARY, "three years' probationers," 1st year, *nil*; 2nd year, if appointed on the staff, £15; 3rd year, £20; "one year's probationers," *nil*. Uniform is not provided. One shilling and sixpence a week is allowed towards laundry expenses after the first year. On satisfactorily completing their engagement, "one year's probationers" obtain a "nurse probationer's" certificate. Probationers on completion of second year's training and qualifying in marks receive a bronze medal and clasp; on completion of third year's training and qualifying in marks, a silver medal and clasp with their nurse's certificate. A gold medal with clasp is offered for competition amongst nurses who have completed 3 years' training in the hospital. Lessons in dispensing are given to nurses in their third year if desired. Each sister and nurse has a separate bedroom.

Middlesex Hospital, Mortimer Street, W. Beds, 321. LADY SUPERINTENDENT, Miss Thorold; 1 Night Superintendent; 10 Sisters; 68 to 72 Nurses (including 15 to 18 Probationers); 17 to 20 Lady Probationers.

Ordinary Probationers.—Candidates should be between 23 and 27 years of age, and must produce satisfactory evidence as to character and health. After a personal interview, applicants are received, as vacancies occur, for a course of 3 years' training. LECTURES are given by Dr. Wethered, Mr. John Murray, and Mr. Fardon, members of the visiting and resident medical staff. No examinations are held, but after 3 years'

satisfactory service, nurses are entitled to a certificate. RECREATION, 2 hours daily; one day, alternate months; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year as full staff nurses, £18; 3rd year, £20; 4th year, £22; 5th and succeeding years, £24 per annum. Laundry is provided. Caps and aprons are also provided from the beginning of the training, and complete indoor uniform after the first year's probation.

Lady Probationers should be between 25 and 35 years of age. They are received for periods of not less than 6 months' training, but no certificate is granted to them for less than 1 year's instruction. They attend the lectures given to ordinary probationers: are exempt from any menial work, and are off duty every day from 3 to 6 P.M. PREMIUM, £1 1s. per week. They must provide their own uniform and laundry expenses.

After 5 years' service (or in some cases after 3 years), nurses considered eligible may join the Trained Nurses' Institute, receiving a higher rate of wages, and a commission on their earnings. For further particulars see under NURSING INSTITUTIONS (page 207).

Mile End Infirmary, Bancroft Road, N.E. Beds, 500. LADY SUPERINTENDENT, Miss Jessy Parson; 1 Night Superintendent; 8 Head Nurses; 15 Nurses; 18 Probationers. Applications average 150, and vacancies 10 yearly.

After 1 month's trial, applicants are received for 3 years' training. Candidates must be over 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the Medical Superintendent upon anatomy, medicine and surgery; and classes are held by the Superintendent of Nurses, who also gives instruction in bandaging and dressing. Examinations are held yearly. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 1½ hours daily; 1 half-day and 1 evening weekly; every 3rd Sunday; 1 day monthly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY.—Probationers, 1st year, £12; 2nd year, £16; 3rd year, £20; Nurses, £20 to £26 a year; Head nurses, £26 to £32. Laundry and indoor uniform are provided. Probationers may be promoted to the position of nurse after receiving their certificate.

* **“Nightingale Fund,”** St. Thomas' Hospital, Palace Road, Lambeth, S.E. SUPERINTENDENT OF TRAINING SCHOOL, Miss L. M. Gordon, matron of St. Thomas' Hospital.

Ordinary Probationers.—Candidates must be between 24 and 30 years of age, and are received for 4 years' training. They serve for 1 year as

probationers at St. Thomas', and for the 3 years next succeeding are required to enter into service as hospital or infirmary nurses in such situations as may from time to time be offered them by the Committee. During year of training the probationer receives the following allowances: clothing costing about £4; payment at end of 1st quarter, £2; 2nd quarter, £2 10s.; 3rd quarter, £2 10s.; 4th quarter, £3. **MINIMUM SALARY** after year of training—£20 per annum, and yearly gratuity of £2 up to the 3rd year, inclusive. Each nurse has a separate bedroom.

Special or Lady Probationers.—Candidates must be between 24 and 33 years of age. No salary is paid, and, as a rule, a premium is charged. If received free of cost, service as above is obligatory, after completion of training for 3 years; with payment of £30, the obligatory service is for 2 years; with payment of £52 for 1 year. **SALARY** after training—Minimum for 1st year, £20; subsequently, according to nature of appointment.

This institution was founded in 1857 by public subscription as a training school for nurses and as a testimonial to Miss Nightingale.

Poplar and Stepney Sick Asylum, Devon's Road, Bromley, E. (Poor Law Establishment.) Beds, 770. **MATRON**, Miss S. A. P. Hannaford; **ASSISTANT MATRONS**, Miss Joanna Inglis, Miss Sarah E. Polden; 2 Night Superintendents; 10 Sisters; 10 Staff Nurses; 53 Probationers. Applications average 56, and vacancies 20 yearly.

After a personal interview with the matron and managers and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must be well educated, active, industrious, thoroughly trustworthy, of unexceptional character, and in good health. Theoretical instruction is given by the medical officers and matron; practical instruction by the assistant matron and the sisters. Examinations are held in April and October. A certificate is granted upon satisfactorily completing engagement and passing examination. **RECREATION**, 2 hours on alternate evenings; half a day, 2 P.M. to 10 P.M., once a week; off duty every fourth Sunday, from 10 A.M. to 10 P.M.; sisters, 4 weeks', staff nurses and probationers, 3 weeks' holiday yearly. **PREMIUM**, *nil*. **SALARY**, 1st year, £10; 2nd year, £15; 3rd year, £20. Sisters, £26 to £32. Laundry and indoor uniform are provided. Nurses and probationers do not in every case have a separate bedroom.

Royal Free Hospital, Gray's Inn Road, W.C. Beds, 160. **MATRON**, Miss H. Wedgwood; **ASSISTANT MATRON**, Miss A. Hunt; 10 Sisters; 29 Nurses and Probationers; 5 Paying Probationers. Applications are very numerous, and the number of vacancies somewhat variable.

After a personal interview applicants may be received for 4 years' training (*ordinary probationers*), or for not less than 6 months' training (*special or paying probationers*).

Ordinary probationers are received after 3 months' trial for 4 years' training and service. Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by a member of the medical staff upon physiology, and upon medical and surgical nursing. Examinations are held yearly, and prizes are given to the probationers who acquit themselves best. A certificate is granted on satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly (day duty); 2 nights in 3 months (night duty); sisters, 4 weeks', 1st year probationers, 16 days', others, 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £15; 3rd year, £20; 4th year, £25. Nurses, £27, increasing £1 annually to £30; Sisters, £30, increasing £2 annually to £40. Laundry and indoor uniform are provided. Probationers on trial have to provide 3 dresses, 12 aprons and 3 caps similar to the hospital uniform. With the exception of the night superintendent and 2 of the sisters, the sisters and nurses occupy cubicles. The sisters are appointed as vacancies arise from amongst the nurses who have completed their training. Sisters and nurses give and receive 3 months' notice. The hospital is federated to the Royal National Pension Fund for Nurses. There is no private nursing staff.

Special probationers must, except in special cases, be between 23 and 45 years of age, and must produce satisfactory evidence as to character. LECTURES.—As for ordinary probationers. RECREATION.—Similar to that of the ordinary probationers. PREMIUM, 13 guineas for each period of 3 months, payable in advance. Laundry is not provided. Special probationers must supply themselves with 3 dresses, 3 caps, 12 aprons, collars, cloak and bonnet similar to the hospital uniform. If at the end of 6 months they desire to join the regular nursing staff, they may be allowed on the recommendation of the matron to do so, and their period of training will then date from the time of their entering the hospital as special probationers.

St. Bartholomew's Hospital, West Smithfield, E.C. Beds, Hospital, 674; Convalescent Home, 70. MATRON, Miss Isla Stewart; ASSISTANT MATRON, Miss F. C. Smith; 29 Sisters; 3 Night Superintendents; 178 Staff Nurses and Probationers; 27 Special Probationers.

Ordinary Probationers.—After a personal interview and a preliminary trial of at least 1 month, applicants are received for 4 years' training. The times for the commencement of the term of training are 1st February, 1st May, 1st August and 1st November. Candidates must be between 23 and 35 years of age. They have to pass a preliminary examination in which, besides satisfying the examiners that they possess general intelligence and have received a fair education, they must have an elementary knowledge of (1) the names of the bones of the skeleton; (2) the structure and mechanism of the following joints: shoulder, elbow, wrist, hip, knee, ankle; (3) the general situation of the viscera of the thorax, abdomen, and pelvis; (4) the course of the circulation of the blood; (5) the names of the various parts of the alimentary canal; (6) the principal parts of the nervous system; (7) the composition of the air; (8) the structure and general use of thermometers; (9) the signs and terms commonly used in prescriptions. They have also to pass a personal medical examination. The agreement entered into by a probationer is for 4 years, during 3 of which she is being trained. During the fourth year she serves as staff nurse. At the end of the first year's training probationers are required to pass an examination "in such matters as they have had an opportunity of becoming acquainted with since entering the hospital." If this examination is passed satisfactorily, and the candidates prove themselves otherwise efficient, they are employed as "staff probationers" for the rest of the 3 years. At the expiration of this time their knowledge is again tested by examination. During the second and third years they receive regular instruction in medical and surgical nursing from members of the hospital staff. At the end of the third year a certificate of competency is presented to those who, besides giving satisfaction in ward work, have passed both examinations creditably, and they are appointed staff nurses. Examinations are held in June and September. A gold medal, given by the Clothworkers' Company, is presented to the probationers who pass first in the final examinations. Valuable prizes in books are also given. RECREATION, Sisters—3 hours alternate days, 2 to 10 P.M. fortnightly, 4 P.M. on Saturday to 12 noon on Monday monthly. Nurses and staff probationers—1st and 3rd week of every four, 6 to 10 P.M. (or 8.45 P.M. for staff probationers), twice in week, and 3 to 6 P.M. once; 2nd week 6 to 10 P.M. (or 8.45 P.M.) once and 2 to 10 P.M. once in week; 4th week one whole day and 6 to 10 P.M. once in week. Probationers in first year and on trial—1st and 3rd week in every four 6 to 8.45 P.M. twice and 3.45 to 6 P.M. once; 2nd week 6 to 8.45 P.M. once and 2 to 8.45 P.M. once; 4th week one whole day till 8.45 P.M. and 6 to 8.45 P.M. once in week;

3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £8; 2nd year, £12; 3rd year, £20; 4th year, £30; afterwards as staff nurse, £35, 1st year, and £40 per annum subsequently. "A reasonable quantity" of washing and "a certain supply of dresses, caps, and aprons" are provided.

Special probationers are received for not less than 3 months. Their duties in the wards are the same as those of the ordinary probationers. PREMIUM, £13 13s. a quarter. Laundry and uniform have to be provided.

There is a private nursing staff attached to the hospital, for particulars of which see under NURSING INSTITUTIONS (page 214).

* **St. George-in-the-East Parish Infirmary**, Raine Street, E. Beds, 394. MATRON, Miss E. A. Wesley; ASSISTANT MATRON, Mrs. E. Penny; 1 Night Superintendent; 7 Charge Nurses; 11 Nurses; 16 Probationers. Three years' course.

St. George's Hospital, Hyde Park Corner, S.W. Beds, 351. MATRON, Miss Florence Smedley; 1 Night Superintendent; 1 Matron's Assistant; 19 Sisters; 1 Surgery Sister; 1 Theatre Sister; 1 Out-Patient Department Sister; 34 Staff Nurses; 73 Probationers. Applications average about 1000, vacancies about 30 yearly.

Candidates should be between 25 and 30 years of age, and must produce satisfactory evidence as to character, health, education and physique, etc. They must not wear their hair cut short behind. After a personal interview and 2 months' trial, applicants are engaged for 3 years' training. LECTURES are given by Dr. Rolleston, Mr. C. T. Dent, and the Matron, and examinations are held. Certificates are given if the nurse is considered satisfactory. RECREATION.—Daily, nurses, 4 hours one day, 3 the next; sisters, 2 hours one day, 4 hours the next; monthly, 1 day; sisters, 1 month, and nurses, 2 weeks' holiday in the year. SALARY, 1st year, £10; 2nd year, £14; 3rd year, £22, and if promoted to be staff nurse, £26 per annum. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse has a separate bedroom. Nurses are not sent out to private patients. Probationers are eligible for promotion as staff nurses and sisters in due course.

Pensions are given, after due consideration of each case, to nurses on the permanent staff, for faithful service. During sickness they are duly cared for in rooms specially set apart for the purpose.

The rules are at present under revision.

St. George's Union Infirmary, Fulham Road, S.W. Beds, 776. MATRON, Miss Margaret Hampson; ASSISTANT MATRON,

Miss Emily Bingham; 1 Home Sister; 1 Night Superintendent; 7 Charge Nurses; 62 Nurses and Probationers.

— After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 27 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES and classes of instruction are given by the medical staff and matron during the winter. A certificate is granted on passing examination and satisfactorily completing engagement. SALARY, 1st year, £10; 2nd and 3rd years, £18. Nurses, £22 per annum, increasing by £2 yearly to £26. £3 beer allowance is also given. Laundry and indoor uniform provided.

These regulations are under revision.

St. John's House, 7 and 8 Norfolk Street, Strand, W.C. LADY SUPT., The Sister Superior of St. Peter's Community; about 100 Nurses. Telegraphic Address "Private Nurses, London."

The institution was founded in 1848 with the design of improving the qualifications and raising the character of nurses for the sick in hospitals, private families, and among the poor, by providing for them professional training, moral and religious discipline, under the care of sisters and a chaplain. Candidates should be between 24 and 35 years of age, must be members of the Church of England, and produce satisfactory evidence as to character, education, health and physique. They will be required to sign an agreement to serve the institution for 4 years or to forfeit the sum of £6 if they fail to do so. After a personal interview with the Sister Superior (which may be arranged between 10 A.M. and 12 noon), and 1 month's trial or longer, suitable applicants are received as probationers. They are sent to a general hospital for a course of 3 years' training. In the 4th year they may be employed in private nursing. Those desirous of being employed in maternity cases receive midwifery and monthly nursing training in addition to their general hospital instruction. Certificates are granted for each class of nursing after satisfactorily passing examination and completing engagement. RECREATION.—This varies according to a nurse's employment; 3 to 4 weeks' holiday in a year, longer leave being given when necessary. PREMIUM.—£30. FEES CHARGED.—Ordinary cases, £2 2s.; infectious and mental, £2 12s. 6d.; massage, £10 10s. to £3 3s.; special cases, £2 2s. to £3 3s. per week; maternity cases, £10 10s. to £15 15s. per month, and an engagement fee of £1 1s.; for a nurse's services during a day or part of a day 10s. 6d. is charged; massage for patients in London may be had at the rate of 7s. per hour or £1 10s. for 6 hours weekly. SALARIES, 1st year (training), *nil*; 2nd

year, £18; 3rd year, £20; 4th year, £23 and 1s. per week when engaged in private nursing; afterwards, £24, rising to £30 per annum and 2s. per week when nursing private cases. Board, lodging, laundry and medical attendance are provided. In addition, indoor and outdoor uniforms are provided for the nurses who are required to wear it at all times, to give it up to the Sister Superior on leaving the service of the institution or forfeit the sum of £4. Probationers must bring with them 2 plain washing dresses of uniform material and pattern, white aprons (cotton or linen), boots without heels for wear in the wards. Neither ornaments nor fringes may be worn. Caps are provided.

The Council have established a Pension Fund for nurses. After 12 years' service at St. John's House, a nurse declared disabled from ill-health is entitled to a pension of £15 per annum. A nurse having reached the age of 50, and having served the institution for 20 years, is eligible for a pension of £20 per annum and £1 extra for each additional year's service up to a maximum pension of £26. Any nurse, having served the institution efficiently for 10 years, who may wish to retire, will receive a bonus of £10, and £3 for each additional year's service, such bonus to be in lieu of pension. Many nurses also belong to the Royal National Pension Fund.

St. Mary Abbott's (Kensington) Infirmary, Marloes Road, W. Beds, 667. MATRON, Miss L. Malim; ASSISTANT MATRON, Miss F. Lucas; 2 Night Superintendents; 16 Sisters; 46 Probationers; 1 Midwife; 1 Assistant Midwife.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron on the general details of nursing; by the assistant medical officer on elementary anatomy and physiology; and by the medical superintendent on nursing and hygiene. A certificate is granted after passing examinations and satisfactorily completing engagement. RECREATION, 2 hours daily; half-day weekly; 3 hours on alternate Sundays; 3 weeks' holiday in a year for nurses; 2 weeks' for probationers; night nurses have 2½ hours daily and a whole day monthly. SALARIES.—Probationers, 1st year, £12; 2nd year, £15; 3rd year, £18; Sisters, £25, rising £2 10s. per annum to £30. Beer allowance, £3 10s. Laundry and uniform are provided.

St. Mary's Hospital, Cambridge Place, Paddington, W. Beds, 281. MATRON, Miss Elizabeth M. Medill; HOME SISTER, Miss

Helen Morrison; 11 Sisters; 14 Staff Nurses; 39 Probationers; 12 Paying Probationers. Vacancies average 25 yearly.

Ordinary Probationers.—After personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be from 25 to 35 years of age, of average height and physique, unmarried or widows. They must produce their birth certificate, and furnish satisfactory evidence as to character, education and aptitude for sick nursing. Candidates are examined as to their health and physical fitness by the hospital medical officer. LECTURES are given by the visiting staff on medical, surgical and obstetric nursing. A certificate is granted on satisfactorily completing engagement. RECREATION, 2 hours daily; half-day, alternate Sundays; 1 day each month; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £15; 3rd year, £18. Indoor uniform and a certain amount of washing provided.

Paying Probationers.—A limited number of probationers are received for 1 year's training. Duties the same as those performed by ordinary probationers in their first year. PREMIUM, £30, or if separate bedroom is required £50, payable quarterly in advance. SALARY, *nil*. Laundry and uniform not provided.

St. Marylebone Infirmary, North Kensington, W. Beds, 744. MATRON, Miss E. Vincent; ASSISTANT MATRONS, Miss Ramsden and Miss Blackett; 2 Night Superintendents; 12 Ward Sisters; 36 Nurses; 24 Probationers. Applications average 400 to 500, and vacancies 24 yearly.

Candidates should be between 22 and 32 years of age, and must produce satisfactory evidence as to character, education, health, and physique. After a personal interview and 2 months' trial, applicants are received for 3 years' training, 1st year in the home, 2nd and 3rd years attached to the infirmary staff as ward nurses, and are trained for work-house infirmary nursing, not for private work. LECTURES are given by Dr. Lunn, the medical superintendent, upon anatomy, physiology, foods, etc. Class instruction is given by the Home Sister; practical instruction in nursing by the Ward Sisters; and the final examination is given by an outside examiner. Probationers are promoted to higher posts in the infirmary as occasion arises. A certificate is granted at the end of the third year if the period of training has been satisfactorily passed. RECREATION, 2 hours, 4 times a week; 1 day monthly; night nurses, 1½ hours daily; half-day and night monthly; probationers, 3 weeks'; head nurses, 4 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £20; 3rd year, £21, rising to £25. Laundry and indoor uniform are provided. The Nightingale Fund pays

the salaries of 15 probationers, and gives all probationers a gratuity of £2 for 1st and 2nd years of satisfactory service, with a letter of approval.

The nurses, when temporarily ill, are nursed in the Home, and if sick-leave is considered necessary for them during convalescence, it is always granted.

* **St. Olave's Union Infirmary**, Lower Road, Rotherhithe, S.E. Beds, 640. MATRON, Miss A. M. Orchard; ASSISTANT MATRON, Miss O. E. Little; 2 Night Superintendents; 12 Charge Nurses; 26 Nurses; 18 Probationers.

After application to the clerk to the guardians (offices, 30 Taviner Street, Bermondsey, S.E.), or to the matron and engagement by the committee of the infirmary, subject to the approval of the guardians, applicants are received on completion of 1 month's trial for a course of 3 years' training. Candidates should be between 21 and 30 years of age, must be of fair education, and good physique. LECTURES and practical instruction are given by the medical staff and by the matron. Examinations are held yearly. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 half-day monthly (up to 11.30 P.M., on applying to the medical officer of the infirmary); 1 whole day monthly; 7 days' leave after 6 months' service, and 14 days' leave annually after 12 months, for nurses and probationers; and 21 days' annual leave for charge nurses. PREMIUM, *nil*. SALARY.—Probationers, 1st year, £12; 2nd year, £16; Nurses, £20 to £25 per annum; Charge Nurses, £26 to £32 per annum. An allowance of £1 18s. per annum is made to all classes in lieu of beer. Laundry and materials for indoor uniform are provided. Promotions are usually made from the ranks of probationers.

St. Pancras Infirmary, Dartmouth Park Hill, N. Beds, 550. MATRON, Miss E. J. Moir; ASSISTANT, Miss Botham; 2 Night Superintendents; 7 Charge Nurses; 3 Assistant Charge Nurses; 33 Staff Nurses; 17 Probationers. Applications average 200, and vacancies 17 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 35 years of age, and must produce satisfactory evidence of character, education, health and physique. LECTURES are given by the medical officers and the matron. Examinations are held twice yearly, and prizes are given. A certificate is granted after passing examinations and satisfactorily completing engagement. RECREATION, 2 hours daily, half-day fortnightly, 1 day monthly. Probationers receive 16 days and staff and charge nurses 3 weeks' holidays in the year. PREMIUM, *nil*,

SALARIES, 1st year, *nil.*; 2nd year, £15; 3rd year, £20; Staff Nurses, £26; Charge Nurses, £28 to £32. Laundry, indoor and outdoor uniform and text-books provided. Each nurse has a separate bedroom, probationers do not.

St. Saviour's Union Infirmary, East Dulwich Grove, S.E. Beds, 786. MATRON, Miss Noëmie Armit; ASSISTANT MATRON, Miss E. Bracewell; 2 Night Superintendents; 12 Charge Nurses; 66 Probationers (senior and junior).

Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 2 months' trial, candidates are received for 3 years' training. This certificate is not granted unless the terms of the agreement to remain 3 years in the service of the Board are fulfilled by the nurse. LECTURES are given by the medical staff on elementary anatomy and physiology, etc.; by the matron on nursing; and practical classes are held by the assistant matron. Examinations are held in April. A certificate is given at the end of this training, after passing a satisfactory examination conducted by a member of the staff of a London hospital. RECREATION, 2 afternoons and 1 evening or half-day in alternate weeks; Sundays, 3 hours, morning or evening, or half-day every third Sunday; 1 day monthly; 3 weeks' holiday in the year. PREMIUM, *nil.* SALARY, 1st year, £10; 2nd, £14; 3rd, £18. Probationers who have completed their third year and gained a certificate are eligible to be retained on the staff as staff nurses, at salary of £20 rising to £25. Laundry, indoor uniform and text-books are provided. Each nurse has a separate bedroom; probationers share a room.

St. Thomas's Hospital. (See Nightingale Fund, page 30).

Seamen's Hospital, Greenwich, S.E. Beds, 235. MATRON, Miss A. M. Hall; 1 Home Sister; 1 Night Sister; 4 Ward Sisters; 14 Staff Nurses; 7 Probationers; 2 Male Nurses.

Ordinary Probationers.—After a personal interview and 2 months' trial, applicants are received for 3 years' training (including 6 months in a London hospital for women). Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical and surgical staff upon anatomy and physiology, and by the matron on nursing. Examinations are held after each course. Certificates are given upon satisfactory completion of engagement. RECREATION, 2 hours daily five days, and 4 hours on one day of the week; 3

hours on Sundays; 1 day monthly; 3 weeks' holiday yearly after the 1st year; 2 weeks during the 1st year. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £15; 3rd year, £10 for six months, the remaining six months being spent at a women's hospital, and no salary being paid. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

Paying probationers are received for 1 year's training. At the end of the year they may continue as ordinary probationers if considered suitable. PREMIUM, 25 guineas per annum. They have no special privileges as regards work, but the ordinary regulations as to age are not so strictly observed.

Shoreditch Infirmary, 204 Hoxton Street, N. Beds, 472.
MATRON, Mrs. Linton.

Training School being formed.

University College Hospital, Gower Street, W.C. Beds, 210. SISTER SUPERIOR and SUPERINTENDENT OF NURSING, Sister Cecilia; 1 Night Superintendent; 11 Sisters; 71 Nurses; 6 Probationers. Applications average 1500 yearly.

After a personal interview and 1 month's trial, applicants are received for a course of 3 years' training. Candidates should be between 24 and 30 years of age, and must produce satisfactory evidence as to character and health. LECTURES are given, and classes on the lectures are held by the sisters. Instruction is given by the ward sisters and charge nurses, and examinations are held in June. Certificates are granted upon passing examinations both theoretical and practical, and satisfactorily completing engagement. RECREATION, 2 hours daily; 1 free evening a week; 1 calendar month's holiday in the year. PREMIUM.—1st year, £30; 2nd year, £20; 3rd year, £15; payable half-yearly in advance. SALARY.—During the 3 years' training, *nil*. Staff nurses, 1st year, £25; 2nd and subsequent years, £33. Laundry is not provided, but after the first six months the washing of the uniform dresses is provided. For the first six months probationers provide their own uniform, which must be the same as that of the hospital. Afterwards indoor uniform is provided. During the 3 years' training outdoor uniform must be paid for by the nurse at the hospital prices.

After training, probationers may obtain appointments either upon the staff of University College Hospital, or on the private staff in All Saints' Nurses' Home (see page 199). Nurses in the hospital may be of any religious denomination, the institution being supported by the general public; but only members of the Church of England are eligible for All Saints' Nurses' Home, as that was founded by the community

of All Saints', Margaret Street, and is intended by them to provide good nurses at a reduced fee, and in some cases free of cost to those who are able to afford little, as one of the charitable works of the community.

Probationers are not sent out to private cases until they have completed their term of 3 years' training, and received their certificate. Only senior nurses have a separate bedroom each; probationers share a room with one or two others.

Wandsworth and Clapham Union Infirmary,

St. John's Hill, New Wandsworth, S.W. Beds, 618. MATRON, Miss M. E. Anstey; ASSISTANT MATRON, Miss F. Middleton; 8 Charge Nurses; 14 Staff Nurses; 40 Probationers. Applications average 150 yearly.

After a personal interview and from 1 to 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 25 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given on elementary anatomy and physiology by the medical officers, and on nursing by the matron. Examinations are held yearly. A certificate is granted after passing examination. RECREATION, 3 hours daily; 1 whole and 1 half-day monthly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd and 3rd years, £18 per annum; Nurses, £22 to £26; Charge Nurses, £26 to £32. Laundry and indoor and outdoor uniform provided. When the new Nurses Home is built each nurse and probationer will have a separate bedroom.

West London Hospital, Hammersmith Road, W. Beds,

101. MATRON, Miss Irene Hardy; 4 Head Nurses; 6 Assistant Nurses; 20 Probationers. Applications average 800, and vacancies 12 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, and pass a medical examination as to health. LECTURES are given on medical and surgical nursing by the medical staff. Examinations are held twice yearly. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' for probationers, 2½ weeks' for assistant nurses, and 3 weeks' for head nurses holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £15; 3rd year, £20; Assistant Nurses, £24 to £30; Head Nurses, £30 to £36. No remuneration is given for the trial month. Laundry is provided. Uniform not provided. Nurses do not have separate bedrooms. The Lady Superintendent may be seen on any week-day at 11 o'clock. All communications requiring answers must contain stamped addressed envelopes.

Westminster Hospital. Beds, 205. LADY SUPERINTENDENT, Miss Mabel Helen Cave; 1 Night Superintendent; 10 Sisters; 55 Staff and Probationer Nurses. For particulars see below.

Westminster Training School and Home for Nurses, 27 Queen Anne's Gate, S.W. LADY SUPERINTENDENT OF NURSING, Miss Helen Cave. MATRON, Miss Jessie Southwell.

Probationers are trained in the wards of Westminster Hospital. After a personal interview and 2 months' trial, applicants have to enter into an agreement to continue in the service of the committee for 4 years' first as probationer and afterwards as nurse either in the hospital or on the private nursing staff. A certificate of having been trained in this nursing school is granted at the time of quitting the service of the committee to such nurses as have been in their service for 4 years or longer and have proved satisfactory. Candidates must be between 25 and 30 years of age, and must produce satisfactory evidence as to character, education, health, and physique. SALARIES, 1st year, *nil*; 2nd year, £20; 3rd year, £22; 4th year, £24; Private nurses, £25 per annum, rising yearly to a maximum of £40. Laundry and uniform are provided. See also page 216.

Whitechapel Infirmary, Vallance Road, E. Beds, 590. MATRON AND SUPERINTENDENT OF NURSES, Miss E. M. Coghlan; ASSISTANT MATRON, Miss Robson; 1 Night Superintendent; 4 Head Nurses; 28 Staff Nurses; 10 Probationers; 2 Male Lunatic Attendants.

After personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age. They must be well educated, active, industrious, thoroughly trustworthy, of unexceptional character, and in good health. LECTURES are given on nursing and hygiene and on elementary anatomy and physiology by the medical officers, and on nursing by the matron. A certificate is granted on satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 4 and 8 hours weekly; with 15 days' holiday at end of 1st year, and 21 days at end of 2nd year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £18. Laundry and indoor uniform provided. The training is specially adapted for those who propose to undertake infirmary work. Probationers during the currency of the 2nd year of training, who have shown themselves proficient, are promoted as vacancies occur to the post of nurse, the salary for which is £22 a year, rising £1 annually to a maximum of £26. An allowance of £4 a year is made in lieu of beer. Laundry and indoor uniform provided.

ENGLAND AND WALES.

Bath.—Royal United Hospital. Beds, 130. LADY SUPERINTENDENT, Mrs. E. M. Mathias; 1 Night Superintendent; 6 Charge Nurses; 10 Assistant Nurses; 11 Probationers; 30 Private Staff Nurses. Applications average 400, and vacancies 6 to 8 yearly.

Ordinary Probationers.—After a personal interview and 2 to 3 months' trial, applicants are received for 3 years' training. Candidates must be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. The 3rd year of training is done in the Private Nursing Home. LECTURES are given by the matron, resident medical officer and resident surgical officer upon nursing, anatomy and physiology. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 3 hours daily, if possible; 2 to 9 P.M. fortnightly; 2 weeks at end of 1st year, and 3 weeks' holiday the 2nd and 3rd year. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £20. Laundry is provided; indoor uniform the 2nd year; and indoor and outdoor uniform the 3rd year.

Paying Probationers.—A few probationers are taken for 1 year with the understanding that they may remain on for 2 years longer if they like, and get a certificate. PREMIUM, £30. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £20.

The Handley gold and silver medals are given annually to the 2 nurses who distinguish themselves at their final examinations, and have the highest marks for general good conduct and work during the 3 years.

There is a private nursing staff connected with the institution. See under NURSING INSTITUTIONS (page 217).

Birmingham General Hospital. Beds, 342. MATRON, Miss M. E. Jones; ASSIST. MATRON, Miss Harriett A. Marriott; 15 Sisters; 18 Staff Nurses; 1 Night Superintendent; 1 Massage Nurse; 62 Probationers. Applications average 600, and vacancies 15 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 year's training. Candidates should be between 23 and 35 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the medical and surgical staff and the matron upon elementary physiology, medical nursing, elementary anatomy and surgical nursing. A certificate is granted upon satisfactorily completing engagement and passing examinations. RECREATION.—Sisters, 3½ and 3 hours on alternate days; Saturday at 2 to Monday at 9, monthly; 4 weeks annually; Nurses, 2½ and 2 hours

on alternate days ; 3 weeks annually ; Staff nurses, a whole day monthly. PREMIUM, *nil*. SALARY, 1st year, *nil* ; 2nd year, £16 ; 3rd year, £18. Staff nurses receive from £24 to £28 per annum, and sisters from £30 to £36 per annum. Laundry and indoor uniform (including caps and aprons) are provided. All nurses have separate bedrooms.

A few probationers are taken from Nursing Institutions for training for 2 years on payment of a fee of £10.

Birmingham.—Queen's Hospital. Beds, 132. LADY SUPERINTENDENT, Miss C. Elkington ; NIGHT SUPERINTENDENT, Miss G. E. Male ; 7 Sisters ; 7 Staff Nurses ; 9 2nd year Probationers ; 12 1st year Probationers. Applications average 300, and vacancies 10 yearly.

Candidates should be between 23 and 33 years of age, and must produce satisfactory evidence as to character, education, health, and physique. After a personal interview and 3 months' trial, applicants are received for 4 years' training, 2 years in the hospital, and 2 years either as staff nurses or on the external staff. LECTURES are given by the Lady Superintendent upon nursing, elementary anatomy and physiology ; and by the casualty surgeon and physician of out-patients upon more advanced medical and surgical subjects. Certificates (for 3 years' training) are granted at the end of 4 years' course, after satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily ; "long pass" (3 to 10 P.M.) one day weekly and every alternate Sunday ; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, *nil* ; 2nd year, £15 ; 3rd year, £20. Laundry, indoor, for all ; and outdoor uniform for private staff is provided.

Nurses may be sent in charge of private cases after 2 years' training. (For particulars of Private Nursing Staff, see page 219.) Nurses are promoted to posts in the hospital according to their suitability. Three months' salary is allowed to nurses in cases of serious illness.

Birmingham.—The Infirmary. Beds, 1540. MATRON, Miss A. C. Gibson ; ASSISTANT MATRON, Miss J. Barbar ; 1 Night Superintendent ; 25 Charge Nurses ; 40 Nurses ; 40 Probationers. Applications average 400, and vacancies 13 yearly.

Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. A personal interview is desirable, and after 2 months' trial, applicants are received for a course of 3 years' training. LECTURES are given by the visiting staff upon physiology, anatomy and hygiene ; and on practical nursing by the matron and assistant matron. Examinations

are held in May and November. First, second and third class certificates are granted upon passing examination, and satisfactorily completing engagement. A course of midwifery may be taken by nurses after their 3rd years' training. RECREATION.—Probationers, 2½ hours daily; 1 day monthly; 3 weeks' holiday yearly. Nurses have in addition 1 evening weekly. Charge Nurses, 3 hours daily; 1 evening weekly; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, £20. SALARIES.—Probationers, 1st year, £10; 2nd year, £15; 3rd year, £18; Charge Nurses, £28, rising to £32 per annum. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

Blackburn and East Lancashire Infirmary,

Blackburn. Beds, 102. MATRON, Miss H. C. Poole; ASSISTANT MATRON, Miss Howard; 5 Sisters; 1 Night Superintendent; 18 Probationers; 6 Private Staff Nurses. Applications average 50, and vacancies about 6 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the Senior House Surgeon and the Matron upon physiology, medical and surgical nursing, feeding and care of the sick. Examinations are held at the end of the 1st and 3rd years. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 1 hour daily; 2 half-days weekly; 3 weeks' holiday in a year. PREMIUM, £10 10s. SALARIES, 1st year, £10; 2nd year, £18; 3rd year, £20; Sisters, £28 to £34. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

Bolton Infirmary. Beds, 113. MATRON, Miss Marion Lloyd; 6 Sisters; 5 Nurses; 12 Probationers. Vacancies average 5 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must not be under 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical staff or house surgeon upon anatomy, physiology, and medical and surgical nursing. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; half-day weekly; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, 1st year, £12; 2nd year, £14; 3rd year, £18. Laundry and indoor uniform are provided. Sisters are generally selected from amongst the probationers after 3 years' training.

Bootle Borough Hospital. Beds, 103. MATRON, Mrs. A. Roberts; 4 Sisters; 2 Assistant Nurses; 11 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 22 and 35 years of age, and must produce evidence as to character, education, health and physique. During the 2 years, probationers receive theoretical instruction from the senior house surgeon. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 and 3 hours daily; 1 day monthly; charge nurses, 3 weeks', probationers, 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £12. Probationers, if appointed after a month's trial, "must provide their own uniform, for which at the end of their 1st year, 1 guinea is paid to them as the probable cost of the same." Laundry is provided.

Bradford Royal Infirmary Training School for Nurses, Bradford, Yorkshire. Beds, 220. MATRON, Mrs. Florence Magill; 1 Night Superintendent; 10 Sisters; 38 Assistant Nurses and Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be from 21 to 32 years of age, and must produce certificates of health and moral character. LECTURES are given by the visiting staff on elementary anatomy and physiology, medical and surgical nursing, and special tutorial instruction in nursing by the night superintendent. Examinations are held on these subjects and medals given to the most proficient. Certificates are given on satisfactory completion of engagement. RECREATION, 2 hours daily; 3 hours every Sunday; nurses half-day each fortnight; assistant nurses and probationers, half-day each month; 14 days' leave of absence each year. These regulations are subject to the requirements of the hospital. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £16; 3rd year, £20. No remuneration is given for the trial months. Laundry and indoor uniform are provided. A Nurses' Home has just been built which will provide separate bedrooms for 50 nurses.

Brentford Union Infirmary, Isleworth, Middlesex. Beds, 264. MATRON, Miss E. E. Moriarty; ASSISTANT MATRON, Miss H. Elliott; 6 Charge Nurses; 1 Night Superintendent; 13 Nurses; 9 Probationers. Vacancies average 6 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 22 and 32 years of age, and must produce satisfactory evidence of character, education,

health and physique. LECTURES are given by the medical officers on anatomy, physiology, etc., and they also give clinical instruction. The matron holds classes on nursing, bandaging, etc. Examinations are held yearly in June, the final examination being held by an outside examiner. A certificate is granted after passing examinations and satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day weekly for all. Charge nurses and nurses have in addition 3 hours weekly. Holidays.—Probationers and nurses, 3 weeks; charge nurses, 4 weeks yearly. PREMIUM, *nil*. SALARIES.—1st year, £5; 2nd year, £10; 3rd year, £20; nurses, £20 to £25; charge nurses, £25 to £30. Laundry and indoor uniform are provided, and text-books are partly provided. Each nurse and probationer has a separate bedroom.

Brighton.—Sussex County Hospital. Beds, 190. MATRON, Miss K. Scott; ASSISTANT MATRON, Miss A. Wall; 1 Night Superintendent; 11 Head Nurses; 45 Probationers; 1 Out-patients' Nurse; 24 Private Nurses. Applications average 250, and vacancies about 10 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 22 and 35 years of age, and must produce satisfactory evidence of character, education, health and physique. LECTURES are given by the medical staff and the matron upon physiology, medical and surgical nursing, etc. Examinations are held at the end of each course. A certificate is granted upon satisfactorily completing the 3 years' engagement. RECREATION, 2 hours daily; 1 day monthly; probationers 3 weeks'; charge nurses 1 month's holiday in the year. PREMIUM.—£35. SALARY.—No salary is given until the training is completed. Charge nurses, £37 10s. to £42 10s. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom. The hospital grants pensions to nurses after 20 years' service.

After their training, nurses may be promoted to be sisters, or may join the private nursing staff. No nurse is sent to private cases until her 3 years' training is completed.

Bristol.—General Hospital. Beds, 200. MATRON, Miss Sophie Morris; ASSISTANT MATRON, Miss Hill; NIGHT SUPERINTENDENT, Miss Ellis; 9 Sisters; 12 Assistant Nurses; 4 Non-paying Probationers; 20 Paying Probationers; 35 Private Nurses. Applications average 400, and vacancies 26 yearly.

Ordinary Probationers.—Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, educa-

tion, health and physique. After a personal interview and 1 month's trial, applicants are received for 3 years' training. LECTURES are given by members of the hospital staff on elementary anatomy and physiology, and practical instruction in nursing by the matron. First and second prizes are presented to nurses in each of the subjects mentioned. Certificates are granted at the end of the period of training if a qualifying examination has been passed and the nurse is otherwise suitable. RECREATION, 2½ hours daily; 1 day a month. Sisters, 1 month's; nurses and probationers, 3 weeks' holiday yearly. SALARY, 1st year, £12; 2nd year, £14; 3rd year, £16. Laundry and indoor uniform are provided.

Pupil Nurses.—Paying probationers are also received for 1 or 3 years' training. The regulations are the same as for ordinary probationers, with the exception that paying probationers pay a PREMIUM of £25, and the SALARY is 1st year *nil*; 2nd year, £14; 3rd year, £16. Certificates are granted only where 3 years' training has been satisfactorily completed.

Midwifery Pupils.—Pupils of not less than 23 years of age can be educated in midwifery for terms of not less than 2 months. LECTURES are given by the assistant physician accoucheur. Fee—£10 10s. for the 2 months. Laundry provided. Pupils are expected to enter for the L.O.S. diploma. Nurses who have received 3 years' training at the hospital may be educated for 3 months in midwifery without paying the fee, but are expected to work during that time for nothing, and to continue on the private nursing staff for not less than 12 months afterwards at a salary of £26 per annum.

There is a private staff in connection with this hospital. Nurses are sent out to private cases after 3 years' training. For particulars, see page 221. Private nurses are promoted to posts in the hospital, if suitable, as vacancies occur.

Bristol.—The Royal Infirmary. Beds, 270. MATRON, Miss A. B. Baillie; 1 Matron's Assistant; 1 Home Sister; 1 Night Sister; 14 Sisters; 35 Nurses; 20 Probationers. Applications average 200, and vacancies 20 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 23 and 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the honorary staff and the matron upon medical and surgical nursing. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily, or 4 hours alternate days; half-day monthly; probationers 2 weeks', nurses 3 weeks' holiday every year. PREMIUM,

£25. SALARY, 1st year, *nil*; 2nd year, £16; 3rd year, £18. Laundry and indoor uniform are provided. Probationers are able by attending upon the cases in the maternity department to qualify for the L.O.S. certificate.

Special Probationers.—A few special probationers are taken for 3 months' training. Age 22 to 35. Other qualifications and duties same as ordinary probationers. PREMIUM, £10 10s. for each 3 months.

Cambridge. — Addenbrooke's Hospital. Beds, 158. MATRON, Miss Cureton; ASSISTANT MATRON, Miss G. J. Sanders; 7 Sisters; 1 Night Superintendent; 36 Probationers. Applications average 150, and vacancies 12 yearly.

After a personal interview (when possible) and 1 month's trial, applicants are received for training but are not bound in any way; certificates, however, are only given after 3 years' training. Candidates should be between 22 and 38 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES on physiology and anatomy, nursing, etc., are given by the medical staff. Classes are held by the Assistant Matron. Examinations are held at Midsummer and Christmas. The lectures include a course on midwifery. PREMIUM, 1st year, £40; 2nd year, £20; 3rd year, *nil*. SALARY, *nil*; sisters, £35 to £40. Laundry provided. Uniform not provided. RECREATION, 2 hours daily; a day off occasionally; 1 month's holiday yearly. Each sister and probationer has a separate bedroom.

Canterbury. — Kent and Canterbury Hospital. Beds, 106. MATRON, Miss A. M. Messum; 1 Night Superintendent; 3 Sisters; 4 Assistant Nurses; 10 Probationers. Applications average 100, and vacancies 8 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 or for 2 years' training. Candidates must be between 22 and 34 years of age, must give references as to character, be fairly educated, and of sound constitution (medical certificate required). LECTURES are given by the visiting staff on anatomy, physiology, and medicine. Certificates are given at the end of 2 or 3 years' service. RECREATION, 3 to 6 P.M. or from 12 to 2.30 daily; 3 weeks' holiday in the year.

One year's probationers (4 in number) pay PREMIUM of £20, and the committee reserves the power of returning any portion of this sum in the event of the probationer leaving before the expiration of the year. They must provide their own uniform, consisting of 3 print dresses, 4 caps, and not less than 10 aprons, all according to pattern. One year's probationers have the option of remaining a 2nd year without premium or salary.

Two years' probationers (10 in number) pay no PREMIUM and receive no SALARY, but if retained for a 3rd year, they receive a salary of £16 to £18. Laundry and indoor uniform are provided.

After 2 years' training, nurses are appointed to sisters' posts according to ability, and as vacancies occur.

***Cardiff Infirmary.** Beds, 180. MATRON, Miss L. A. Mont-Wilson; 5 Sisters; 32 Nurses and Probationers. Three years' course.

For particulars of Private Staff see page 225.

***Cardiff.—Union Hospital,** Cowbridge Road. Beds, 194. SUPERINTENDENT OF NURSES, Miss Charlotte M. Williams; 6 Charge Nurses; 4 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Preference is given to local candidates. Candidates should be between 21 and 30 years of age, and must produce evidence as to character, education, health, and physique. LECTURES are given by the medical staff upon anatomy, physiology, and midwifery. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £12. Laundry and indoor uniform are provided. The training at this hospital includes instruction in midwifery.

Carlisle. — Cumberland Infirmary. Beds, 103. MATRON, Miss F. S. Fawcett; HOME SISTER, Miss Mackenzie; 1 Night Superintendent; 4 Charge Nurses; 12 Probationers.

After 1 month's trial, applicants are received for 3 years' training and 1 year's service. Candidates must be between 23 and 35 years of age, and must produce evidence as to character and health. LECTURES are given in elementary anatomy and physiology, and general and medical nursing. Examinations are held yearly. A certificate is granted for 3 years' training after satisfactorily passing examinations at the end of the 3rd year. FEES.—Candidates pay an entrance fee of £1 1s., and the following fees for instruction—1st year, £1 1s.; 2nd year, £1 1s.; 3rd year, £2 2s. Arrangements are made for 3 months' fever training during the 3rd year. The form of agreement with the infirmary provides for a forfeiture by the nurse of £20 in case engagement is broken. SALARY, 1st year, *nil*; 2nd year, £15; 3rd year, £18; 4th year, £25. Indoor uniform and laundry provided; outdoor uniform not provided. During the 4th year, nurses serve either as staff nurses in the infirmary or on the private nursing staff. Each nurse and probationer has a separate bedroom.

For particulars of private nursing branch see page 225.

* **Carlisle. — Fusehill Workhouse Infirmary,** Fusehill, Carlisle. Beds, 140. SUPERINTENDENT NURSE, Miss E. A. Hempstock; 6 Nurses. 3 years' course.

Particulars not received.

Chester General Infirmary. Beds, 163. LADY SUPERINTENDENT, Miss Mary Frances Barrow; 5 Head Nurses; 1 Night Superintendent; 13 Assistant Nurses; 14 Probationers; 14 Private Staff. Applications average 300, and vacancies 10 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between the age of 20 and 35 (about 25 preferred), and must produce satisfactory evidence as to character, education, health and physique. LECTURES by house surgeon and lady superintendent, and a course of sick cookery lessons by certificated teacher. A certificate is granted after satisfactorily completing engagement. RECREATION, 2 hours daily; half-day weekly; 3 to 4 weeks' holiday in the year. PREMIUM, £15 for paying probationers. SALARIES, 1st year, £12; 2nd year, £14; 3rd year, £20; nurses, £20 to £27; head nurses, £27 to £35; no remuneration for the trial month. Laundry and indoor uniform are provided. Each head nurse has a separate bedroom: probationers do not.

There is a Fever Hospital attached to the infirmary.

For particulars of private nursing department see page 225.

Croydon Union Infirmary, Thornton Heath, S.E. Beds, 435. MATRON, Miss E. E. Julian; ASSISTANT MATRON, Miss M. Shepherd; 1 Night Superintendent; 4 Sisters; 6 Charge Nurses; 21 Staff Nurses; 18 Probationers. Applications average 50, and vacancies 16 yearly.

Candidates should be between 21 and 30 years of age, must produce satisfactory evidence as to character, education, health and physique, and must not be less than 5 feet in height. After a personal interview and 1 month's trial, if recommended by the medical superintendent, applicants are required to sign an agreement to serve for 3 years. LECTURES on elementary anatomy and physiology, medical and surgical nursing, and hygiene, are given by the medical superintendent, the consultants attached to the Infirmary, and the matron. Lectures on sick-room cookery are also given. Examinations are held in June and December and certificates are granted provided the probationer has given general satisfaction. After the 3rd year nurses may if they desire spend 6 months in the maternity wards. RECREATION.—Probationers and nurses, daily 2 or 3 hours; 2 days monthly; 2 weeks' holiday yearly; sisters, 2 or 4 hours daily; 4 days monthly; 3 weeks' holiday in

year. PREMIUM, *nil*. SALARIES.—Probationers, 1st year, *nil*; 2nd year, £12; 3rd year, £18; nurses, £25 to £35; sisters, £30 to £35 per annum; £3 is allowed in lieu of beer. No remuneration is given for the trial month. During the first year probationers are required to provide their own indoor and outdoor uniform. Afterwards indoor uniform is provided for all nurses. Laundry is provided. Each staff nurse has a separate bedroom; probationers share with another.

Derby.—Derbyshire Royal Infirmary. Beds, 185. MATRON, Miss E. A. Wilkinson; ASSISTANT MATRON, Miss M. Foster; 1 Night Superintendent; 9 Sisters; 33 Probationers. Applications average 400, and vacancies 11 yearly.

Candidates should be between 21 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 2 months' trial, applicants are received for a course of 3 years' training. LECTURES are given to the nurses by members of the medical staff, and classes are held by the matron under whose supervision the practical instruction in nursing is carried out. Examinations are held in December and April. Certificates are granted at the end of training if the work done has been satisfactory. The question of medals and prizes is under consideration. RECREATION.—Probationers, daily 2½ hours; 4 hours weekly; 1 day and night monthly; 2 weeks' holiday in a year. Sisters, 2½ hours daily; 8½ hours weekly; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £16; Sisters, £30 to £36. Laundry, indoor uniform (after the 1st year), and text-books are provided. Each nurse and probationer has a separate bedroom. The system of promotion to posts in the hospital is as a rule by seniority. The nurses are cared for during sickness in the hospital.

* **Dudley.—Guest Hospital.** Beds, 100. LADY SUPERINTENDENT, Miss J. F. Parsons; 6 Nurses; 12 Probationers; 4 Private Nursing Staff.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education and health. Any probationer leaving before or at the termination of the month's trial, will be charged at the rate of 10s. 6d. a week for board, etc., and any probationer leaving before the end of the engagement will forfeit her premium, except under special circumstances. LECTURES are given by the medical staff, and instruction in the management and

nursing of patients by the sisters. A certificate is granted on satisfactorily completing engagement. RECREATION, 2 hours daily; half-day every Sunday; 4 weeks' holiday during the 2 years' training. PREMIUM, £21. SALARY, 1st and 2nd years, *nil*. Laundry provided; uniform not provided. At the end of the 2 years' training, if there is a vacancy, nurses may either remain for a further year's training, in which case they receive a 3 years' certificate and a salary of £10 and part uniform; or may join the private nursing staff, receiving a 2 years' certificate and a salary of £20 and part uniform.

For particulars of private nursing staff see page 229.

* **Eccles, near Manchester.—Hope Hospital (Salford Union Infirmary).** Beds, 850. MATRON and LADY SUPERINTENDENT, Miss Annie G. Sibley; ASSISTANT MATRON, Miss M. Miller; 6 Charge Nurses; 31 Probationers. Applications average 300, and vacancies 15 yearly.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. Candidates should be over 21 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the resident staff and by the matron, and weekly classes are held. A certificate is granted upon satisfactorily completing engagement and passing examinations. RECREATION, 2 to 10 P.M. and 6 to 10 P.M. weekly; and Sundays, 2 to 10 P.M.; 2 weeks' holiday yearly. SALARY, 1st year, £6 12s.; 2nd year, 12 guineas. Laundry and indoor uniform are provided.

Paying probationers who join for 1 year's training are received. PREMIUM, £20. SALARY, *nil*. A certificate is given. No difference is made between paying and non-paying probationers as regards work, etc.

Exeter.—Devon and Exeter Hospital. Beds, 214. MATRON, Miss Florence Pepper; 10 Sisters; 9 Staff Nurses; 8 Night Nurses; 20 Probationers; 20 Nurses upon the private nursing staff.

Ordinary Probationers.—After a personal interview and from 1 to 3 months' trial, applicants will be received for 4 years' training. Candidates should be between 23 and 35 years of age, and must produce evidence as to character, education, health and physique. They are requested to attend the service in the hospital chapel once on Sundays and on Wednesday evenings. LECTURES are given by the medical staff upon anatomy and physiology, and upon medical and surgical nursing. Examinations are held twice a year. A certificate is granted upon satisfactorily completing engagement and passing examinations. RECREATION, 2 hours daily; every third Sunday from 2.30 to 9 P.M.; 1 day every month from 10 A.M. to 9 P.M.; 3 weeks' holiday every year. PREMIUM,

nil. SALARY, 1st year, £5; 2nd year, and until examination (which can be passed at the end of a year) has been passed, £10 per annum; afterwards, £20 per annum. On completion of 3 years, if retained upon hospital staff, £25 per annum; if taken on private staff £25, increasing by £2 10s. annually, to £30. Sisters, £30, increasing £2 10s. annually, to £35. Laundry and medical attendance are provided, also material for indoor uniform to the extent of dresses and caps; remainder of uniform supplied by probationer to consist of white collars and cuffs, white aprons with bibs. Outdoor uniform not compulsory.

After the 1st year, probationers may be required to act either as hospital or private nurses as directed. For particulars of the private nursing staff see page 229.

Gloucester General Infirmary and Gloucestershire Eye Institution. Beds, 156. MATRON, Miss E. Yeats; 1 Night Superintendent; 10 Charge Nurses; 21 Probationers; 23 Private Nurses. Applications average 200 yearly; vacancies vary.

After a personal interview and 1 month's trial, applicants are received for 18 months' training in the wards, and must undertake to remain in the service of the infirmary for a further period of 2 years. Candidates must be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. Occasional LECTURES are given by the visiting staff, and weekly classes on nursing subjects are held by the matron. A certificate is granted on satisfactorily completing 3½ years' engagement. RECREATION.—Probationers, 2 hours daily; half-day monthly; and a fortnight's holiday in a year. Nurses, 2 hours daily; 1 day monthly; 3 week's holiday yearly. PREMIUM, *nil.* SALARY.—Probationers, *nil*; nurses (*i.e.*, after 18 months' training), 1st year, £22; 2nd year, £24; 3rd year, £28; 4th year, £32. Laundry, indoor and outdoor uniform, and text-books provided for probationers; indoor uniform for nurses.

A private nursing staff is attached to the infirmary, and nurses are sent to private patients after a year and a half's training. For further particulars see under NURSING INSTITUTIONS (page 231).

* **Halifax. — Royal Halifax Infirmary.** Beds, 100. MATRON, Miss M. E. Wharton; ASSISTANT MATRON, Miss R. B. Puxley; 19 Nurses and Probationers.

Probationers.—After 1 month's trial, applicants are received for a further 2 months' trial, at the expiration of which time, if found eligible, an agreement is entered into for 3 years' training (dating from the expiration of the 1st month). Candidates must be between 22 and 30 years of age, and must produce satisfactory testimonials as to character

and education. Probationers take night duty every alternate 3 months after their 1st year of service. Probationers breaking their engagement pay a forfeit of £6 and have to give 3 months' notice. RECREATION, 2 hours' daily; half-day, Sundays; a fortnight's holiday yearly, after 1st year of service. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £14; 3rd year, £16. Indoor uniform is provided.

Nurses.—Applicants must have served "a proper course of training and must produce certificates of competency and character." One month's notice of leaving required on either side. RECREATION.—Staff and Charge nurses are off duty from 5 to 9 P.M. one day a week in addition to the time off duty given above. SALARY.—Staff nurses, 1st year, £20, rising £1 a year to £23; Charge nurses, 1st year, £22 or £25, according to ward, rising £1 a year to £25 or £30 respectively. Indoor uniform is provided. On leaving the service of the infirmary, nurses have to pay the then value of the uniform. Staff nurses take night duty every alternate 3 months.

* **Halifax.—St. Luke's Hospital**, Gibbett Lane. Beds, 350. MATRON, Miss Wilkie; 6 Charge Nurses; 14 Probationers. Three years' course.

Hereford General Infirmary, Hereford. Beds, 107. MATRON, Miss Annie Sharp; 4 Head Nurses; 6 Probationers; 4 Private Nurses. Applications average 194, and vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. A certificate is granted upon satisfactorily completing engagement. RECREATION, 2 hours 1 afternoon, and 3 hours 1 evening weekly; 2 or 3 hours on Sunday; 3 weeks' holiday a year. PREMIUM, *nil*. SALARY, 1st year, £8; 2nd year, £10; nurses, £25 to £27. In- and out-door uniform and laundry are provided. Each nurse and probationer has a separate bedroom.

A private nursing staff is attached, and nurses are sent to private patients after 2 years' training. For further particulars see page 232.

Huddersfield Infirmary. Beds, 100. MATRON, Miss Frances Alice Jones; 4 Charge Nurses; 12 Probationers. Applications average 60, vacancies 4 yearly.

Candidates should be between 22 and 34 years of age, and must produce evidence as to character, education, health, and physique. After a personal interview and 3 month's trial, applicants are received for 3 years' training. LECTURES are given to nurses during the autumn and winter

months by the house surgeons upon anatomy and physiology. Certificates are granted at the end of the period of training. RECREATION, 2 hours daily; 1 evening weekly; 3 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £20; nurses, £25 to £30 per annum. Indoor uniform and laundry are provided.

Hull.—Royal Infirmary. Beds, 188. LADY SUPERINTENDENT, Miss Annie L. Cox; 5 Charge Nurses; 26 Assistant Nurses and Probationers; 12 Private Staff Nurses.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 22 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon on anatomy and physiology, and by the lady superintendent upon nursing. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2 or 2½ hours daily; Sunday, 2 to 9 P.M.; 1 day, 10 A.M., to 10 P.M. monthly; 3 weeks' holiday yearly. PREMIUM, £15 15s. SALARIES, 1st year, *nil*; 2nd year, £14; 3rd year, £17; charge nurses, £25 to £30. Laundry and indoor uniform are provided.

Ipswich.—East Suffolk and Ipswich Hospital. Beds, 110. MATRON, Mrs. Brothers; 4 Sisters; 13 Probationers. Applications average 60, vacancies 2 yearly.

Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 2 months' trial, applicants are received for 3 years' training. LECTURES are given upon anatomy and surgery by the house surgeons, and on general nursing by the matron. Examinations are held yearly. A certificate is granted upon satisfactorily completing training. RECREATION, 2 and 1 hours alternate days; 1 day monthly; 3 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £12; sisters, £27 to £30. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each sister and probationer has a separate bedroom. Nurses are not sent out to private cases.

Leamington.—Warneford, Leamington and South Warwickshire Hospital. Beds, 113. MATRON, Miss Katharine Rapson; ASSISTANT MATRON, Miss Gertrude Washbourn; 4 Sisters; 6 Staff Nurses; 20 Private Nurses; 9 Probationers. Applications average 200, and vacancies 10 yearly.

Candidates should be between 22 and 30 years of age, and must

produce satisfactory evidence as to character, education, health and physique. After 1 or 2 months' trial, applicants are received for a course of 3 years' training. A personal interview is not necessary. LECTURES are given by the resident officer upon anatomy, physiology and nursing. Examinations are held, and silver and bronze medals awarded. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday in a year. Sisters in addition have a half-day weekly, and a further week's holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £15; 3rd year, £20; nurses, £25 to £30; sisters, £30, and £5 for uniform. No remuneration is given for the trial month. Laundry, indoor and outdoor uniform are provided. Each nurse and probationer has a separate bedroom.

After 2 years' training a nurse may be placed upon the private nursing staff attached to the hospital (see under NURSING INSTITUTIONS, page 233).

Leeds General Infirmary. Beds, 394. MATRON and LADY SUPERINTENDENT OF NURSES, Miss Elizabeth Fisher; ASSISTANT SUPERINTENDENT, Miss Ray; 16 Sisters; 38 Nurses; 22 Probationers. Applications average 400, and vacancies 20 yearly.

Candidates should be between 23 and 32 years of age, and must be well educated, active, industrious, thoroughly trustworthy and of unexceptional character. After a personal interview (when possible) and 1 month's trial, applicants are received for a course of 3 years' training. LECTURES are given by the assistant superintendent upon nursing, elementary anatomy and physiology, and by the resident medical and surgical officers on medical and surgical subjects. Examinations are held after each course, and certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily; a day off duty once a month; 14 days' holiday at end of 1st year; and 3 weeks in subsequent years. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £14; 3rd year, £18; Nurses, £22; Sisters, £30 to £40. Laundry and indoor uniform are provided (4 print dresses, 4 caps, 3 collars, 6 aprons, 2 belts). Outdoor uniform not provided. The sisters' places are filled up as vacancies occur from the best of the probationer nurses who have completed their training.

Leeds Union Infirmary and Training School, Beckett Street, Leeds. Beds, 603. MATRON, Miss Hopper; ASSISTANT MATRON, Miss Minter; 1 Night Superintendent; 10 Charge Nurses; 36 Probationers; 2 Paying Probationers. Applications average 55, and vacancies 10 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received for a course of 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by matron and medical superintendent upon nursing (matron), physiology and anatomy (medical superintendent). Examinations are held half-yearly, usually in June and December. A certificate is granted after passing examinations and satisfactorily completing engagement. Opportunity is given to probationers of 3 months' work in the maternity wards. RECREATION, daily 2½ hours; 1 day monthly; 2 weeks yearly; charge nurses also have 8½ hours off weekly. SALARIES, 1st year, £10; 2nd year, £14; 3rd year, £18; charge nurses, £30; midwife and night superintendent, £35. Remuneration is given for the trial months. Laundry, indoor uniform and text-books are provided. With the exception of the 4 junior probationers, each nurse and probationer has a separate bedroom. Competent nurses on the completion of their training will be eligible for the post of charge nurse when vacancies occur.

Paying Probationers are received. PREMIUM, £20. Other particulars as for ordinary probationers.

Leicester Infirmary. Beds, 246. LADY SUPERINTENDENT, Miss Gertrude A. Rogers; 9 Sisters; 40 Nurses and Probationers.

Probationers.—Candidates must be between 23 and 35 years of age, height not under 5 feet 3 inches, and must produce satisfactory evidence as to character, education and health. After 1 month's trial, applicants are received for 3 years' training. Before being admitted on trial, an applicant is required to pass a preliminary examination in elementary anatomy, physiology and sick-room cookery. A certificate and a grant of £8 is given on passing examinations and satisfactorily completing engagement. RECREATION, 2 hours daily. SALARY, 1st year, £8; 2nd year, £14; 3rd year, £16; nurses, £22 to £32; sisters £36 to £40. Laundry, and in- and out-door uniform provided. Each nurse and probationer has a separate bedroom.

Lady Probationers.—A limited number of daughters of medical men, solicitors, clergymen, and officers of the army and navy are received for 3 years' training. The regulations for probationers apply, except that lady probationers pay a PREMIUM of £15 either on signing agreement, or in 3 sums of £5 each within the 1st year, or the premium may be deducted from their salaries. SALARY, 1st year, £12; 2nd, £16; 3rd, £18, or if premium is deducted from salary, £6, £9, and £16 respectively.

Lady Pupils are received for 6 months' or 12 months' training, with a certificate on satisfactorily completing 1 year's training. They have to attend all lectures and classes and are on duty from 8 A.M. to 8.30

P.M., with 2 hours' recreation. A sitting-room is provided for their use. PREMIUM, £10 10s. a quarter, and laundry.

Pupil Nurses.—A limited number of probationers are received for training for private nursing institutions. PREMIUM, £5 a quarter. Laundry and uniform not provided. A certificate is given at the end of 1 year's training.

* **Lincoln County Hospital.** Beds, 125. MATRON, Miss C. M. Beachcroft; 1 Assistant Matron; 6 Head Nurses; 6 Staff Nurses; 6 Probationers; 8 Paying Probationers.

Probationers.—After 2 months' trial, applicants are received for 3 years' training. Candidates must be between 25 and 35 years of age and must produce satisfactory evidence as to character, education, health and physique. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 15 days' holiday 1st year; afterwards, 22 days' holiday in a year. PREMIUM, *nil.* SALARIES, 1st year (probationer), £10; 2nd year, £12; 3rd year (staff probationers), £18; staff nurses, £19 to £22; charge nurses, £22, rising £1 yearly to a maximum of £30. 1s. 6d. a week is allowed for laundry. Indoor uniform is provided.

Paying Probationers are received for not less than 6 months. The regulations for probationers apply, except so far as they are modified by the following: Certificate may be granted after 12 months' training. PREMIUM, £8 8s. a quarter; entrance fee, £1 1s. Uniform and laundry not provided.

Liverpool.—Mill Road Infirmary. Beds, 850. MATRON, Mrs. E. Price; ASSISTANT MATRON, Miss Kember; 1 Home Sister; 1 Night Superintendent; 15 Charge Nurses; 20 Nurses; 22 Probationers; 5 Male and 5 Female Attendants. Applications average 170, and vacancies 14 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 22 and 35 years of age, and must produce satisfactory evidence of character, education, health and physique. LECTURES are given by the medical superintendent and the matron, and an examination is held at the end of training. A certificate is granted after passing examination and satisfactorily completing engagement. Probationers have the opportunity of seeing about 30 lying-in cases yearly. RECREATION, 2 hours daily; half-day fortnightly; 1 day monthly (for nurses); 2 weeks' holiday yearly. PREMIUM, *nil.* SALARY, 1st year, £10; 2nd year, £14; 3rd year, £18; nurses, £26 to £30. Laundry, indoor uniform and text-books are provided. Each nurse and probationer has a separate bedroom.

* **Liverpool Northern Hospital.** Beds, 155. **MATRON**, Miss J. B. Anderson; 1 Night Sister; 5 Sisters; 20 Nurses and Probationers; 16 Nurses upon the Private Nursing Staff. Applications average 350.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be about 23 years of age, and must produce satisfactory evidence as to character, education, health and physique. **LECTURES** are given by the hon. medical and surgical staff upon anatomy, physiology, medical and surgical nursing, massage, etc., and by a certificated teacher upon sick cookery. There is a preliminary examination at the end of the 1st year, and a second examination before the completion of the 3rd year. A certificate is granted upon satisfactory completion of engagement. **RECREATION**, 2 hours daily; 4 hours 1 day in 6; half a day every other Sunday; a whole day once a month; 4 weeks' holiday yearly. **PREMIUM**, £5 1st 6 months. When the nurses complete their 3 years the premium of £5 is returned to them. **SALARY** at rate of £12, begins 2nd 6 months; 2nd year, £15; 3rd year, £20, rising subsequently to £25 and £30. Laundry and indoor uniform are provided. Outdoor uniform is not provided. The higher appointments are filled from the ranks of those who have been trained in the hospital.

Paying Probationers are also taken for not less than 1 year's training. **PREMIUM**, £20. Certificates are not given.

There is a Private Nursing Staff attached to the hospital. See page 235.

Liverpool Royal Infirmary, Pembroke Place. Beds, Infirmary, 295; Lock, 46. **LADY SUPERINTENDENT**, Miss Bann; **ASSISTANT LADY SUPERINTENDENT**, Miss Jones; 1 Night Superintendent; 12 Ward Sisters; 2 Special Sisters; 14 Staff Nurses; 18 Night Nurses; 34 Probationers.

For particulars see Liverpool Training School for Nurses, page 236.

Liverpool.—Royal Southern Hospital. Beds, 200. **LADY SUPERINTENDENT**, Miss Mary Gordon; 9 Sisters; 8 Staff Nurses; 26 Probationers. Applications average 500, and vacancies 15 yearly.

Candidates must be between 21 and 34 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for a term of 4 years, the first 2 of which are devoted to training. **LECTURES** are given by hon. staff, and classes held by home sister, upon anatomy, physiology, medical and surgical nursing, etc. A certifi-

cate is granted after passing examination and satisfactorily completing engagement. Lessons in sick-room cookery are also given by a certificated teacher. RECREATION, 2 hours daily; 1 day monthly. Probationers receive 2 weeks'; staff nurses', 3 weeks'; and sisters, 4 weeks' holiday in a year. SALARIES.—Probationers, 1st year, *nil*; 2nd year, £20; nurses, £22 to £25; sisters, £25 to £40 per annum. Laundry and indoor uniform are provided.

A limited number of paying Probationers are received on payment of £1 1s. a week.

There is a Private Staff in connection with the hospital. (See under NURSING INSTITUTIONS, page 235.)

Liverpool.—Workhouse Infirmary, Brownlow Hill. Beds, about 1700. MATRON, Miss Margaret Stuart; HOME SISTER, Miss M. Bayes; ASSISTANT LADY SUPERINTENDENT, Miss E. M. Smith; 1 Night Superintendent; 96 Nurses and Probationers. Applications average 450, and vacancies 20 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. They must also produce their birth certificate. LECTURES are given by the visiting staff upon surgery, anatomy, physiology, medicine, etc. Examinations are held in May and November. Probationers receive 3 months' training in the maternity wards. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION.—Probationers, 2 hours daily; charge nurses, 3 and 6 hours once a week; 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £16; 3rd year, £20, and after the 3rd year, £30. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and probationer has a separate bedroom.

Manchester.—Ancoats Hospital, Mill Street. Beds, 105. MATRON, Miss Louisa Chambers; 4 Sisters; 20 Staff Nurses; 10 Nurses and Probationers. Applications average 60, and vacancies 6 annually.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the hon. staff upon physiology, anatomy, antiseptics, and by the matron on nursing generally and sick cookery. A medal and a certificate are granted upon satisfac-

torily completing engagement and passing examination. RECREATION, 2 hours daily; half-day alternate Sundays; 2 weeks' holiday yearly for probationers; 3 weeks' holiday for sisters. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £21. Sisters, £24 to £32. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Nurses and probationers do not have separate bedrooms. Nurses are occasionally sent out to private cases.

* **Manchester.—Chorlton Union Infirmary,** Withington. Beds, 750. LADY SUPERINTENDENT, Miss Rawson; 1 Night Superintendent; 8 Charge Nurses; 5 Nurses; 39 Probationers.

After 1 or 2 months' trial, applicants are received for 3 years' training (the trial months counting as part of that period). Candidates must be single or widows, and must be of good education and character. A certificate is granted on satisfactorily completing engagement. RECREATION, 2 weeks' holiday at end of 1st year, and afterwards annually. SALARY, 1st year, £12; 2nd year, according to qualifications, up to £16; 3rd year, up to £20. Laundry and uniform provided. After 1 year's training, probationers, if eligible, undertake nurses' duties.

Manchester.—Crumpsall Infirmary. Beds, 1350. LADY SUPERINTENDENT, Miss Mary Girdlestone; ASSISTANT SUPERINTENDENT, Miss Annette Thicknesse; 30 Charge Nurses; 45 Nurses; 25 Yearly Pupils.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 23 and 33 years of age, and must produce satisfactory evidence as to character, education, health and physique. A certificate is granted on satisfactorily completing engagement. RECREATION, 2 hours daily; half-day Sunday; half-day monthly; 3 weeks' holiday yearly. SALARY, 1st year, £8; 2nd year, £12; 3rd year, £20. Charge nurses, £26 to £30. Laundry and indoor uniform provided. Each nurse and probationer has a separate bedroom.

Paying Probationers are also received for 12 months' training, during which time they act as assistant nurses. Applicants have to come for 1 month on trial. PREMIUM, £25. SALARY, *nil*. Laundry provided.

Manchester Royal Infirmary. Beds, 298. LADY SUPERINTENDENT, Miss F. M. Calvert; ASSISTANT LADY SUPERINTENDENT, Miss Arthur; 9 Sisters; 1 Night Superintendent; 12 Staff Nurses; 50 Night Nurses and Probationers; 25 Private Nurses. Applications average 500, and vacancies 25 yearly.

After a personal interview (any day from 10 to 12 A.M.) and 1 month's

trial, applicants are received for 3 years' training. Candidates must be between 25 and 35 years of age, must be well educated, and must produce satisfactory references as to character and a medical certificate of good health. After the completion of the period of probation, which extends over 2 years, probationers are employed in the Infirmary or on the Private Nursing Staff, or at the Convalescent Hospital. LECTURES on medical and surgical nursing are given by the hon. medical staff, and the lady superintendent and her assistant, and practical instruction in the wards is given by the sisters. Examinations are held, and the Medical Board give prizes twice a year. A certificate is granted after passing examinations and satisfactorily completing engagement, RECREATION, daily, 2 hours for probationers; 4 hours alternate days for nurses and sisters; 1 day monthly; probationers and nurses, 17 days' and sisters 3 weeks' holiday yearly. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £18; 4th year, £20, with a yearly increase of £1 to a maximum of £25. Sisters, £30 to £35. Indoor uniform (3 print dresses, 8 aprons and 3 caps yearly) provided; outdoor uniform not provided. Each sister and nurse, and most of the probationers have separate bedrooms. Promotions to the rank of sister are made from the senior nurses. Nurses give and receive 1 month's notice. Pensions of £25 a year are given to nurses who, having attained the age of 50, have served the Infirmary not less than 25 years and are unfit for further work. Pensions may also be awarded to nurses disabled after not less than 10 years' service. There is also a Savings Bank for nurses and servants, interest at the rate of 4 per cent. per annum being given on deposits. There is a Private Nursing Staff (see page 239).

Newcastle Royal Infirmary. Beds, 270. MATRON, Miss Emily Aston; ASSISTANT MATRON, Miss Margaret Cash; 1 House Sister; 1 Night Superintendent; 11 Head Nurses; 49 Nurses and Probationers.

Candidates should be from 22 to 30 years of age, and must produce satisfactory evidence of character, education, health and physique. After a personal interview (at from 1.30 to 2 P.M.) and 3 months' trial, applicants are received for 2 years' training. LECTURES are given by the medical and surgical staff, and practical instruction by the superintendent and head nurses. Examinations are held yearly. A certificate of efficiency is granted at the end of 3 years. RECREATION, 2 and 4 hours alternately; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, probationers, 1st year, *nil*; 2nd year, £10; 3rd year, £20; staff nurses, £24 to £30; head nurses, £24 to £36 per annum. Laundry, indoor uniform and text-books are provided, except that uniform is not pro-

vided during 3 months' trial. Most of the nurses have separate bedrooms: the probationers do not.

Northampton General Infirmary. Beds, 163. SUPERINTENDENT OF NURSES, Miss Neepe; 8 Sisters; 1 Night Superintendent; 24 Probationers. Applications average 60, and vacancies 10 yearly.

After a personal interview and 1 month's trial applicants are received for 3 years' training. Candidates must be between 21 and 35 years of age and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon upon elementary anatomy and physiology, and by the superintendent of nurses on general nursing. Examinations are held after each course of lectures (during the winter months). A certificate is granted after passing examinations and satisfactorily completing engagement. RECREATION, 2 hours daily; half a day every other Sunday; 1 day monthly; 2 weeks' holiday yearly. Sisters, in addition, get half a day weekly, and have 3 weeks' holiday yearly. PREMIUM, *nil*. SALARIES, 1st year, £5; 2nd year, £14; 3rd year, £18. Sisters, £28 to £30. Laundry and indoor uniform provided. Nurses and probationers have cubicle sleeping accommodation.

Pupil Nurses are received for not less than 6 months' training. Premium, £20. Uniform not provided.

Norwich. — Norfolk and Norwich Hospital. Beds, 220. MATRON and LADY SUPERINTENDENT, Miss A. S. Adam; ASSISTANT LADY SUPERINTENDENT, Miss B. A. Smith; 5 Sisters; 29 Assistant Nurses; 8 Probationers. Vacancies average 8 yearly.

After a personal interview, when practicable, and 1 month's trial applicants are received for 3 years' training. Candidates must be between 23 and 33 years of age (except under special circumstances), must be over 5 feet 2 inches in height, must be of good education, and produce satisfactory evidence as to character and health. LECTURES are given by the visiting staff, and probationers receive instruction in sick-room cookery. Examinations are held twice yearly. A certificate is granted on satisfactorily completing engagement and passing examination. Medals are given to nurses certificated by the hospital. RECREATION, 2 hours daily; 1 day monthly; 14 days' holiday after 1st year. PREMIUM, 10 guineas. SALARY, 1st year, *nil*; 2nd year, *nil*; 3rd year, £10. Laundry and in- and out-door uniform are provided. Nurses and probationers do not have separate bedrooms. Probationers must undertake either hospital or private nursing as required.

Non-resident Pupils are admitted for 6 or 12 months' training. FEES, 6 months, £10 10s.; 12 months, £15 15s.

A Private Nursing Staff is attached, and nurses are sent out after 3 years' training. For particulars see page 242.

* **Nottingham General Hospital.** Beds, 175. MATRON, Miss Gertrude Knight; 6 Day Sisters; 1 Night Sister; 42 Nurses and Probationers.

Ordinary Probationers.—After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 35 years of age (23 is considered most desirable), and must produce satisfactory evidence of character, health, intelligence, physique and education. LECTURES are given by the medical staff and the matron, and practical instruction is given in the wards. Examinations are held at the end of the third year. A certificate is granted on passing examinations and satisfactorily completing engagement. PREMIUM, £10 10s. SALARY, 1st year, £6; 2nd year, £10; 3rd year, £16. A certain supply of material for dresses, caps and aprons is allowed, and laundry to a reasonable extent is provided.

Paying Probationers are also received for periods of not less than 3 months. Applicants must be between 22 and 40 years of age. Paying probationers are required to discharge the same duties and conform to the same regulations as the ordinary probationers and receive the same instruction. RECREATION, 2½ hours on alternate days. PREMIUM, £13 13s. quarterly, in advance. SALARY, *nil*. Uniform not provided.

Oxford.—Radcliffe Infirmary. Beds, 139. MATRON, Miss A. J. Watt; ASSISTANT MATRON, Miss Anderson; 1 Night Superintendent; 7 Day Sisters; 29 Nurses and Probationers.

Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 2 months' trial, applicants are received for a period of 2 years' training. LECTURES are given by 2 members of honorary medical staff, and examinations are held annually. A certificate is given after completing engagement. RECREATION, 2 or 2½ hours daily; 1 day monthly. 2nd year probationers, nurses and sisters also have 4½ hours' weekly. 1st year probationers 2 weeks', 2nd year probationers and nurses 3 weeks', sisters 4 weeks' holiday yearly. PREMIUM, £25. Probationers withdrawing before their 2 years are up forfeit their premium. SALARY, 1st year, *nil*; 2nd year, £10. Nurses, £18 to £20. Sisters, £28 to £34. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

Plymouth.—South Devon and East Cornwall Hospital. Beds, 130. MATRON, Miss H. F. Hopkins; 7 Sisters; 15 Staff Nurses; 24 Private Nurses; 17 Probationers. Applications numerous; vacancies 10 to 12 annually.

Non-paying Probationers.—After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the visiting staff and by the matron upon anatomy, physiology, medical and surgical nursing, and classes are held by the sisters. A certificate is granted on passing examination and satisfactorily completing engagement. RECREATION, 2½ hours daily (exclusive of meals); half-day fortnightly; 4 weeks' holiday yearly (exclusive of sick leave). Examinations are held at the end of the 1st and 2nd year. SALARY, 1st year, *nil*, laundry provided; 2nd year, £15, with laundry and uniform (in- and out-door); 3rd year, £18, with the same allowances.

Paying Probationers.—The 6 vacancies for paying probationers which the hospital finds it convenient to reserve, afford excellent opportunities to ladies for acquiring a year's experience in nursing before entering a large London training school. Certificates are not granted except in the few instances that special probationers remain in the hospital for further training, and then only after the full 3 years. Generally they are recommended for training elsewhere. PREMIUM, £1 1s. per week during 1st 6 months; 2nd 6 months, *nil*. Paying probationers provide their own laundry and uniform.

There is a Private Staff attached to the hospital (see page 245), to which nurses may be appointed as vacancies occur after the completion of 3 years' training. Nurses, owing to the generosity of a benefactor, may spend sick leave in a Home of Rest.

* **Portsmouth.—The Royal Portsmouth Hospital.** Beds, 133. MATRON, Miss Grace Newbery; 1 Night Superintendent; 6 Charge Nurses; 12 Private Nurses; 22 Probationers. Applications average 130, and vacancies 10 yearly.

Ordinary Probationers.—Candidates should not, except in special circumstances, be less than 20 years of age, and must produce satisfactory evidence as to character education, health and physique. After a personal interview and 1 month's trial, applicants are received for a course of 2 years' training in the wards, followed by 1 year's service upon the private nursing staff. LECTURES are given by the resident staff upon general nursing and the care of medical and surgical patients, etc. A certificate is given after passing examination and satisfactorily

completing engagement. RECREATION, 2 hours daily, "which once a week shall be extended to 5 hours when not on night duty, such hours to be regulated by the matron;" Sundays from 10 A.M. to 1 P.M. or from 4 to 9 P.M. alternately; 3 weeks' holiday in the year. PREMIUM.—All probationers pay an entrance fee of £1 1s. SALARY, 1st year, £8; 2nd year, £14; 3rd year, £20. Laundry and indoor uniform (consisting of 3 print dresses, 6 aprons, 3 caps, 6 pairs of sleeves, 6 collars, and when on private nursing, 1 extra print dress) are provided. Outdoor uniform is not provided. Probationers after completing 2 years' training may be transferred to the private nursing staff.

Paying Probationers.—Probationers may also be received for 1 year's training on payment of £31 10s. as PREMIUM. At the end of the year they may, if they so desire, continue (with the consent of the House Committee) their training for another 2 years on the same terms as ordinary probationers. Applicants for the post of paying probationer are required to fulfil exactly the same conditions as ordinary probationers with regard to age, character and health, and their hours of work and recreation are also the same. Laundry and the amount of uniform mentioned above are provided for them.

Nurses must be between 22 and 35 years of age when engaged. One month's notice given and received. SALARY, £25, increasing by £1 yearly to £30; charge nurses, £27, increasing by £1 yearly to £32. All nurses and probationers are entitled on the recommendation of the matron to a "crown of merit" after 2 years' approved service entitling them to an extra £2 a year. A second "crown" with a similar addition of pay may also be gained after 5 years' approved service.

For particulars of Private Nursing Staff see under NURSING INSTITUTIONS (page 246).

Preston and County of Lancaster Royal Infirmary. Beds, 108. MATRON and SUPERINTENDENT, Miss Kathleen Disney; ASSISTANT MATRON, Miss Clara Hoadley; 3 Head Nurses; 1 Night Superintendent; 15 Probationers; 4 Pupils from Nursing Institution. Vacancies average 3 or 4 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 25 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. A certificate is granted on the satisfactory completion of engagement. RECREATION, 2 hours daily; half-day fortnightly. Yearly holiday, 1st year, 10 days; 2nd and 3rd year, 2 weeks; head nurses, 3 weeks. SALARY, 1st year, £14; 2nd year, £16; 3rd year, £20. Nurses, £22 10s. to £25; head nurses, £25 to £30.

Laundry and indoor uniform provided. Nurses and probationers do not have separate bedrooms.

There is a Private Nursing Staff in connection with the hospital, for particulars of which see under NURSING INSTITUTIONS (page 246).

Reading.—Royal Berks. Hospital. Beds, 170. LADY SUPERINTENDENT, Miss Eleanor J. Law; ASSISTANT SUPERINTENDENT, Miss M. L. Smith; 1 Night Superintendent; 8 Sisters; 10 Assistant Nurses; 2 District Nurses; 20 Probationers; 4 Lady Pupils; 26 Private Nurses. Applications average 245, and vacancies 14 yearly.

Probationers.—After a personal interview and at least 1 month's trial, applicants are received for 3 years' training. Candidates should be between 23 and 35 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the visiting staff on anatomy, physiology, hygiene, nursing, ventilation, etc. Examinations are held every 18 months. Prizes are given. A certificate is given on satisfactorily completing training. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £18; nurses, £24 to £34 per annum. No remuneration is given for the trial months. Laundry and indoor uniform provided. Each nurse and nearly every probationer has a separate bedroom. In their 3rd year probationers are sent out to assist nurses employed on private nursing staff.

Lady Pupils are received for one year's training. PREMIUM, £6 6s. a quarter.

A Private Nursing Staff is attached (for particulars see under NURSING INSTITUTIONS, page 246).

* **Salford Royal Hospital**, Salford, Manchester. Beds, 125. MATRON, Miss Eliza Penny; 6 Charge Nurses; 16 Assistant Nurses; 6 Probationers. Applications average 40, and vacancies 10 yearly.

After 1 month's trial, applicants are received for 3 years' training. During their 3rd year of training, probationers, if regarded as competent, may be sent to private cases. Candidates should be between 20 and 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the visiting staff on anatomy, physiology, and medical and surgical nursing. A certificate is granted on satisfactorily completing engagement and passing examination. RECREATION and meals, 4 hours daily, and a fortnight's holiday a year. PREMIUM, *nil*. SALARY, 1st year, £6; 2nd year, £15; 3rd year, £20, rising to £25 after 4 years' service. Laundry, indoor and outdoor uniform are provided.

A Private Nursing Staff is attached (see page 248).

Salford Union Infirmary.—See under ECCLES, page 53.

Salisbury.—General Infirmary. Beds, 120. MATRON, Miss MacMaster; 1 Night Superintendent; 8 Head Nurses; 17 Probationers; 4 Nursing Students. Applications for probationerships average 150, and vacancies 10 yearly.

Probationers.—Candidates should be between 21 and 34 years of age, must produce satisfactory evidence as to character, education, health and physique. After a personal interview (when possible) and 1 month's trial, applicants are received for a course of 2 years' training. LECTURES.—3 courses of lectures are given in the year; classes are held and certificates are granted after satisfactorily completing engagement. The hours of duty are from 6.30 A.M. to 9 P.M. RECREATION, 2 hours daily; Sundays, for morning service or 4 hours in the afternoon, alternately; 2 weeks' holiday in a year. PREMIUM, £10 10s. for 2 years. Probationers provide their own uniform.

Nursing Students.—Ladies are received in the wards as students of nursing for 7 hours daily. Each candidate must be proposed and seconded by members of the Committee of Management; there is no limit of age for nursing students. They attend for instruction for 6 months or a year, receive certificates, if efficient, from the committee, and provide their own board and lodging outside the hospital. FEE, £5 5s. They must wear dress suitable in colour and material to their occupation (upon this point the matron will give advice), but the hospital does not undertake to supply them with a uniform.

Head Nurses are on duty from 7 A.M. to 9 P.M.; their recreation is the same as that allowed to probationers; 3 weeks' holiday in a year. SALARY, £25 rising to £30 per annum. Laundry and uniform are provided.

Six probationers are received from the Salisbury Nurses' Home, such probationers being selected by the authorities of the home, and sent to the hospital for 2 years' training.

Sheffield Royal Hospital. Beds, 123. MATRON, Miss L. K. Stibbard; 6 Sisters; 10 Nurses; 8 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon, and classes arranged by the matron. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, half-day weekly; 3 weeks' holiday in a year. PREMIUM, £26 5s. SALARIES, 1st year, £20, rising to £30. Laundry and indoor uniform are provided.

Sheffield Royal Infirmary. Beds, 247. MATRON, Miss D. K. Ruston; 12 Sisters; 10 Staff Nurses; 30 Probationers. Applications average 400, and vacancies 18 yearly.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the senior resident medical officer and the matron upon physiology, nursing and hygiene. Examinations are held at the close of each course of lectures. A certificate is granted upon satisfactorily completing engagement and passing examination. A 3 years' certificate is given to those who remain for a 3rd year. RECREATION, 2 hours daily; 8 hours weekly; 1 day monthly; 3 weeks' holiday yearly. Sisters have an additional 10 hours off duty weekly, and 1 week yearly. PREMIUM, *nil*. SALARY, 1st year, £6; 2nd year, £9; nurses, £20 to £24; sisters, £30 to £40. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and all but 3 probationers have separate bedrooms.

Sheffield.—Workhouse Infirmary, Fir Vale, Sheffield. Beds, 400 INFIRMARY SUPERINTENDENT, Mrs. Lawson; 1 Night Superintendent; 8 Charge Nurses; 26 Probationers. Applications average 50, and vacancies 8 yearly.

After appearing before the committee and 1 or 2 months' trial, applicants are received for 3 years' training (trial months reckoned). Candidates should be between 21 and 35 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the medical staff and infirmary superintendent upon general nursing, anatomy and physiology. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 evening a week; and 1 day a month; 2 weeks' holiday, 1st year; 3 weeks' later years. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £18; 3rd year, £20. Assistant nurses, £22, increasing £1 yearly to £28; charge nurses, £30 to £32. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Nurses give and receive 1 month's notice.

Probationers' forms of application may be obtained from the Clerk to the Guardians, Union Offices, Westbar, Sheffield.

Shrewsbury.—Salop Infirmary. Beds, 120. LADY SUPERINTENDENT, Miss Ida Dewing; 4 Sisters; 22 Nurses and Probationers. Applications average 100, and vacancies 5 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates must be between 23 and 32 years of

age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by house surgeon and matron. A certificate is granted after satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday in a year, PREMIUM, £1 1s. (entrance fee). SALARIES, 1st year, £5; 2nd year, £10; 3rd year, £18. Laundry and indoor and outdoor uniform are provided.

Fifteen of the 22 nurses and probationers are pupils from private nursing institutions who pay £9 9s. and receive 2 years' training. Laundry and uniform are provided. Paying probationers are also admitted for 1 year's training.

Southampton.—Royal South Hants Infirmary.

Beds, 114. MATRON, Miss Mollett; 1 Assistant Matron; 6 Sisters; 2 Staff Nurses; 18 Probationers.

After a personal interview and not more than 3 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 35 years of age (but preference is given to those between 23 and 30) and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the visiting staff and classes by the matron upon anatomy and physiology, medical and surgical nursing. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; half-day alternate Sundays; half-day monthly; 2 weeks' holiday in a year for probationers; 3 weeks for staff nurses; and 4 weeks for sisters. ENTRANCE FEE, £1 1s. SALARIES, 1st and 2nd year, *nil*; 3rd year, £10; staff nurses, £20; sisters, £30 to £35. Laundry and indoor uniform are provided.

Paying Probationers are received for 1 year's training. PREMIUM, £31 10s., payable half-yearly in advance, and entrance fee of £1 1s.

Steyping Union Workhouse Infirmary,

New Shoreham, Sussex. Beds, 150. SISTER-IN-CHARGE, Miss E. M. Mowat; 3 Staff Nurses; 5 Probationers. Applications average 6 and vacancies 2 yearly.

Candidates should have attained the age of 20 years, and must produce satisfactory evidence as to character, education, health and physique. After a month's trial, suitable applicants are received for a course of 3 years' training. LECTURES are given by the medical officer and the sister-in-charge upon physiology, anatomy and general nursing. Examinations are held twice a year. A certificate is granted upon passing examination and satisfactorily completing engagement. Training and lectures in monthly nursing and midwifery are given. RECREATION,

2 hours daily; $4\frac{1}{2}$ hours once a fortnight; 1 day monthly; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £15; nurses, £20 per annum. Laundry, indoor and outdoor uniform are provided. Each nurse has a separate bedroom. Probationers may be promoted to the post of staff nurse as vacancies occur.

Stoke-upon-Trent.—North Staffordshire Infirmary and Eye Hospital, Hartshill. Beds, 222. SUPERINTENDENT OF NURSES, Miss S. A. Warburton; 1 Night Supt.; 10 Charge Nurses; 27 Probationers. Applications average 200, and vacancies 9 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 21 and 32 years of age, well educated, active, industrious, thoroughly trustworthy, and of unexceptional character. LECTURES are given by the resident staff on anatomy and physiology. A certificate is granted on satisfactorily completing engagement. RECREATION, 2 hours daily; once a fortnight off duty from 3 to 9:30 P.M.; a fortnight's holiday in a year (charge nurses 3 weeks). PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £15; nurses, £20; charge nurses, £25 to £30. Laundry and indoor uniform are provided.

Nurses have special advantages as regards training in surgical work, 120 beds out of the 222 being assigned to surgical cases.

Sunderland Infirmary, Sunderland. Beds, 210. MANAGING SISTER, Deaconess Mary P. Thomson; 5 Sisters or Deaconesses; 4 Charge Nurses; 1 Night Superintendent; 20 Nurses; 12 Probationers. Applications average 200, and vacancies 12 yearly.

After a personal interview (when possible) and 1 month's trial, applicants are received for 3 years' training. Candidates must be from 21 to 30 years of age, must be able to read and write, be active and industrious, thoroughly trustworthy, and of unexceptional character. LECTURES are given by the visiting and resident staff on anatomy, physiology and hygiene. Examinations are held and a silver medal awarded for each subject at the end of each course. A certificate is granted on satisfactorily completing engagement and passing examination. RECREATION, 2 hours on alternate afternoons; 14 days' holiday at end of 1st year; and 3 weeks at end of 2nd and subsequent years. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £16; 3rd year, £18; nurses, £22 to £26; charge nurses, £26 to £30. Indoor uniform (3 print dresses, 4 caps, 3 collars, 6 aprons, and 2 belts) and laundry are provided. Nurses and probationers do not have separate bedrooms.

Swansea General and Eye Hospital, Swansea, Glamorganshire. Beds, 130. MATRON, Miss C. Rigney; 1 Night Superintendent; 4 Sisters; 3 Staff Nurses; 3 Private Nurses; 15 Probationers. Applications average 120, and vacancies 6 yearly.

Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for 2 years' training and a 3rd year's nursing in the service of the hospital, when a certificate is granted after passing examination and satisfactorily completing engagement. LECTURES are given by the medical staff on elementary anatomy and physiology, and instruction is given in practical nursing in the wards. RECREATION, 4½ hours on two days of the week and 1 half-day weekly in the case of sisters and charge nurses; 2 to 3 hours every day in the cases of nurses and probationers; morning or half-day on alternate Sundays; 1 day a month; 14 days' holiday in a year. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £14. Laundry and indoor uniform are provided.

Paying Probationers are received. PREMIUM for 1 years' training, £12. A certificate is given.

Nurses are sent out in charge of private cases after 3 years' training. For particulars of Private Nursing Branch, see page 253.

* **Taunton and Somerset Hospital**, Taunton. Beds, 100. MATRON, Miss S. H. Harris; 6 Sisters; 27 Nurses; 8 Probationers. Applications average 177, and vacancies 6 yearly.

Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview (when possible) and 1 month's trial, applicants are received for 2 years' training in the wards, and must undertake to remain in the service of the hospital for a further period of 1 year. LECTURES are given on anatomy, physiology and nursing. A certificate is granted upon satisfactorily completing engagement. RECREATION, 2 hours daily, 1 day a month; 4 weeks' holiday in a year. SALARY, 1st year, £5; 2nd year, £15; 3rd year, £20. Sisters, £28 to £35 per annum. Laundry, indoor and outdoor uniform are provided.

Paying Probationers are received for periods of 3 months. PREMIUM, payable in advance, £13 13s. Paying probationers provide their own uniform.

Connected with the hospital and founded in 1887 is a private nursing staff called the Victoria Jubilee Nursing Institute. Probationers spend the 3rd year of their training upon the private staff, and from this staff

promotions are made as vacancies occur in the hospital appointments. For further details, see page 253.

Wigan, Lancs.—Royal Albert Edward Infirmary and Dispensary. Beds, 132. MATRON and SUPERINTENDENT OF NURSES, Miss K. V. Macintyre; ASSISTANT MATRON, Miss G. H. Sked; 6 Sisters; 12 Nurses; 13 Probationers; 6 Paying Probationers; 5 Private Nurses. Applications average 150, and vacancies 15 yearly.

Ordinary Probationers.—After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical and surgical staff and matron. Two courses on sick nursing, surgical anatomy, and physiology are given by the hon. medical staff each year. Each lecture is supplemented by a class held by the matron. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 12½ hours monthly; frequently leave is given from 6 or 7 P.M. 1 evening until 10 P.M. next evening; sisters 4 weeks', nurses 3 weeks', probationers 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £14; 3rd year, £18. Laundry and indoor uniform are provided.

Paying Probationers.—Applicants are received for not less than 3 months' training. They must be between 22 and 30 years of age, and they pay a PREMIUM of £25, providing their own uniform. In respect of duties and privileges they are upon the same footing as the ordinary probationers.

A Private Nursing Staff is attached to the hospital, and probationers are sent out to private cases after 2 years' training. For further particulars see page 254.

Winchester.—Royal Hants County Hospital. Beds, 108. LADY SUPERINTENDENT, Miss Mocatta; 1 Assistant Matron; 6 Sisters; 7 Nurses; 15 Probationers; 23 Private Staff Nurses. Applications average 200 to 250 yearly, and vacancies vary.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates must be between 22 and 36 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical staff and matron. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION.—Probationers, 2 hours,

nurses, 2½ hours, and sisters 3 hours daily; 4 weeks' holiday in a year. PREMIUM, £10 10s. SALARIES, 1st year, *nil*; 2nd year, £12; 3rd year, £18, rising to £30. Laundry and indoor uniform are provided. Nurses and probationers have cubicle sleeping accommodation. The hospital is federated to the Royal National Pension Fund for Nurses.

There is a Private Nursing Staff attached, for particulars of which see under NURSING INSTITUTIONS (page 254).

Wolverhampton and Staffordshire General Hospital, Wolverhampton. Beds, 230. MATRON, Mrs. Mary White; 7 Head Nurses; 1 Night Superintendent; 1 Theatre Nurse; 9 Staff or Assistant Nurses; 20 Probationers (Ordinary and Paying). Applications about 200 yearly; vacancies vary.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence of moral character and a medical certificate of health. Promotion to the staff as assistant nurses after 2 years. LECTURES are given by the honorary and resident staff, and a certificate is granted at the end of the period of training. RECREATION, 3 weeks' holiday in a year. SALARY, 1st and 2nd year, *nil*; 3rd year, £20. Laundry and indoor uniform are provided; outdoor uniform is not provided. There is no private staff. The nurses are cared for in sickness and convalescence. Individual cases have been considered by the authorities and grants made to nurses incapacitated after faithful service, but the hospital does not undertake to provide for such nurses as a rule.

Worcester General Infirmary. Beds, 127. MATRON, Miss M. Herbert; 7 Sisters; 17 Probationers. Applications average 90, and vacancies 12 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical and surgical staff upon anatomy, surgery, physiology, and medicine. A certificate is granted. RECREATION, 2 hours daily; 16 hours weekly; 3 to 6 weeks' holiday in a year. PREMIUM, £15 15s. Laundry provided.

York County Hospital. Beds, 140. MATRON, Miss Anna A. Gwyn; 8 Sisters; 6 Nurses; 14 Probationers. Applications average 120, and vacancies 12 yearly.

After a personal interview and 1 or 2 months' trial, applicants are received for 3 years' training. Candidates should be between 20 and 30

years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the resident and hon. staff upon anatomy, physiology, nursing and massage, and also upon invalid cookery. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 1½ hours daily; half-day weekly; 4 hours on Sunday; 4 weeks' holiday every year. PREMIUM, £20. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £16. Laundry, and in- and out-door uniform are provided.

SCOTLAND.

Aberdeen Royal Infirmary. Beds, 230. 9 Sisters ; 12 Nurses ; 40 Probationers.

After a personal interview and 3 months' trial, applicants are received for 3 years' training, dating from entry on probation. Candidates must produce satisfactory evidence of character, health, physique and education. Probationers breaking their engagement repay half the wages received. LECTURES are given in winter by 2 of the staff doctors. An examination is held at the end of the 3rd year. A certificate is granted after passing examination and satisfactorily completing engagement. Three weeks' holiday given yearly. SALARY, 1st year, £10 ; 2nd year, £15 ; 3rd year, £18 ; nurses, 1st year, £20 ; 2nd and subsequent years, £25 per annum. Laundry and indoor uniform are provided. Nurses give and receive 1 month's notice.

Ayr County Infirmary. Beds, 100. MATRON, Miss Tod ; 4 Sisters ; 4 Nurses ; 10 Probationers.

After 1 month's trial, applicants are received for 2 years' training, with a certificate on satisfactorily completing engagement. LECTURES.—2 courses are held during each year and are followed by examination. RECREATION, 2 hours daily ; half-day Sunday ; 1 day monthly ; 14 days yearly. PREMIUM, £10. Indoor and outdoor uniform provided.

Dumfriesshire and Galloway Royal Infirmary, Dumfries. Beds, 135. LADY SUPERINTENDENT, Miss I. B. Hamilton ; 4 Charge Nurses ; 9 Probationers. Applications average 60, and vacancies 2 to 3 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received for 3 years' training. Candidates must be from 22 to 35 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the assistant physician and surgeon, and by the lady superintendent on nursing. Classes are held. Examinations are held yearly in April or May. A silver medal is given to the most successful nurse. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 3 hours on alternate days ; a fortnight's holiday a year. PREMIUM, *nil*. SALARY, 1st year, *nil* ; 2nd year, £14 ; 3rd year, £18 ; nurses, £24 to £27. Laundry and part of indoor uniform are provided. Each nurse has a separate bedroom ; probationers sometimes have to share bedroom with another.

Dundee Royal Infirmary. Beds, 286. MATRON, Miss J. M. Duff; ASSISTANT MATRONS, Miss J. C. Lindsay and Miss M. F. Mackenzie; 9 Sisters; 39 Nurses and Probationers. Applications average 200, and vacancies 10 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the Medical Superintendent. Examinations are held and prizes are awarded to the successful probationers. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; half-day weekly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £18; 3rd year, £21. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Promotions are made from the ranks. Each nurse and probationer has a separate bedroom.

Edinburgh. — The Royal Infirmary. Beds, 740; Cots, 40. SUPERINTENDENT OF NURSES, Miss F. E. Spencer; ASSISTANT SUPERINTENDENTS, Miss Walker, Miss Reith, Miss Gill, Miss Rannie; 28 Head Nurses; 30 Assistant Nurses; 57 Night and Extra Nurses; 28 Probationers; 29 Pupil Probationers from other Institutions. Applications average 600, and vacancies 35 yearly.

After personal interview and 1 month's trial, applicants are received for a course of 3 years' training. Candidates must be between 25 and 35 years of age, and must produce evidence as to character, education, health and physique. Applicants are only admitted on 1st Jan., 1st April, 1st July and 1st Oct. LECTURES are given by the members of the medical and surgical staff upon physiology and anatomy, and upon medical and surgical nursing. Examinations are held at the end of each course of lectures. A certificate is granted on the satisfactory completion of the engagement. RECREATION, 2 hours daily; half a day off duty every fortnight; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £20; 3rd year, £21. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

Special probationers are taken, who enter for a period of not less than 3 months' training. PREMIUM at the rate of 25 guineas per annum. Their hours of recreation are the same as those of the ordinary probationers. Special probationers receive no certificate.

Glasgow. — Barony Parish Hospital, Barnhill, Springburn. Beds, 400. MATRON, Miss Isabella Cameron. ASSISTANT MATRON, Miss A. H. Bain; 17 Nurses; 17 Probationers.

After 1 month's trial, applicants are received for 3 years' training, during the first of which applicant ranks as probationer, and the remaining two as assistant nurse. Candidates should be between 22 and 45 years of age, and must produce satisfactory evidence as to character, education, health and physique. Instruction is given by the medical officers, the lady superintendent, and the head nurses. SALARY, 1st year, £5; 2nd year, £10; 3rd year, £24. No remuneration for trial month. Indoor uniform provided.

Glasgow Royal Infirmary, Glasgow. Beds, 582. MATRON, Mrs. R. Strong; ASSISTANT MATRON, Miss Melrose; 3 Nursing Superintendents; 30 Head Nurses; 60 Assistant Nurses; Electric-room Nurse; Dispensary Nurse; 2 Home Nurses; 36 Probationers. Applications average 800, and vacancies 30 yearly.

Candidates should be between 20 and 30 years of age (the Matron may make exceptions to this rule for sufficient reason), and must be of good moral character. Before being accepted as probationers applicants are required to enter for two courses of lectures and to pass an examination in the subjects of each course. They must also produce evidence of fair education (a school-leaving certificate will suffice), and be passed on medical examination by the physician to the nursing staff. The first course (fee, £2 2s.), comprises 10 lectures and demonstrations on anatomy; 10 on physiology; and 10 on hygiene. After passing an examination in these subjects, the candidate may, if elected, proceed to the second course (fee, £3 3s.). The second course comprises 20 lectures and demonstrations on surgical cases; 20 on medical cases, and 20 on ward work and cookery. These preliminary courses occupy three months, during which time the student provides herself with board and lodging at her own expense. If accepted, on completion of the preliminary instruction, applicants engage themselves for 3 years' training as probationers, and at the end of that period, after passing a final and practical examination certificates are granted. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday for the 1st 3 years, 4 weeks at the end of the 4th and subsequent years. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £20; 3rd year, £22, rising by annual increments of £2 to a maximum of £30 per annum. Laundry and indoor uniform are provided, outdoor uniform is not provided. Each nurse and probationer has a separate bedroom.

* **Glasgow.—Victoria Infirmary.** Beds, 150. MATRON, Miss M. M. Macfarlane; 4 Sisters; 8 Nurses; 16 Probationers. Applications average 400 and vacancies 8 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 24 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by medical superintendent upon elementary physiology, anatomy, medical and surgical work, etc. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2½ hours daily; half-day monthly; 2 weeks' holiday in a year for probationers; 3 weeks for nurses; 4 weeks for sisters. SALARIES, 1st year, £12; 2nd year, £16; 3rd year, £20; sister, £30, rising by £2 yearly to £40. Laundry and indoor uniform are provided. Each nurse has a separate bedroom.

Paying Probationers are also taken. PREMIUM, £20.

Glasgow Western Infirmary. Beds, 400. MATRON, Miss Mowbery; ASSISTANT MATRON, Miss More; 1 Night Superintendent; 12 Sisters; 108 Nurses and Probationers. Vacancies average 24 or 25 yearly.

Candidates must be between 22 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 3 months' trial, applicants are received for 3 years' training. LECTURES are given by the physicians and surgeons on medical and surgical nursing, and practical instruction is given by ward sisters. Examinations are held in March and October, when prizes are given. Certificates are awarded after passing the prescribed examinations, and showing a satisfactory record during the course of training. RECREATION, 3 hours daily; 1 day monthly; about 16 days' yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd and 3rd year, £15; 4th year, £25; nurses, £25 to £30; sisters, £30 to £40. Laundry and indoor uniform are provided. Each nurse and most of the probationers have separate bedrooms.

* **Greenock Hospital and Infirmary.** Beds, 140; Fever, 80. MATRON, Miss Isobel Tod; 1 Assistant Matron; 25 Nurses and Probationers.

Candidates should be between 24 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are at present received for a course of 2 years' training, which it is proposed to extend to 3 years. LECTURES are given by members of the visiting staff and house surgeon. Certificates are granted after passing examination and satisfactorily completing engagement. Prizes will be given to the junior and senior probationers by the manager of the

hospital. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £20. Laundry and indoor uniform are provided.

Nurses are sent out in charge of private cases when they are considered competent.

* **Kilmarnock Infirmary**, Kilmarnock, Ayrshire. Beds, 140. MATRON, Miss L. Bowman; 8 Nurses; 4 Probationers. Applications average 50, and Vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the staff upon medical and surgical nursing. A certificate is granted on passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; extra hours or half a day allowed when specially requested and convenient; 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £16; 3rd year, £20. Laundry and indoor uniform are provided. Nurses provide outdoor uniform for themselves.

* **Paisley Infirmary and Fever Hospital**, Paisley, Beds—Infirmary, 94; Fever Hospital, 86. MATRON, Miss Jessie Alexander; 1 Superintendent of Fever Nurses; 2 Sisters; 2 Charge Nurses; 10 Nurses; 14 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 24 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the visiting staff. A certificate is granted upon satisfactorily completing engagement and passing examinations. RECREATION—Fever nurses, 2 hours daily; infirmary nurses, 1½ hours daily; all nurses, 1 half-day every week; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £16; 3rd year, £18, rising by yearly increments of £2 to £30 per annum. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

Perth.—County and City of Perth Royal Infirmary. Beds, 110. MATRON, Miss Mary Logan; 4 Nurses; 4 Assistant Nurses; 8 Probationers.

After seeing certificates and 1 month's trial, applicants are received for 2 or 3 years' training. Candidates must be between 25 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by members of the staff

upon elementary anatomy and physiology, and fever and surgical nursing. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, every second day from 1 to 4 P.M.; half-day once a fortnight; probationers have 3 weeks' and staff nurses 1 month's holidays in the year. SALARIES.—Probationers, 1st year, £12; 2nd year, £18; 3rd year, £22 to £25, according to work given; staff nurses receive salaries according to length of service and the duties required. Laundry and indoor uniform are provided.

The infirmary is also fever hospital for the city and county, and all nurses have an equal share of infectious work.

IRELAND.

Belfast Nurses' Home and Training School,

Frederick Street, Belfast. LADY SUPERINTENDENT, Miss Newman ; NIGHT SUPERINTENDENT, Miss Warr ; HOME SISTER, Miss Clutterbuck ; 2 Sisters ; 15 Charge Nurses ; 46 Private Nurses ; 28 Probationers. Applications average 200, and vacancies 18 yearly.

Candidates must be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for 1½ years' training, and must bind themselves to remain in the service of the home either as a private nurse or nurse in the hospital for 2 more years. LECTURES are given by Drs. Calwell, M'Kisack and Mitchell upon elementary anatomy, physiology, medical and surgical nursing, and by the Lady Superintendent and Home Sister in practical nursing and invalid cookery. Examinations are held twice a year. Certificates are granted at the end of 3½ years upon satisfactorily completing engagement and passing examinations. RECREATION, Sundays, 4 hours ; 2 hours daily ; 1 day monthly ; 3 weeks' holiday in the year. PREMIUM, £10. SALARY, 1st year, *nil* ; 2nd year, £14 ; 3rd year, £15 ; 4th year, £22 ; nurses, £22 to £26 ; sisters, £36. Board, lodging, laundry, indoor uniform and text-books are provided. Each nurse has a separate bedroom : probationers do not. The system of promotion to posts in the Royal Hospital is by merit. There is a small superannuation fund in connection with the home for the benefit of nurses.

This home was founded in 1871 to provide qualified nurses suitable for the Belfast Royal Hospital and for private nursing. Nurses may be sent out in charge of private cases after 18 months' training. FEES charged for medical and surgical cases, £1 5s. ; mental, £2 2s. per week. SALARIES to nurses on permanent private staff, £22 to £26 per annum, with 10 per cent. bonus on fees.

Belfast Royal Hospital, Frederick Street, Belfast. Beds,

196. LADY SUPERINTENDENT OF NURSING, Miss Newman ; NIGHT SUPERINTENDENT, Miss Warr ; 2 Sisters : 15 Nurses ; 28 Probationers. (See BELFAST NURSES' HOME above.)

* **Cork.** — **South Charitable Infirmary and County Hospital, and Fever Hospital,** nursed by MISS WOODROFFE'S NURSING INSTITUTION, 11 South Mall, Cork (see page 263). Beds, 104. MATRON, Miss Moss ; 3 Sisters ; 12 Probationers. Applications average about 60, and vacancies 8 yearly.

* **Dublin.—Adelaide Hospital.** Beds, 135. LADY SUPERINTENDENT, Miss J. Fitzpatrick; ASSISTANT MATRON, Miss E. Ward; 5 Sisters; 30 Nurses; 20 Probationers.

Ordinary Probationers.—Applicants are received for 3 years' training. Candidates must not be under 23 years of age, and must produce satisfactory evidence of education, character and health. LECTURES are given by the physicians and surgeons and by the matron. Practical instruction is given in the wards by the divisional nurses. A certificate is granted after satisfactorily completing engagement. RECREATION, half-day 2 days a week and on Sunday; 1½ hour on remaining 4 days of week; divisional nurses in addition have from Saturday afternoon to 9 A.M. on Monday once a month. PREMIUM, £5. SALARY.—Probationers, 1st year, £10; 2nd year, £12; 3rd year, £15; nurses, 1st year, £20; 2nd year, £23; 3rd and subsequent years, £26; divisional nurses, £30 per annum, with an annual increase of £2 10s. to a maximum of £40.

Paying Probationers are also received for 1 or 3 years. The regulations given above apply in their case except as follows: PREMIUM, £54 12s. for the 1st year. At the end of 1 year they may receive a 1 year's certificate on passing examination and satisfactorily completing engagement, or they may remain for the 3 years, paying no premium for the 2 extra years, but receiving no salary. A 3 years' certificate is given on passing examination.

There is a Private Nursing Staff. Nurses with less than 2 years' training are not sent out.

Dublin.—Dr. Steeven's Hospital. Beds, 200. SUPERINTENDENT OF NURSES, Miss B. M. Kelly; 6 Sisters; 14 Nurses; 20 Probationers. Applications for paying probationerships average 180, and vacancies 18 yearly.

After a personal interview and 3 months' trial, applicants are received for 4 years' training. Candidates must be between 23 and 35 years of age, and must produce satisfactory evidence of character, education, health and physique. Probationers, if competent, serve their 2nd year as assistant nurse and their 3rd and 4th year on the private nursing staff of the hospital. LECTURES are given on anatomy and physiology, medical and surgical nursing, hygiene and invalid cookery, and by the superintendent of nurses on practical nursing. A certificate is granted on satisfactorily passing examination. There is a labour ward in which monthly nursing and midwifery training may be obtained. RECREATION, 2 hours daily; ½ day alternate Sunday; 1 month's holiday yearly. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd year, £8; 3rd year, £12; 4th year, £16. Laundry and text-books provided. Indoor

uniform provided during 2nd, 3rd and 4th years. Outdoor uniform not provided. Nurses and probationers do not have separate bedrooms.

Paying Probationers are received for 3 months and upwards. PREMIUM, £13 13s. a quarter. LECTURES given by the hospital staff or the superintendent of nurses, and practical instruction in the wards and also in massage given by the superintendent of nurses.

There is a Private Nursing Staff attached to the hospital, for particulars of which see page 265.

Dublin.—House of Industry Hospitals. The hospitals included under this head are the Hardwicke Fever Hospital (120 beds), the Richmond Surgical Hospital (120 beds), and the Whitworth Medical Hospital (82 beds). Total number of beds, 322. LADY SUPERINTENDENT, Miss MacDonnell; 5 Sisters; 3 Night Superintendents; 24 Private Nurses; 40 Probationers. Applications average 100, and vacancies 10 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates must be between 23 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the lecturers of the Dublin Metropolitan Technical School for Nurses, and by the physicians and surgeons of the House of Industry Hospitals, and the subjects include anatomy, physiology, hygiene and invalid cookery. Examinations are held after each course of lectures, and a silver medal is awarded to the most successful probationer. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 3 hours daily. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £14. Nurses and sisters from £32 10s. per annum. Laundry and indoor uniform provided. Each nurse has a separate bedroom: probationers do not.

Dublin.—Jervis Street Hospital. Beds, 100. Managed by the Sisters of Mercy. MATRON, Miss Brady; 8 Sisters; 40 Nurses.

* **Dublin.—Mater Misericordiae Hospital,** Eccles Street. Managed by the Sisters of Mercy. Beds, 338. LADY SUPERIOR, Sister M. B. Barry; 30 Sisters; MATRON, Miss McGivney; 18 Trained Nurses; 30 Probationers. Applications average about 500, vacancies 25 yearly.

Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial applicants are

received for 3 years' training. LECTURES are given by the medical and surgical staff of the hospital. A certificate is awarded at the termination of the period of engagement. Period of work in wards—4 days weekly, 12 hours; 3 days weekly, 10 hours; Day off duty once a month; 1 month's holiday in the year. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £15. Laundry and outdoor uniform are provided. There are no staff appointments in the wards, a sister having charge of each. Fully trained nurses are, however, permitted to join the private nursing staff if suitable.

Nurses are sent out to private cases on passing the examinations, after variable periods of training. For particulars of Private Nursing Staff, see page 265.

Dublin.—Meath Hospital and County Dublin Infirmary, Heytesbury Street. Beds, 142. LADY SUPERINTENDENT, Miss Ellinor Lyons; ASSISTANT LADY SUPERINTENDENT, Miss Darling; 6 Sisters; 5 Nurses; 12 Probationers.

See Red Cross Training School for Nurses, Dublin, under NURSING INSTITUTIONS (page 266).

Limerick.—County Infirmary. Beds, 100 (60 only in use at present). MATRON, Miss Frances Mayne; 2 Nurses; 3 Probationers. The hospital is being reorganised.

III.—GENERAL HOSPITALS WITH UNDER 100 BEDS, SPECIAL HOSPITALS, AND OTHER INSTITUTIONS WHICH TRAIN PROBATIONERS.

NOTE.—Particulars have not been received this year from institutions marked with an asterisk (*).

LONDON.

Alexandra Hospital for Children with Hip Disease, Queen Square, Bloomsbury, W.C. Beds, 60. MATRON, Miss L. E. Moore; 2 Sisters; 2 Night Nurses; 15 Nurses and Probationers. Course, 1 year.

Belgrave Hospital for Children, 77 and 79 Gloucester Street, S.W. Cots, 24. MATRON, Miss M. Edith Palmes; 3 Staff Nurses; 4 Probationers. Vacancies, 4 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical and resident staff upon anatomy, physiology and practical nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; a whole day monthly; 3 weeks' holiday in a year to staff nurses. PREMIUM, for probationers, £25. SALARY, for staff nurses, £20 to £25 per annum. Probationers provide their own uniform and pay for their washing. Laundry and indoor uniform is provided by the hospital for staff nurses.

Belgravia Nursing Home. See page 268.

Blackheath and Charlton Cottage Hospital, Shooter's Hill Road, Blackheath, S.E. Beds, 18. MATRON, Miss Caroline Westlake; 1 Nurse; 2 Probationers.

After a personal interview and 3 months' trial, applicants are received

for 2 years' training. Candidates should be between 24 and 30 years of age, must have received a year's training, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours a day; a day or days as work permits; 3 weeks' holiday every year. SALARY, 1st year, £12. A sum of £5 is allowed each year for uniform. Laundry is provided.

Bolingbroke Hospital, Wandsworth Common, S.W. Beds, 35. MATRON, Miss Edith Thompson; 1 Sister; 4 Staff Nurses; 3 Private Nurses; 6 Probationers.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be not less than 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical superintendent on anatomy, physiology and surgical nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION.—Probationers 2 hours daily; half-day weekly; 1 day monthly; 4 weeks' holiday yearly. The above hours of recreation also apply to nurses and sisters except that they get 3 and 4 hours daily respectively. PREMIUM, *nil*. SALARY.—The senior probationer alone receives a salary. Nurses, £20 to £25. Sisters from £25. Laundry (up to 1s. 6d.) and indoor uniform provided. Nurses, when ill, are treated in hospital. There is a private nursing staff (see page 199).

British Lying-in Hospital, Endell Street, St. Giles, W.C. Beds, 18. MATRON, Miss Cook; 1 Nurse; 10 Pupil Nurses; 7 Midwives for Out-patients.

Midwifery Pupils.—Candidates must be between the ages of 20 and 40, and must produce satisfactory evidence of character, education and health. After being approved by the Board of Management, applicants are received for 3 months' training. CLINICAL LECTURES are given by the physicians, and instruction in the management of ordinary labour by the matron. Certificates are granted after passing a satisfactory examination. FEES—£10 10s. for the course of instruction, and £4 a month for board and lodgings, or £22 10s. in all. SALARY, *nil*, and uniform not provided.

Monthly Nursing.—Candidates of good character and sound constitution are received for 1 month's training. FEES—£1 1s. on admission; £2 2s. for course of instruction; and £4 for board and lodging, or £7 3s. in all. Laundry and uniform not provided.

A register of midwives and nurses is kept by the matron.

Central London Ophthalmic Hospital, 238A Gray's Inn Road, W.C. Beds, 28. LADY SUPERINTENDENT, Mrs. Hugall; 4 Probationers. Applications average 5, and vacancies, 2 yearly.

After a personal interview and 1 month's trial applicants are received for 1 year's training in ophthalmic nursing. Candidates should be between 20 and 22 years of age, and must produce satisfactory evidence as to character, education, health and physique. Practical instruction is given by the matron, and certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily. SALARY, *nil*. Laundry and indoor uniform are provided.

The advantages of the Royal National Pension Fund for Nurses are constantly urged upon the staff, many of whom have joined.

Chelsea Hospital for Women, Fulham Road, S.W. Beds, 52. MATRON, Miss M. Heather-Bigg; 1 Night Sister; 3 Charge Nurses; 3 Assistant Nurses; 11 Probationers. Applications average 90, and vacancies 6 yearly.

After a personal interview and 1 month's trial applicants are received for 2 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical staff on anatomy, physiology and gynæcology. Nursing lectures are also given. Certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily; half-day on Sunday; 1 day monthly; 2 weeks' holiday yearly for probationers, and 4 weeks for charge nurses and sisters. PREMIUM, £30. SALARY.—Probationers, 1st year, *nil*; 2nd year, £15; assistant nurses, £20; charge nurses, 1st year, £30; 2nd year, £35; 3rd year, £40; night sister, £40. If conduct and work are good, probationers can be promoted to assistant nurses, and assistant nurses to charge nurses.

Probationers who have had previous general training are received for 1 year, and receive a testimonial for 1 year's work. PREMIUM, *nil*; SALARY, *nil*.

Probationers can also be received by special arrangement for 3 or 6 months on payment of £1 1s. weekly. Uniform not provided.

City of London Lying-in Hospital, City Road, E.C. Beds, 36. MATRON, Miss Annie Fox; 2 Head Nurses; 25 Pupils (average); 7 Midwives for out-patients.

There are two classes of pupils received for training—pupil midwives and pupil monthly nurses. The length of the course for midwives is 3 months, for monthly nurses 6 weeks. Application should be made to

the matron any day, except Wednesday, between 10 A.M. and noon. Candidates should be between 21 and 45 years of age, and must produce satisfactory evidence as to moral character and medical certificate of health. LECTURES are given by the medical staff and the matron upon midwifery, and certificates, 1st or 2nd class, according to the proficiency of the nurse, are granted upon completion of training. Pupils see all labours when practicable. PREMIUM—*Pupil midwives* pay a fee of £21, payable in advance, for which they receive instruction, board (except tea and sugar, for which they are charged 10s. and 5s. respectively extra) and lodging for 3 months. *Pupil nurses* pay a fee of £7 7s. payable in advance, for which they receive instruction, board (subject to the same exceptions as the midwives), and lodging for 6 weeks. Pupils requiring beer or extra milk may have them upon payment of 16s. and 8s. respectively, but no wine, beer or spirits may be brought by pupils into the hospital. All pupils are required to provide their own laundry expenses, must wear washing dresses, uniform caps, turn-down linen collars, and aprons, of which they are required to bring a sufficient supply. Midwifery pupils are, in addition, required to provide themselves with out-door uniform. A deposit of £1 1s., which is included in the fee, must be paid when the applicant enters her name for a vacancy, and will be forfeited should she not proceed with her engagement.

Provided the accommodation can be found for them in the hospital, pupils who have completed the usual period of training are allowed to remain on payment of 14s. per week for their board.

City Orthopaedic Hospital, 26 & 27 Hatton Garden, E.C. Beds, 50. MATRON, Miss Marshall; 4 Nurses; 2 Probationers. Applications average 30 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 19 and 25 years of age, and must produce satisfactory evidence as to character, health and physique. LECTURES are given by the medical staff, and examinations are held monthly. Certificates are granted upon satisfactorily completing engagement. RECREATION, probationers, 1 hour daily; nurses, 4 hours alternate days; all, 2 days monthly; 2 weeks' holiday yearly. SALARY, 1st year, *nil*; 2nd year, £12; nurses, £24 to £30 per annum. Laundry and outdoor uniform provided. Each of the nurses and most of the probationers have separate bedrooms.

Clapham Maternity Hospital, Jeffreys Road, Clapham, S.W. Beds, 36. MATRON, Miss L. M. Wainwright; 12 Nurses and Probationers. HON. SEC., Miss Marion Ritchie, to whom letters of inquiry should be addressed.

Probationers between 23 and 40 years of age are trained for monthly nursing under the supervision of the matron and resident staff. The course is of 3 or 4 months' duration, and the fees to be paid are 11 or 13 guineas, or, in the case of nurses already medically and surgically trained, 2 months' and fees 8 guineas. Laundry is not provided. Uniform must be worn, which probationers are required to provide. WEEKLY LECTURES are given by the visiting physicians on midwifery, and by the matron and house surgeon on monthly nursing. A certificate of training in monthly nursing is given.

Special instruction for the L.O.S. examination and certificate is to be obtained in the School of Midwifery affiliated to this hospital. Students reside with the medical women, who are in charge of the maternity, at 131 Clapham Road, S.W., or at St. John's House, Battersea, S.W. TERMS—25s. per week for board; hospital capitation fee, £1 1s.; teaching and training fees, 10 guineas—in all, £27 6s. for the 3 months' course. At St. John's House the fees are reduced to £24 3s.

Deaconesses Institution and Training Hospital, The Green, Tottenham, N. Beds, 70. LADY SUPERINTENDENT, Christian E. Dundas; NURSING SUPERINTENDENT, Miss Fleetwood; 30 Sisters; 17 Probationers. Applications average 200, and vacancies 10 or 12 yearly.

This institute undertakes the nursing of provincial and other "out stations." The object "is the training of Christian women to serve as deaconesses; that is to say, as working, teaching and nursing sisters, but who shall not be subject to any obligation or vow of celibacy" (Extract from Declaration of Trust).

Candidates are received as probationary sisters for the first year and by-sisters for another year or longer. Applicants must be not less than 21 or more than 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES.—2 lectures weekly are given to probationary sisters by the house surgeon and members of the staff, besides clinical teaching by the sisters in the wards. Certificates are given after completion of 3 years' training. RECREATION, 1½ to 2 hours daily; an occasional day from 10 A.M. to 10 P.M.; 3 weeks' holiday in a year. PREMIUM, *nil*, but a deposit of £5 is required, which is returnable at the end of 3 years. SALARY, 1st year, £4; 2nd and 3rd year, £8 and £2 holiday money; subsequent years, £10 and £3 holiday money. Laundry, indoor and outdoor uniform are provided. The sisters are required to nurse either among the poor or in private work. They are sent to private cases after variable periods of training, not, as a rule, during the period of training. Funds permitting they are provided for by the institution during sickness and old age.

East End Mothers' Home, 396 Commercial Road, E. Beds, 13. RESIDENT LADY SUPERINTENDENT, Miss S. E. Blomfield; 3 Nurses; 5 Pupil Midwives; 2 Pupil Monthly Nurses.

The Committee of Management receive a limited number of women to be trained as midwives or monthly nurses in the home. Candidates must not be under 21 years of age, may be single, widows or married, and must produce satisfactory evidence as to character, and medical certificate of health and physique. The course of training for pupil midwives is 3 months, for pupil monthly nurses 6 weeks. PREMIUM.—The fee (payable in advance) for the midwifery course is £15 15s., in return for which pupils receive instruction, board and lodging (exclusive of beer or wine), for 3 months. LECTURES, etc.—Pupil midwives are specially prepared by the medical staff and lady superintendent for the examination of the L.O.S. The examination fee must be paid by the pupil. Parchment certificates are granted after satisfactorily completing engagement and passing examination, but such certificates do not entitle midwives to undertake the medical treatment of cases, nor the management of complications in labour. Pupils must provide themselves with washing dresses, caps and aprons, and pay for their own washing.

East London Hospital for Children, Glamis Road, Shadwell, E. Beds, 102. LADY SUPERINTENDENT, Miss A. Row; 5 Sisters; 1 Home Sister; 24 Nurses; 5 Lady Probationers. Applications average 450 and vacancies 20 yearly.

After a personal interview and 1 month's trial applicants are received for 3 years' training. Candidates must be between 20 and 26 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the resident medical officer and lady superintendent upon anatomy, physiology and nursing of children. Certificates are granted after satisfactorily completing engagement. RECREATION, 3 hours daily; night and day monthly; 4 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, 1st year, £10; 2nd year, £12; 3rd year, £20. Laundry and indoor uniform are provided.

Evelina Hospital for Sick Children, Southwark Bridge Road, S.E. Beds, 66. LADY SUPERINTENDENT, Miss Alice Cross; 1 Sister; 20 ordinary Probationers; 5 special Probationers. Applications average 700 to 800 yearly.

Candidates should be between 21 and 25 years of age. They must produce satisfactory evidence as to character and education, proof that they have been vaccinated since attaining the age of 15, and must pass a medical examination by a member of the medical staff. After a personal

interview (Tuesdays and Fridays, 2.30 to 5), and 1 month's trial, applicants are received for a course of 2 years' training as *ordinary probationers*. Ladies between 21 and 30 years of age are received as *paying probationers* for 1 year, and they may, subject to the approval of the lady superintendent, continue their training without further payment for the second year, in order to gain the certificate, which is not granted to them otherwise. LECTURES are given by the medical staff, and certificates are granted to all probationers after completing satisfactorily the 2 years' engagement. RECREATION, 2½ hours' daily; 1 day every month; *ordinary probationers*, 4 weeks', and *paying probationers*, 6 weeks' holiday in the year. PREMIUM for *paying probationers*, £13 13s., payable in advance, the first quarter; £1 1s. per week, payable 4 weeks in advance afterwards. *Paying probationers* must pay their own laundry expenses, except for the washing of uniform which is provided. SALARIES paid to *ordinary probationers and nurses*, 1st year, £10; 2nd year, £12; 3rd year, £20, rising £2 each year for the next 3 years. Laundry is provided. For the month of trial all probationers must furnish themselves with 2 cotton dresses, 6 linen aprons (uniform pattern), 12 linen collars, and 12 pairs of cuffs. Indoor uniform is afterwards provided by the hospital.

General Lying-in Hospital, York Road, Lambeth, S.E. Beds, 24. MATRON, Miss Atkinson; 1 Resident Midwife; 6 Pupil Midwives; 14 Pupil Nurses. Applications average 209, and vacancies, 102 annually.

Pupils are received for training as midwives and as nurses. In either case a personal application must be made to the matron on any weekday between the hours of 11 A.M. and 1 P.M., and a satisfactory reference will in all cases be required. Preference is given to trained medical or surgical nurses. Print dresses, aprons, and special caps must be provided by the applicant and worn when on duty.

Pupil Midwives enter for a 3 months' course, and pay a fee of 25 guineas, which includes board, lodging, and instruction, but not washing. A deposit of £1 must be paid by every pupil when her name is placed upon the register of pupils. The thermometer required for her clinical work must be procured from the secretary, and when broken must be replaced from the same store. The cost of the thermometers thus broken and used will be deducted from the deposit, and the balance returned on leaving. The deposit will be forfeited if the pupil does not enter within seven days of the time specified on the paper received by her from the matron. The practical course of training for a midwife is thus divided: (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 in

the patient's own home under the supervision of the midwife attached to the out-patient department in the neighbourhood of the hospital. During attendance upon external cases the pupil midwives sleep in the house of the midwife, but take their meals, and receive instruction in the hospital. LECTURES are given by the physicians and the house-physician, and oral instruction by the matron and resident midwife. Pupil midwives receive a certificate upon satisfactorily completing their engagement. They are encouraged to present themselves for the examination of the Obstetrical Society of London, the course of instruction being specially adapted to that end.

Pupil Nurses are received into the hospital for 2 months' training, paying a fee of 10 guineas, including board, lodging, and instruction, but not washing. They are subject to the same regulations as to deposit, forfeit, and provision of the thermometers as the pupil midwives. 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 given to the nurses by the matron, and a certificate is awarded upon the satisfactory completion of their engagement.

Certificated midwives and nurses can be entered upon a register for recommendation to ladies upon payment of a fee of five shillings.

Great Ormond Street Children's Hospital.

See page 97.

Grosvenor Hospital for Women and Children,

Vincent Square, Westminster, S.W. Beds, 30. LADY SUPERINTENDENT, Miss Mary F. May; 3 Charge Nurses; 1 Probationer. Applications average 60 yearly, and there is one vacancy every other year.

After personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 24 and 25 years of age, and must produce evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours three times a week; 1 day monthly, after first year; 4 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £14. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

A large amount of operative work is done at the hospital, and the nurses have opportunities of seeing and attending upon numerous ovariectomies. Children are, at present, only admitted as out-patients.

Hamilton Association for Providing Trained Male Nurses. For particulars see page 203.

Hampstead Hospital, Parliament Hill, N.W. Beds, 31 (11 Pay). MATRON, Mrs. Eleanor Ebbetts; 3 Sisters; 1 Staff Nurse; 8 Probationers; 20 Nurses upon the private staff. Applications average about 100, and vacancies 6 or 7 annually.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the medical staff and matron upon anatomy, physiology and general nursing. A medal is awarded to the best probationer of the year. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; half Sunday; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, £10 10s. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £20. Laundry, indoor, and outdoor uniform are provided. At all times the nurses and probationers are nursed in the hospital, and attended by the medical staff when ill.

Nurses, who must have received not less than 3 years' training, are received upon the private nursing staff. (See under NURSING INSTITUTIONS, page 204.)

Her Majesty's Hospital (Dr. Barnardo's), 13-19 Stepney Causeway, E. Beds, 87. MATRON; 1 Assistant Matron; 1 Staff Nurse; 12 Probationers. Applications average 100, and vacancies 7 yearly.

After 3 months' trial, applicants are received for 2 years' training. Candidates must be between 21 and 28 years of age, in robust and vigorous health, attached members (communicants) of some Christian Evangelical Church, and total abstainers. LECTURES are given on anatomy, physiology, and nursing. Probationers are encouraged to attend courses on physiology in connection with the Science and Art Department, South Kensington. Certificates are granted on satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily, and from 10 A.M. to 1 P.M., or from 3 to 10 P.M. on Sunday; 1 day each month, and 3 weeks' holiday in a year. PREMIUM, *nil*. SALARY, *nil*. Laundry, and in- and out-door uniform are provided. "If, after the expiration of the 3 months' trial, a probationer nurse is not found suitable, or from any cause does not remain, she must pay to the managers of the hospital the sum of £1 5s. to cover the price of the material used in the uniform supplied on admission" (Rule 4). "A probationer dismissed by the matron at any time during the term of her probationership" will pay the managers of the hospital the sum of £10, in order to recoup them to some extent for the expenses

incurred in maintaining and keeping her, and in training her for the work (Rule 6).

Home and Infirmary for Sick Children, Sydenham Road, Lower Sydenham, S.E. Cots, 57. MATRON, Miss Meadows; 3 Nurses; 6 Probationers. Applications average 200, and vacancies 3 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given. Certificates are granted upon satisfactory completion of engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks yearly. PREMIUM, *nil*. SALARY.—Probationers, 1st year, £6; 2nd year, £10; 3rd year, £12. No remuneration is given for the trial months. Nurses, from £20 to £30. Laundry, indoor and outdoor uniform are provided. Each nurse and probationer has a separate bedroom. Nurses and probationers are nursed in the hospital, and attended by the medical staff when ill.

Home for Confirmed Invalids, 36 Aubert Park, Highbury Park, N. Beds, 31. MATRON, Mrs Harradine; 1 Trained Nurse; 3 Probationers. Probationers are trained for the Association for Providing Trained Attendance for the Poor.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 22 and 28 years of age, and must produce evidence as to character, education, health and physique. RECREATION, 2 hours daily; half-day every fortnight; 1 week's holiday. PREMIUM, *nil*. Laundry and uniform are provided.

The training given is specially valuable for those who propose to devote themselves to nursing chronic cases in private, or who wish to take up Workhouse Infirmary nursing.

* **Hospital for Consumption,** Brompton, S.W. Beds, 321. LADY SUPERINTENDENT, Miss Charlotte Davidson; 1 Home Sister; 12 Sisters; 2 Night Superintendents; 36 Nurses; 14 Probationers; 30 Nurses on Private Nursing Staff. Applications average 190, and vacancies 17 yearly.

After a personal interview and 1 month's trial, nurses are received for 3 years' training. Candidates must be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by 1st year resident medical officer and by the lady superintendent upon anatomy and physiology

and nursing. Massage lessons and lectures on sick-room cookery are also given. A year's training (generally the 2nd year) in a general hospital or a workhouse infirmary nurse training school is also given. Certificates are granted on satisfactory completion of engagement and passing examination. RECREATION, $2\frac{1}{2}$ to $3\frac{1}{2}$ hours daily; probationers and staff nurses, 5 to 8 hours fortnightly; sisters, 8 hours weekly; 1 day monthly (7 A.M. to 10 or 12 P.M.); 3 weeks' holiday in a year for nurses; sisters, 4 to 5. PREMIUM, *nil*. SALARIES, 1st year, £10; 2nd year, £12; 3rd year, £24, rising £2 per annum to £30; sisters, £30, rising £2 per annum to £40. Laundry, and indoor and outdoor uniform are provided. The hospital is federated to the Royal National Pension Fund for Nurses. In sickness the nurses are nursed in the hospital and home and are sent, if necessary, to convalescent homes at the expense of the hospital.

There is a Private Nursing Staff quite distinct from the hospital staff which is lodged and boarded in a separate home. For particulars see page 204.

Hospital for Epilepsy and Paralysis and other Diseases of the Nervous System, 32 Portland Terrace, Regent's Park, N.W. Beds, 25. MATRON, Miss D. M. Oldham; 2 Nurses; 4 Probationers.

Candidates should be between 25 and 30 years of age, and must produce evidence as to character, education, health and physique. After a personal application and 1 month's trial, applicants are received for 3 years' training. A certificate is granted upon satisfactory completion of engagement. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £14; 3rd year, £18. Remuneration is given for the trial month. Laundry, indoor and outdoor uniform are provided. Most of the nurses and probationers have separate bedrooms.

Hospital for Sick Children, The, Gt. Ormond Street, W.C. Beds, 186. MATRON, Miss Gertrude Payne; 1 Night Superintendent; 1 Home Sister; 9 Sisters; 14 Staff Nurses; 25 Ordinary Probationers; 16 Paying Probationers; 25 Private Nurses. Applications average about 4000 yearly.

Ordinary Probationers.—After a personal interview and 1 month's trial (which may be extended at the discretion of the matron to 2 months), applicants are received for 3 years' training. Candidates must be between 21 and 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by members of the medical staff, and instruction is also given by the

matron, home sister, and ward sisters in practical nursing, cookery and massage. Examinations are held in June each year for the junior probationers, and every October there is an examination for nurses in their third year. Nurses who fail to obtain 35 per cent. of the available marks are considered to have failed, and are only allowed to present themselves for further examination by special permission. Certificates are granted upon satisfactorily completing engagement and passing examinations. RECREATION, 3 hours daily; 1 half day and 1 whole day monthly; 3 weeks' holiday yearly. SALARY, 1st year, £8; 2nd year, £12; 3rd year, £18, with 1s. 8d. a week for washing; staff nurses, 1st year, £25; 2nd year, £26; 3rd and subsequent years, £27, with same allowance for washing; sisters, £35 per annum, and 2s. 6d. a week for washing. Probationers are provided with indoor uniform, 3 washing dresses, 6 linen aprons, 3 caps, and 6 collars; and indoor uniform is provided for all the regular staff.

Paying Probationers.—A certain number of paying probationers are admitted between the ages of 21 and 35, in the first instance for a term of 3 months, signing an agreement to abide by the rules of the hospital. If recommended by the matron, a paying probationer may be subsequently reappointed for a further term of 9 months; at the end of the 12 months, if satisfactory, she receives a certificate from the matron to the effect that she has had 1 year's training in the nursing of sick children, but in no case is a certificate implying that she is a trained nurse given to a nurse who has not completed the full 3 years' curriculum. A paying probationer wishing to complete her training may, on the recommendation of the matron, at the end of the 12 months be transferred to the regular staff, ranking and receiving pay as a probationer in her second year. No difference is made with regard to the details of training and ward work between ordinary and paying probationers. The FEE for paying probationers is 1 guinea a week, payable in advance by quarterly instalments. Paying probationers have to pay for their uniform and washing.

There is a Private Nursing Staff attached to the hospital, for particulars of which see page 204. Nurses must have had at least 3 years' training.

* **Hospital for Women, The**, Soho Square, W. Beds, 61. MATRON, Miss Squier; 1 Night Superintendent; 3 Day Sisters; 18 Staff Nurses and Probationers.

Probationers.—After a personal interview and 1 month's trial, applicants are received for 2 years' training in gynæcological and general nursing. Candidates must produce satisfactory evidence as character,

health and education. SALARY, 1st year, £8; 2nd year, £14. Laundry and uniform are provided.

Lady Pupils are also received for not less than 3 months' training. LECTURES are given by the medical staff, and instruction in nursing by the matron. Examinations are held every 3 months. PREMIUM, £13 13s. a quarter, or £42 for a year's course. SALARY, *nil*. Laundry provided.

London Throat Hospital, 204 Great Portland Street, W. Beds, 16. MATRON, Miss Amy Julia Robinson; 1 Staff Nurse; 2 Probationers. Applications average 50, and vacancies 3 yearly.

A personal interview is not essential, but after 3 months' trial applicants are received for 1 year's training. Candidates should be not less than 20 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are occasionally given by the matron on general nursing. Testimonials are granted upon satisfactorily completing engagement. RECREATION, 3 hours daily; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, *nil*, but a small honorarium is given at end of training. Nurses, £10 per annum. 2s. 6d. per week is allowed for laundry. Uniform is not provided.

Maternity Charity and District Nurses' Home, Howard's Road, Plaistow, E. MATRON, Miss Katherine Twining; 8 Superintendent Nurses; 60 Nurses and Probationers. The objects of the Institution are: (1) To provide nursing in their own homes for the inhabitants of the district of South West Ham, composed chiefly of artisans and dock labourers. (2) To prepare pupils for the London Obstetrical Society's examination in midwifery. (3) To specially instruct women for nursing work in villages and cottages. Applications average 250, and vacancies 100 yearly.

Candidates should be between 25 and 50 years of age, and must produce satisfactory evidence as to character, education, health, and physique. No preference is given to trained nurses. After 1 month's trial for long-time nurses, applicants are received for a course of 3, 6, 9, or 12 months' or 2 years' training in midwifery or monthly and district nursing. LECTURES are given by the superintendents upon nursing subjects and hygiene; and practical instruction in massage, bandaging and nursing details by the superintendent nurses, who are fully trained and certificated. A certificate is granted after passing examination and satisfactorily completing engagement. Probationers are prepared for the L.O.S. examinations. RECREATION, 1 day or from Saturday to

Monday, monthly; superintendent nurses, 4 to 6 weeks' holiday in a year. TERMS.—*Midwifery pupils*, 3 months, 15 guineas; 6 months, £25; *district pupils*, 3 months, 13 guineas; 6 months, £20; *midwifery and district pupils*, 6 months, £20; 1 year (country women only), £25; one year (lady pupils), £40; "*cottage*" nurses (monthly nursing not midwifery), £12; *monthly and district nursing* (1 year), £15; *district and monthly nursing* (2 years), £2 entrance fee for month of probation. *Two-year pupils* are liable to be sent out during their second year for a period not exceeding 6 months. They receive no salary for the 1st year, and £12 for the 2nd. Laundry expenses in all cases are extra. All fees and laundry payments to be paid in advance, or at the time of entering, to the secretary. Fees for booking midwifery vacancy, £1 1s. Term commences for the 3 months' midwifery course *early* in January, April, July, and October. It is strongly recommended that nurses for general work should be sent for 1 year's training, and where that is impossible for 6 months. Outdoor uniform is provided. The work is entirely external among the poor.

Maternity Nursing Mission (with which is incorporated the St. Jude's, Gray's Inn Road, Maternity Society), 171A King's Cross Road, W.C. NURSING SUPERINTENDENT, Miss May; 2 Pupil Nurses. Applications average 4, and vacancies 3 or 4 yearly.

Pupils are taken for training in midwifery or monthly nursing for 3 or 6 months. Applicants must produce satisfactory evidence as to character, education and health. FEES, £10, £20 and £25. Midwifery pupils are entered for the L.O.S. examination. A certificate for monthly nursing is given by the Mission. Each pupil has a separate bedroom.

Metropolitan Asylums Board. Head Office—Norfolk House, Norfolk Street, Strand, W.C. The following regulations and conditions of service are in force at all hospitals under the control of the Board:—

Charge Nurses.—Applicants for engagement as charge nurses must be at least 25 years of age; must produce satisfactory evidence as to character, health, and physique, and must hold certificates of not less than 3 years' training from either a general hospital to which a recognised school of nursing is attached, or from a Poor Law Infirmary in which systematic instruction is given and tested by independent examiners.

Assistant Nurses, Class I.—Applicants must be at least 23 years of age; must produce satisfactory evidence as to character, health, and physique, and evidence that they have during a period of 1 year been engaged in nursing at such general hospital, or Poor Law Infirmary as above mentioned.

Assistant Nurses, Class II.—Applicants must be at least 22 years of age; must produce satisfactory evidence as to character, fair education, health, and physique, but are not required to hold certificates of previous training.

After a personal interview with the medical superintendent or matron, nurses are appointed by the Committees of Management of the hospitals. RECREATION, 12 hours weekly; 1 day monthly; evening passes may be granted when convenient, and are not counted in the 12 hours' leave, from 8.30 to 10 P.M.; charge nurses, 4 weeks' holiday; assistant nurses, 3 weeks' holiday in a year. All nurses are required to take a bath and change their uniform and stockings before going out of the hospitals. Nurses are subject to the authority of the matron and medical superintendents. Assistant nurses must obey the charge nurses under whom they work and from whom they receive instruction in practical ward work, and the nursing of infectious diseases. LECTURES are given in some of the hospitals by the medical superintendents or matrons. Testimonials are granted to all nurses after satisfactorily completing engagements of 6 months or longer. Assistant nurses, Class II. are eligible for promotion to Class I., but before they can be made charge nurses, they must obtain the 1 year's hospital experience required of assistant nurses, Class I., in addition to 2 years' service of the Board in fever nursing. Promotion and increase of salary in all cases depend upon the report of the medical superintendent and matrons concerned. SALARIES, charge nurses, £36, rising £1 annually to £40 per annum; assistant nurses, Class I., £24, rising £1 annually to £28 per annum; Class II., £20, rising £1 annually to £24 per annum.

The following is the list of hospitals under the control of the Board:—

Brook Fever Hospital, Shooters Hill, Kent. Beds, 488. MATRON, Miss E. M. Bann; 1 Assistant Matron; 1 Night Superintendent; 59 Charge Nurses; 44 Assistant Nurses, Class I.; 53, Class II.

Eastern Fever Hospital, The Grove, Homerton, N.E. Beds, 376. MATRON, Miss Flora Masson; Assistant Matron, Miss E. M. Littlewood; 1 Night Superintendent; 37 Charge Nurses; 30 Assistant Nurses, Class I.; 37, Class II.

Fountain Fever Hospital, Tooting Grove, Lower Tooting, S.W. Beds, 402. MATRON, Miss K. L. Burleigh; 1 Assistant Matron; 1 Night Superintendent; 18 Charge Nurses; 35 Assistant Nurses, Class I.; 42, Class II.

Gore Farm Hospital (at present used for Convalescent Fever Patients, but designed and intended for Convalescent Small-pox

Patients), near Dartford, Kent. Beds, 1192. MATRON, Mrs. Day; 1 Assistant Matron; 1 Night Superintendent; 20 Charge Nurses; 17 Assistant Nurses, Class I.; 84, Class II.

North Eastern Fever Hospital, St. Ann's Road, Tottenham, N. Beds, 416. MATRON, Miss H. M. Schooling; 1 Assistant Matron; 1 Day and 1 Night Superintendent; 25 Charge Nurses; 48 Assistant Nurses, Class I.; 28, Class II.

North Western Fever Hospital, Lower Lawn Road, Hampstead, N.W. Beds, 440. MATRON, Miss M. M. Lloyd; 1 Night Superintendent; 40 Charge Nurses; 26 Assistant Nurses, Class I.; 40, Class II.

Northern Hospital (for Convalescent Fever Patients), Winchmore Hill, N. Beds, 780. MATRON, Miss L. A. Morgan; 1 Assistant Matron; 1 Night Superintendent; 14 Charge Nurses; 28 Assistant Nurses, Class I.; 45, Class II.

Park Fever Hospital, Hither Green, Lewisham, S.E. Beds, 548. MATRON, Miss E. J. Atkins. About 120 nurses of the various grades.

South Eastern Fever Hospital, Hatfield Street, New Cross Road, S.E. Beds, 431. MATRON, Miss F. M. Ambler-Jones; 1 Night Superintendent; 48 Charge Nurses; 21 Assistant Nurses, Class I.; 39, Class II.

South Western Fever Hospital, Landor Road, Stockwell, S.W. Beds, 370. MATRON, Miss C. E. L. Burton; 1 Assistant Matron; 1 Night Superintendent; 29 Charge Nurses; 33 Assistant Nurses, Class I.; 20, Class II.

Western Fever Hospital, Seagrave Road, Fulham, S.W. Beds, 390. MATRON, Miss E. Ross; 1 Assistant Matron; 1 Night Superintendent; 35 Charge Nurses; 34 Assistant Nurses, Class I.; 42, Class II.

Small-pox Hospital Ships, Long Reach, near Dartford, Kent. Beds, 300. MATRON, Miss Wachter; 1 Assistant Matron; 1 Day and Night Superintendent; 3 Charge Nurses; 3 Assistant Nurses, Class I. These numbers are of very little value as the nursing staff varies very considerably from time to time at the hospital ships. Every member of the staff is required before joining the hospital to produce satisfactory evidence of being efficiently protected against small-pox by recent vaccination or otherwise.

Metropolitan Hospital, Kingsland Road, N.E. Beds, 160 (only 72 occupied). LADY SUPERINTENDENT, Miss Bennett; 1 Night Superintendent; 5 Sisters; 3 Staff Nurses; 20 Probationers.

After a personal interview and 1 month's trial (during which they pay 10s. 6d. a week for board), applicants are received for 3 years' training. Candidates must be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the physician, surgeon, obstetric physician and matron on medical, surgical, obstetric and general nursing. Certificates are granted after passing 3 examinations and satisfactorily completing engagement. RECREATION, 3 hours daily; half-day weekly; whole day monthly; probationers 15 days, nurses 3 to 4 weeks' holiday yearly. PREMIUM, £31 10s. SALARIES, 1st year, £8; 2nd year, £12; 3rd year, £20; staff nurses, £24 to £28; sisters, £30 to £40. Laundry provided. Uniform not provided. Cubicle sleeping accommodation.

Midwives' Institute, 12 Buckingham Street, Strand, W.C. SECRETARY, Miss R. P. Fynes-Clinton.

Courses of instruction in district midwifery are given, which include preparation for the L.O.S. examination. Application should be made to the Secretary. See also page 333.

* **Mildmay Mission Hospital and Dispensary**, Austin Street, Bethnal Green, E. Beds, 50. MATRON, Miss F. Maud Cattell; 4 Sisters; 4 Nurses; 8 Probationers. Course, 3 years.

Miller Hospital, Greenwich Road, Greenwich, S.E. Beds, 25. MATRON, Miss E. L. Underhill; 4 Nurses; 3 Probationers. Applications average 12 and vacancies 1 annually.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; half-day, weekly; 3 weeks' holiday yearly. PREMIUM, £25. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £22. Laundry is provided, but not uniform.

National Hospital for the Paralysed and Epileptic, Queen Square, Bloomsbury, W.C. Beds, 180. MATRON, Miss Tweed; 1 Night Sister; 10 Sisters; 32 Assistant and Probationer Nurses; 1 Male Charge Nurse; 7 Male Probationers. Applications average 20 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. At the end of 3 years probationers are

eligible, if approved, for promotion to the rank of assistant nurses. Candidates must be between 24 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. INSTRUCTION is given by the sisters and medical officers. Examinations are held twice a year. A certificate is granted on satisfactory completion of engagement. RECREATION.—Probationers, 2 hours daily; half-day fortnightly; whole Sunday every 3 weeks; assistant nurses, 2 hours daily; 1 evening (6 to 9.30 P.M.) and 1 half-day (2 to 9.30 P.M.) fortnightly; whole Sunday every 3 weeks; night nurses, 9.30 A.M. to 12.30 P.M., five days of week; 4.30 to 8.30 P.M. remainder of week; 1 night monthly; sisters, 2 evenings (5.30 to 10 P.M.) and 1 morning (9.30 to 11.45 A.M.) weekly; 1 half-day (2 to 10 P.M.) and 1 afternoon (2 to 5.30 P.M.) fortnightly; 1 whole Sunday every 3 weeks. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £16; 3rd year, £18; assistant nurses, £20, rising £1 yearly to a maximum of £25; sisters, £25 and £30. Laundry and indoor uniform are provided. Cubicle sleeping accommodation principally, but some nurses have separate bedrooms. Sisters are nominated by the Lady Superintendent, and must have had 2 years' general training.

Male Nurses.—Men are also received as probationers for 2 years' training, the regulations being the same as for female probationers with the following exceptions: AGE, 21 to 35 years. SALARY, 1st year, £12; 2nd year, £20; assistant nurses, £25, rising £2 yearly to a maximum of £46.

National Orthopædic Hospital, 234 Great Portland Street, W. Beds, 60. LADY SUPERINTENDENT, Miss F. Hole; 4 Sisters; 9 Probationers. Applications average 30 yearly.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. Candidates should be between 20 and 23 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the surgeons. Certificates are granted upon satisfactorily completing engagement. SALARY, 1st year, £9; 2nd year, £9. Laundry and indoor uniform are provided. Each nurse has a separate bedroom.

Netley House Medical and Surgical Home.
See page 270.

* **New Hospital for Women**, 144 Euston Road, N.W. Beds, 42. MATRON, Miss Edwards; 3 Night Nurses; 11 Day Nurses and Probationers.

Ladies who have already trained in nursing are received for a period of not less than 3 months upon payment of a fee of 1 guinea a week.

Application in writing must be made to the lady superintendent at the hospital. RECREATION, 2 hours daily; 4 hours twice a week; half-day fortnightly; whole day monthly; 3 weeks' holiday in a year. Two shillings allowed weekly for laundry.

North Eastern Hospital for Children, Hackney Road, Shoreditch, E. Beds, 57. MATRON, Miss Edith W. Curno; 13 Nurses; 5 Probationers.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Probationers attend the LECTURES at the Metropolitan Hospital upon elementary anatomy and physiology, and general nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 to 3 hours daily; 8 hours weekly; 2 weeks' holiday every year. SALARY, 1st year, £12; 2nd year, £14; 3rd year, £16. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

North London Hospital for Consumption, Mount Vernon, Hampstead, N.W. Beds, 80. MATRON, Miss Jessie Whitton; 3 Charge Nurses; 3 Assistant Nurses; 3 Probationers. No other information afforded.

North West London Hospital, 18, 20, and 22 Kentish Town Road, N.W. Beds, 53. HON. SUPERINTENDENT OF NURSES, Miss S. A. Learmonth; 8 Nurses; 3 Probationers. Applications are numerous and vacancies uncertain, perhaps 4 to 5 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Probationers attend LECTURES at The London Hospital upon elementary anatomy, physiology and general nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; off duty every other evening; 2 half-days weekly; 4 weeks' holiday every year. SALARY, 1st year, £8; 2nd year, £18; 3rd year, £18. After the third year the salaries vary from £24 to £30 per annum. Laundry is provided as well as indoor and outdoor uniform.

Paddington Green Children's Hospital, Paddington Green, W. Beds, 46. MATRON, Miss Anderson; 4 Nurses; 2 Out-patient Nurses; 2 Ordinary Probationers; 4 Lady Probationers. Vacancies, 2 every other year.

Ordinary Probationers.—After a personal interview and 2 months' trial, applicants are received for 2 years' training. Candidates should be between 21 and 27 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given by the house surgeon. RECREATION, 2 hours daily; half-day monthly; 2 to 3 weeks yearly. SALARY, 1st year, £12; 2nd year, £14; nurses, £18 to £20 yearly. Remuneration is given for the trial month. Indoor uniform is provided for nurses and probationers; outdoor for nurses only. Each nurse and probationer has a separate bedroom.

Lady Probationers.—The above also applies to lady probationers, except that they are trained for 1 year, and the period of trial is 1 month.

Passmore Edwards' Hospital for Willesden, Harlesden Lane, Willesden. Beds, 11. MATRON, Miss M. H. Frost; 1 Staff Nurse; 1 Probationer. Applications average 4, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. A certificate is given at end of course to the effect that the holder has received training in medical and surgical work, and is likely to make a competent nurse. RECREATION, 2 hours daily; 1 afternoon weekly; 1 day monthly; 1 week's holiday in middle of year. The above applies to the nurse, except that she gets 3 weeks' holiday yearly. SALARY.—Probationer, *nil*; nurse, £20 to £25. Laundry is provided. The nurse and probationer share a room.

Poplar Hospital for Accidents, Blackwall, E. Beds, 66. MATRON, Miss S. Bland; 5 Sisters; 8 Nurses; 12 Probationers.

Ordinary Probationers.—After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 22 and 30 years of age, and must produce certificates as to character, education, health and physique. LECTURES are given by the matron and house surgeon. RECREATION, 2 hours daily; 3 half-days and 1 whole day monthly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £22; staff nurses, £25 a year, 1st year, rising £1 annually to £30; sisters, £35, rising £2 annually to £45. Laundry and indoor uniform are provided.

Paying Probationers.—A few paying probationers are received for 3 months' training. PREMIUM, £13 13s.

Training in surgical and accident work is given at this hospital.

Queen Charlotte's Lying-in Hospital, Marylebone Road, N.W. Beds, 55. MATRON, Miss M. F. McCord; 4 Sisters; 2 Sister-Midwives; 4 Staff Nurses; about 36 Pupils.

The training is of two kinds, midwifery and monthly nursing. *Pupil Midwives*.—Candidates should be between 23 and 40 years of age, must produce satisfactory evidence as to character and education, besides medical certificates of health and recent vaccination. After a personal interview with the matron, suitable applicants are accepted by the committee and received on a first Monday in the month, as vacancies occur for a course of 3 months' training, part of which is given within the hospital, and part in the outdoor department. Theoretical and practical instruction is given by the medical officers, the matron, sister midwives, and the superintendent of the out-patient department; and midwifery certificates are granted upon satisfactorily passing examination. At the discretion of the examining physicians, pupils who fail are allowed to present themselves for re-examination on a subsequent occasion, but a special fee will be charged for the additional training, according to the circumstances of the case.

Pupil Nurses.—Candidates must comply with the regulations given above, and when accepted they are received on Mondays, as vacancies occur, for a term of 12 weeks' training in the wards of the hospital. They serve in the wards and receive instruction from the matron and sisters; monthly nursing certificates are granted on satisfactorily completing engagement, provided the nurse be considered competent.

FEES.—A registration fee of £1 1s. must be paid upon application by both classes of pupils; the amount will be deducted from the course fee on entry, or returned if the application be refused, but an accepted candidate who fails to fulfil her engagement forfeits the registration fee. *Pupil midwives*, £26 5s., payable to the secretary in advance for board, lodging, and instruction for 3 months; *pupil nurses*, £15 15s. for the 12 weeks. Pupils of both classes provide their own uniform and pay for their own washing.

Certificated nurses are entitled to have their names placed (free of charge) on the Hospital Register of Nurses, but for subsequent misconduct the name of any nurse may be removed by the committee.

Royal Eye Hospital, St. George's Circus, Southwark, S.E. Beds, 40. MATRON, Miss K. E. Norman; 2 Charge Nurses; 1 Assistant Nurse; 3 or 4 Probationers.

After a personal interview and from 1 to 3 months' trial, according to age, applicants are received for 1 or 2 years' training. Candidates should be between 20 and 30 years of age, and must produce evidence as to

character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. Two classes of certificate are given, one for 1 year's and the other for 2 years' training. RECREATION, 2 hours daily; 1 or 2 evenings weekly; day and night monthly; 3 or 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £15. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and probationer has a separate bedroom.

Royal Hospital for Children and Women, Waterloo Bridge Road, S.E. Beds, 52. MATRON, Miss M. R. Easton; 1 Ward Sister; 4 Staff Nurses; 9 Probationers. Applications average 100, and vacancies 5 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the resident staff and matron upon gynæcological, medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, 1½ or 2 hours daily; 8 hours (2 P.M. to 10 P.M.) weekly; 3 weeks' holiday yearly. PREMIUM, £21. SALARY, 1st year, *nil*; 2nd year, £16; nurses, £20 to £25; sisters, £30 to £40. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

* **Royal Hospital for Diseases of Chest,** City Road, E.C. Beds, 80. MATRON, Miss Agnes Megginson; 3 Sisters; 6 Nurses; 7 Probationers.

Particulars not received.

Royal Westminster Ophthalmic Hospital, 19 King William Street, West Strand, W.C. Beds, 36. MATRON, Miss Milburn; 2 Staff Nurses; 2 Probationers. Applications average 20, and vacancies 2 Probationers yearly. There are very seldom vacancies for Staff Nurses.

After a personal interview and 1 month's trial, applicants are received for not less than 1 year's training, at the expiration of which period, if their work has been satisfactory, they are recommended for appointment in other hospitals. Candidates should be between 23 and 25 years of age, and must produce satisfactory evidence as to character, education, health, and physique. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday every year. PREMIUM, *nil*. SALARIES, staff nurses, £20, rising £1 annually to £25 per annum; probationers, last year, £10.

Laundry and indoor uniform are provided. Outdoor uniform is not provided.

St. John's Hospital for Diseases of the Skin, Uxbridge Road and Leicester Square, W.C. Beds, 50. MATRON, Miss E. Newberry; 1 Head Nurse; 2 Charge Nurses; 2 Probationers. Applications average 20 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 20 and 29 years of age, and must produce satisfactory evidence as to character, education, health and physique. A certificate is given for special work only. RECREATION, 4 hours every other day; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £15. Laundry and indoor uniform are provided.

St. John's Lying-in House, 42-46 Gunter Road, Chelsea, S.W. See St. John the Divine, page 214.

St. Mary's Hospital for Sick Children, Plaistow, E. Beds, 34. MATRON, Miss E. E. Simmonds; ASSISTANT MATRON, Miss R. Wilson; 4 Staff Nurses; 4 Ordinary Probationers; 5 Paying Probationers. Applications average 150 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 to 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by members of the medical staff upon physiology, hygiene, medical and surgical nursing, etc., and instruction is given in dispensing. Examinations are held at end of each course. General examination on year's work is held at end of July. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday 1st year, 3 weeks' 2nd, 4 weeks' 3rd and subsequent years. PREMIUM, £30 per annum. A fee of £5 for the month of probation must be paid on entry. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £16; nurses, £20 to £25. Laundry and outdoor uniform provided. Probationers provide their indoor uniform, which must be of regulation material and pattern. Nurses are encouraged to join the Royal National Pension Fund.

Victoria Hospital for Children, Queen's Road, Chelsea, S.W. Beds, 70. MATRON, Miss Hamilton; 1 Assistant Matron; 4 Sisters; 5 Staff Nurses; 12 Private Nurses; 16 Probationers. Applications average 600, and vacancies 10 yearly.

Ordinary Probationers.—Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health, physique, and of having been vaccinated since attaining the age of 15 years. After a personal interview and 2 months' trial, applicants are received for 3 years' training. LECTURES are given by the out-patient staff; practical instruction in ward work, sick cookery, and the nursing of children by the sisters. Certificates are granted after satisfactorily completing engagement and passing examination. RECREATION, 2 to 3 hours daily; 1 day monthly; 3 weeks' holiday in a year. SALARIES.—Probationers, 1st year, £10; 2nd year, £16, rising £2 for each additional year until the salary is £26 per annum; sisters, £30 to £35 per annum. Laundry, indoor and outdoor uniform are provided.

Special Probationers.—A limited number of ladies are also received as paying probationers. They must be over 23 years of age, and if approved by the committee after the 2 months' trial, are required to bind themselves to remain in the service of the hospital for 2 years. They are subject to the same rules as ordinary probationers; during the last quarter of the 1st year of their training they pay no premium; and during the 2nd year they are placed upon the staff, receiving the same remuneration as ordinary 2nd year probationers. Laundry and uniform are also provided for them after the period of trial. PREMIUM, 1st quarter, £18; 2nd quarter, £12; 3rd quarter, £6. Should a probationer leave before, or at the end of the first two months, the premium, less 30s. per week for her board at the hospital, will be refunded; but after being approved, a probationer who leaves, forfeits the amount of premium she has paid.

There is a private staff in connection with the hospital. For particulars see p. 215. Nurses may be sent to private cases at the discretion of the matron after 2 year's training in the wards.

The hospital is federated to the Royal National Pension Fund, and from the net receipts of the private staff, half the premiums required to provide a pension of £22 10s. per annum at the age of 50 are paid for nurses after 2 years' service.

West-End Hospital for Diseases of the Nervous System, etc., 73 Welbeck Street, W. Beds, 50. MATRON, Mrs. H. Brown; 3 Nurses; 7 Probationers.

Candidates must be between 21 and 26 years of age, and must produce satisfactory reference as to character, health and general fitness for the vocation of nurse for sick children. After a personal interview and 1 month's trial, applicants are received for 1 year's training, with certificate of competence if found efficient. The practical application of

massage and electricity are taught. RECREATION, 8 hours every alternate week; 2 weeks' holiday in the year. Laundry and indoor uniform provided. SALARY, *nil*.

West Ham Hospital, Stratford, E. Beds, 60. MATRON, Miss Ethel Willmott; 4 Sisters; 2 Staff Nurses; 14 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must be between 20 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the visiting staff and resident house surgeon upon elementary anatomy and surgical nursing. Certificates are granted after passing examinations and satisfactorily completing engagement. RECREATION, 2 hours daily; half-day weekly; probationers receive 2 weeks' holiday in a year; sisters, 3 weeks. PREMIUM, *nil*. SALARIES.—Probationers, *nil*; and they also provide all their own uniform; nurses receive £18 to £20 a year; sisters, £26 to £30 a year. Laundry is provided. Each nurse and probationer has a separate bedroom.

A very large number of accidents are treated.

ENGLAND AND WALES.

Aberdare Cottage Hospital. Beds, 14. MATRON, Sister Anselm; 2 Nurses; 1 Probationer. No further particulars.

Aberystwyth Infirmary and Cardiganshire General Hospital. Beds 24. MATRON, Miss Kate Chandler; 1 Probationer Nurse. Applications average 5 annually, and there is a vacancy once in 3 years.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce evidence as to character, education and health. A knowledge of the Welsh language is absolutely necessary. A certificate is given upon satisfactory completion of the term of engagement. RECREATION, 2 hours daily; 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £16; 3rd year, £18. Laundry and indoor uniform are provided.

Abingdon Cottage Hospital, Abingdon, Berks. Beds, 10. MATRON, Miss F. Williams; 1 Probationer, and 1 District Nurse attached to the hospital. A vacancy for a Probationer occurs about once in 2 years, and is advertised.

Candidates should be between 20 and 24 years of age, and must produce satisfactory evidence as to character, education, health, and physique. After a personal interview and 1 month's trial, suitable applicants are received for 2 years' practical instruction by the matron in such nursing as a cottage hospital affords opportunity for learning. PREMIUM, *nil*. Laundry and indoor uniform are provided.

* **Altrincham Provident Dispensary and Hospital.** Beds, 44. SISTER-IN-CHARGE, Miss Twynam; 1 Staff Nurse; 6 Probationers. Three years' course. No further particulars received.

Ashford Cottage Hospital, Ashford, Kent. Beds, 14. MATRON, Miss Annie Clemetson; 2 Nurses; 1 Probationer. Three years' course. No further particulars received.

Ashton-under-Lyne District Infirmary. Beds, 96. MATRON, Miss A. Chapman; 12 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should not be less than 20 years of age, and must produce satisfactory evidence as to character, educa-

tion and health. LECTURES on anatomy and physiology are given by the resident medical officer and on nursing by the matron. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; every Sunday alternately from 9.30 A.M. until 1 P.M., or from 1.30 to 9.30 P.M.; 1.30 to 9.30 P.M. once a month; 16 days' holiday yearly. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £15. No remuneration is given for the trial month. Indoor uniform is supplied.

Aylesbury.—Royal Buckinghamshire Hospital.

Beds, 50. MATRON, Mrs. M. A. Heatley; 3 Charge Nurses; 4 Probationers. Vacancies average 4 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 23 and 26 years of age, and must produce evidence as to character, education, health, and physique. LECTURES are given by the house surgeon. RECREATION, 2 hours daily. PREMIUM, £8. SALARY, probationers, *nil*; charge nurses, £27 annually. Laundry and indoor uniform are provided. Outdoor uniform is not worn.

*** Bagthorpe, Basford, Nottingham.—Borough Isolation Hospital.** Beds, 200. MATRON, Miss N. Fox; 4 Sisters; 6 Staff Nurses; 12 Probationers.

After a personal interview and 1 month's trial, applicants are received as probationer nurses for 2 year's training. RECREATION, 2 hours daily; half a day a month; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £15; 2nd year, £15; 3rd year, £20; sisters, £30; night superintendent, £40. Laundry and indoor uniform are provided.

Banbury.—Horton Infirmary. Beds, 32. MATRON, Miss Gardner; 2 Nurses; 2 Probationers. Applications average 20, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates must be between 25 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon and matron upon nursing in general. Certificates are only given after 3 years' training and service. RECREATION, 2 hours daily; 7 hours weekly; 1 day, when convenient, monthly; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, 1st year, *nil*; 2nd year, £16; 3rd year, £18; rising from £20 to £25. Laundry is provided. Indoor and outdoor uniform is not provided.

* **Bangor, N. Wales.—Carnarvonshire and Anglesey Infirmary.** Beds, 28. MATRON, Miss Annie M. Paynter; 2 Nurses; 3 Probationers. Applications average 6, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 23 and 30 years of age, and must produce evidence as to character, education, health, and physique. LECTURES are given by the house surgeon upon elementary anatomy, physiology, nursing, and hygiene. RECREATION, 2½ hours daily; 3 weeks' holiday yearly. PREMIUM, £10. SALARY, *nil*. Laundry, and indoor and outdoor uniform provided.

Bangor Institution of Trained Nurses. See page 216.

* **Barnet.—Victoria Cottage Hospital.** Beds, 20; Cots, 2. LADY SUPERINTENDENT, Miss Ruth Lewis; 1 Nurse; 2 Probationers.

Particulars not received.

* **Barnstaple.—North Devon Infirmary.** Beds, 85. MATRON, Miss A. Spencer; 3 Charge Nurses; 5 Probationers. Vacancies average 2 to 3 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. LECTURES are sometimes given by the resident medical officer. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; charge nurses, 3 weeks', and probationers 2 weeks' holiday in a year. SALARIES, 1st year, *nil*; 2nd year, £12; charge nurses, £25, rising to £27. Laundry and indoor uniform are provided. Outdoor uniform not provided.

Barrow-in-Furness. — North Lonsdale Hospital. Beds, 32. MATRON, Miss R. Summers; 2 Nurses; 4 Probationers. Applications average 8, and vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 22 and 35 years of age, and must produce evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing 2 years' engagement. RECREATION, 2 hours daily; 2 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £16. Laundry and indoor uniform are provided.

Bath Trained Nurses' Home. See page 217.

Beckenham Cottage Hospital. Beds, 20. MATRON, Miss Costford; 2 Nurses; 3 Probationers.

After a personal interview candidates are received for 2 or 3 years' training. Candidates must produce satisfactory evidence as to character, education, health and physique. SALARY.—Probationers, *nil*; nurses, £25 to £30. Laundry, indoor uniform and text-books are provided. Each nurse and probationer has a separate bedroom.

Bedford General Infirmary. Beds, 60, and Cots, 14. MATRON, Miss S. J. Munro; 3 Sisters; 1 Night Superintendent; 3 Staff Nurses; 3 Ordinary Probationers; 6 Paying Probationers.

Ordinary Probationers.—After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must not be under 22 years of age, and must produce satisfactory evidence as to character, health, physique and education. LECTURES are given by the house surgeon and matron. Examinations are held about March. Certificates are granted after satisfactorily completing engagement. RECREATION, probationers and staff nurses, 2 hours daily and 1 day monthly. In addition staff nurses receive 4 hours weekly; sisters, 2 hours daily; 4 hours twice a week. Probationers receive 2 weeks', and staff nurses and sisters 3 weeks' holiday in the year. SALARY, 1st year, £8; 2nd year, £10; 3rd year, £15; nurses, £15 to £18; sisters, £28 to £34. Indoor uniform and laundry provided. On completion of training, probationers may be appointed on the nursing staff of the hospital.

Paying Probationers are received for at least 6 months' training, but no certificate is given under 2 years. Candidates must not be under 22 years of age. PREMIUM.—For 6 months' training, £6 10s.; for 2 years' training, £26. SALARY, *nil* (except as mentioned below). Uniform not provided. Laundry provided. If, at the end of 2 years' training, paying probationers desire to remain in the hospital, they may be taken on to the nursing staff at a salary of £15, with uniform and laundry, receiving a certificate at the end of the 3rd year.

Berkeley Hospital, Berkeley, Gloucestershire. Beds, 12. MATRON, Miss Godfrey; 1 Probationer; 1 District Nurse. Applications average 45, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 20 and 23 years of age, and must produce evidence as to character, education, health and physique. RECREATION, 2 hours daily; half-day weekly; 2 weeks yearly. PREMIUM, £10. SALARY, *nil*. Laundry is provided.

* **Berwick Infirmary.** Beds, 16. MATRON, Miss Grange; 2 Probationers.

Particulars not received.

* **Birkenhead Borough Hospital,** Conway Street. Beds, 60. LADY SUPERINTENDENT, Miss Bridges; 3 Sisters; 8 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the senior house surgeon upon anatomy and physiology, etc. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; half-day weekly; and half-day every other Sunday; 4 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, 1st and 2nd years, *nil*; 3rd year, £12. Laundry provided. Indoor and outdoor uniform are not provided.

Birkenhead Lying-in Hospital, Grange House, Grange Mount. Beds, 20. MATRON, Mrs. Currie; 2 Nurses.

Applicants are received for 6 months' training. Certificates are granted upon satisfactorily completing engagement and passing examination. PREMIUM, 7 guineas.

Birkenhead.—Wirral Hospital and Dispensary for Sick Children, Woodchurch Road. Beds, 36. LADY SUPERINTENDENT, Miss Emma Smith; 1 Sister; 1 Staff Nurse; 7 Probationers. Applications average 60, and vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 year's training. Candidates should be between 20 and 26 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the hon. staff upon physiology, etc., and practical instruction is given in nursing by the Lady Superintendent. Certificates are granted if the training has been passed through satisfactorily. RECREATION, 2 hours daily; 4 hours weekly; 1 whole day and night monthly; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARY.—Probationers, *nil*; nurses, 1st year, £14; 2nd year, £18. Nurses are not sent out in charge of private cases.

Birmingham and Midland Counties Training Institution for Nurses. See page 218.

Birmingham and Midland Ear and Throat

Hospital. Beds, 30. MATRON, Miss Frances Marion Geard; 1 Sister; 1 Nurse; 2 Ordinary Probationers; 2 Paying Probationers.

After a personal interview and 2 months' trial, applicants are received for 1 year's training. Candidates should be between 20 and 27 years of age, and must produce evidence as to character, education and health. RECREATION, 2 hours daily; 2 weeks' holiday in the year. PREMIUM, *nil*. SALARY.—Probationers, *nil*; nurses, from £12; sisters, from £25. Laundry and indoor uniform are provided.

Birmingham and Midland Free Hospital for Sick Children, Broad Street, Birmingham. Beds, 62. MATRON, Miss Adelaide J. Lloyd; 3 Sisters; 18 Probationers (senior and junior). Applications average 200, and vacancies 7 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 20 and 30 years of age, and must produce evidence as to character, education, health, and physique. LECTURES are given by the honorary staff upon surgery and medicine. Examinations are held twice a year. Certificates are granted on satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. In addition, sisters have half-day weekly. PREMIUM, £25 (if any). SALARY, 1st year, *nil*; 2nd year, £16; 3rd year, £18; sisters, £25 to £30. Laundry is provided.

The hospital has a ward for the reception of cases of diphtheria.

Birmingham and Midland Homœopathic Hospital and Dispensary, Birmingham. Beds, 40. MATRON, Miss Tamar E. Bean; 3 Nurses; 5 Probationers. Applications, in 1897, 63; vacancies average 5 yearly.

After 1 month's trial, applicants are received for a course of 1 or 3 years' training. Candidates should be between 20 and 34 years of age, and must produce satisfactory evidence as to character, health, education and physique. LECTURES are given by hon. medical staff and house surgeon upon anatomy, physiology, massage, bacteriology and hygiene; practical instruction is also given by the matron. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 2½ hours on 5 days; and from 4.30 to 9.45, 1 day each week; 5 hours alternate morning or afternoon every Sunday; 1 day monthly; 2 weeks' holiday, 1st year, and 3 weeks' afterwards. PREMIUM, £20. SALARIES paid to nurses, £20, 1st year after gaining their certificate. Laundry, indoor and outdoor uniform are provided. Each nurse and probationer has a separate bedroom.

There is a private nursing staff in connection with the hospital. (See p. 219.) Nurses work for 3 years in the wards before being sent out to private cases. All nurses are advised to join the Royal National Pension Fund at the end of their 1st year in the hospital, and should they wish to do this, the committee pay one-half of their premium for a pension of £22 10s. per annum, and sick-pay, 15s. per week; pension to commence and sick-pay to cease at the age of 55 years.

Birmingham and Midland Skin and Lock Hospital, John Bright Street, Birmingham. Beds, 22. MATRON, Miss F. M. Smith; 1 Charge Nurse; 1 Assistant Nurse; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 25 and 30 years of age, and must produce evidence as to character, education, health and physique. RECREATION, 2 hours daily. PREMIUM, *nil*. SALARY, 1st year, £12; assistant nurse, £16; charge nurse, £25 per annum. Laundry and indoor uniform are provided.

Birmingham.—City Hospital for Infectious Diseases, Lodge Road. Beds 300. MATRON, Miss M. Morrison; ASSISTANT MATRON, Miss M. Fielding. Vacancies average 20 yearly.

After 3 months' trial, applicants are received for 2 years' training. Candidates should be at least 20 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given during the winter by the medical officers, matron and assistant matron. Certificates of proficiency in fever nursing are granted upon satisfactorily completing engagement and passing examination. RECREATION, 3 half-days weekly; 2 weeks' holiday yearly. SALARY, 1st year, £15; 2nd year, £20. Uniform is provided. A new nurses' home has just been built, and each nurse has a separate bedroom.

Blackpool.—The Sanatorium, New Road. Beds 20, and 4 Cots. MATRON, Miss Mary Cain; 2 Nurses; 3 Probationers. Applications average 50 yearly.

Candidates must be between 21 and 28 years of age, and must produce satisfactory evidence as to character, education and health. Practical instruction is given in fever nursing, and certificates are granted by the matron and medical superintendent. The matron has authority to engage temporary nurses when necessary. RECREATION, 2 hours daily; extra leave when convenient; 2 weeks' holiday in a year. SALARY, 1st year, £10; 2nd year, £20, if progress and conduct have been satisfactory; afterwards £28 per annum, should there be a vacancy, and

should the probationer be promoted to the post of nurse. Laundry and indoor uniform are provided.

The old Sanatorium, 8 beds, is reserved for small-pox cases only; when in use the nursing is done by the staff from the New Road Sanatorium.

During sickness, nurses receive their salaries, are kept as patients, and are sent away for change during convalescence.

Blackpool.—Victoria Hospital. Beds, 30. MATRON, Miss Annie Peel; 1 Nurse; 5 Probationers. Applications average 20, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given on anatomy, physiology, medical and surgical nursing by the hospital staff. Examinations are held annually about May, and a silver badge is awarded at the end of training. Certificates are granted upon satisfactorily completing engagement. RECREATION, probationers, 4 hours on alternate days, 3 weeks yearly; sisters, 5 hours on alternate days, 4 weeks yearly. PREMIUM, £21. SALARY, 1st year, £5; 2nd year, £10; 3rd year, £15. Remuneration is given for the trial month. Sisters, £26 to £30. Laundry, indoor and outdoor uniform are provided. Sisters have separate bedrooms. Probationers share one with another.

Nurses are sent out to private cases.

Boston Hospital, Boston, Lincs. Beds, 28. MATRON, Miss L. P. Lessey; 1 Staff Nurse; 6 Paying Probationers. Vacancies average 5 yearly.

After 1 month's trial, applicants are received for 2 years' training. Candidates should be between 21 and 35 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the honorary staff on anatomy and physiology, medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day off monthly. PREMIUM, £26 10s. SALARY, *nil*. Nurses, from £25. Laundry and uniform not provided. Each nurse and probationer has a separate bedroom.

Bournemouth.—Boscombe Hospital, Shelley Road, Boscombe. Beds, 10; Cots, 2. MATRON, Miss Lucy White; 1 Nurse; 2 Probationers.

Bournemouth.—Firs Home for Advanced Cases of Consumption, Bournemouth. Beds, 20. LADY SUPERINTENDENT, Miss MaGuire; 2 Staff Nurses; 2 Probationers. Applications average 6, and vacancies 1 yearly.

Candidates should be between 20 and 23 years of age, and must produce satisfactory evidence as to character, education, health, and physique. After a personal interview and 1 month's trial, applicants are received for 1 year's training. Instruction is given in ward work, sick cookery, and the nursing of consumptive cases. RECREATION, 2 hours daily; 4 weeks' holiday in a year. SALARY.—Staff nurses (who must be certificated), £26; Probationers, £10 per annum. Laundry and indoor uniform are provided.

Bournemouth.—Royal Victoria Hospital. Beds, 38. MATRON, Miss Sybil Airy; 4 Staff Nurses; 4 Probationers. Applications average 50, and vacancies 1 or 2 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 21 and 26 years of age, and must produce evidence as to character, religion, education, health and physique. LECTURES are given by the resident medical officer. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10. Laundry and outdoor uniform are provided. Indoor uniform not provided.

Bradford Children's Hospital, Bradford. Beds, 60. MATRON, Miss Woodhouse; 2 Sisters; 4 Staff Nurses; 6 Probationers. Applications average 50, and vacancies 5 yearly.

After 3 months' trial, applicants are received for 2 years' training. Candidates should be between 21 and 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the house surgeon. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours daily; 1 day off duty every month; 3 weeks' holiday yearly. PREMIUM, £5. SALARY, 1st year, *nil*; 2nd year, *nil*. Laundry and indoor uniform provided.

* **Brentwood District Cottage Hospital.** Beds, 10; 1 Cot. LADY SUPERINTENDENT, Miss Ida Eastmond; 1 Probationer.

Bridgnorth and South Shropshire Infirmary, Bridgnorth, Shropshire. Beds, 15. MATRON, Miss Hannah Bailie; 1 Probationer. Applications average 2, and a vacancy occurs about once a year.

After a personal interview and 1 month's trial, a suitable applicant is received for 1 or 2 years' training. Candidates should be between 20 and 24 years of age, and must produce satisfactory evidence as to character, education, health and physique. Practical instruction is given in ward work, sick cookery, and nursing by the matron; but certificates are not granted. RECREATION, 2 hours daily; half-day monthly; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, £14; 2nd year, £16; 3rd year, £18; nurses, £18 to £20. Laundry and indoor uniform are provided.

Bridgewater Infirmary. Beds, 41. MATRON, Miss M. Bellamy; 2 Sisters; 1 Nurse; 3 Probationers.

Particulars not received.

* **Bridlington.—Lloyd Cottage Hospital,** Quay Road. Beds, 30. MATRON, Miss A. Maude Jones; 1 Staff Nurse; 2 Probationers; 1 Private Nurse. Applications average 38, and vacancies 1 annually.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 25 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the hon. medical staff and matron. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, from 9 to 5 and 5 to 9 alternate Sundays; 1 afternoon per week; 1 day monthly; 3 (if specially needed, 4) weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, £15 (£5 retained till completion of engagement); 2nd year, £15; 3rd year, £20. Laundry, with in- and out-door uniform, provided.

A private nursing staff is attached to the hospital, and probationers are required to go out to nurse private cases at the end of 2 years' training in the hospital.

Brighton and Hove Hospital for Women, 76 West Street. Beds, 7. MATRON, Miss Ethel C. Parry; 3 Staff Nurses; 3 Midwives; 36 Pupil Midwives.

Pupil midwives are received for 3 months' training in midwifery and monthly nursing. Applicants must be between 21 and 45 years of age, and must have had a fair elementary education. LECTURES are given by the medical staff, and instruction by the midwives under the direction of the medical officers. The course includes outdoor midwifery and after visiting. FEE for 3 months' course, £15 15s.

A register of monthly, sick and wet nurses is kept.

Brighton, Hove and Preston Dispensary (Western Branch), Sackville Road, Hove. Beds, 13; Cots, 2. MATRON, Miss M. Grey; 1 Staff Nurse; 2 Probationers. Applications average 50, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 22 and 25 years of age, and must produce satisfactory evidence as to character, education and health. Two references are also required. LECTURES on practical nursing are given by the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2½ hours daily; 1 day monthly; 2 weeks' holiday at the end of 6 months. SALARY, *nil*. Laundry is provided. Uniform is not provided. Each nurse and probationer has a separate bedroom.

*** Brighton, Hove, and Sussex Throat and Ear Hospital**, Queen's Road, Brighton. Beds, 6. MATRON, Miss Evelyn Hilton. 1 Nurse; 1 Probationer. There are 2 vacancies annually.

After a personal interview and 1 month's trial, applicants are received for 6 months' training. Candidates should be between 22 and 26 years of age, and must produce evidence as to character, education, health and physique. RECREATION 3 hours daily; 2 weeks' holiday every 6 months. PREMIUM, *nil*. SALARY, *nil*. Laundry is provided.

Brighton.—Royal Alexandra Hospital for Sick Children, Dyke Road. Beds, 63. MATRON, Miss E. B. Fraser; 3 Sisters; 1 Staff Nurse; 10 Paying Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must not be under 20 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical staff and matron. PREMIUM, £20. RECREATION, 2 hours daily. Laundry is provided. Each nurse and probationer has a separate bedroom.

Brighton Union Fever Hospital. Beds, 90. MATRON, Miss Caroline Ratcliff; 7 Staff Nurses; 6 Ordinary Probationers.

After a personal interview (if possible) and 1 month's trial, applicants are received for training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours alternate days; 1 day monthly; 2 weeks yearly. PREMIUM, *nil*. Laundry and indoor uniform are provided.

Bristol Eye Hospital, Lower Maudlin Street, Bristol. Beds, 26. LADY SUPERINTENDENT, Miss Jenkins; 1 Nurse; 2 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training in ophthalmic nursing. LECTURES are given by the house surgeon and lady superintendent. Laundry, indoor and outdoor uniform are provided.

Bristol Private Hospital for Women and Children, 34 Berkeley Square. Beds, 9. MATRON, Miss Gadsden; 2 Probationers.

Candidates should be not less than 21 years of age. PREMIUM, *nil*. Indoor uniform is provided.

Bristol Royal Hospital for Sick Children and Women, St. Michael's Hill, Bristol. Beds, 104. MATRON, Miss Beatrice L. Colborne; 3 Sisters; 6 Staff Nurses; 15 Probationers.

Ordinary Probationers.—After application made personally or by letter in candidate's own handwriting, and after 1 month's trial, applicants are received for 2 years' training. Candidates should be between 22 and 28 years of age, and must produce certificates of health and character. LECTURES are given by the medical staff on anatomy, physiology, and by the matron on medical and surgical nursing. A certificate is granted on satisfactorily completing engagement. RECREATION, 2 hours daily; a fortnight's holiday a year; sisters, 3 hours alternate days; 1 day monthly; 1 month's holiday yearly. PREMIUM, £10. SALARY, *nil*. Laundry and indoor uniform (3 print dresses, 3 caps and 4 aprons) provided. Probationers are required to take duty in the fever annexe or at the convalescent branch.

Special Paying Probationers are received without limitation of age for not less than 3 months' training. PREMIUM, £12 per quarter, payable in advance. Laundry provided. Uniform not provided.

There is a private nursing staff. Nurses are sent out to private patients after 2 years' training. For further particulars see page 221. Staff nurses may be promoted from the hospital to the private staff.

Bristol Nurses' Training Institution. See page 221.

Brixham Cottage Hospital. Beds, 10. MATRON, Miss Ethel Fortescue; 1 Staff Nurse; 2 District Nurses; 2 Probationers.

After 1 month's trial applicants are received for 3 years' training. Candidates should be between 21 and 25 years of age. A certificate is granted after satisfactory completion of engagements. PREMIUM, *nil*. SALARY, 1st year, *nil*.; 2nd year, £12; 3rd year, £18; Nurses, £20 to £25. Laundry and uniform provided. Each nurse has a separate bedroom; probationers do not.

Bromley Cottage Hospital, South Hill, Masons Hill, Bromley, Kent. Beds, 30. MATRON, Miss B. C. Davis; 2 Staff Nurses; 4 Probationers. Applications average 40, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 19 and 29 years of age, and must produce evidence as to character, education, health and physique. LECTURES on physiology and nursing are given by the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, probationers, 2 hours daily; 2 days monthly; 2 weeks yearly. Nurses, 4 hours daily; 2 days monthly; 4 weeks yearly. PREMIUM, £15. SALARY, *nil*; no remuneration is given for the trial month; nurses, £25 to £30. Laundry and indoor uniform are provided.

Bromley, Kent.—Phillips Memorial Homœopathic Hospital, Widmore Road. Beds, 10. MATRON, Miss Ellen P. Hyde; 1 Probationer. There is 1 vacancy yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 20 and 28 years of age, and must produce evidence as to character, education, health and physique. Probationers receive instruction from the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 1 hour and 2 hours on alternate days; 1 day off duty a month. PREMIUM, *nil*. SALARY, *nil*. Laundry is provided.

Bromsgrove, Worcestershire.—The Cottage Hospital. Beds, 13. MATRON, Miss Minnie Barwell; 1 Nurse; 2 Probationers. Vacancies average 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 20 and 26 years of age, and must produce evidence as to character and health. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day off duty a month. PREMIUM, £10. SALARY, *nil*. No remuneration is given for the trial month. Laundry, with in- and out-door uniform provided. Each probationer has a separate bedroom.

Burnley.—Victoria Hospital. Beds, 78. LADY SUPERINTENDENT, Miss Janet Lindsay; 3 Sisters; 1 Night Sister; 14 Nurses and Probationers; 4 Private Nurses.

Ordinary Probationers.—After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be over 20 years of age, and produce satisfactory evidence as to character, education, health and physique. LECTURES and practical instruction are given by the hon. visiting medical staff; examinations are held, and a certificate granted if the nurse proves satisfactory. RECREATION, 2½ hours daily; 6 to 10 P.M., weekly; 1 whole day monthly; 3 weeks' holiday

yearly. SALARY, 1st year, *nil*; 2nd year, £15; 3rd year, £18, with indoor uniform, and 1s. 6d. per week for laundry. Junior nurses share a double-bedded room. Sisters and night superintendents are trained and appointed according to capability. Nurses are encouraged to join the National Pension Fund.

Paying Probationers.—A limited number of paying probationers are received for 2 years' training. PREMIUM, £25. SALARY, 1st year, *nil*; 2nd year, £15, with indoor uniform. Three months' trial is given, and if a nurse leaves, a charge of £1 1s. per week is made, and balance of premium returned.

Nurses may be required to do private nursing during their 3rd year. For further particulars see page 222.

Burslem.—Haywood Hospital, Moorland Road, Burslem. Beds, 31. MATRON, Miss E. Moore; 1 Sister; 1 Nurse; 3 Probationers. Applications average 10, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between the age of 22 and 25, and must produce evidence as to character, education, health and physique. LECTURES are given by the medical staff upon anatomy and physiology. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2½ hours alternate evenings; half a day, monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £18. Laundry and indoor uniform are provided. Outdoor uniform is worn, but must be provided by the probationers.

Burton-on-Trent.—Borough Hospital for Infectious Diseases. Beds, 50. NURSE-MATRON, Miss Emma Graham; number of nurses varies, but is usually 3. Vacancies, 2 yearly.

After a personal interview and 1 month's trial, applicants are received for not less than 12 months' training in the nursing of infectious diseases. Candidates should be between 23 and 28 years of age, and must produce evidence as to character, education, health and physique. RECREATION, 2 hours daily except Sunday (4 hours); half-day weekly; 3 weeks' holiday at the end of the year; charge nurses, 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £15; 2nd year, £18. Remuneration is given for the trial month. Laundry and indoor uniform provided.

Burton-on-Trent General Infirmary. Beds, 54. MATRON, Miss Ransford; 3 Nurses; 7 Probationers.

After a personal interview and 1 month's trial, applicants are received

for 2 years' training. Candidates must be between 21 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted after passing examination and satisfactorily completing engagement. Laundry, indoor and outdoor uniform are provided.

Burton-on-Trent Nursing Institution. See page 222.

* **Bury Dispensary Hospital.** Beds, 60. MATRON, Miss Scott; 1 Sister; 4 Nurses; 4 Probationers.

After application to the House Committee through the Secretary and 1 month's trial, applicants are received for 3 years, viz., 1 year's training and 2 years either as nurse in the hospital or on the private nursing staff. Candidates must be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education and health. Instruction in medical and surgical nursing is given by the resident medical officer and the hon. medical officers, and in the wards by the head nurse. Certificates are given on the satisfactory completion of the 3 years' service. After 6 months' service, 14 days' holiday yearly is allowed. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £20; 4th year, £20. Laundry and indoor uniform (consisting of material for 3 print dresses, 8 aprons, and 3 caps) provided. Outdoor uniform not provided. The senior nurses may be promoted to the office of head nurse.

* **Bury.—Florence Nightingale Hospital,** Deardens. Beds, 60. NURSE-MATRON, Miss H. Hudson; 1 Charge Nurse; 1 Assistant Nurse; 1 Probationer. Vacancies average 1 yearly.

After a month's trial, applicants are received for 2 years' Fever training. Candidates should be between 20 and 35 years of age, and must produce evidence as to character, education and health. Testimonials are granted upon satisfactorily completing engagement. RECREATION, 2 half-days weekly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £15; 2nd year, £20. Laundry and indoor uniform are provided.

Bury St. Edmunds.—Suffolk General Hospital. Beds, 82. MATRON, Miss Harris; 3 Sisters; 8 Probationers. Vacancies average 8 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by a member of

the medical staff upon physiology, anatomy, antiseptics, "first aid," etc. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; 4 weeks' holiday in a year for sisters; 3 weeks' for probationers. PREMIUM, £10. SALARIES.—Night sister, £35; day sisters, £30 per annum. Laundry, indoor and outdoor uniform are provided.

Canterbury.—Kent and Canterbury Institute for Trained Nurses. See page 224.

Carmarthen. — Carmarthenshire Infirmary. Beds, 40. MATRON, Miss Annie Harries; 4 Nurses; 2 Probationers.

After a personal interview and 3 months' trial, applicants are received for 2 years' training. Candidates must be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical officer upon anatomy, physiology and nursing work. Certificates are granted after passing examination and satisfactorily completing engagement. PREMIUM, *nil*. SALARIES, 1st year, £10; 2nd year, £14. Laundry and indoor uniform are provided.

Chelmsford and Essex Infirmary. Beds, 34. MATRON, Miss Cash; 2 Nurses; 3 Probationers.

Rules are at present under revision.

Cheltenham General Hospital. Beds, 82. MATRON, Miss M. E. Howes; 5 Charge Nurses; 6 Nurses; 9 Probationers. Vacancies 6 to 7 annually.

Ordinary Probationers.—After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 23 and 35 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the visiting staff. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2½ hours daily; 3 hours in the evening on 1 day of the week in the 2nd year; 3 or 3½ hours on alternate Sundays; a fortnight's holiday in the course of the year at times convenient to the matron. PREMIUM, 2 guineas. SALARY, *nil*. Probationers must provide their own uniform, which consists of bonnet, cloak, 3 print dresses, not less than 12 aprons, turn-down linen collars and cuffs, and 3 caps all according to pattern, and noiseless shoes for wear in the wards.

Special Probationers.—A limited number of gentlewomen are received upon payment of 15 guineas for the year, paid by two equal instalments in advance, the first instalment being due at the end of the month's

trial. For this they will receive board, lodging, laundry and medical attendance during their residence in the hospital. They must provide their own uniform according to the list given above under the heading of ordinary probationers. They also pay an entrance fee of 2 guineas. Certificates are granted upon satisfactorily completing their engagement. They should be between 23 and 35 years of age.

A certain number of probationers who have shown special aptitude for nursing are retained in the hospital for a 2nd year at a salary of £16 on condition that they remain for the 2 following years as private nurses at a salary commencing at £20, with an allowance of £5 for uniform. For the 2nd year upon the private nursing staff the salary is increased to £25, with a further annual increment of £1 until it reaches £30. The nurse receives also a certain percentage on her earnings, commencing with 5 per cent. and rising bi-annually till it reaches 20 per cent. Upon quitting the service of the hospital, the probationer or nurse must return her uniform to the matron. Nurses are allowed 3 weeks' holiday yearly for every completed year's service in the hospital. Probationers and nurses have their laundry free, and when not engaged upon a case are boarded and lodged without expense in the Nursing Home.

Chesterfield and North Derbyshire Hospital.

Beds, 60. MATRON, Miss Annie Scott; 4 Nurses; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received for training. SALARIES, 1st year, £12; 2nd year, £14; 3rd year, £16, rising to £31. Laundry and indoor uniform are provided. Surgical cases only are treated in this hospital.

Chichester. — West Sussex, East Hants and Chichester General Infirmary and Dispensary.

Beds, 70. MATRON, Miss Annie Speck; 3 Sisters; 16 Nurses; 6 Probationers.

After 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 38 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon and matron on anatomy and nursing. Certificates are granted after satisfactorily completing engagement. Two of the senior nurses are trained at the expense of the hospital in monthly nursing. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £18; nurses, £28 to £30; sisters, £30 to £35. Laundry, indoor and outdoor uniform provided. Each nurse and probationer has a separate bedroom. Nurses are sent out to nurse private cases.

•Chorley Dispensary and Cottage Hospital.

Beds, 12, and 1 Cot. SISTER-IN-CHARGE, Miss Louisa Dawson; 1 Nurse; 1 Probationer.

Particulars not received.

Cirencester Cottage Hospital. Beds, 9. MATRON, Miss Mary S. Warner; 1 Probationer. There is a vacancy on an average every two years.

After a personal interview and 1 month's trial, an applicant is received for training. Candidates should be between 20 and 30 years of age, and must produce evidence as to character, education, health, and physique. RECREATION, twice weekly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £14; 3rd year, £16. Laundry and indoor uniform are provided.

Colchester. — Essex and Colchester General Hospital. Beds, 90. MATRON, Miss Elizabeth Davies; 5 Nurses; 8 Probationers.

After a personal interview (between 10 and 1 any morning) and 1 month's trial, applicants are received for 2 years' training. Candidates must be between 22 and 30 years of age, and must produce satisfactory evidence as to character, health and education. LECTURES are given by the house surgeon and instruction by the matron. Certificates are granted on satisfactorily completing engagement. RECREATION, nurses, 3 weeks' holiday yearly. PREMIUM, by arrangement. Uniform and laundry provided. Each nurse and probationer has a separate bedroom.

Coldash, Newbury, Berks.—Children's Cottage Hospital. Beds, 20 in Hospital; 10 in Home for Paying Patients. MATRON, Miss A. M. Bowditch; 1 Sister; 2 Nurses; 2 Probationers. Applications average 20 and vacancies 2 yearly.

Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, and health. After a personal interview and 1 month's trial, applicants are received for a course of 1 or 2 years' training. Instruction is given by the matron during the winter months, and examination papers are set. Certificates are, however, not given on the result, training in the nursing of acute cases being necessary to supplement such instruction. RECREATION, 2 hours daily; 1 day monthly; 1 month's holiday in the year. PREMIUM, 10s. 6d. per week for 1 year. Laundry is provided. Uniform is not. Each nurse and probationer has a separate bedroom.

There is one trained nurse attached to the hospital for private work.

Coventry and Warwickshire Hospital. Beds, 75. LADY SUPERINTENDENT, Miss Lucy Rae ; 5 Sisters ; 4 Nurses ; 8 Probationers. Vacancies average 1 in 2 years.

After 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the hon. staff upon anatomy, physiology, medical and surgical nursing. Classes are held weekly by the lady superintendent. Examinations are held at the end of each course in the spring and autumn. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, nurses and probationers, 2 and 3 hours daily ; 18 hours weekly ; 1 day monthly ; 3 weeks' holiday yearly. Sisters, 2 and 3 hours daily ; 24 hours weekly ; 2 days monthly ; 4 weeks' holiday yearly. PREMIUM, £10. SALARY, 1st year, *nil* ; 2nd year, £14 ; 3rd year, £16. Laundry and indoor uniform are provided.

Coventry District and Private Nursing Institution. See page 226.

* **Crewe Memorial Cottage Hospital.** Beds, 22. MATRON, Miss Mary S. Gelston ; 1 Nurse ; 1 Probationer.

* **Croydon General Hospital.** Beds, 82. MATRON, Miss Bird ; 5 Charge Nurses ; 12 Probationers. Applications average 200 and vacancies 4 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 27 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the members of the staff. Certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily ; half-day monthly ; 3 weeks' holiday yearly. PREMIUM, £10. SALARIES, 1st year, £10 ; 2nd year, £14 ; 3rd year, £18.

Croydon Nurses' Institute. See page 226.

Darlington Fever Hospital. Beds, 90. MATRON, Mrs. Curnow ; 2 Staff Nurses ; 2 Probationers. One vacancy yearly.

After a personal interview and from 1 to 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the medical staff and matron on nursing. Certificates are granted upon satisfactorily com-

pleting engagement and passing examination. RECREATION, 2 hours daily; 1 day off duty a month; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £15; 3rd year, £20. Nurses, £25 to £30. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

Darlington Hospital and Dispensary. Beds, 25. MATRON, Miss Frances A. Hunt; 3 Nurses; 4 Probationers. Vacancies average 2 yearly.

After a personal interview and 1 month's trial, applicants are received for not less than 1 year's training. Candidates should be not less than 25 years of age, and must produce evidence as to character, education, health, and physique. RECREATION, 2 hours daily; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, *nil*. Laundry and indoor uniform are provided.

The hospital is particularly adapted to the needs of those who desire training in surgical nursing either as preparatory to or supplementary to training elsewhere. A children's ward has been added to the existing accommodation.

Dartford.—Livingstone Cottage Hospital. Beds, 18. MATRON, Miss A. Allinson; 1 Nurse; 2 Probationers.

* **Denbigh.—Denbighshire General Infirmary.** Beds, 40. MATRON, Miss M. Griffith; 1 Nurse; 3 Probationers. Applications and vacancies vary yearly.

After a personal interview and 1 month's trial, applicants are received for a period of 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Dispensing is taught to those who show special aptitude. LECTURES are given by the house surgeon upon elementary anatomy and physiology; and practical instruction is given in wards by matron and head nurse. Certificates are granted at end of the period of training if the work done has been satisfactory. RECREATION, 2 hours daily; weekly, on Sunday, 10 A.M. to 1 P.M., and 2 to 8.30 P.M., alternately; monthly, 1 day; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £14; 3rd year, £16. Laundry and indoor uniform are provided. Medical attendance in the hospital and leave of absence (as recommended by medical man in charge) on full pay is allowed to nurses during sickness.

* **Derby.—Derbyshire Hospital for Sick Children,** North Street, Duffield Road. Beds, 40. HON. LADY SUPERIN-

TENDENT, Miss Cupiss; 4 Nurses; 1 Probationer. One or 2 years' course.

Particulars not received.

Derby.—Derbyshire Hospital for Women, 48 Bridge Street. Beds, 10. MATRON, Miss Goodall; 1 Nurse; 2 Probationers.

* Candidates are received for 1 year's training. Certificates are granted upon satisfactorily completing engagement. SALARY, probationers, *nil*; after training, £12 per annum.

Derby.—Royal Derby and Derbyshire Nursing Association. See page 227.

* **Devizes Cottage Hospital and Dispensary.** Beds, 17. MATRON, Miss E. F. L. Macdonald; 2 Nurses; 2 Probationers.

Candidates are received for 3 years' training, with a certificate on satisfactorily completing engagement. Further particulars not received.

Devonport.—Royal Albert Hospital. Beds, 88. MATRON, Miss Annie J. Glover; 2 Sisters; 13 Staff Nurses; 14 Private Nurses.

Candidates must be between 21 and 35 years of age, and must produce satisfactory evidence as to character, conduct, health and education, and give particulars of employment during the preceding five years. After serving 6 months, if satisfactory, a probationer is placed on the staff, signing an agreement to serve the hospital for a further term of 3½ years. A nurse or probationer breaking her engagement has to forfeit a quarter's wages and does not receive a certificate. LECTURES are given and examinations held yearly. Certificates of training are given at the end of the 4 years. SALARY, 1st year, *nil*; 2nd year, £15; 3rd year, £18; 4th year, £25. Laundry is provided, and, except during the first 6 months, indoor and outdoor uniform are supplied. Each nurse and probationer has a separate bedroom. When ill, the nurses are treated in hospital.

Paying Probationers are received for short periods. PREMIUM, £1 1s. a week during the 1st year; afterwards 10s. 6d. a week. Laundry and uniform not provided.

There is a Private Nursing Staff attached to the hospital, for particulars of which see page 228.

* **Dorchester.—Dorset County Hospital.** Beds, 50. MATRON, Miss J. M. Hayes; 9 Nurses. One year's course.

Particulars not received.

* **Douglas.—Noble's, Isle of Man, General Hospital.** Beds, 45. MATRON, Miss Meyer; 5 Nurses; 4 Probationers. Particulars not received.

Dover Hospital. Beds, 37. MATRON, Miss H. Atthill; 3 Nurses; 3 Probationers. Further particulars not received.

* **Dunster and Minehead Village Hospital,** Dunster, Somerset. Beds, 9. MATRON, Miss Mary Machen; 1 Probationer. After a personal interview and 1 month's trial, an applicant is received for 1 year's training. Candidates should be between 20 and 30 years of age, and must produce evidence as to character, education, health and physique. Two or three weeks' holiday yearly. PREMIUM, £10. SALARY, *nil*. Laundry is provided. Indoor uniform is not provided.

* **Durham County Hospital,** Durham. Beds, 70. MATRON, Miss Dora Pressland; 1 Sister; 3 Nurses; 3 Probationers.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. Candidates must be between 22 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by two of the honorary staff, matron and house surgeon, upon anatomy, physiology and nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 4 hours weekly; 1 day monthly; 3 weeks' holiday in a year. SALARIES, 1st year, £8; 2nd year, £10; 3rd year, £16. Laundry and indoor uniform are provided. Two probationers are trained for the Norland Institute.

Ealing Cottage Hospital, Middlesex. Beds, 22. MATRON, Miss Titherington; 1 Staff Nurse; 3 Ordinary Probationers; 10 Paying Probationers. Applications average 6 or 8, and vacancies 2 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received for 1 or 2 years' training. Candidates should be between 20 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron on nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, about 2 hours daily; 1 day monthly; 2 weeks' holiday yearly for probationers; 3 weeks for nurses. PREMIUM, £10. No remuneration is given for the trial month. SALARY, *nil*. Nurse, £20 to £28. Laundry and indoor uniform provided. Each nurse and probationer has a separate bedroom.

East Grinstead. — Cottage Hospital. Beds, 5. MATRON, Miss Agnes G. Morton; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received for a course of 3 years' training. Candidates should be about 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. Practical instruction is given in such nursing as a Cottage Hospital affords opportunities of learning, and a certificate is granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; extra leave occasionally as the work permits. PREMIUM, *nil*. SALARY, 1st year, £5; 2nd year, £10; 3rd year, £15. Laundry and indoor uniform are provided.

Eastbourne. — Princess Alice Memorial Hospital. Beds, 37. MATRON, Miss Margaret Ramsay; 2 Sisters; 4 Probationers. Applications average 75, and vacancies 2 yearly.

After the sending of a photograph, or a personal interview (Tuesdays and Fridays, 2.30 to 4) and 1 month's trial, applicants are received for 2 years' training. Candidates should be not less than 22 years of age, and must produce evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; a half-day every 4 weeks; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10. Laundry is provided.

Eltham, Kent. — The Cottage Hospital. Beds, 10. MATRON, Miss A. M. Whiteman; 2 Probationers.

Probationers are received (age from 20) for 1 year's training. RECREATION, 2 hours daily; 1 day monthly, if possible; and 3 weeks' holiday if they stay 18 months. PREMIUM, *nil*. SALARY, *nil*. Indoor uniform is provided.

Enfield Cottage Hospital. Beds, 14. MATRON, Miss E. S. Boyer; 1 Staff Nurse; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received for training. Candidates must be about 20 years of age, and must produce satisfactory evidence as to character and health. LECTURES are given by the matron. RECREATION, 2 or 3 hours daily; 2 weeks' holiday yearly. The nurse has 1 day monthly and 3 weeks' holiday yearly. SALARY, £10 after 1st 6 months, and an advance yearly if work is satisfactory. No remuneration is given for the trial month. Nurse, £22 to £25. Laundry is provided. The nurse and probationer have separate bedrooms.

* **Evesham Cottage Hospital.** Beds, 10. Cots, 2. MATRON, Miss M. Hipkins; 1 Probationer. There is a vacancy for a probationer yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be not less than 23 years of age, and must produce evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, *nil*. Laundry and uniform not provided.

Fakenham Nurses' Home. See page 229.

Falmouth Hospital and Dispensary. Beds, 13. MATRON, Miss Elizabeth Nichol; 2 Probationers.

After a personal interview and 1 month's trial, a probationer is received for not less than 1 year's training, such training being regarded as a preparation for more extended experience elsewhere. Candidates should be between 21 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 2 hours daily; 1 day off duty monthly; and if she stay more than a year, 2 weeks' holiday at the end of the first 12 months. PREMIUM, *nil*. SALARY, *nil*. Laundry and indoor uniform are provided.

Faringdon, Berks.—The Cottage Hospital. Beds, 10. MATRON, Miss M. Matthias; 1 Probationer. There is a vacancy about once in 2 years.

After a personal interview and 1 month's trial, applicants are received for 2 years' training, a certificate being granted upon satisfactory completion of engagement. Candidates should be between 20 and 30 years of age, and must produce evidence as to character, education, health and physique. RECREATION, 2 hours daily; occasional half-days off duty; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £12. Laundry and outdoor uniform are provided.

The matron, in addition to her duties in the hospital, undertakes a limited number of cases amongst the sick poor, and the probationers thus have opportunities of acquiring some knowledge of district work.

Folkestone.—Victoria Hospital. Beds, 37. MATRON, Miss M. Cook; 2 Staff Nurses; 4 Probationers. Applications average 60, and vacancies 2 yearly.

After 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique.

LECTURES are given by the house surgeon and matron, and examinations are held at the end of the first year's training. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, probationers, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly; nurses, 3 hours daily; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, £4 4s. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £15. Nurses, £25 to £30. Laundry and indoor uniform provided.

Gateshead. — Children's Hospital, Durham Road. Beds, 22. MATRON, Miss Dunster; 1 Staff Nurse; 3 Probationers. Applications average 50, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 to 23 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10. Remuneration is given for the trial month. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

Goole Cottage Hospital. Beds, 17. HEAD NURSE, Miss Clara Hoadley; 1 Nurse; 1 Probationer.

Grantham Hospital. Beds, 30. MATRON, Miss E. Shannon; 2 Nurses; 4 Probationers.

Candidates are received for 12 months' training, with a testimonial as to work at the end of engagement. RECREATION, 2 hours daily; 1 day a month; fortnight yearly. PREMIUM, *nil*. SALARY, *nil*.

Gravesend Hospital. Beds, 57. MATRON, Miss Walker; 22 Nurses and Probationers. Applications average 100 and vacancies 8 yearly.

After a personal interview and 2 months' trial, applicants are received for a course of 3 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; half-day once a fortnight; whole day occasionally, when convenient; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, 1st year, £10; 2nd year, £16; 3rd year, £18. Laundry, indoor and outdoor

uniform are provided. Nurses are not placed upon the private staff until after the completion of 3 years' training, but when work presses they are sometimes sent out to private cases after 1 years' training, the medical man being informed they are only probationers. For particulars of private nursing staff see page 231.

Grimsby and District Hospital, Lincolnshire. Beds, 56. MATRON, Miss Emilie J. Jessop; 3 Sisters; 1 Staff Nurse; 9 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 2 weeks' holiday yearly; sisters, 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; sisters, £25, rising £2 annually to £31. Laundry and indoor uniform are provided. The sisters are appointed from those nurses who have been 3 years in training.

Guildford. — Royal Surrey County Hospital. Beds, 97. MATRON, Miss Bisshopp; 3 Sisters; 6 Staff Nurses; 3 Probationers.

After a personal interview and 1 to 3 months' trial, applicants are received for 3 years' training. Candidates must be between 24 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by senior house surgeon upon nursing subjects. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 2 to 3 hours daily; half-day on Sunday weekly; 3 weeks' holiday in a year. PREMIUM, £5 (returned on completing engagement). SALARIES, 1st year, *nil*; 2nd year, £16; 3rd year, £18, rising to £24 for nurses; head nurses, £25 to £30. Laundry and indoor uniform provided. Each nurse and probationer has a separate bedroom.

Harrow Cottage Hospital. Beds, 12. LADY MANAGER, Mrs. W. O. Hewlett; 1 Nurse; 1 Probationer.

Candidates should be between 19 and 24 years of age, and must produce satisfactory evidence as to character, education, health, and physique. After a personal interview and 1 month's trial, applicants are received for a course of 1 year's practical training in ward work and such nursing as a small hospital affords opportunity for acquiring. PREMIUM, *nil*. SALARY, *nil*. Laundry, caps and aprons are provided.

* **Hartlepoons Hospital**, Friar Terrace, Hartlepool. Beds, 50. MATRON, Mrs. Farrar; 1 Sister; 3 Nurses; 2 Probationers. One vacancy yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £8; 2nd year, £12. Laundry and indoor uniform are provided.

Hastings, St. Leonards and East Sussex Hospital. Beds, 74. MATRON, Miss A. South; 3 Staff Nurses; 14 Nurses and Probationers. Applications average 250, and vacancies 2 or 3 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 23 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. Practical instruction is given by the sisters, and LECTURES by the house surgeon and matron. Certificates are granted upon satisfactorily completing engagement. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £14; 3rd year, £18. Laundry and indoor uniform are provided, outdoor uniform is not provided. Nurses are provided for during sickness, and allowed sick leave when necessary.

* **Haverfordwest.—Pembrokeshire and Haverfordwest Infirmary.** Beds, 30. MATRON, Miss M. Barwick; 2 Sisters; 3 Staff Nurses; 3 Probationers. Applications are few, and vacancies for probationers average 2 yearly.

After a personal interview, applicants are received for 1 month's trial, to be followed, if found suitable, by 3 years' training. Candidates should be between 21 and 30 years of age, not less than 5 ft. 3 in. in height, and must produce a medical certificate of good health, besides producing satisfactory evidence as to character and education. LECTURES are given by Dr. C. B. Savory upon anatomy and physiology, and practical instruction in bandaging, medical and surgical nursing by Mr. P. A. Lloyd. A certificate is given at the end of 3 years if the nurse has given satisfaction. RECREATION, 2 hours every alternate day for outdoor recreation; 2 weeks each year. SALARY, 1st year, £8; 2nd year, £16; 3rd year, £20, with laundry, indoor and outdoor uniform.

There is a private staff in connection with the hospital, nurses being sent out to private cases after 3 years' training. For particulars see page 232.

Haydock Cottage Hospital. Beds, 16. HON. LADY SUPERINTENDENT, Mrs. K. Hayward; 1 Sister; 2 Probationers.

After a personal interview (when possible) and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical officer on anatomy and physiology. RECREATION, 10 A.M. to 12 noon and 6 to 9 P.M. daily; 1 day monthly. PREMIUM, *nil*. SALARY, £8. Sister, £30 to £35. Remuneration is given for the trial month. An allowance of £4 is given for laundry. In- and out-door uniform are provided. Each probationer has a separate bedroom.

Hemel Hempstead.—West Herts Infirmary. Beds, 50. MATRON, Miss Catherine Wilkinson; 2 Sisters; 6 Probationers.

After 1 month's trial, applicants are received for 2 and 3 years' training. Candidates should be between 24 and 34 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given on anatomy, physiology, sick cooking and bandaging. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 4 weeks' holiday yearly. SALARY, £10 10s. each year. No remuneration is given for the trial month. Sisters, from £26. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

High Wycombe and Earl of Beaconsfield Cottage Hospital, Priory Road, High Wycombe, Bucks. Beds, 14. MATRON, Miss Mary W. Lea; 1 Nurse; 1 Probationer.

After 1 month's trial applicants are received for a course of 1 year's training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. PREMIUM, £13. SALARY, *nil*. Laundry is provided, but not uniform.

Hinckley Cottage Hospital and Nursing Institute. Beds, 6. MATRON, Miss Y. M. Johnson; 1 District Nurse; 1 Probationer. Candidates are received for 1 year's training.

Particulars not received.

Hitchin.—North Herts and South Beds. Infirmary. Beds, 23. MATRON, Miss Grace Hall; 2 Nurses; 2 Probationers.

Candidates are received for 1 or 3 years' training. Instruction is

given by the matron. Certificates are granted on satisfactorily completing engagement.

* **Holyhead. — Stanley Hospital.** Beds, 12. LADY SUPERINTENDENT, Miss Elizabeth Wilkes; 1 Nurse; 1 Probationer.

Particulars not received.

Hounslow Hospital, Bell Road, Hounslow. Beds, 13. MATRON, Miss E. Jacob; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received for training. Candidates must produce satisfactory evidence as to character, education, health, and physique. RECREATION, as circumstances permit. SALARY, £14. Laundry is provided but not uniform.

* **Hull.—Hospital for Women and Orthopædics,** Wright Street. Beds, 9. LADY SUPERINTENDENT, Miss Reilly; 1 Sister; 3 Nurses; 1 Probationer. Three years' course.

Particulars not received.

Hull. — Victoria Hospital for Sick Children, Park Street. Beds, 60. MATRON, Miss J. Watson; 2 Sisters; 2 Staff Nurses; 12 Probationers. Applications about 80, and vacancies 6 yearly.

After a personal interview and 1 month's trial, applicants are required to sign an agreement to serve the hospital for 2 years, and are received for 2 years' training. *Ordinary Probationers.*—Candidates must be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given during the winter months by the lady house surgeon, and classes on practical nursing are held by the matron. RECREATION, daily, 2 hours; Sundays, morning and evening alternately; monthly, 1 day; 2 weeks' holiday every year. SALARY, 1st year, *nil*; 2nd year, £6. Laundry and indoor uniform are provided. Nurses may be promoted to posts in the hospital as vacancies occur. During sickness they are nursed till convalescent, and then sent to a Convalescent Home gratuitously.

Paying Probationers.—Paying probationers are received for 1 year's training, and are subject to the same rules, duties and conditions as the ordinary probationers. PREMIUM, £15 15s. SALARY, *nil*.

Huntingdon County Hospital. Beds, 40. MATRON, Miss B. Carr; 2 Staff Nurses; 4 Paying Probationers.

After a personal interview and 3 months' trial, applicants are received for 1, 2 or 3 years' training. Candidates must be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical staff upon anatomy, physiology, hygiene, and surgical dressings; and instruction in

nursing by the matron and sister-in-charge. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily, if possible; 1 day monthly; 2 weeks' holiday in a year. PREMIUM, 1st year, £20; 2nd year, £10; 3rd year, *nil*. SALARY, *nil*. Nurses, £30 to £35. Uniform not provided. Laundry is provided.

Hyde Infectious Diseases' Hospital, Gee Cross, Cheshire. Beds, 42. MATRON, Miss Ella Pristly; 1 Nurse; 2 Probationers.

Probationers are expected to attend classes for the study of physiology and hygiene unless they hold certificates proving they have already passed examinations in these subjects. They receive instruction from the matron on the various infectious diseases and their treatment, and are occasionally examined by the medical officer. Certificates are not granted. RECREATION, 2 hours daily; half-day weekly, from 2 to 6 P.M. alternate Sundays; 2 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, £15; 2nd year, £18; 3rd year, £21; 4th year, £24. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

Ilkeston Cottage Hospital. Beds, 30. MATRON, Miss M. A. Dean; 2 Staff Nurses; 2 Probationers. Applications average 10, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given on anatomy and physiology. RECREATION, 2 hours daily. PREMIUM, *nil*. SALARY, 1st year, £5; 2nd year, £10. Remuneration is given for the trial month. Laundry and indoor uniform provided.

Occasionally nurses are sent out to private cases.

Kendal Memorial Hospital. Beds, 25. MATRON, Miss Evelyn Hurlbatt; 2 Nurses; 1 Probationer.

Probationers are received for 1 year's training. RECREATION, 2½ hours daily; half-day monthly; 3 weeks' holiday yearly. SALARY, 1st year, £10; nurses, £25. Laundry and indoor uniform provided. Each nurse and probationer has a separate bedroom.

Kidderminster.—Borough Hospital for Infectious Diseases. Beds, 60. MATRON, Miss E. J. Mulligan; the number of nurses varies with the number of cases. Applications average about 18, and vacancies 3 yearly.

After a personal interview and 3 months' trial, applicants are received for 2 years' training in fever nursing. Candidates should be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health, physique and recent re-vaccination. LECTURES are given by the matron upon the nursing of infectious fevers, ventilation, disinfection, testing for albumen, care of convalescents, etc. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day, when possible, monthly; 2 weeks, 1st year; 3 weeks' holiday, 2nd year. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £15. Remuneration is given for the trial month. Laundry and indoor uniform are provided.

Nurses who have received a training in general nursing elsewhere are received for 3 or 6 months' training in fever nursing without payment of premium or receipt of salary.

Kidderminster Infirmary and Children's Hospital. Beds, 50. MATRON, Miss Barling; 2 Sisters; 5 Staff Nurses; 4 Paying Probationers. Applications average 35, and vacancies 4 yearly.

After a personal interview, applicants are received for 3 years' training. Candidates should be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES on anatomy, physiology, medical and surgical nursing are given by the medical staff and matron. Examinations are held in October. Certificates are granted upon satisfactorily completing engagement. RECREATION, 12 hours weekly; 1 day monthly; 3 weeks' holiday yearly. Sisters, 1 evening, 1 afternoon and 1 half-day weekly; 4 weeks yearly. PREMIUM, £25. SALARY, 1st year, *nil*; 2nd year, £14; 3rd year, £18. Sisters from £25. Laundry and indoor uniform provided.

King's Lynn.—West Norfolk and Lynn Hospital. Beds, 60. MATRON, Miss Mary Harriet Dalley; 5 Charge Nurses; 6 Probationers. Applications average 40, and vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the staff upon physiology and nursing generally. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2½ hours daily; 4 weeks' holiday every year. PREMIUM, £12 12s. SALARY, 1st year, *nil*; 2nd year, £15. Laundry and indoor uniform are provided.

There is a private nursing staff attached to the hospital, nurses being sent out to private cases after 2 years' training. For particulars see page 233.

Lancaster Royal Infirmary. Beds, 40. MATRON, Mrs. M. E. Crewe; 4 Staff Nurses; 6 Ordinary Probationers. Applications average 40 yearly.

After a personal interview (if possible) and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron, staff nurses and honorary medical staff. Examinations are held at the end of each course. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 3 and 6 hours alternate Sundays; nurses and probationers have a day occasionally by arrangement; 2 weeks' holiday yearly; staff nurses, 3 weeks' yearly. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £15; staff nurses, £25 to £30 per annum. Laundry and indoor uniform are provided. Each nurse has a separate bedroom. Nurses are advised to join the Royal National Pension Fund.

Ledbury Cottage Hospital. Beds, 10. MATRON, Miss Clara A. Bamber; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received for a course of 2 years' practical instruction in ward work, sick cookery, and such nursing as a cottage hospital affords opportunity for learning. Candidates should be over 18 years of age and must produce satisfactory evidence as to character, education and health. RECREATION, 2 hours daily; half-day monthly. PREMIUM, £5. SALARY, *nil*. No remuneration is given for the trial month. Laundry is provided.

Leeds City Fever Hospital, Beckett Street, Leeds. Beds, 150. MATRON, Mrs. C. Doran; 2 Sisters; 8 Staff Nurses; 10 Probationers. Applications average 20, and vacancies 7 yearly.

After a personal interview and 1 month's trial, applicants are received for not less than 4 months' training in fever nursing. Candidates should be between 22 and 27 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given in the winter months. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 3 hours daily; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £14; 2nd year, £16; 3rd year, £20. Laundry and indoor uniform are provided.

Leeds.—Hospital for Women and Children.

Beds, 30. MATRON, Miss Ellen Mary Wreford; 1 Sister; 2 Assistant Nurses; 2 Probationers. Applications average 30 and vacancies 3 yearly.

Candidates should be between 20 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for 2 years' training. LECTURES are given to the nurses by the members of the honorary medical staff with special reference to diseases of women. No formal certificate is given although reference is allowed. RECREATION, daily, 2 hours; half-day weekly; 1 day monthly when practicable; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £18. Remuneration is given for the trial month. Nurses, £25 to £27. Sisters from £30 per annum. Laundry and indoor uniform are provided.

Leeds Trained Nurses' Institute. See page 233.

Leicester Institution for Trained Nurses. See page 234.

Lewes Dispensary and Infirmary and Victoria Hospital, Lewes. Beds, 14. MATRON, Miss Mary E. Wood; 2 Paying Probationers. Vacancies average 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates must be not less than 22 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron and house surgeon. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday in a year. PREMIUM, £10. Laundry is provided.

Lincoln Institution for Nurses. See page 234.

Liverpool Eye and Ear Infirmary, Myrtle Street, Liverpool. Beds, 46. MATRON, Miss M. J. Bramwell; 2 Nurses; 3 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 24 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 2 hours daily; 7 hours weekly; 2 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £14; 3rd year, £18. Laundry and indoor uniform are provided; outdoor uniform is not provided.

Liverpool Hahnemann Hospital, Hope Street. Beds, 52. LADY SUPERINTENDENT, Miss M. Bower; 1 Night Superintendent; 2 Sisters; 8 Probationers; 7 Private Staff Nurses. Applications average 25 and vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 25 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the lady superintendent and the doctors upon elementary physiology and anatomy. Certificates are granted upon passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day weekly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARIES, 1st year, £12; 2nd year, £14; 3rd year, £18, rising to £24. Sisters, £28 to £30. Laundry and indoor uniform are provided.

Probationers, after 2 years' training, are placed on the private nursing staff (see page 235) from whence they are promoted to posts as staff or charge nurses.

* **Liverpool Ladies' Charity and Lying-in Hospital**, Brownlow Hill. Beds, 18. MATRON, Miss Gosling; 13 Midwives.

Pupil Midwives.—Application should be made by letter in own handwriting to the lady secretary at the hospital when application form will be supplied. After a personal interview with the Ladies' Committee on any Friday between 11 and 12 A.M., applicants are received for 3 months' training. Pupils may be resident or non-resident. For both classes bi-weekly LECTURES on midwifery are delivered at the hospital by the medical officer in charge, the courses commencing in January, April, July and October. At the conclusion of each course an examination is held, and certificates are given to those who have passed satisfactorily and have duly qualified themselves by having personally conducted 25 cases. FEES.—Resident pupils, £18 18s. and £1 1s. for laundry; non-resident pupils, £7 7s.

Pupil Nurses.—Applicants are admitted for 6 months' training in monthly nursing, the first half of which is devoted to instruction in nursing and the general management of the sick-room and the last half to training in midwifery as for pupil midwives. Certificates are granted on satisfactorily completing engagement. FEES.—£26 5s., and £2 2s. for laundry.

* **Liverpool.—St. Paul's Eye and Ear Hospital**, 6 St. Paul Square. Beds, 41. MATRON, Miss M'Lean; 3 Nurses; 4 Probationers.

Liverpool.—Stanley Hospital. Beds, 80. MATRON, Miss Amelia A. Lewis; ASSISTANT MATRON, Miss F. Denton; 5 Sisters; 7 Probationers; 2 Deaconesses in training as Nurses. Applications average 300, and vacancies 4 yearly.

After personal interview and 2 months' trial, applicants are received for 2 years' training. Candidates should be between 22 and 35 years of age, and must produce satisfactory evidence as to character, education and physique. Certificates are granted upon satisfactorily completing engagement and passing examination. LECTURES are given by the visiting staff. RECREATION, 2 evenings a week from 6 to 10 P.M.; 1 day off duty each month; 16 days' holiday a year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £15. Laundry is provided. Uniform is not provided.

Llandrindod Wells Hospital. Beds, 22. MATRON, Miss M. A. Evans; 1 Sister; 1 Staff Nurse; 1 Probationer.

After a personal interview applicants are received for 1 to 3 years' training. Candidates must produce satisfactory evidence as to character and health. PREMIUM, *nil*.

* **Llandudno.—Sarah Nicol Memorial Cottage Hospital.** Beds, 14. MATRON, Miss Wright; 1 Nurse; 1 Probationer.

Particulars not received.

Llanelly Hospital, Llanelly, Carmarthenshire. Beds, 31. MATRON, Miss L. A. Roberts; 2 Nurses; 2 Probationers. One vacancy yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 19 and 35 years of age, and must produce satisfactory evidence as to character, education and health. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 2 weeks' holiday yearly. SALARY, 1st year, £5; 2nd year, £10. Laundry and uniform are provided.

* **Longton Cottage Hospital.** Beds, 42. MATRON, Miss H. Lawrence; 2 Nurses; 6 Probationers.

Loughton, Essex. — Convalescent Home for Children. Beds, 60. LADY SUPERINTENDENT, Miss Maud M. Lobb; 1 Sister; 8 Paying Probationers; 4 Ordinary Probationers.

Candidates should be between 18 and 28 years of age, and must produce satisfactory evidence as to character, education, health, and

physique. A personal interview may be dispensed with upon good recommendations being forwarded, and after a month's trial, applicants are received for a course of 1 year's training in preparation for general hospital work. Paying probationers are received for periods of 3 months' training. No LECTURES or certificates are given, but testimonials of conduct and efficiency are granted after satisfactorily completing engagement. RECREATION, 2 hours every other day; 1 day every month; fortnight holiday yearly. PREMIUM.—Paying probationers, 10s. 6d. per week; ordinary probationers, *nil*. SALARY *nil*. Laundry is provided.

* **Lowestoft Hospital.** Beds, 31. LADY SUPERINTENDENT, Miss H. Howes; 3 Charge Nurses; 4 Paying Probationers. Vacancies average 2 yearly.

After 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the staff upon elementary anatomy, physiology and diseases. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday every year. PREMIUM, £10 for the 2 years. SALARY, *nil*. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

Luton (Bute) Hospital. Beds, 27. MATRON, Miss Babcock; 2 Nurses; 1 Probationer.

After a personal interview and 1 or 2 months' trial, applicants are received for 3 years' training. Candidates should be between 22 and 27 years of age, and must produce satisfactory evidence as to character. Certificates are granted upon satisfactorily completing engagement. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £20. Laundry and indoor uniform are provided.

Macclesfield General Infirmary. Beds, 60. MATRON, Miss M. E. Noble; 4 Sisters; 7 Probationers.

After a personal interview and 1 month's trial, applicants are received for 1 or 2 years' training. Candidates must be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement and passing examination. LECTURES are given by honorary medical staff, house surgeon, and matron. RECREATION, 2 hours daily; 15 hours weekly; whole day monthly; 2 weeks' holiday in a year. PREMIUM, £20. SALARIES.—Probationers, *nil*; sisters, 1st year, £25, rising to £30. Laundry and indoor uniform are provided.

* **Maidstone.—West Kent General Hospital.** Beds, 54. LADY SUPERINTENDENT, Miss Isabel Jones ; 8 Nurses ; 5 Probationers. Applications average 60, and vacancies 7 yearly.

After a personal interview, when practicable, and a month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 40 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given by the visiting medical staff upon physiology, anatomy, medicine, and surgery ; and practical instruction by the lady superintendent and the house surgeon in ward work, sick cookery and general nursing. A certificate is granted upon passing examination and satisfactorily completing engagement. RECREATION, 2.30 to 5.10 and 5.10 to 7 P.M. on alternate days ; Saturday to Monday every 3 months ; 2 weeks' holiday 1st year ; 4 weeks, 2nd and 3rd years. PREMIUM, *nil*. SALARY, 1st year, *nil* ; 2nd year, £15 ; 3rd year, £20. Laundry is provided. Uniform is not provided. Assistant nurses may be promoted as staff nurses after 3 years' training. During sickness, nurses are allowed 2 months' salary, and are nursed in the hospital when necessary.

Paying Probationers are received for 1 year's training. PREMIUM, £30. Laundry and uniform not provided.

A Private Nursing Staff is attached, and nurses are sent out to private patients after a year's or 18 months' training, as the lady superintendent finds them competent.

Manchester.—Clinical Hospital for Women and Children, Park Place, Cheetham Hill Road. Beds, 70. MATRON, Miss Isabel Katherine Tyler ; 3 Sisters ; 3 Staff Nurses ; 10 Probationers. Applications average 150 and vacancies 8 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement and passing examination. LECTURES are given by the medical and surgical staff. RECREATION, 2 hours daily ; 1 day and night monthly ; 2 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st 6 months, *nil* ; 2nd 6 months, £6 ; 2nd year, £15 ; 3rd year, if retained, £18. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

A Private Nursing Staff is attached to the hospital, the nurses on which have had not less than 2 years' training in the wards.

Manchester General Hospital for Sick Chil-

dren, Pendlebury. Beds, 140. MATRON, Miss Turner; 5 Sisters; 1 Night Superintendent; 5 Staff Nurses; 3 Private Nurses; 20 Ordinary Probationers; 2 Paying Probationers; 3 Private Staff Nurses. Applications average 400, and vacancies 12 yearly.

Ordinary Probationers.—After a personal interview (if possible) and 1 month's trial, applicants are received for 2 years' training. Candidates must be over 21 years of age, and must produce satisfactory evidence of character, education, health and physique. LECTURES are given on elementary anatomy, physiology, medical and surgical nursing and diseases of children; and instruction by the medical officers, the lady superintendent, and the sisters in the management and nursing of patients. Examinations are held once a year. Certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday in the year. Nurses also have half-day fortnightly. Sisters have 2 hours daily; Saturday to Monday once a month; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, *nil*. Nurses, £20 to £25; sisters, from £30. Laundry and caps and material for indoor uniform are provided.

Special Probationers are received for 1 year's training. PREMIUM, £50. Age, 21 to 35. Laundry is provided. Their duties and training are the same as that for the ordinary probationers.

Nurses are sent out to private cases. For particulars see page 238.

Manchester Hospital for Consumption. Beds, 50. MATRON, Miss Thompson; 3 Nurses; 2 Probationers.

Manchester Maternity Hospital, 60 Upper Brook Street, Manchester. Beds, 12. MATRON, Miss Bessie M. Worrall; 1 Sister; 5 Pupil Midwives; 4 Pupil Nurses. Vacancies for pupil midwives average 10, and for pupil nurses 15 yearly.

After a personal interview suitable applicants are received for a course of 3 months' training in midwifery or monthly nursing. Candidates should be between 25 and 40 years of age, and must give two satisfactory references (one of which must be to a lady), as to character, and a medical certificate of health. Certificated medical and surgical nurses are received for 6 weeks' training in monthly nursing. Courses of LECTURES are given to the midwives by two of the hon. physicians, one in the spring and one in the autumn of each year, followed by examination, successful candidates receiving certificates. Pupil monthly nurses receive certificates upon the completion of 3 months' satisfactory service. RECREATION.—This necessarily varies with the required attendance in the labour ward, but all pupils have plenty of free time allowed,

never less than 1 hour daily. PREMIUM, pupil midwives, £15 15s.; pupil nurses, £10 10s.; certificated medical and surgical nurses, £5 5s. All pupils must provide their own laundry and indoor uniform. Outdoor uniform is not compulsory.

A Private Nursing Staff is attached to the hospital; nurses are sent out to private patients, after 3 months' training.

Manchester.—Monsall Fever Hospital, Newton Heath. Beds, 500; MATRON, Miss E. M. Roberts; 10 Sisters; 1 Night Superintendent; 30 to 42 Staff Nurses; 35 Probationers.

After 3 months' trial applicants are received for 2 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health, physique and recent vaccination. LECTURES are given upon anatomy, physiology and fevers by the medical superintendent. Certificates are given upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 whole day monthly; 16 days' holiday yearly; sisters, 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £15; 2nd year, £20; nurses, £25 to £30; sisters, £32 to £36. Remuneration is given for the trial month. Laundry and indoor uniform are provided. Nurses when ill are treated in hospital.

Manchester.—Northern Workhouse Nursing Association. See page 238.

Manchester Royal Eye Hospital, Oxford Street and St. John's Street. Beds, 110. MATRON, Miss M. E. Bland; 2 Sisters; 4 Nurses; 4 Probationers. Applications average 30 to 40, and vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 18 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the senior house surgeon on ophthalmic nursing. Certificates are not granted. RECREATION, 3½ hours daily; half-day monthly; 1 week's holiday yearly. Nurses and sisters daily, alternately 2 to 4 P.M. and 6 to 10 P.M.; weekly, Sundays—one off duty, one on duty; 2 half Sundays per month. PREMIUM, *nil*. SALARY, 1st 6 months, *nil*; 2nd 6 months, £1 monthly; 2nd year, £15; nurses, £20, rising £1 yearly to £25; sisters, £30, rising £1 yearly to £35. No remuneration is given for the trial month. Laundry, in- and out-door uniform are provided. Each nurse and probationer has a separate bedroom.

Manchester.—St. Mary's Hospital and the Manchester and Salford Lying-in Hospital and Dispensary for Women and Children, Quay Street. Beds, 55. MATRON, Miss Clara Tibbits; 3 Sisters; 7 Nurses; 4 Probationers; 5 Maternity Pupils.

Probationers.—After a personal interview and 1 month's trial applicants are received on the permanent nursing staff for 3 years' training. Candidates should be between 20 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the honorary staff upon monthly nursing and midwifery. Certificates are granted upon satisfactorily completing engagement and passing examination. Approximate RECREATION, 2 hours daily; half-day weekly; 2 weeks' holiday yearly. SALARY, 1st year, £12; 2nd year, £15; 3rd year, £18. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

Maternity Pupils.—The maternity pupils are resident for 6 weeks at least, and pay a FEE of £1 1s. per week. They are provided with board and residence but not with washing or uniform.

A register of monthly nurses is kept at the hospital for the convenience of the public and the medical profession.

Mansfield and Mansfield-Woodhouse District Hospital. Beds, 25. MATRONS, Accident Hospital, Miss Ransford; Convalescent Home, Miss Emily J. Warner; 2 Nurses; 2 Probationers. 1 vacancy annually.

After a personal interview and 1 month's trial applicants are received for 2 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Four weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10. Laundry and outdoor uniform are provided. Indoor uniform is not provided.

Margate.—Royal Sea-Bathing Hospital. Beds, 150. MATRON, Mrs. Hannay; 4 Sisters; 14 Probationers.

After 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given upon surgical and general nursing. Certificates are granted upon satisfactorily completing engagement. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10. Laundry and indoor uniform are provided.

Margate.—Victoria Home for Invalid Children, 5 and 6 Sea View Terrace, Westbrook. Beds, 30. SISTER-IN-CHARGE, Miss Court; 2 Nurses; 4 Probationers. Applications average 40, and vacancies 8 yearly.

After a personal interview and 3 months' trial, applicants are received for 2 years' training. Candidates must be between 18 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the sister-in-charge. RECREATION, 2 hours daily; extra leave on Sundays; 4 weeks' holiday in a year. PREMIUM, 10s. per week. SALARY, *nil*; nurses, £20 to £30. Laundry is provided. Uniform is not provided. Each nurse and probationer has a separate bedroom.

Merthyr-Tydfil General Hospital. Beds, 29. MATRON, Miss B. A. Huddy; 2 Staff Nurses; 2 Probationers. Three years' course. See also page 239.

Metropolitan Convalescent Institution, Children's Branch, Broadstairs. Beds, 114. LADY SUPERINTENDENT, Miss Jessie Russell; 1 Sister; 2 Staff Nurses; 8 Probationers. Applications average 60 yearly.

After a personal interview and 1 month's trial, applicants are received for not less than 1 year's training, and upon satisfactorily completing engagement are recommended to hospital authorities for further training. Candidates should be between 18 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 4 hours twice a-week; on Sunday, off duty morning or evening; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £12. Laundry and in- and out-door uniform provided. Each nurse and probationer has a separate bedroom.

The training is intended for educated girls as a preliminary to work in larger and more general training schools, and it affords an excellent preparation for hospital service.

Paying pupils are received for not less than 3 months.

* **Mexborough (Yorks).—Montagu Cottage Hospital.** Beds, 17. MATRON, Miss G. Aldred; 1 Nurse; 1 Probationer. One year's course.

Further particulars not received.

Middlesbrough. — North Riding Infirmary. Beds, 80. MATRON, Miss E. S. Nowers; 5 Staff Nurses; 9 Probationers. After a personal interview and 1 month's trial, applicants are received

for 3 years' training. Candidates should be between 22 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon and matron. Certificates are given upon satisfactorily completing engagement. RECREATION, several hours daily; 1 day monthly; 2 weeks' holiday yearly. Nurses have 3 weeks' holiday yearly. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £15. Nurses, £25 to £27, rising to £30. No remuneration is given for the trial month. Laundry and indoor uniform are provided.

One probationer is occasionally received from nursing institutions to be trained for not less than 2 years. PREMIUM, £12. SALARY, *nil*.

Mirfield. — The Memorial Hospital. Beds, 18. MATRON, Miss Traiforos; 1 Staff Nurse; 2 Probationers.

After 1 month's trial, applicants are received for 1 or 2 years' training. Candidates should be between 22 and 30 years of age, and must produce evidence as to character, education, health and physique. Those who remain longer than 1 year receive a certificate upon satisfactorily completing their engagement. RECREATION, 2 hours daily; half-day monthly; 2 weeks' holiday every year. PREMIUM, *nil*. SALARY, £12 per annum, after the 1st 6 months. Laundry and indoor uniform are provided.

Monkwearmouth and Southwick Hospital. Beds 42. MATRON, Miss E. F. Deakin; 1 Staff Nurse; 6 Probationers.

After a personal interview and 1 month's trial, candidates are received for 3 years' training. Candidates should be over 22 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the honorary surgeons and house surgeon. Certificates are granted upon satisfactorily completing engagement. RECREATION, probationers, 4 hours daily; nurses, 4 hours alternate days. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £20. Nurses, £25. Laundry and indoor uniform provided.

Moreton-in-Marsh, Gloucestershire. — Cottage Hospital. Beds, 11. MATRON, Miss Horne; 1 Nurse; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, £26. Laundry is provided but not uniform.

Newcastle - upon - Tyne Hospital for Sick Children. Beds, 60. LADY SUPERINTENDENT, Miss E. Daintree; 2 Sisters; 6 Nurses; 6 Probationers.

After 3 months' trial, applicants are received for 3 years' training. Candidates must be between 22 and 35 years of age, must be well educated, and must produce a medical certificate of good health. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 3 hours Sunday; half-day monthly; 3 weeks' holiday yearly. PREMIUM, £5 5s., to be paid at end of the trial months. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £20. Indoor uniform must be provided for the 1st year by the probationer. After that period it is supplied by the hospital. Laundry is provided.

Newcastle - upon - Tyne. — Nurses' Home and Training School. See page 240.

* **Newport and Monmouthshire Hospital,** Stow Hill, Newport, Mon. Beds, 48. MATRON, Miss K. Hodgkin; 7 Charge Nurses; 6 Probationers; 8 Private Nurses. Applications are numerous.

After a personal interview and 1 month's trial, applicants are received for 2 years' training in the wards, entering into an engagement to serve the hospital for 3 years, the last year if required upon the Private Nursing Staff. Candidates should be between 22 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron and medical staff upon nursing and elementary anatomy and physiology. A certificate is granted upon satisfactory completion of the 3 years' engagement and passing an examination. RECREATION, 2 hours daily; 1 day off duty monthly. SALARY, 1st year, *nil*; 2nd year, £16; 3rd year, £20. Laundry and indoor uniform are provided. Outdoor uniform is worn, and must be provided by the probationer.

A Private Nursing Staff with 6 nurses is attached to the hospital, and after 2 years' training in the wards the probationer may be required to serve upon it for her 3rd year.

Newton-Abbot. — Newton Cottage Hospital. Beds, 13. MATRON, Miss A. Phillips; 2 Probationers.

After 1 month's trial, applicants are received for 2 years' training. Candidates must produce satisfactory evidence as to character and health. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10. No remuneration is given for the trial month. Laundry and indoor uniform are provided. The two probationers share a room.

Northallerton Cottage Hospital. Beds, 12; and 3 Cots. LADY SUPERINTENDENT, Miss G. Atkinson; 1 Head Nurse; 3 Probationers.

One year's course, with 3 months' additional maternity training. For particulars see North Riding Nursing Association, page 241.

* **North Shields.—Tynemouth Victoria Jubilee Infirmary.** Beds, 24. Cots, 6. MATRON, Miss E. A. Hill; 3 Nurses; 3 Probationers.

Particulars not received.

Northwich, Cheshire.—Victoria Infirmary. Beds, 12; Cots, 3. MATRON, Miss Margaret Cole; 1 Nurse; 2 Probationers.

After a personal interview and 1 month's trial applicants are received for 2 year's training. Candidates should be between 21 and 27 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day and night monthly; 2 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10. Laundry, indoor and outdoor uniform are provided.

Norwich.—Jenny Lind Infirmary for Sick Children, 28 Tombland (Temporary Premises). Beds, 27. MATRON, Miss L. M. Newill; 1 Sister; 2 Staff Nurses; 4 Probationers. Applications average 30 to 40 and vacancies 4 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 20 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours daily; 1 day monthly; 2 weeks' holiday every year. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd year, £16; 3rd year, £18. Laundry and part of indoor uniform are provided.

Norwich.—Norfolk and Norwich Staff of Hospital-Trained Nurses. See page 242.

Norwood Cottage Hospital, Hermitage Road, Central Hill, Upper Norwood. Beds, 28. MATRON, Miss Edith Fry; 2 Staff Nurses; 2 Probationers. Applications average 50 yearly.

After personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 20 and 25 years

of age, and must produce evidence as to character, education and health. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 evening weekly; half-day monthly; 2 weeks' holiday yearly; nurses, 2 hours daily; 3 evenings weekly; half-day monthly; 4 weeks' holiday yearly. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £14; nurses, £25. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

* **Nottingham.—Free Hospital for Sick Children.** Beds, 33. LADY SUPERINTENDENT, Miss L. Parmiter; 3 Sisters; 7 Probationers.

Particulars not received.

* **Nottingham Hospital for Women,** Castlegate. Beds, 20. MATRON, Miss E. Marten; 8 Nurses; 4 Probationers.

After a personal interview and 3 months' trial, candidates are engaged for 2 years' training, but certificates are not granted. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, half-day once a month; 3 weeks' holiday in a year. SALARY, 1st year, *nil*; 2nd year, £15; 3rd year, £20. Laundry and indoor uniform are provided.

Nurses may be sent to private cases after 2 years' training. See page 243.

* **Nottingham.—Samaritan Hospital for Women,** Raleigh Street (In-patients), Broad Street (out-patients). Beds, 13. MATRON, Miss F. Paget; 1 Head Nurse; 3 Probationers. Applications average 40, and vacancies 1 yearly.

After a personal interview and 3 months' trial, applicants are received for a course of 2 years' training. Candidates should be between the age of 23 and 30, must produce satisfactory evidence as to character, education, health and physique, and are preferred without previous hospital experience. LECTURES are given by the pathologist upon elementary physiology, anatomy and the diseases of women; and practical instruction is given by the matron and head nurse in ward work, invalid cookery, the nursing of abdominal section and women's diseases. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 3 hours daily; 4 weeks' holiday in a year. PREMIUM, *nil*. SALARY.—Probationers, *nil*; head nurses, £30 per annum. Laundry is provided, but uniform is not provided.

* **Nuneaton and District Cottage Hospital.** Beds, 17. LADY SUPERINTENDENT, Miss Macgowan; 3 Nurses; 2 Probationers.

* **Oldham Infirmary.** Beds, 86. MATRON, Miss J. J. Hunter ; 2 Sisters ; 3 Staff Nurses ; 12 Probationers. Vacancies average 4 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the assistant surgeon upon anatomy, physiology, etc. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily ; half-day weekly ; 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, *nil* ; 2nd year, £16 ; 3rd year, £18 ; staff nurses, £25. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

The infirmary has special advantages for surgical training, there being a large number of accident cases.

Paulton, near Bristol. — Memorial Cottage Hospital. Beds, 11. LADY SUPERINTENDENT, Mrs. Parnell ; 1 Staff Nurse ; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received for 1 or 2 years' training. Candidates should be not less than 20 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given. SALARY, *nil*. Laundry is provided. Uniform is not provided.

Penzance. — West Cornwall Infirmary. Beds, 20. MATRON, Miss Whittaker ; 2 Nurses ; 1 Probationer.

Suitable applicants are received for 2 years' training. Certificates are granted upon satisfactorily completing engagement. PREMIUM, £10. SALARY, 1st year, *nil* ; 2nd year, £10. Laundry and indoor uniform are provided.

* **Peterborough Infirmary and Dispensary.** Beds, 45. MATRON, Miss Pedder ; 4 Nurses ; 3 Probationers. Two years' course.

Particulars not received.

* **Poole. — Cornelia Hospital.** Beds, 26 ; Cots, 4. MATRON, Miss Milne ; 2 Nurses ; 2 Probationers.

Particulars not received.

Redditch. — Smallwood Hospital. Beds, 12. MATRON, Miss Procter ; ASSISTANT MATRON, Miss Ada Waller ; 1 Sister ; 2 Probationers.

After 1 month's trial, applicants are received for 1 year's training. Candidates should be between 19 and 24 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. SALARY, *nil*. Sisters, £25 to £30. Laundry and indoor and outdoor uniform provided. Each nurse and probationer has a separate bedroom.

Reigate and Redhill Cottage Hospital, Redhill, Surrey. Beds, 25. LADY SUPERINTENDENT, Miss L. V. Callender; 2 Staff Nurses; 1 Probationer. Applications average 25, and vacancies 1 yearly.

Probationers.—After a personal interview and 3 months' trial, applicants are received for 1 to 3 years' training. Candidates should be not less than 25 years of age, and must produce satisfactory evidence as to character, health, education and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 times weekly; a day off duty when asked for; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £14. No remuneration is given for the trial month. Laundry and indoor uniform provided. Each nurse and probationer has a separate bedroom.

Nurses.—Candidates should be between 30 and 35 years of age, and must produce satisfactory evidence as to character, health and physique. The day nurse must have received a full 3 years' training from a general hospital; night nurses are not required to have quite so much experience. After a personal interview and 3 months' trial nurses are appointed by the lady superintendent. SALARY, £22 to £25 per annum. Laundry and indoor uniform are provided.

* **Reigate.—The Brabazon Home**, Reigate, Surrey. Beds, 16. LADY SUPERINTENDENT, Miss M. A. Innes; 1 Probationer. Applications average about 6 yearly, and there is a vacancy about once in 2 years.

After a personal interview (when possible) and a month's trial, applicants are received for 2 years' training. Candidates should be over 20 years of age, and must produce satisfactory evidence as to character, education, health and physique. Regular instruction is given from notes of Edinburgh lectures upon medicine and nursing, and a written testimonial is given after satisfactorily completing engagement. RECREATION.—Daily outdoor exercise when possible; 3 weeks' holiday in the summer. PREMIUM, *nil*. SALARY, after the 1st 6 months, £15 per annum. Laundry, caps, aprons and outdoor uniform are provided.

* **Retford Cottage Hospital.** Beds, 10; 1 Cot. MATRON, Miss S. F. Coulthurst; 2 Probationers; 1 District Nurse.

Rhyl.—Royal Alexandra Hospital for Children. Beds, 200. HON. LADY SUPERINTENDENT, Miss Edith M. Vizard; 3 Sisters; 10 Nurses; 6 Probationers; 10 Private Staff Nurses.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 4 weeks' holiday in a year. PREMIUM, £5. SALARIES, 1st year, £12; 2nd year, £14; 3rd year, £18, rising to £20. Laundry, indoor and outdoor uniform are provided.

Connected with the hospital is an Isolation Hospital for fever nursing, and also a Convalescent Home. There is a private nursing staff attached, for particulars of which see under NURSING INSTITUTIONS (page 247).

Richmond, Surrey.—The Royal Hospital. Beds, 60. MATRON, Miss Rachel M. Foley; 6 Staff Nurses; 3 Probationers. Applications average 40, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday annually; nurses, 4 hours every alternate day; half-day every alternate week; 1 Sunday monthly; 3 weeks' holiday annually. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd year, £18; 3rd year, £20. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each probationer has a separate bedroom.

Rochdale Infirmary, Lancs. Beds, 52. MATRON, Miss Sophie Rothwell; 2 Staff Nurses; 6 Probationers. Applications average 15, and vacancies 2 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given by the house surgeon on anatomy, physiology, medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours every alternate day; 1 day monthly; 2 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year,

£14; 3rd year, £18. Nurses, £25. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and probationer has a separate bedroom. When ill, nurses are treated in the infirmary.

Rochdale.—Marland Fever Hospital. Beds, 71. MATRON, Miss A. Bellamy; 3 Staff Nurses; 4 Probationers. Applications average 6, and vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are received for training in fever nursing; they are not bound to remain any specified time; some are recommended for general training after satisfactory work, and others are retained as staff nurses in the fever hospital. Candidates should be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron upon physiology, hygiene and nursing, but certificates are not granted. RECREATION, 3 hours every 2nd day; longer leave when necessary; 4 weeks' holiday every year if the nurse desires to be away so long. PREMIUM, *nil*. SALARY, 1st year, £14; 2nd year (if retained), £16; staff nurses, £20. Laundry and caps are provided, but not any other portions of uniform, which must be found by the nurse.

Romford.—Victoria Cottage Hospital. Beds, 14. MATRON, Miss E. A. Bostock; 1 Probationer.

After 1 month's trial, applicants are received for 1 year's training. Candidates should be about 20 years of age. Certificates are not granted. PREMIUM, *nil*. SALARY, *nil*. £4 is allowed for uniform. Laundry is provided.

Rotherham Hospital. Beds, 64. MATRON, Miss J. Sanders; 4 Sisters; 8 Probationers; 4 Private Staff Nurses; 3 or 4 vacancies yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 22 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the honorary surgeon, house surgeon, and matron upon anatomy, physiology, nursing and cookery. Examinations are held once a year. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday in a year. Nurses and sisters, 3 weeks' holiday. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd year, £12 and outdoor uniform; 3rd year, £20. No remuneration is given for the trial month. Laundry and indoor uniform are provided. Nurses are sent out to private cases.

Rugby.—Hospital of St. Cross. Beds, 40. MATRON, Miss Caroline Walker; 3 Staff Nurses; 4 Paying Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the honorary medical staff upon anatomy, physiology, and general nursing. Examinations are held once a year. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday every year. Nurses, 2 hours daily; 1 evening weekly; 1 day monthly; 3 weeks' holiday every year. PREMIUM, £10. SALARY, *nil*; nurses, from £28. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and probationer has a separate bedroom.

Rugeley District Hospital. Beds, 15, LADY SUPERINTENDENT, Miss H. F. Philbrick; 1 Trained Nurse for district work; 1 Probationer.

A personal interview is not indispensable, applicants being received for 3 months' trial. Candidates should be about 21 years of age, and must produce satisfactory evidence as to character and health. If suitable, the probationer is retained for a year or longer; she receives practical instruction from the matron, learns simple dispensing, and is then generally recommended for training in a larger hospital; should she remain over a year, practice in district nursing is afforded her under the superintendence of the trained district nurse, and if competent she may be required to take holiday duty during the absence of the regular nurse. No certificate is granted; the matron does not profess to "train" probationers in any but a preliminary sense in so small a hospital. RECREATION, 3 hours every other day; half-day once a fortnight; about 2 weeks' holiday in a year. The hospital stands in a large garden, and in addition to free time allowed, the probationer has many opportunities of being out of doors while on duty. PREMIUM, *nil*. SALARY, £16 per annum after 1st 6 months; district nurse, £30 per annum. Laundry is provided, but not uniform. When not engaged among the poor, the district nurse is employed in the wards.

Ryde.—Royal Isle of Wight Infirmary and County Hospital. Beds, 60. MATRON, Miss Marion Pinchard; 3 Staff Nurses; 8 Probationers. Applications average 10, and vacancies 3 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received for 3 years' training. Candidates should be between

22 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon and matron on physiology, anatomy and practical nursing. Examinations are held in March. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; half-day weekly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £8; 2nd year, £14; 3rd year, £20; nurses, £25. Laundry and indoor uniform are provided. Each of the nurses and some of the probationers have separate bedrooms.

* **Saffron Walden Hospital**, Saffron Walden, Essex. Beds, 37. MATRON, Miss Fawcett; 2 Nurses; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday in a year. SALARY, £10 a year after 1st 3 months. Laundry and part indoor uniform are provided; outdoor uniform is not provided.

St. Helen's Hospital, Peasley Cross, St. Helen's, Lancs. Beds, 50. MATRON, Miss H. R. Oates; 1 Sister; 1 Staff Nurse; 5 Probationers. Applications numerous; vacancies average 2 yearly.

After a personal interview (except when living at a distance) and 1 month's trial, applicants are received for 3 years' training. Candidates should be not less than 22 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the matron on anatomy, physiology, medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; Sunday morning or evening; 1 day monthly; 3 weeks' holiday yearly; sisters, 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £20; nurses, £20; sisters, £30 to £35. Laundry, and in- and out-door uniform, are provided.

* **St. Leonards.—Buchanan Cottage Hospital**, Springfield Road. Beds, 21. MATRON, Miss Ransford; 2 Nurses; 2 Probationers.

Particulars not received.

* **St. Paul's Cray, Kent.—The Cottage Hospital**. Beds, 15. MATRON, Miss Marion Finch; 1 Nurse; 2 Probationers. One vacancy annually.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 25 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday yearly; nurses, 1 month's holiday yearly. PREMIUM, £15. SALARY, *nil*; nurses, £25 per annum. Probationers pay for their own laundry and uniform; laundry and indoor uniform being provided for the nurse.

*** Salford. — Ladywell Sanatorium (County Borough of Salford Infectious Diseases Hospital),** Eccles New Road. Beds, 184. LADY SUPERINTENDENT and MATRON, Miss Kate Thomas; 1 Night Superintendent; 24 to 30 on Nursing Staff including Nurses, Assistant Nurses, and Probationers. Average yearly applications for Probationers' posts, 100; vacancies, 7.

After a personal interview with the lady superintendent, an applicant for the post of probationer may be engaged. She must be between 22 and 24 years of age, and be able to give the highest references as to good conduct, respectability, education, health and physique. Should the probationer remain for 3 years, and during that time have given complete satisfaction, she will receive a certificate. Probationers are trained in the details of nursing by the lady superintendent. Any further instructions are given by the medical superintendent. RECREATION, minimum, 16 hours weekly; 1 day monthly; 1 month yearly. PREMIUM, *nil*. SALARY, rising from £14 1st year to £18 in the 3rd year, with board and laundry. Indoor uniform provided at end of 1st year. Outdoor uniform prohibited.

The Sanatorium is maintained by the Corporation for the treatment of cases of fever and diphtheria. (A small-pox hospital is in connection with the Hospital Department). Nurses are sent out to nurse private cases of infectious disease after not less than 3 years' training.

*** Sevenoaks Hospital for Children with Hip Disease.** Beds, 25. HON. LADY SUPERINTENDENT, Miss Jackson; 2 Lady Probationers.

Sheffield Children's Hospital, Western Bank, Sheffield. Beds, 40. MATRON, Miss L. E. Pountney; 7 Nurses; 2 Probationers. Applications average 50, and vacancies 2 yearly.

Ordinary Probationers.—After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given

by the medical staff and matron upon physiology and nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily ; half-day weekly ; 2 weeks' holiday yearly. In addition to this probationers have 1 week's holiday at end of 1st 6 months. PREMIUM, *nil*. SALARY, 1st year, £8 ; 2nd year, £16. If retained the salary is increased by £2 yearly up to £25. Laundry and indoor uniform are provided. Outdoor uniform is not provided. After a year of service, satisfactory probationers are usually promoted.

Lady Paying Probationers are received for 1 year's training. PREMIUM, £25, paid quarterly in advance.

Sheffield Nurses' Home and Training Institution. See page 248.

Sherborne.—Yeatman Hospital. Beds, 24. MATRON, Miss A. L. Clarke ; 2 Staff Nurses ; 1 Ordinary Probationer ; 1 Paying Probationer.

After a personal interview and 1 month's trial, applicants are received for 1 or 2 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 or 3 hours daily ; 2 weeks' holiday yearly. Nurses have 3 weeks' holiday yearly. SALARY, 1st year, *nil* ; 2nd year, £16 ; nurses, £16 to £25. No remuneration is given for the trial month. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and probationer has a separate bedroom. Nurses are sent out to private cases.

* **Shipley and Windhill Joint (Infectious) Hospital,** Stony Ridge, Bingley, Yorks. Beds, 21. MATRON, Miss Rebecca J. Miles ; 1 Nurse ; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received for training in fever nursing. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, half-day weekly ; and 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 6s. per week. Laundry and indoor uniform are provided.

South Shields.—Ingham Infirmary. Beds, 21. SISTER-IN-CHARGE, Miss H. L. Mackridge ; 2 Staff Nurses ; 2 Probationers.

The hospital being for the reception of accident cases only, certificates of training are not given. After a personal interview and 1 month's trial, applicants are accepted for 1 year's instruction in accident work. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character and health. RECREATION, 3 hours every alternate day; from 2 to 9:30 P.M. every alternate Sunday; half-day once a month; 2 weeks' holiday in the year. SALARY, £12 per annum, with uniform.

* **Southend-on-Sea.—The Sanatorium.** Beds now in use, 18. MATRON, Miss A. E. Thompson; 2 Staff Nurses; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received for 1 year's training in the nursing of infectious diseases. Candidates should be between 22 and 28 years of age, and must produce satisfactory evidence as to character, health and physique. Certificates are granted by the medical officer of health upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. SALARY, 1st year, £12. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

Southport Infirmary. Beds, 64. MATRON, Miss Alice Clark; 4 Charge Nurses; 9 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training, with a certificate on passing examinations and satisfactorily completing engagement. Candidates should be between 23 and 32 years of age, and must produce satisfactory evidence of age, health, character, physique and education. LECTURES are given by the medical officers. RECREATION, 2 hours daily; 1 day monthly; morning, afternoon or evening on alternate Sundays; 3 weeks' holiday yearly. The question of SALARY is now under consideration. Laundry, indoor and outdoor uniform provided. All nurses and the senior probationers have separate bedrooms.

There is a Private Nursing Staff (see page 250).

Southsea.—South Coast Medical, Surgical and Convalescent Home, 60 Clarendon Road. Beds, 14. MATRON, Miss Neller (trained Nurse); 2 Assistant Nurses.

After a personal interview and 1 month's trial, applicants are received for no fixed time, and are instructed by the matron in general nursing, and should they show special aptitude are recommended for probationership elsewhere. Young women anxious to learn something of nursing and who are unable to enter a regular training school are employed.

Candidates should be between 20 and 30 years of age, must produce satisfactory evidence as to character, fair education, health and physique. RECREATION, 2 weeks' holiday yearly. SALARY, £14 per annum. Laundry and indoor uniform are provided.

Many cases, not usually taken in convalescent homes, are received, and more opportunity is afforded for surgical nursing than in most convalescent homes.

Stafford. — Staffordshire General Infirmary.

Beds, 75. MATRON, Miss I. M. Farmer; 3 Sisters; 3 Staff Nurses; 7 Probationers.

After a personal interview (when possible) and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 3 weeks' holiday yearly. Sisters, 4 weeks' holiday yearly. PREMIUM, £3 3s. SALARY, 1st year, *nil*; 2nd year, £10; 3rd year, £16; sisters, £25 yearly. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and probationer has a separate bedroom.

Stockport Infirmary. Beds, 64. MATRON, Miss Harriet Hetherington; 2 Sisters; 7 Nurses; and 4 Probationers. There are 3 vacancies on an average yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon upon medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 2 to 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £14; 3rd year, £18. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

A large number of accidents are admitted to the hospital.

Stockport. — Isolation Hospital, Dialstone Lane. Beds, 60. MATRON, Mrs. Frances Marvell; 1 Sister; 2 Staff Nurses; 2 Probationers. Applications average 6, and vacancies 1 yearly.

After a personal interview (when possible) and 1 month's trial, applicants are received for 2 years' training. Candidates should be

between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical officer on fever and medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 4 hours every alternate day; half-day every 3 weeks; 2 weeks' holiday yearly. Nurses have half a day every 2nd week. Sisters have 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £14; 2nd year, £16; 3rd year, £20. Nurses, £20 to £25. Sisters, £30 to £35. Remuneration is given for the trial month. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each nurse and probationer has a separate bedroom.

Stockton and Thornaby Hospital. Beds, 60. MATRON, Mrs. Beatty; 3 Staff Nurses; 7 Probationers.

After a personal interview (when possible) and 2 months' trial, applicants are received for 2 years' training. Candidates should be between 22 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 or 3 weeks' holiday yearly. Nurses, 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year *nil*; 2nd year, £12; nurses, £28. Laundry and indoor uniform are provided.

Stoke-upon-Trent.—Staffordshire Institution for Nurses. See page 250.

* **Stourbridge.—Corbett Hospital.** Beds, 23; Cots, 8. MATRON, Miss Kate Richards; 2 Nurses; 3 Probationers.

After 1 month's trial, applicants are received for a course of 2 years' training. Candidates should not be under 23 years of age, and must produce satisfactory evidence as to character, education and health. Arrangements have been made for probationers to attend LECTURES given at the General Hospital, Birmingham. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; half-day on Sundays; whole day once a month; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £12. Laundry and indoor uniform are provided.

Stratford-on-Avon Hospital. Beds, 32. MATRON, Miss Helen M. Cottam; 3 Nurses; 1 Probationer. Applications average 10, and vacancies 1 yearly.

After a personal interview (when possible) and 1 month's or 6 weeks' trial, applicants are received for 6 months' training. Candidates should

be between 21 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificate of not less than 1 year's training in a general hospital. RECREATION, 2 hours daily; 5 hours every alternate Sunday; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £20 to £27 per annum. Laundry is partly provided, and an allowance is made for uniform. Each nurse and probationer has a separate bedroom.

* **Stroud General Hospital.** Beds, 35. LADY SUPERINTENDENT, Miss H. Garwood; 3 Nurses; 3 Probationers. Three years' course. Particulars not received.

Sunderland Nursing Institution. See page 252.

* **Swansea Borough Hospital (Infectious Diseases).** Beds, 28. MATRON, Miss Jeannie Land; 1 Nurse; 1 Probationer. One vacancy yearly.

After a personal interview and 1 month's trial, applicants are received for not less than 12 months' training in fever nursing. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 3 hours every alternate day; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £14; 2nd year, £18; 3rd year, £20. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

Swindon.—Victoria Hospital. Beds, 12. MATRON, Miss K. E. Ackerley; 1 Staff Nurse; 2 Paying Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. PREMIUM, £5. SALARY, 1st year, *nil*; 2nd year, £10. Laundry is provided. Uniform is not provided.

Tamworth Cottage Hospital. Beds, 27. MATRON, Miss A. Clark; 4 Nurses; 3 Probationers. Applications average 5 or 6, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 24 and 28 years of age, and must produce satisfactory evidence as to character and health. LECTURES are given by the medical officers. Certificates are granted upon satisfactorily completing engagement. PREMIUM, for 1 year's training, 10 guineas; whole course, *nil*. SALARY, 1st year, £14; 2nd year, £16; 3rd year, £18. Laundry, indoor and outdoor uniform provided. Each nurse and probationer has a separate bedroom.

* **Tetbury Cottage Hospital.** Beds, 9. SUPERINTENDENT, Miss Hobkinson; 1 Nurse; 1 Probationer. A vacancy occurs generally once a year, and is advertised.

After a month's trial, applicants are received for 1 year's training in such nursing as a cottage hospital affords opportunity for learning. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. A written certificate is granted upon satisfactorily completing engagement. RECREATION, 2 hours on three days and 1 hour on three other days of the week; 4 and 2 hours alternately on Sundays. PREMIUM for 6 months' training, £10; for a year, *nil*. SALARY, *nil*. Laundry is provided, but not uniform.

The district nurse resides in the hospital under the supervision of the matron, and is paid at the rate of £20 to £25 per annum, being also provided with board and washing, but not with uniform.

Torquay.—Torbay Hospital. Beds, 60. MATRON, Miss Frances E. G. Ward; 4 Charge Nurses; 9 Probationer Nurses. Vacancies average 5 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 24 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the resident medical officer and matron upon elementary anatomy, physiology, general treatment of diseases, medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday in a year for probationers, and 1 month for charge nurses. PREMIUM, *nil*. SALARIES.—Probationers, 1st year, *nil*; 2nd year, £12; charge nurses begin at £24, rising £3 annually to £30. Laundry, indoor and outdoor uniform are provided.

* **Truro.—Royal Cornwall Infirmary.** Beds, 52. MATRON, Miss E. F. Neve; 3 Nurses; 5 Probationers. Three years' course.

Particulars not received.

Tunbridge Wells Eye, Throat, and Ear Hospital, Ye Pantiles. Beds, 10. MATRON, Miss Edith Jones; 1 Nurse; 1 Probationer. A vacancy occurs generally once a year, and is advertised in *The Hospital*. Applications average 60.

After a month's trial, applicants are received for 1 year's practical instruction in such nursing as a small special hospital affords opportu-

nity for learning. Candidates should be between 21 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. A certificate is granted at end of course showing instruction received. RECREATION, 2 hours daily; 3 or 4 hours on Sunday; usually a fortnight's holiday in the year, but probationers are not entitled to it until they have served 6 months. PREMIUM, *nil*. SALARY, *nil*. Laundry and uniform are provided.

*** Tunbridge Wells General Hospital.** Beds, 55. MATRON, Miss Hay Forbes; 4 Charge Nurses; 8 Probationary Nurses. Applications average between 30 and 40 annually. Vacancies uncertain.

After a personal interview and 3 months' trial, candidates are received for 3 years' training. Candidates should be between 23 and 28 years of age, and must produce satisfactory evidence as to character, education, capacity, and a medical certificate of health. LECTURES are given by the house surgeon, and practical instruction by the ward sisters. Training is given in all branches of general hospital nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, daily 2½ hours and 1 hour alternately; a day or 2 occasionally; 14 days' and 21 days' holiday in the year. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd year, £8; 3rd year, £12. Laundry and indoor uniform are provided.

Nurses are not sent out to private patients.

*** Tunbridge Wells Homœopathic Hospital.** Beds, 9; Cots, 2. MATRON, Miss A. Harris; 2 Probationers. Applications average 25, and vacancies 1 annually.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 24 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 1 hour daily; on an average 1 day off duty monthly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

Ventnor.—Royal National Hospital for Consumption. Beds, 135. MATRON, Miss L. J. Busby; 6 Charge Nurses; 1 Night Charge Nurse; 9 Probationers. Applications average 60, and vacancies 9 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received for 1 year's training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence

as to character, education, health and physique. Instruction is given by the charge nurses. Certificates are not granted, but if probationers' work is satisfactory, they are passed on to a general hospital for 3 years' training. RECREATION, nurses and probationers, 3½ hours on alternate days; probationers, 2 weeks' holiday during the year; charge nurses, 4 weeks. In addition charge nurses have alternate Sunday evenings. PREMIUM, *nil*. SALARY, £10; charge nurses, £25 to £30. Remuneration is given for the trial months. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

The hospital is divided into 6 divisions, and each division has a charge nurse. The 6 charge nurses take night duty alternately, each nurse doing 2 months in each year, usually 1 month during the summer and 1 month during the winter. For this £2 in addition to the regular salary are given. Probationers are allowed 10s. per month extra when on night duty.

Wakefield.—Clayton Hospital. Beds, 60. MATRON, Miss A. Eaton; 3 Sisters; 7 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron and house surgeon upon nursing, anatomy, physiology and general diseases. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 16 days' holiday in a year for probationers; and 23 days' for sisters. PREMIUM, *nil*. SALARIES, 1st year, £12; 2nd year, £14; 3rd year, £18; sisters, £25 rising to £30. Laundry and indoor uniform are provided.

Wallasey Cottage Hospital. Beds, 21. MATRON, Miss A. Barry; 1 Staff Nurse; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 25 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Testimonials are granted upon satisfactorily completing engagement. RECREATION, 2 to 4 and 4.15 to 7 P.M. on alternate days; half-day monthly. PREMIUM, *nil*. SALARY, £10. Nurses, £16 to £20. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

Wallsend, Willington Quay and Howdon Joint Hospital, Willington Quay. This is a hospital for infectious diseases

with 24 Beds. MATRON, Miss E. Wallace ; 2 Probationers. Applications average 4, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 half-days weekly ; 2 weeks' holiday every year. PREMIUM, *nil*. SALARY, 1st year, £14 ; 2nd year, £16 ; 3rd year, £18. Laundry is provided, with a yearly allowance of £5 for uniform. Each probationer has a separate bedroom.

Walsall and District Hospital, Walsall, Staffs. Beds, 50. MATRON, Sister Agnes ; 1 Night Superintendent ; 3 Charge Nurses ; 7 Ordinary Probationers ; 2 Paying Probationers. Applications average 36, and vacancies 2 yearly.

Candidates should be between 23 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for 3 years' training. LECTURES are given by the house surgeon upon elementary anatomy, physiology, and general nursing, and certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily ; 1 day monthly ; probationers of 1 year's standing, 2 weeks' ; of 2 and 3 years', and charge nurses 3 weeks' holiday in a year. SALARY, 1st year, *nil* ; 2nd year, £10 ; 3rd year, £15. Charge nurses, £24 to £28. Laundry and part indoor uniform are provided.

Paying Probationers are received for 1 years' training. Ages between 20 and 30 years. PREMIUM, £20.

Warminster, Wilts.—Cottage Hospital. Beds, 16. MATRON, Miss May Vaughan ; 1 Staff Nurse ; 3 Probationers. Vacancies average 2 yearly.

After personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 19 and 23 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily, and every Sunday from 10 to 4 and 4 to 10 alternately ; 3 weeks' holiday in the year. PREMIUM, £26 per year. SALARY, *nil*. An allowance of 1s. 6d. per week is given for laundry. Uniform is not provided. Each probationer has a separate bedroom.

Warrington Infirmary. Beds, 40. MATRON, Miss Wat-

kins ; 1 Head Nurse ; 3 Nurses ; 3 Probationers. Candidates are received for 3 years' training. SALARY, 1st year, £12 ; 2nd year, £15 ; 3rd year, £18.

Watford District Cottage Hospital, Watford. Beds, 16 ; Cots, 2. SISTER SUPERINTENDENT, Miss Kayes ; 1 Staff Nurse ; 2 Probationers. A vacancy for a probationer occurs about once in 2 years and is advertised.

After a personal interview and 1 month's trial, an applicant is received for 2 years' training. Candidates should be between 25 and 30 years of age, and must produce satisfactory evidence as to character, fair education, health and physique. LECTURES are given upon nursing by the matron. Examinations are held at end of training. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily ; afternoon or evening alternate Sundays ; 1 day monthly ; 2 weeks' holiday yearly. The nurse has 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil* ; 2nd year, £10 ; nurses, £20 to £25. No remuneration is given for the trial month. Laundry, indoor and outdoor uniform provided. The nurse and probationers have separate bedrooms.

* **Wellington and District Cottage Hospital**. Beds, 8. MATRON, Miss Edith Mellor ; 2 Probationers. Particulars not received.

* **West Bromwich District Hospital**. Beds, 55. MATRON, Miss Aileen Moriarity ; 2 Head Sisters ; 9 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates must be between 22 and 33 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the senior house surgeon and matron upon anatomy, physiology, nursing, and ward work. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 3 hours daily ; 2 to 3 weeks' holiday in a year. PREMIUM, £10. SALARIES, 1st year, *nil* ; 2nd year, £12 ; 3rd year, £18 ; sisters, £30, rising to £40. Laundry and indoor uniform are provided.

Weston-super-Mare Hospital. Beds, 35. MATRON, Miss A. Sherring ; 2 Charge Nurses ; 4 Probationers. Vacancies average about 2 annually for probationers.

After a personal interview (when possible) and 1 month's trial, applicants are received for 1 or 2 years' training. Candidates must produce

satisfactory evidence as to character, education, and health. LECTURES are given by the matron and house surgeon. Certificates are granted upon satisfactorily completing the 2 years' course and passing examination. RECREATION, 2 hours daily; alternate Sunday, Sunday morning and evening; 1 day a month when possible; 2 or 3 weeks' holiday yearly. Recreation for charge nurses is more irregular, 2 hours daily; half a day once a fortnight for day nurses when possible. PREMIUM, 10 guineas for 1 year's training. SALARY, £30 per annum. Laundry is provided, but not uniform. Each nurse and probationer has a separate bedroom.

Fever wards are attached to the hospital, special nurses being employed for them when in use. The hospital is federated with the Royal National Pension Fund for Nurses.

* **Weymouth Royal Hospital.** Beds, 15. MATRON, Mrs. Parry; 2 Nurses; 1 Probationer. Course.—One year's training and 1 year's service.

Particulars not received.

* **Willingham - by - Stow, near Gainsboro', Lincs.—Reynard Cottage Hospital.** Beds, 9. MATRON, Miss Nalahan; 1 Probationer.

After 1 month's trial, applicants are received for 1 year's practical instruction. Candidates must produce satisfactory evidence as to character, health and physique, preference being given to those who have received a year's training in a children's hospital. Certificates are not granted, but testimonials are given for satisfactory conduct and efficiency. RECREATION, 2 hours daily; whole day each month; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARY, £10; matron, £40 per annum. Laundry and indoor uniform are provided.

Windsor and Eton Royal Dispensary and Infirmary. Beds, 35. MATRON, Miss Marion Macdonald; 3 Nurses; 4 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must be between 21 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon and matron upon anatomy, physiology, medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 3 hours daily; 1 whole day monthly; 3 weeks' holiday in a year. PREMIUM, £10, paid back in salary quarterly in 2nd year of training. SALARIES for charge nurses, 1st year, £25, rising to £30. Laundry and indoor uniform are provided.

* **Wirksworth Cottage Hospital.** Beds, 8. Cots, 2. MATRON, Miss Penny; 1 Probationer.

Wisbech, Cambridgeshire. — North Cambridgeshire Hospital. Beds, 26. MATRON, Miss Emily Stendell; 1 Head Nurse; 1 Assistant Nurse; 2 Probationers.

After 1 month's trial, applicants are received for 1 or 2 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given by the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 week's holiday in a year. PREMIUM, £20. Laundry is provided, but not uniform.

Wolverhampton Eye Infirmary. Beds, 40. MATRON, Miss Florence Newton; 1 Staff Nurse; 3 Ordinary Probationers; 10 Paying Probationers. Applications average 10, and vacancies 2 yearly.

After a personal interview (when possible) and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 21 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique, gentlewomen only being received. LECTURES are given by the house surgeon and matron upon ophthalmic work and general nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours (minimum) daily; 1 day monthly; 2 weeks' holiday in a year. Staff nurses, 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; if retained, 1st 6 months of 2nd year at the rate of £13; 2nd 6 months, £14 per annum. Staff nurses, £25 per annum. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

Wolverhampton.—Queen Victoria Nursing Institution. See page 255.

* **Worthing Infirmary.** Beds, 20; Cots, 8. MATRON, Miss Burford; 2 Charge Nurses; 2 Probationers. Applications average 24, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 21 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; charge nurses, 2 weeks' holiday every year. PREMIUM, *nil*. SALARY, *nil*. Laundry is provided. Indoor and outdoor uniform are not provided for probationers. Indoor uniform is provided for charge nurses.

Wrexham Infirmary. Beds, 39. MATRON and LADY SUPERINTENDENT OF NURSES, Miss Katherine J. Hicks; 1 Staff Nurse; 3 Probationers. Applications average 8, and vacancies 1 yearly.

After a personal interview (when possible) and 1 month's trial, applicants are received for 2 years' training. Candidates should be not less than 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the visiting staff, and nursing instruction by the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, at least 2 hours daily; holidays at least 3 weeks in the year. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10. Laundry and indoor uniform are provided.

A Private Nursing Staff is attached, nurses being sent out to private patients after 2 years' training. Probationers are trained specially to fit them for private nursing. For particulars see page 257.

Yarmouth General Hospital. Beds, 44. MATRON, Miss E. R. Diver; 2 Sisters; 6 Paying Probationers.

After personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must produce satisfactory evidence as to character, health and physique. LECTURES are given by the house surgeon. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours and 1 hour on alternate days; 1 day every month; and a fortnight's holiday every year. PREMIUM for the 2 years, £20. SALARY, *nil*; sisters, £30 to £35. Laundry is partly provided. Uniform is not provided.

SCOTLAND.

Aberdeen.—Royal Hospital for Sick Children, Castle Terrace, Aberdeen. Beds, 85. HON. SUPERINTENDENT, Miss K. M. Lumsden ; 1 Ward Sister ; 14 Charge Nurses ; 17 Nurses and Probationers. Applications average 100 yearly.

After a personal interview and 6 months' trial, applicants, who must not have worked in any other hospital, are received for 3 years' training in medical, surgical, ophthalmic and diphtheria nursing. Candidates should be between 21 and 25 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the visiting staff. Certificates are granted upon passing examination. RECREATION, 2 hours in the afternoon, or 2½ hours in the evening on alternate days, if work permit ; Sundays, 4½ hours ; 3 hours in alternate weeks ; a day off occasionally in the month ; 3 to 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY.—Probationers for the 1st 6 months receive no pay, and must provide for their own washing. After the expiration of the 1st 6 months, they receive £12 per annum for the 1st and 2nd years, with laundry and in- and outdoor uniform. If probationers have worked in the diphtheria ward, £14. At the end of the 2nd year of training, probationers must pass a preliminary examination. Salary, 3rd year, £16, or diphtheria nurses, £18. Maximum salary after 5 years' service, £28.

Nurses are supplied for private cases.

Arbroath Infirmary. Beds, 40. LADY SUPERINTENDENT, Miss Frances E. Kay ; 3 Probationers. Applications average 45, and vacancies 1 yearly.

After 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 34 years of age, and must produce evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily ; 18 or more days' holiday yearly. PREMIUM, *nil*. Laundry and indoor uniform are provided.

Banff.—Chalmers' Hospital. Beds, 80. MATRON, Miss Calder ; 4 Staff Nurses ; 2 Probationers. Applications average 31, vacancies 2 yearly.

Candidates should be between 22 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for a period of 3 years' training. Certificates are granted

at the close of period of training to efficient nurses. LECTURES are delivered by one of the medical staff, and the practical training is superintended by the matron in the wards of the hospital. RECREATION, $2\frac{1}{2}$ hours daily, besides 1 day or more off duty when work will permit; 2 to 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £14. Probationers may be promoted to be staff nurses according to efficiency.

Nurses are only sent to cases when work in hospital will permit of it, and *only* for local doctors. Nurses may be sent in charge of private cases at end of 18 months' training. For further particulars see page 258.

Coldstream Cottage Hospital. Beds, 12. MATRON, Miss Grant; 2 Probationers.

After 1 month's trial, applicants are received for 2 years' training. Candidates should be between 22 and 35 years of age, and must produce satisfactory evidence as to character. Certificates are granted upon satisfactorily completing engagement. SALARY, 1st year, £12; 2nd year, £16. No remuneration is given for the trial month. Laundry and part uniform are provided.

Dumbarton Cottage Hospital. Beds, 15. MATRON, Miss Janet Galbraith; 2 Probationers. One vacancy yearly.

After a personal interview and 1 or 2 months' trial, applicants are received for 1 or 2 years' training. Candidates should be between 22 and 28 years of age, and must produce satisfactory evidence as to character, education and health. A reference is given on completing engagement. RECREATION, $1\frac{1}{2}$ hours daily; 1 day monthly; 2 to 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £12. No remuneration is given for the trial month. Laundry and indoor uniform are provided. Outdoor uniform is not provided. Each probationer has a separate bedroom.

Dunfermline Cottage Hospital. Beds, 29. MATRON, Miss Blanche Duncan; 1 Staff Nurse; 4 Probationers.

Applicants must not be under 20 years of age, and after 6 months' trial are received for $2\frac{1}{2}$ years' training. A course of 20 LECTURES on physiology and anatomy are given, and examinations are held yearly. RECREATION, 2 hours daily; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, after trial, £10; 2nd year, *do.*, £15; nurses from £25 per annum. Laundry and indoor uniform provided.

Edinburgh.—Chalmers' Hospital, Lauriston Place. Beds, 42. MATRON, Miss Mary D. Stephenson; 3 Staff Nurses; 2 Ordinary Probationers; 6 Paying Probationers.

After a personal interview and 1 month's trial, applicants are received for 1 or 3 years' training. Candidates should be between 23 and 34 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical staff and matron upon physiology, anatomy, medical and surgical nursing. Examinations are held at end of training. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. In addition staff nurses have half-day every 3rd week. PREMIUM, £25. SALARY, 1st year, *nil*; 2nd year, *nil*; 3rd year, £18; staff nurses, £30. Laundry is provided. After 1st year indoor uniform is provided. Each nurse has a separate bedroom, and 2 probationers share each room.

Probationers, after completion of their 1st year's training, must be prepared if required, to take service on the nursing staff of some other Hospital or Infirmary (or in District or Private Nursing) until the completion of the 3 years.

Edinburgh.—City Hospital. Beds, 450. MATRON, Miss E. C. Sandford; ASSISTANT MATRON, Miss Armistead; 6 Sisters; 1 Night Superintendent; 30 Nurses; 50 Probationers. Applications average 150, and vacancies 30 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given on physiology, hygiene, fever nursing, sick cooking and ambulance. Examinations are held about twice a year. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours daily; 2 days monthly; 3 weeks' holiday yearly. Nurses and sisters 4 and 5 weeks' holiday respectively. PREMIUM, *nil*. SALARY, 1st year, £16; 2nd year, £19; 3rd year, £22; sisters, £35 to £50. No remuneration is given for the trial month. Laundry and indoor uniform are provided.

Edinburgh. — Deaconess' Hospital (Lady Grisell Baillie Memorial), 142 The Pleasance. Beds, 26; Cots, 3. DEACONESS SUPERINTENDENT, Miss Ella Pirrie; 3 Nurses; 6 Probationers; 1 District Nurse.

After a personal interview (when possible) and 1 month's trial, applicants are received for 2 years' training. Candidates must produce satisfactory evidence as to character, education, health and physique, and must have had training in mission work. LECTURES are given by the hon. staff upon physiology, monthly nursing, hygiene and bandaging.

Examinations are held at the end of each course of lectures but no certificates are given. RECREATION, 2 hours daily; $\frac{1}{2}$ day fortnightly; 4 weeks' holiday yearly. PREMIUM, £40. SALARY, *nil*. Nurses, from £25. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

Edinburgh.—Royal Hospital for Sick Children.

Beds, 120. MATRON, Miss Mary Piggott; ASSISTANT MATRON, Miss A. Day; 1 Night Superintendent; 5 Sisters; 4 Nurses; 20 Probationers. Applications average 400, and vacancies 8 or 10 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates must be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the visiting doctors and matron upon hygiene, anatomy, physiology, medical and surgical nursing. Examinations are held 3 times a year at end of each course of lectures. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; half-day Sunday; a whole day monthly; 16 days' holiday 1st year; 3 weeks 2nd and 3rd year. Nurses, 1 and 3½ hours alternate days; 3 P.M. Saturday to 9.30 P.M. Sunday; 3 weeks' holiday yearly. Sisters 4 weeks' holiday yearly. PREMIUM, *nil*. SALARIES, 1st year, *nil*; 2nd year, £12; 3rd year, £16; nurses, £24; sisters, £30. No remuneration is given for the trial month. Laundry and uniform are provided. Each nurse and most of probationers have separate bedrooms.

Edinburgh Royal Maternity Hospital, 79 Lauriston Place, Edinburgh. Beds, 34. MATRON, Miss Catherine Edward; 1 Staff Nurse; 1 Assistant Nurse; 13 Probationers. There are vacancies for 13 Probationers every quarter.

Nurses are received into the hospital for a course of 3 months' training, commencing upon 1st February, 1st May, 1st August and 1st November. Applicants should be between 24 and 40 years of age, must apply in their own handwriting, and must produce satisfactory evidence as to character, education, health and physique. They must also state their age and previous training or occupation. On application they must lodge a deposit of £2, which will be returned if the application is not entertained. Nurses whose names are entered for a particular date and do not appear upon the proper day will forfeit their deposit. The total amount of payments, including fees to the hospital, for board and lodging, to the physicians for lectures and for a text-book, is £11 10s. LECTURES are given upon midwifery and monthly nursing.

Laundry is not provided. Nurses must keep their bedrooms clean and tidy, and take their week in turn for washing breakfast, tea, and supper dishes. Washing dresses, caps, aprons, collars, cuffs, and soft shoes must be worn in the wards. Each nurse and probationer has a separate bedroom.

Elgin.—Dr. Gray's Hospital. Beds, 60. MATRON, Miss Paterson; 3 Probationers.

After selection by the matron and 1 month's trial applicants are received for 1 or 2 years' training. Candidates must produce satisfactory evidence as to character, education and health. Instruction is given by the matron. SALARY, 1st year, £6; 2nd year, £9. Laundry and indoor uniform provided.

* **Forfar Infirmary.** Beds, 44. LADY SUPERINTENDENT, Miss Smith; 1 Nurse; 1 Probationer.

Particulars not received.

Forres Leancoil Cottage Hospital. Beds, 16. MATRON, Miss Reid; 2 Probationer Nurses. One year's course.

Further particulars not received.

* **Glasgow Cancer Hospital,** Hill Street, Garnethill, Glasgow. Beds, 42. MATRON, Miss S. W. Torrance; 1 Sister; 4 Nurses; 2 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 22 and 32 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the medical staff upon all the branches of nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 14 hours weekly; half-day off duty every fortnight; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £6; 2nd year, £12; 3rd year, £18. Laundry and indoor uniform are provided. Outdoor uniform is provided for the district nurses.

District nursing is carried on in connection with the hospital, nurses being sent out after training in the wards or other hospital.

Glasgow.—City of Glasgow Fever and Small-pox Hospitals, Belvidere, London Road; and Kennedy Street. Beds, 800. MATRON, Mrs. Sinclair; 2 Assistant Matrons; 50 Charge Nurses; 100 Nurses; 50 Probationers.

The nurses are graded in 3 classes—Charge Nurses, Senior Nurses, and Probationers. The wage of a probationer is £18 to £24, with 2

uniform suits per annum for ward use alone. The term of probation is 2 years, during which a probationer attends LECTURES on elementary physiology and anatomy given by the assistant physicians, and is submitted to a written and *vivá voce* examination. During the second winter she attends a course of lectures on Fever Nursing given by the physician-superintendent, and if she passes the examination which follows satisfactorily, she gets a "Certificate of Proficiency in Fever Nursing," first, second, or third class, and becomes a nurse. Promotion to charge nurse is made for ability and service by the matron.

Glasgow Eye Infirmary, 174 Berkeley Street and 30 Charlotte Street, Glasgow. Beds, 100. MATRON, Miss Chalmers; 7 Nurses; 1 Probationer. Applications average 16 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates must be about 24 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given. RECREATION, nearly 3 weeks' holiday is given yearly. SALARIES, 1st year, £12; 2nd year, £14; 3rd year, £16; rising to £24. Remuneration is given for the trial month. Laundry and indoor uniform are provided.

Glasgow Maternity Hospital, 37 North Portland Street. Beds, 34. MATRON, Miss J. A. Husband; 5 Nurses; 16 Probationers.

After a personal interview, if distance will allow (any morning 10 to 12), applicants are received for 12 weeks' training (16 weeks if applicant has received no previous training in general nursing) in monthly nursing and midwifery. Candidates must produce satisfactory evidence as to character, medical certificate as to health, and 2 written references. If at the end of the 1st month a nurse is found unsuitable the engagement terminates, and £4 4s. of the fee is refunded. FEES.—(Including board, lodging, etc.), £11 13s. 6d. for 3 months or £13 13s. 6d. for 4 months. £2 of this has to be paid on entering name and the remainder on day of entry. Neither laundry nor uniform are provided. Nurses leaving before the completion of their training forfeit the money they have paid.

Glasgow.—Royal Hospital for Sick Children, 45 Scott Street, Garnethill. Beds, 80. LADY SUPERINTENDENT, Mrs. Harbin; 4 Ward and 2 Dispensary Sisters; 6 Staff Nurses; 10 Ordinary Probationers; 1 Paying Probationer. Applications average 160, and vacancies 6 to 8 yearly.

After a personal interview and 6 weeks' trial, applicants are received for 3 years' training. Candidates must be between 21 and 30 years of

age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the visiting staff upon medical and surgical subjects. Examinations are held in March and December. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2½ hours daily; half-day monthly; 3 weeks' holiday yearly. Sisters, 4 weeks' holiday yearly. PREMIUM for pupils, £50 per annum. SALARIES, 1st year, *nil*; 2nd year, £15; 3rd year, £20. Nurses, £20 to £24; sisters, £26 to £32. Laundry and indoor uniform are provided. All nurses and some of the probationers have separate bedrooms.

Glasgow. — Samaritan Hospital for Women, Victoria Road. Beds, 28. MATRON, Miss J. Morton; 8 Nurses.

Suitable applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age. Certificates are granted. RECREATION, 3 weeks' holiday yearly. SALARY, 1st year, £12; 2nd year, £16; 3rd year, £20. Indoor uniform is provided.

Glasgow Sick Poor and Private Nursing Association. See page 261.

Glasgow Training Home for Nurses. See page 261.

Grantown. — Ian Charles Cottage Hospital. Beds, 10. MATRON, Miss Rae; 1 Probationer; 1 Assistant.

Particulars not received.

Hawick Cottage Hospital. Beds, 18. MATRON, Miss Margaret Hewat; 2 Probationers.

After a personal interview applicants are received for 3 years' training. Candidates should be between 22 and 24 years of age, and must produce evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, every other afternoon, and half a day once a fortnight; 2 weeks' holiday 1st year; 3 weeks 2nd and 3rd years. SALARY, 1st year, £10; 2nd year, £15; 3rd year, £20. Laundry and indoor uniform are provided.

Huntly, Aberdeenshire.—Jubilee Cottage Hospital. Beds, 18. MATRON, Miss Mary Barclay; 2 Probationers. Applications average 4 to 6, and vacancies 2 yearly, 1 in October and 1 in February.

Candidates must produce satisfactory evidence as to character,

education, health and physique. A personal interview is not necessary, but applicants are received for a course of 1 year's training after 1 month's trial. LECTURES are given by the matron on anatomy and physiology, and certificates are granted upon passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; half-day weekly, whenever possible; 2 weeks' holiday in a year, longer if necessary as sick leave. PREMIUM, *nil*. SALARY, *nil*. Probationers receive board, lodging, laundry and indoor uniform.

Inverness.—The Northern Infirmary. Beds—Inf., 50; Fever Wards, 40. MATRON, Miss Macconachie; 3 Charge Nurses; 6 Probationers.

After selection by the matron and 1 month's trial, applicants are received for 1 year's training and are afterwards engaged either as staff or private nurses as required. Candidates must be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education and health. SALARY, 1st year, £10; 2nd year, £13 6s. 8d.; 3rd year, £16 13s. 4d. Laundry and uniform are provided.

Johnstone Cottage Hospital (Renfrewshire). Beds, 22. MATRON, Miss Williamson; 3 Nurses; 1 Probationer.

* **Keith (Banffshire).—Turner Memorial Hospital.** Beds, 24. MATRON, Miss Leslie; 1 Nurse; 1 Probationer.

Leith Hospital, Mill Lane, Leith. Beds, 76. LADY SUPERINTENDENT, Miss Paterson; 4 Staff Nurses; 7 Night Nurses; 8 Probationers. Vacancies average 8 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must be between 25 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by members of the visiting staff upon physiology, medical and surgical nursing, and bandaging. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily, with a half-day every fortnight. Probationers receive 2 weeks' holiday, and staff nurses 1 month in the year. SALARIES, 1st year, £10; 2nd year, £20; staff nurses, £30. Laundry and indoor uniform are provided. Each nurse and most of the probationers have separate bedrooms.

* **Montrose.—Royal Infirmary and Dispensary.** Beds, 45, including 10 for fever patients. LADY SUPERINTENDENT, Miss Mackay; 1 Staff Nurse; 4 Probationers.

After a personal interview (when possible) and 1 month's trial, applicants are received for 1, 2 or 3 years' training. Candidates should be between 19 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical officers. Certificates are granted after the completing the 2nd and 3rd years' training only. RECREATION, 2 hours daily; a few hours every Sunday; 2 or 3 weeks' holiday yearly. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, by special arrangement. Laundry and indoor uniform are provided. Each nurse and probationer has a separate bedroom.

* **Nairn Town and County Hospital.** Beds, 15 (including Fever Block). MATRON; 1 Probationer; Extra Nurse for Fever Block when required. Applications average 6, and vacancies 1 or 2 yearly.

After a personal interview and 1 month's trial, applicants are received for training. Candidates should be 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 1 hour daily; half-day weekly; 1 day monthly; 1 month's holiday in a year. PREMIUM, *nil*. SALARY, *nil*. Laundry and uniform are provided.

The Medical Committee authorises the employment of extra night nurses when necessary.

* **Oban.—West Highland Cottage Hospital.** Beds, 14. LADY SUPERINTENDENT, Miss Helen Martin; 1 Nurse; 1 Probationer.

* **St. Andrews.—Memorial Cottage Hospital.** Beds, 10 including Cots. MATRON, Miss H. S. Burford; 1 Probationer.

Candidates should be over 20 years of age, and must produce satisfactory evidence as to character, education and health. The course is at least 2 years' practical instruction, but certificates are not granted. RECREATION, 2 hours daily; half-day once a fortnight; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £14. Laundry is provided but not uniform.

* **Stirling Royal Infirmary.** Beds, 32. MATRON, Miss Helen Falconer; 1 Charge Nurse; 1 Night Nurse; 3 Staff Nurses; 2 Probationers; 1 Paying Probationer. Applications average 20 yearly.

After a personal interview and 1 month's trial, applicants are received for a course of 3 years' training. Candidates should be between 24

and 34 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical officer upon physiology and nursing, and certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours every alternate day; 3 hours on Sundays; half-day once a month; 2 weeks' holiday in a year. PREMIUM.—Ordinary probationers, *nil*; Special probationers, £15. SALARY, 1st year, £12; 2nd year, £14; 3rd year, £18. Laundry and indoor uniform are provided.

A special feature of the training in this infirmary is the teaching of dispensary work to nurses in their 2nd and 3rd years.

Stranraer.—Garrick Cottage Hospital. Beds, 10. MATRON, Miss Augusta Stanley; 1 Probationer. Applications average 2 or 3, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Candidates should be between 19 and 25 years of age, and must produce satisfactory evidence as to character, health and physique. Certificates are granted upon satisfactorily completing engagement. PREMIUM, *nil*. SALARY, £10. Laundry is provided.

IRELAND.

Armagh County Infirmary. Beds, 60. MATRON, Miss Taylor ; 2 Nurses ; 3 Probationers ; 1 Private Staff Nurse. Applications average 40, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates must be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the surgeon. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily ; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, 1st year, £8 ; 2nd year, £10 ; 3rd year, £12 ; rising to £20. Laundry and indoor uniform are provided.

Ballymena Cottage Hospital, County Antrim. Beds, 22. MATRON, Miss Finlay ; 2 Probationers.

Belfast. — Forster Green Hospital for Consumption, Fortbreda. Beds, 40. MATRON, Miss Wright ; 1 Sister ; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron on physiology and nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily ; 1 day monthly ; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £10 ; 2nd year, £14 ; Laundry, in- and out-door uniform are provided.

Belfast Hospital for Sick Children, Queen Street, Belfast. Beds, 46. MATRON, Miss B. L. Colborne ; 3 Sisters ; 2 Staff Nurses ; 5 Probationers.

After a personal interview and 1 month's trial, applicants are received for 1 or 2 years' training. LECTURES are given by the medical staff and matron. PREMIUM, £15. SALARY, 1st year, *nil* ; 2nd year, £12. Laundry, in- and out-door uniform provided. Nurses are sent out to private cases if work in the ward permits.

* **Belfast Maternity Hospital,** Clifton Street. Beds, 16. MATRON, Miss Ormerod ; 5 Nurses ; 1 Extern Nurse.

Pupil nurses are received for 6 months' training. LECTURES are given. FEE, £15 15s. Certificate given. Each nurse has a separate bedroom.

* **Belfast. — Ulster Hospital for Children and Women,** Mount Pottinger. Beds, 30. LADY SUPERINTENDENT, Miss E. M. Hoyle; 2 Sisters; 2 Nurses; 4 Probationers; 1 Midwife. There are 5 vacancies yearly.

After 1 month's trial, applicants are received for 2 years' training. Candidates should be between 18 and 35 years of age, and must produce evidence as to character, education, health and physique. LECTURES are given by the honorary physicians, surgeons, etc. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 5 hours on 1 day in the week; 1 day every month. PREMIUM, £20 paid quarterly in advance. SALARY, *nil*. Laundry is provided. Lady probationers must provide their own uniform for wear in the institution.

A general training is to be obtained in the nursing of diseases incident to childhood, and of those peculiar to women.

Carrick - on - Shannon. — County Leitrim Infirmary. Beds, 38. MATRON, Miss Watson; 2 Probationers. Vacancies average 2 yearly. Two probationers are received yearly from the City of Dublin Nursing Institution for 9 months' training. LECTURES are given by the assistant surgeon. The probationers have separate bedrooms.

Coleraine Cottage Hospital. Beds, 10. LADY SUPERINTENDENT, Mrs. Kellett; 1 Staff Nurse; 1 District Nurse; 1 Probationer.

After a personal interview and 1 month's trial, an applicant is received for 1 year's training. Candidates should be not less than 18 years of age, and must produce satisfactory evidence as to character, education, health and physique. RECREATION, 2 hours daily. PREMIUM, *nil*. SALARY, *nil*. Laundry, in- and out-door uniform provided.

Cork.—County and City of Cork Hospital for Women and Children. Beds, 86. LADY SUPERINTENDENT, Miss Baxter; 2 Nurses; 20 Probationers; 18 Private Staff Nurses.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical staff upon anatomy, physiology, etc. Certificates are granted upon satisfactorily completing engagement and passing examination. PREMIUM, £26 5s. for 2 years' training. No SALARY given during training. Laundry and uniform are not provided.

There is a Private Nursing branch, for particulars of which see page 263.

* **Cork.—County and City of Cork Lying-in Hospital**, Nile Street. Beds, 17. MATRON, Mrs. Blunden.

Pupils are received for a 6 months' course in midwifery. FEE, £3 10s. Pupils maintain themselves.

* **Cork Fever Hospital and House of Recovery.** Beds, 100. MATRON, Miss H. M'Auliffe; 1 Charge Nurse; 4 Probationers. Applications to be made to Miss Woodroffe, 10 South Mall, Cork, who supplies the nurses required. (See page 263.)

Nurses who have already been trained in general nursing are taken by arrangement with Miss Woodroffe for an additional 3 months' training in fever work. LECTURES are given by the medical staff upon the nursing of infectious diseases.

Cork.—Miss Woodroffe's Nursing Institution. For particulars, see page 263.

* **Downpatrick.—County Down Infirmary.** Beds, 80. MATRON, Miss Alice M'Kay; 2 Nurses; 6 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates must be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by Drs. Tate and Ranson upon anatomy and physiology. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 week's holiday in the year for probationers, and 2 and 3 weeks for nurses. PREMIUM, *nil*. SALARIES, 1st year, *nil*; 2nd year, £10. Laundry and indoor uniform are provided.

* **Dublin.—Children's Hospital**, Temple Street. Beds, 80. SUPERINTENDENT SISTER, Mrs. M. C. Hodgins, Superioress Sister of Charity; LADY SUPERINTENDENT OF NURSES, Miss G. M'Givney; 10 Probationers.

This institution gives a course of training to their probationers, entirely devoted to special nursing of sick children, under the direction of the Sisters of Charity. The period of training is for 1 year. Candidates must be over 19 and under 30 years of age, except in the case of special probationers, who pay 1 guinea per week during their course of training. LECTURES are given by members of the medical staff and instruction from the lady superintendent. Certificates are granted upon satisfactorily completing engagement and passing examination. PREMIUM, £10. SALARY, *nil*. Probationers provide themselves with indoor and outdoor uniform.

Dublin.—City of Dublin Nursing Institution, Ltd. See page 264.

Dublin.—Coombe Lying-in Hospital and Guinness Dispensary. Beds, 65. MATRON, Miss Hester Egan; 4 Staff Sisters; 21 Intern and Extern Probationers.

After a personal interview, applicants are received for 6 months' training, probationers having the option of being resident or non-resident. There is no fixed age for candidates, who must produce satisfactory evidence as to character, education, health and physique. The course includes LECTURES by the Master or his deputy and the Assistant Masters, and practical instruction in the management of both mother and infant, the probationer being constantly supervised by the Lady Superintendent and staff sisters. Opportunity is given of becoming acquainted with the details of gynæcological nursing as well as practical midwifery. Diplomas are given if candidates pass satisfactory examinations. PREMIUM, intern probationers, £18 18s.; extern probationers, £6 6s. and laundry. Probationers are required to wear the hospital uniform indoors, which the hospital does not provide. A nurse considered satisfactory will get a staff appointment if there is a vacancy.

There is a large out-patient midwifery and gynæcological practice, besides that afforded in the wards of the hospital.

* **Dublin.—Drumcondra Hospital,** Whitworth Road. Beds, 35. LADY SUPERINTENDENT, Miss Porter; 2 Nurses; 1 Probationer.

A probationer is received for 1 or 3 years' training, and arrangements have lately been made by which she is enabled to attend LECTURES given by medical men in connection with the Technical School. She undergoes an examination and receives a certificate if satisfactory. The hospital also grants a certificate for nursing upon the probationer satisfactorily completing her engagement. The training in this hospital includes the nursing of general medical and surgical cases, club foot, wry neck and other deformities. Persons appointed to the post of nurse must be between 28 and 40 years of age, and must produce satisfactory evidence as to character, health and physique, and of having received at least 1 year's training in a recognised school of nursing. RECREATION, 2 half-days in a week; fortnight's holiday in a year. A PREMIUM is required from probationers. SALARIES, probationers, *nil*; charge nurses, £20; assistant nurses, £10 per annum. Laundry, indoor and outdoor uniform are provided.

Dublin.—Fever Hospital and House of Recovery, Cork Street. Beds, 220. MATRON, Miss Carson Rae; ASSISTANT LADY SUPERINTENDENT, Miss Mary L. Watson; 14 Staff Nurses; 4 Private Nurses; 24 Probationers. Applications average 100, and vacancies 8 yearly.

After a personal interview and 2 months' trial, applicants are received for 4 years' training, with a certificate after passing examination and satisfactorily completing engagement. Candidates must be between 18 and 24 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical staff upon practical and theoretical nursing. Surgical training is given in other hospitals. Examinations are held twice yearly. RECREATION, 3 hours daily; 1 evening weekly; alternate Sundays 10 A.M. to 1.30 P.M., or from 2.30 to 9.30 P.M.; whole day monthly; probationers, 2 weeks' holiday yearly; assistant nurses, 3 weeks; head nurses 30 days. PREMIUM, £10. SALARIES, 1st year, *nil*; 2nd year, £15; 3rd and 4th years, £20; assistant nurses, £20; head nurses, £25, rising to £30. Laundry and indoor uniform are provided.

There is a Convalescent Home attached with 32 beds.

Nurses are sent out to private cases. For particulars see page 265.

Dublin.—National Children's Hospital, 87 and 88 Harcourt Street. Beds, 45. LADY SUPERINTENDENT, Miss Bessie Lyons; 2 Nurses; 3 Probationers.

See Red Cross Training School for Nurses, Dublin, under NURSING INSTITUTIONS (page 266).

Dublin.—National Eye and Ear Infirmary. Beds, 30. MATRON, Miss M. Hosford; 1 Staff Nurse; 1 Probationer; 1 Assistant for Out-patient Department.

The probationers are taken from a general hospital for 2 months' training in eye nursing. RECREATION, 16 hours weekly; 4 weeks' holiday in a year for those who have completed 1 year's work. NURSE'S SALARY, £30 per annum. Laundry and indoor uniform are provided.

* **Dublin.—National Lying-in Hospital.** Beds, 40. LADY SUPERINTENDENT, Miss M. Pope; 1 Night Superintendent; 1 Head Midwife; 8 Midwives; 25 Pupils.

Pupils are received for 6 months' training as midwives, with a certificate on passing examination. FEES, for extern pupils, £6 6s.; for intern pupils, £18 18s. Board and lodging in the hospital provided in the latter case.

Dublin.—Orthopædic Hospital, 25 Great Brunswick Street. Beds, 50. MATRON, Miss Emily Shelley; 1 Sister; 2 Staff Nurses; 4 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be between 18 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given on anatomy, physiology, hygiene and cookery. Examinations are held four times yearly. Certificates are granted upon satisfactorily completing engagement. RECREATION, 18 hours weekly; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, *nil*; 3rd year, £12. No remuneration is given for the trial month. Nurses when ill are attended by the physicians and nurses, free of charge.

Dublin.—Rotunda Lying-in Hospital. Beds, 95. LADY SUPERINTENDENT, Miss Lucy Ramsden; 3 Sisters; 3 Staff Nurses; 1 Night Superintendent; 1 Housekeeper; 1 Out-patient Nurse; 30 Pupil Midwives; 3 Probationers in gynecological wards.

Pupil Midwives are received for 6 months' training in the nursing of both mother and infant. Candidates must produce satisfactory evidence of moral character, and a medical certificate of health; they must not be under 22 years of age, and may be single, married or widows. Pupil midwives will be under the authority of the lady superintendent, and are liable to dismissal with forfeiture of fee in case of misconduct. Five weeks' night duty is compulsory. Applications must be made to the lady superintendent at the hospital, with whom a personal interview may be had any morning (Saturday excepted) at 11 o'clock. Certificated nurses with 3 years' training in an approved general hospital are received for 3 months' instruction. LECTURES are given by the Master of the hospital and the Assistant Masters; and pupil midwives attend the Masters' classes. Certificates are given after examination as to competency, by the Master and his assistants, and on performing the nursing work to the satisfaction of the Lady Superintendent. RECREATION, 3 hours daily; holidays not exceeding 14 days during 6 months are allowed if desired. Any nurse off duty from any cause for period exceeding 14 days will be obliged to study for an extra month before presenting herself for examination. PREMIUM, 25 guineas (for board, lodging, laundry, practice and instruction), payable in two instalments. Pupils must provide themselves with bonnets, cloaks, washing dresses, cloaks and aprons of the hospital pattern. Cost, £4 10s. Pupil midwives do not take any extern duty.

Gynecological Wards.—Fee, 10 guineas. Period of training, 6 months.

Candidates for the gynæcological department must hold certificates either from the Rotunda Hospital or of general medical and surgical training.

There is a private staff in connection with the hospital. Nurses are sent out to private cases after 6 months' training. For particulars, see page 267.

Dublin.—St. Lawrence's Home. See page 266.

Dublin.—St. Mark's Ophthalmic and Aural Hospital, Lincoln Place. Beds, 50. MATRON, Miss F. Wall; 1 Head Nurse; 1 Assistant Nurse; 1 Probationer.

After a personal interview and 1 month's trial, applicants who have had not less than 1 year's training in general work are received for 1 year's training. Candidates should be between 20 and 25 years of age, and must produce evidence as to character, education, health and physique. RECREATION, once or twice weekly or monthly; 1 month's holiday every year. PREMIUM, *nil*. SALARY, *nil*. Laundry and indoor uniform are provided.

Dublin.—St. Patrick's Home. See page 266.

Dublin.—Sir Patrick Dun's Hospital. Beds, 80. LADY SUPERINTENDENT, Miss Margaret Huxley; 14 Nurses and Probationers.

Probationers.—After a personal interview and 3 months' trial, applicants are received for 4 years' training and service. Candidates must be between 23 and 30 years of age, and must produce satisfactory evidence as to character, health and education. LECTURES and technical teaching are given. At the end of 2 years, probationers may be required to serve either in the hospital, or on the district or private nursing staff. PREMIUM, £10. SALARY, 1st year, £10, increasing £2 yearly. Indoor uniform provided.

Paying Probationers are received for not less than 3 months. Candidates must be between 22 and 40 years of age, and must discharge the same duties and submit to the same regulations as the ordinary probationers. PREMIUM, £13 13s. a quarter. SALARY, *nil*. Uniform not provided.

Galway Hospital. Beds, 60. MATRON, Miss B. F. Haughey; 2 Nurses; 2 Probationers. Probationers must serve for 3 or 5 years. PREMIUM in the former case, £30; in the latter, £10.

Lifford.—Donegal County Infirmary. Beds, 50. MATRON, Miss Moore; 1 Staff Nurse; 3 Probationers.

After 3 months' trial, applicants are received for 3 years' training. Candidates should be about 21 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the house surgeon. Certificates are granted upon satisfactorily completing engagement. RECREATION, a day off duty occasionally; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £15. No remuneration is given for the trial month. Laundry in- and out-door uniform are provided.

Limerick.—Barrington's Hospital. Beds, 60. MATRON, Miss M. Haughton; 1 Staff Nurse; 6 Private Nurses; 7 Ordinary Probationers; 1 Paying Probationer. Applications average 20, and vacancies 4 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education and health. Examinations are held twice yearly. LECTURES given by the medical staff on anatomy, physiology and nursing. Certificates are granted upon satisfactorily completing engagement and passing examinations. RECREATION, 3 hours daily; an occasional day or half-day, and a month's holiday in the year. PREMIUM, £10. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £15; nurses, £20 to £24. No remuneration is given for the trial month. Laundry and indoor uniform are provided.

A Private Nursing Staff is attached to the hospital, which nurses have the opportunity of joining, with increase of salary. Nurses are sent out to private patients after 1 year's training, returning to hospital for longer or shorter periods.

Londonderry.—City and County Infirmary. Beds, 55. MATRON, Miss Marianne Iffland; 2 Staff Nurses; 7 Assistant Nurses and Probationers. Applications average 50, vacancies 2 yearly. Paying probationers are not received.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical officer upon anatomy, physiology, medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 3 weeks' holiday in the year. PREMIUM, *nil*. SALARY, 1st year, £6; 2nd year, £12; 3rd year, £15; nurses, £18; staff nurses, £25 per annum. Laundry, in- and out-door uniform are provided. At present there is no private staff. Nurses receive promotion according to efficiency.

Monkstown Hospital (Co. Dublin). Beds, 25. MATRON, Mrs. Norman; 2 Nurses; 2 Probationers.

Further particulars not received.

Omagh. — Tyrone County Hospital. Beds, 62. MATRON, Miss Louisa Hayes; ASSISTANT MATRON, Miss Frances Mariner; 2 Night Superintendents; 7 Staff Nurses; 4 Private Nurses; 4 Probationers. Vacancies 3 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 26 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the surgeon and matron, and examinations are occasionally held. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 to 5 hours daily; half-day weekly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £6; 2nd year, £8; 3rd year, £12; nurses, £25. Remuneration is given for the trial month. Laundry and indoor uniform are provided. Nurses are sent out to private cases.

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NURSING INSTITUTIONS.

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NOTE.—Particulars have not been received from those institutions marked with an asterisk (*).

THE KING'S INSTITUTIONS

THE KING'S INSTITUTIONS
OF THE UNIVERSITY OF TORONTO
AND THE KING'S COLLEGE
OF THE UNIVERSITY OF TORONTO
AND THE KING'S COLLEGE
OF THE UNIVERSITY OF TORONTO

IV.—NURSING INSTITUTIONS MANAGED BY A COMMITTEE.

NOTE.—Particulars have not been received from those institutions marked with an asterisk (*).

LONDON.

Affiliated Benefit Nursing Associations, Central Offices, 12 Buckingham Palace Road, S.W. HON. SECRETARY, Miss Broadwood. SECRETARY, Miss L. Dean-Pitt.

The object of the Benefit Nursing Associations which were first instituted by Miss Broadwood at Ockley in 1883 (see page 243) is to provide nursing in country districts at a reduced rate. Benefit Nursing Associations can become affiliated with the Central Offices on paying an entrance fee of £1 1s. and an annual subscription of 3s. for each parish of their association. Seventy associations have up to the present become affiliated. A yearly subscription is charged to those who wish to receive the benefits of an association as follows: Class I. (labourers), 2s.; Class II., (artisans gentlemen's servants, etc.), 3s.; Class III. (farmers and tradespeople), 5s.; Class IV. (gentry), 10s. A weekly fee of the same amount is charged when a nurse's services are required. Infectious cases, double fees.

Probationers.—"Cottage Nurses" have to be prepared to cook, to attend to the children, to keep the house in order, and to perform the usual household work and in consequence are principally drawn from the cottager class. Candidates must be between 23 and 45 years of age and must apply through a member of the Committee of one of the Associations to the Secretary at the Central Office. She must produce good testimonials as to character, and has to undergo 3, 4, or 6 months' training at the Maternity Charity, Plaistow, or some other Lying-in Hospital or Training Institution. An agreement to serve one of the Associations, after training, for 3 years (if trained for 3 months), 3½ (if trained for 4), or 4 years (if trained for 6 months) has to be entered into. SALARY, 1st year, £16, rising £2 per annum to £30 with a bonus of £9 if a nurse serve

for 3 years, £10 10s. if for 3½ years, and £12 if for 4 years. Lodging (when not in employment) and uniform are provided.

Trained pupils belonging to the Associations who already hold the St. John Ambulance "First Aid" and "Nursing" certificates may be examined for a certificate in "Cottage Nursing." They must have nursed not less than 50 cases in cottages or dwellings of the poor under the supervision and to the certified satisfaction of a registered medical practitioner.

All Saints' Nurses' Home, 3 Fitzoy Street, W. SISTER SUPERIOR, Sister Cecilia. Only members of the Church of England are eligible. FEES CHARGED.—Ordinary Cases, £2 2s. per week; Infectious and Mental, £2 12s. 6d. per week; Maternity, £10 to £21 per month. Persons in straitened circumstances can be supplied with a nurse at reduced terms, or at a nominal charge of 5s. a week. SALARIES, 1st year, £25; 2nd and subsequent years, £30; after 10 years' service, £35 per annum. Nurses receive in addition a percentage of 2s. 6d. in the £ on their earnings. Indoor and outdoor uniform provided. Arrangements are made for pensions and rest after illness or over-fatigue. For further particulars, see "University College Hospital," page 40.

Bolingbroke Hospital Private Nursing Staff, Wandsworth Common, S.W. LADY SUPERINTENDENT, Miss Edith Thompson; 3 Nurses. For further particulars see page 88.

Church Army Mission - Nurses, 21 Nutford Place, Marble Arch, W. Telegraphic address—"Battleaxe, London." HON. SUPERINTENDENT, Miss Carlile; 150 Mission Nurses.

Applicants, who should be between 25 and 30 years of age, are received for 3 months' training in mission nursing, during 6 weeks of which time the morning hours are spent at one of the large London hospitals, and the St. John Ambulance Association "First Aid" certificate has to be taken. The nurses are trained as "working" nurses, and also are instructed in evangelistic and rescue work. Nurses are sent out at the invitation of parochial clergy; their stay in any one parish may not exceed 2 years. RECREATION, 1 day in seven; 2 weeks' holiday in the year. WAGES, 12s. to 14s. a week, with furnished rooms.

Colonial Nursing Association, Imperial Institute, S.W. HON. SECRETARY, Mrs. Francis T. Piggott. Applications average 200 to 300, and vacancies 12 to 18 yearly.

This Association was formed in July, 1896, to provide trained nurses

for private practice in the Crown Colonies and small English communities in foreign countries. Candidates must be between 25 and 35 years of age, and must hold a certificate of not less than 3 years' training at a general hospital, and certificates in monthly nursing and midwifery. Preference is given to those possessing the L.O.S. certificate. Applicants are engaged for not less than 2 and not more than 3 years. SALARY, £60 per annum (guaranteed by the Association); board and lodging provided by the Local Committee in each colony. Salaries will be paid from the date of the nurse's arrival in the colony, and cease on the date of her departure. Second-class passage out and home paid.

"Each nurse engaged undertakes to refund to the Colonial Nursing Association her passage money out, should she for reasons unapproved by the Local Committee break her engagement, or should the Local Committee find it necessary to terminate her engagement owing to serious misconduct on her part, and she will be required to find two persons who will guarantee such repayment."

Deaconesses Institution. See page 91.

District Nursing Branch of the London Bible-women and Nurses' Mission, 2 Adelphi Terrace, Strand, W.C. HON. SUPERINTENDENT, Mrs. Selfe Leonard; 70 to 80 Nurses.

The institution was founded in 1857, by Mrs. Ranyard, for the purpose of supplying Biblewomen to some of the poorest neighbourhoods in London. In 1868, a nursing branch was formed to supplement the work. The nurses, whose duties are quite distinct from those of the Biblewomen, reside in their districts, and work closely with the local doctors, hospitals, and dispensaries. They are placed under the care of nurse superintendents of training and experience, and are provided with a kit containing every nursing requisite. A certain number of applicants are accepted for training after a personal interview (Tuesday and Fridays, 10 to 11 A.M.) and 3 weeks' trial. They receive at least a year's general training in one of the London hospitals. To this is usually added a monthly nursing certificate obtained in a lying-in hospital, after which they are trained in the details of district nursing. Probationer candidates must be women of religious principle and good education. Nurses already trained are also accepted for district work, and must be between 25 to 35 years of age. SALARY.—On completion of training, nurses receive from £40 to £50 per annum, with uniform. They provide their own board and lodging.

East London Nursing Society, 49 Philpot Street, Commercial Road, E. MATRONS: *Central Division*, Miss Sargent, 49

Philpot Street, Commercial Road, E.; *Stepney Green Division*, Miss Cairnie, 43 Stepney Green, E.; *Shadwell Division*, Miss Monkhouse, 23 Stepney Green, E.; 32 Nurses.

This Society was formed to nurse the sick poor of East London in their own homes by means of trained nurses. Thirty-two districts are now in full operation. Nurses must have had at least 1 year's training in a general hospital in the surgical and medical wards for men and for women, also, if possible, in the children's wards, and in nursing fever cases. SALARY, 16s. to 18s. 6d. a week, with lodging and uniform. If a nurse subscribes to any fund or insurance company approved of by the Committee, the Society adds £1 4s. yearly to her subscription. The Royal National Pension Fund is preferred and recommended.

*** Fitzroy House Nurses' Co-operation and Home,** Fitzroy House, Fitzroy Square, W. Telegraphic address—"Antiseptic, London." LADY SUPERINTENDENT, Miss Pearson.

FEES CHARGED.—Ordinary cases, £2 2s.; infectious, £2 12s. 6d. a week. SALARY.—Nurses receive their own fees less 7½ per cent. for working expenses.

Guy's Hospital Trained Nurses' Institution, 14 St. Thomas Street, S.E. LADY SUPERINTENDENT, Miss S. A. Swift; 87 Nurses. Telegraphic address—"Guy's Institution," London.

Candidates should be between 23 and 32 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview (by appointment on any Tuesday or Thursday morning between 10 A.M. and noon) and 1 month's trial, suitable applicants are required to enter into a 4½ years' engagement with the institution. During the 1st 3 years candidates are trained in medical and surgical nursing in the wards of Guy's Hospital, being for that period subject to the rules and regulations for probationers and to the authority of the hospital matron. After obtaining hospital certificates of 3 years' training (for conditions of gaining which see Guy's Hospital, pages 22 and 23), the nurses are required to enter the institution and serve as private nurses subject to the authority of the lady superintendent for a period of 1½ years, at the end of which time (the engagement being satisfactorily fulfilled) further certificates are granted. Any nurse who fails to complete her engagement will be required to pay the sum of £20 to the trustees of the institution as liquidation damages. A probationer whose work or conduct is unsatisfactory, or who fails to pass her examination, may cease to be a probationer at the discretion of the hospital matron, or may be required to serve for the whole or more than

the 2nd year of her training at a salary of £8 per annum. RECREATION.—During the 3 years' training (see Guy's Hospital); afterwards by the rules under which the nurses are sent out 1½ hours for meals and 1 hour for out-door exercise daily; 4 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 11s. 6d.; infectious, £2 2s. to £2 12s. 6d.; mental and massage, £2 2s. per week; maternity cases, £10 10s. per month. SALARIES.—Probationers, 1st year, £8 per annum (reckoned from after expiration of trial month); 2nd year, £12; 3rd year, £18; Nurses, 4th year £25; 5th year £30; rising to £40 per annum. In addition to their salaries, nurses receive 10s. 6d. per week when engaged in nursing mental or maternity cases. The whole of the net earnings (with the exception of a small sum yearly reserved for emergencies) of the institution are devoted to the benefit of the nursing staff.

The institution is federated to the Royal National Pension Fund (for pensions and bonuses), paying £11 15s. where the nurse pays £7 10s., to enable its nurses to obtain pensions at the age of 50 years. At the end of each year the treasurer of Guy's Hospital takes such a sum as he deems desirable from the profits of the institution and applies it upon an equable sliding scale as the "Bonus Fund," from which all nurses in their 5th year of service receive duly proportioned benefit. No nurse is sent out to private cases until she has received the full term of 3 years' training in the hospital wards and has obtained a certificate to that effect. Midwifery training is provided by the institution for its nurses within the Lying-in Charity of Guy's Hospital. This charity is nursed from the institution, where a resident midwife is kept for training purposes.

Haggerston and Hoxton District Nursing Association, 80 Nichols Square, Hackney Road, N.E. (affiliated to the Q.V.J.I.N.). LADY SUPERINTENDENT, Miss Agnes Wells; 3 Staff Nurses; 5 Queen's Probationers.

Candidates should not be under 24 years of age, and must produce satisfactory evidence as to character and health. They must also have received not less than 1 year's hospital training. Six months' training in district nursing is also required before being appointed to the post of staff nurse. RECREATION, 3 hours daily; 1½ days monthly, or as the superintendent can arrange it; 4 weeks' holiday in a year. SALARY.—Probationers, £25; staff nurses, £30 and £35 per annum. Board, lodging, laundry and uniform provided.

Hamilton Association for providing Trained Male Nurses, 57 Park Street, Grosvenor Square, W. Telegraphic address—"Alumnus, London." MANAGER, G. H. Henlen; 22 Nurses.

Candidates for the post of nurse must produce satisfactory evidence of sobriety, good moral character and general respectability of conduct, of having undergone such training as to qualify them in cases of emergency to render "first aid" to the sick under their care, and to carry out such instructions in respect to the treatment and management of patients as they may receive. Candidates must be prepared, if necessary, to undergo such course of training as the committee think necessary. The nurses are graded in three classes. FEES CHARGED.—£2 2s. to £4 4s. weekly. Special terms to hospitals. Massage (in London) 5s. per hour. SALARY.—The nurses receive the wages they earn, less a commission (from 10 to 20 per cent.). There is a Nurses' Sick Fund and a fund for nursing the Sick Poor.

Hampstead Hospital, The, Nursing Institute, Parliament Hill Road, N.W. LADY SUPERINTENDENT, Mrs. Ebbetts; 20 Nurses.

Candidates should be between 25 and 35 years of age, and satisfactory evidence must be produced as to character, education, health and physique. They must hold a certificate of not less than 2 years' training in a general hospital, and for maternity nurses a midwifery or monthly nursing certificate is required in addition. One month's notice of leaving is required. RECREATION.—By rules under which nurses are sent out, 1 hour daily; 4 weeks' holiday yearly. FEES CHARGED.—Ordinary cases, £2 2s. for 1st week, then £1 11s. 6d.; infectious, £3 3s. 1st week, and £2 2s. afterwards; mental, £2 2s. 1st week, £1 11s. 6d. afterwards. Special arrangements as to massage. Maternity cases, £2 2s. per week. SALARIES, £25 per annum, with 5 per cent. commission on earnings after 1st year. Board, lodging and laundry when not at cases are provided in the home. Indoor and outdoor uniform is provided. For further particulars see page 95.

* **Holy Cross Society of Trained Nurses,** Ladbroke House, 38 Ladbroke Road, W., and St. Mary's Home, Filmer Road, Fulham, S.W. Telegraphic address—"Womanhood, London." LADY SUPERINTENDENT, Miss Clare Ashby; 25 Nurses.

The work of the Association includes district nursing, sick nursing, private nursing, and midwifery among the poor. Only nurses with 2 years' training are employed. FEES CHARGED.—Ordinary, £2 2s.; infectious and mental, £2 2s.; massage, £3 3s. per week; maternity, 7 to 12 guineas a month. SALARY, £25 to £35 per annum. There are 7 beds for paying patients from 1 to 7 guineas a week,

Hospital for Consumption, Private Nursing Staff. LADY SUPERINTENDENT, Miss Charlotte Davidson; 30 Nurses. For further particulars see page 96.

Hospital for Sick Children, Private Nursing Staff, Great Ormond Street, W.C. Telegraphic address—"Great, London." LADY SUPERINTENDENT, Miss Gertrude Payne; SISTER-IN-CHARGE, Miss Hill; 25 Nurses.

Nurses must have had 3 years' training in a general hospital. One month's notice given and required. FEES CHARGED.—Ordinary, £2 2s.; infectious, £2 12s. 6d. 3 weeks' holiday in year. SALARY, 1st year, £25; 2nd year, £30; 3rd and subsequent years, £35, with 10, 20 and 30 per cent. on earnings for 3rd, 4th and 5th years respectively. Board, lodging, laundry and uniform provided.

Kensington District Nursing Association, 1 Bedford Gardens, Kensington, W. (affiliated to the Q.V.J.I.N.). LADY SUPERINTENDENT, Miss Brooke; 6 District Nurses. Several applications are received each year, but vacancies seldom occur on the staff.

Candidates should be from 26 years of age, must produce satisfactory evidence as to character, education, health and physique, and must hold certificates of at least 1 year's training from a general hospital. After a personal interview (when possible) and 1 month's trial, suitable applicants are required to agree to serve the association for at least 1 year. One month's notice is expected from a nurse before leaving, and whether a fine be exacted for a broken agreement depends upon the circumstances of each case. Nurses are on duty 8 hours daily; 1 month's holiday yearly. SALARY, £30, rising by yearly increases of £3 to £40 per annum. Board, lodging, 2s. 6d. a week for laundry, indoor and outdoor uniform are provided. Each nurse has a separate bedroom.

London Homœopathic Hospital Nursing Institute, Great Ormond Street, W.C. LADY SUPERINTENDENT, Miss Brew; 30 Nurses. Telegraphic address—"Simillimum, London".

FEES CHARGED.—Ordinary, £2 2s.; infectious, £3 3s.; ovariectomy, £3 3s. per week. SALARIES, £27 to £35 per annum. Uniform provided. For further particulars see page 26.

London Hospital Trained Nurses' Institution, E. LADY SUPERINTENDENT, Miss Eva C. Lückes; 70 Nurses.

A private nursing institution, under the management of the matron,

is attached to The London Hospital. Only those nurses who have been trained at The London Hospital are eligible for service with the institution. FEES CHARGED.—Ordinary, £2 2s. ; maternity, £2 2s. ; massage, £2 12s. 6d. After 8 weeks' attendance the fee is increased by one-half if the same nurse is retained. SALARIES, £30, rising by £5 yearly to £45 per annum, with board, washing, uniform (in- and out-door), and the half of the sum necessary to secure for the nurse a pension of £22 10s. per annum at the age of 50 years, the institution being affiliated for this purpose to the Royal National Pension Fund for Nurses. When not engaged upon a case the nurses return to the hospital and are employed in the wards, thus retaining a thorough familiarity with the most modern developments of the nursing art.

Male Nurses' Temperance Co-operation, 10 Thayer Street, Manchester Square, W. Telegraphic address—"Assuaged, London." 93 Nurses.

Candidates should be between 25 to 35 years of age, and must have had at least 3 years' training, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview, applicants come for 12 months on probation. 2 weeks' holiday yearly. FEES CHARGED.—Ordinary and mental cases, £2 2s. per week ; massage, 5s. to 7s 6d. SALARIES, £102 last financial year.

Maternity Charity and District Nurses' Home, Plaistow. For particulars see page 99.

Metropolitan Nursing Association, 23 Bloomsbury Square, W.C. (In connection with the Q.V.J.I.N.) SUPERINTENDENT, Miss Gray ; 3 Staff Nurses ; 10 Probationers.

This association has for its objects : (1) To nurse the sick poor at their own homes ; (2) To maintain a training school for district nurses ; (3) To raise the standard of nursing and the social position of nurses. After selection by the superintendent and 1 month's trial, applicants are received for at least 2 years' training in hospital nursing and 6 months' training in district work. They must also enter into an agreement to continue in the work of district nursing for 2 years after the completion of training. On satisfactory completion of training the nurses will either be engaged by the association or recommended for employment as district nurses. RECREATION, 4 weeks' holiday yearly. PREMIUM, £5 for expenses of a month's trial, which is returned on completion of training. SALARY, £25 per annum during district training, and 2s. 6d. per week for laundry ; after training, not less than £30 per annum. Nurses who have already completed a course of at least 2 years' hospital training to the

satisfaction of the committee are admitted for district training on the same terms as probationers. Federated to Royal National Pension Fund for Nurses.

Middlesex Hospital Trained Nurses' Institute, The, 17 Cleveland Street, W. Telegraphic address—"Skilful, London." SISTER-IN-CHARGE, Miss M. M. Wethered; 20 to 30 Nurses.

Only nurses trained at the Middlesex Hospital are employed in the institute, and they must have had at least 3 and usually 5 years' experience in the hospital before they are sent to private cases. The institute nurses are paid at the rate of £26 per annum with the addition of a percentage, as hereunder stated, of the sums received by the institute from the patients nursed by them, *viz.*: For the 1st year of service in the institute, 10 per cent.; for the 2nd year, 15 per cent.; for the 3rd and all subsequent years, 20 per cent. They are also provided with in and outdoor uniform, and when at a case have an allowance of 2s. 6d. a week for laundry. In the intervals of their employment they are lodged and boarded at the Trained Nurses' Institute. The nurses are allowed 3 weeks' holiday for every completed year's service in the institute, such holiday being taken at times convenient to the Sister-in-Charge.

The institute is under the management of the Governors of the Middlesex Hospital (see page 29).

Mildmay Nursing House (1869), 9 and 10 Newington Green, N. Telegraphic address—"Nursing, London." RESIDENT SUPERINTENDENT, Miss M. E. C. Dean.

FEES CHARGED.—Ordinary, £1 11s. 6d. per week; infectious, typhoid, and cancer, £2 2s. per week for 1st fortnight, afterwards, £1 11s. 6d. SALARY.—By scale, according to length of service. Uniform, board and residence, supplied when not employed, and medical attendance, etc., when sick. The whole of the surplus revenue of the nursing branch is devoted to the benefit of the nursing staff. Federated to Royal National Pension Fund for Nurses.

North London Nursing Association for the Sick Poor, 413 Holloway Road, N. LADY SUPERINTENDENT, Miss Meyer; 8 Nurses.

Only certificated and hospital trained nurses are employed. SALARY, £35, rising £5 a year to £50.

Nurses' Co-operation, 8 New Cavendish Street, W. Telegraphic address—"Aprons, London." LADY SUPERINTENDENT, Miss Amy Hughes; 440 Nurses.

Candidates must be under 35 years of age, and must have 3 years' experience of nursing, of which 2 must have been spent in a general hospital with a recognised training school. Those desirous of being employed as monthly nurses must in addition hold midwifery or monthly nursing certificates. After a personal interview with the lady superintendent applicants are elected by the Committee. FEES CHARGED.—Ordinary cases, £2 2s.; infectious, £2 12s. 6d.; mental, £2 12s. 6d. to £3 3s. per week; maternity, £8 8s. to £15 15s. per month; massage from 5s. 6d. per visit. SALARY.—Nurses take the whole of their earnings less $7\frac{1}{2}$ per cent. for working expenses. They are encouraged to join the Royal National Pension Fund.

The Nurses' Co-operation was founded in 1891, and incorporated in 1894; the success of the scheme has been exceptional and highly satisfactory.

* **Nursing Sisters (Institution for)**, 4 Devonshire Square, Bishopsgate, E.C. LADY SUPERINTENDENT, Miss Steuart.

The object of this association is the free training of nurses, who must sign an agreement to remain at work for 3 years. FEES CHARGED.—Ordinary cases, £1 1s. per week; infectious, £1 11s. 6d. There is a superannuation fund for disabled sisters.

Paddington and Marylebone District Nursing Association (affiliated to Q.V.J.I.N.), 4 Randolph Road, W. LADY SUPERINTENDENT, Miss K. Perssé; 6 District Nurses.

Candidates must be between 25 and 30 years of age, must have received at least 2 years' hospital training, and must come upon probation for 1 month, during which time they receive no remuneration. RECREATION, 2 hours daily; 4 weeks' holiday yearly. SALARY, £30, rising £3 yearly to £42 per annum. Board and lodging, 2s. for laundry, and uniform provided. Each nurse has a separate bedroom. One month's notice of leaving given and required.

Queen Victoria's Jubilee Institute for Nurses. Founded, 1887. PRESIDENT, Rev. A. L. B. Peile, Master of St. Katharine's Royal Hospital, Gloucester Gate, Regent's Park, London, N.W.; SECRETARY, Miss A. Martin Leake; GENERAL SUPERINTENDENT, Miss Peter, St. Katharine's Precincts, Regent's Park, N.W., to whom nurses requiring information should write. Telegraphic address—"Talented, London."

The primary object of the institute is to train women for the purpose of nursing the sick poor in their own homes. Nurses thus trained and employed are known as the Queen's nurses, and wear a special badge

and brassard. This badge and brassard must be returned when the nurse ceases to be thus employed. Silver badges are given at the discretion of the Council. Gold badges are given with the approval of H.M. the Queen.

The qualifications for a Queen's nurse are as follows: (a) training at some approved general hospital or infirmary for 2 years; (b) approved training in district nursing for not less than 6 months, including the nursing of mothers and infants after childbirth; (c) nurses in country districts must in addition have had at least 3 months' approved training in midwifery. Nurses who, on completion of their hospital curriculum, wish to join the Institute should write to Miss Peter at the address given above.

Candidates, when engaged, are received for 1 month on trial, this time being spent in district nursing. If suitable, a nurse then completes her 6 months' training in district nursing in accordance with condition (b). At the end of her month's trial, she enters into an agreement to serve as district nurse for the institute for 1 or 2 years from the date of the completion of her district training. SALARY.—During 6 months' district training, £12 10s.; after appointment as Queen's nurse, the usual salaries range from £30 to £35 per annum, with board, lodging, laundry and uniform. A certificate is given on completion of the nurse's agreement to the Institute. One month's notice given and required.

The Institute also gives the required hospital training, in which case the period of engagement to the Institute will be for 3 years from the completion of the district training.

The following is a list of places in the United Kingdom where there are nursing associations affiliated to the Queen Victoria's Jubilee Institute for Nurses. Particulars of the Scotch and Irish branches will be found on pages 259 and 266. (The figures in brackets indicate the number of nurses stationed at each branch.)

LONDON.

Aldgate, E. (2).	Chelsea, S.W. (4).	Kensington, W. (8).
Battersea, S.W. (7).	East Dulwich, S.E. (1).	Newington, S.E. (5).
Bermondsey, S.E. (7).	East Finchley, N.W. (1).	N. Finchley, N.W. (1).
Bloomsbury, W.C. (12).	East London, E. (11).	Paddington, W. (7).
Camberwell, S.E. (6).	Haggerston, N.E. (8).	Silvertown, E. (1).
Central St. Pancras, N.W. (2).	Hammersmith, W. (5).	Westminster, S.W. (5).
	Hampstead, N. (3).	Woolwich (4).

ENGLAND.

Acton (Mx.) (2).	Buntingford (Herts) (1).	Gateshead (4).
Addlestone (Surrey) (1).	Burgess Hill (1).	Gloucester (5).
Alderley Edge (Cheshire) (1).	Burnham (Bucks) (1).	Gosport (2).
Aldershot (3).	Bury (Lancs) (2).	Gotherington (Glos) (1).
Alfreton (Derbysh.) (1).	Buxton (1).	Grantham (2).
Alnwick (1).	Castor (Northants) (1).	Great Bedwyn (Wilts) (1).
Altrincham (Cheshire) (2).	Chard (Somerset) (1).	Great Easted (Essex) (1).
Amersham (Bucks) (1).	Charlton Kings (Glos) (1).	Great Malvern (1).
Amesbury (Wilts) (1).	Chatham (2).	Grimsby (3).
Appleby (1).	Chertsey (1).	Hadleigh (Suffolk) (1).
Ashton-under-Lyne (3).	Chesham (Bucks) (1).	Hampton (Midx) (1).
Aylesbury (Bucks) (1).	Chieveley (Berks) (1).	Handsworth (1).
Bacup (2).	Chorlton-cum-Hardy (Lancs) (2).	Hanley (Staffs) (2).
Banbury (1).	Cleaton Moor (Cumberland) (1).	Harpenden (Herts) (1).
Barkstone (Lincs) (1).	Clutton (Somerset) (1).	Haverland (Norfolk) (1).
Barnet (1).	Cockermouth (1).	Hazel Grove (Cheshire) (1).
Barnstaple (1).	Consett (4).	Heathfield (Sussex) (1).
Barrow-in-Furness (2).	Coventry (4).	Hebden Bridge (2).
Barton-under-Needwood (1).	Crayford (Kent) (1).	Helston (Cornwall) (1).
Bath (4).	Daresbury (Cheshire) (1).	Hertford (1).
Bedworth (Warwick) (1).	Darlington (4).	Highcliffe (Hants) (1).
Berrington (Hereford) (1).	Darwen (3).	Hitchin (1).
Billericay (1).	Doncaster (2).	Honingham (Norf.) (1).
Bingley (2).	Dover (1).	Horwich (Lancs) (1).
Birkenhead (3).	Droylsden (Lancs) (1).	Hounslow (1).
Birmingham (14).	Dumnow (Essex) (1).	Huddersfield (3).
Bishop Auckland (2).	East Hillingdon (Mx.) (1).	Hugglescote (Lancs) (1).
Blackburn (3).	Eastbourne (1).	Hull (3).
Bognor (1).	Edensor (Derby) (1).	Huntingdon (1).
Bolton (9).	Egham (1).	Isleworth (1).
Boxgrove (Sussex) (1).	Eton (1).	Kettering (2).
Bramley (Yorks) (2).	Faringdon (Berks) (1).	Kingston (Surrey) (4).
Braughing (Herts) (1).	Finedon (Northants) (1).	Leamington (2).
Bridgwater (2).	Freshford (Wilts) (1).	Leeds (3 centres, 15 nurses).
Brigg (Lincs) (1).	Gainford (Durham) (1).	Leighton-Buzzard (Beds) (1).
Brighton (6).	Garston (Lancs) (1).	

ENGLAND—*continued.*

Liverpool (4 centres, 30 nurses).	Portsmouth (5).	Spalding (Lincs) (1).
Liversedge (Yorks) (1).	Pudsey (1).	Spaxton (Som) (1).
Long Ashton (Som) (1).	Quantoxhead (Som)	Stalybridge (1).
Longridge (Lancs) (1).	(1).	Stamford (Lincs) (1).
Longtown (Cumberland)	Quedgeley (Glos) (1).	Stoke Poges (Bucks)
(1).	Radcliffe (Lancs) (1).	(1).
Looe (Cornwall) (1).	Rawtenstall (Lancs) (2).	Stonehouse (Glos) (1).
Loughborough (1).	Reading (3).	Sudbury (Suffolk) (1).
Loughton (Essex) (1).	Reddish (Cheshire) (1).	Sunderland (4).
Louth (Lincs) (1).	Redditch (Worces) (1).	Thaxted (Essex) (1).
Lytham (Lancs) (1).	Rickmansworth (1).	Thrapston (N'hants) (1).
Manchester (5 centres, 49 nurses).	Ripley (Derby) (1)	Torpoint (Cornwall) (1)
Marazion (Cornwall) (1).	Rochdale (3).	Torquay (6).
Marple (Cheshire) (1).	Royston (Cambs) (1).	Truro (1).
Marple Bridge (Che- shire) (1).	Rushden (Northants)	Tunbridge Wells (3).
Maryport (Cumberland)	(2).	Turner's Hill (Sussex)
(1)	Rusholme (Lancs) (1).	(1).
Melbourne (Derby) (1).	Ryde (3).	Twickenham (1).
Minchinhampton (Glos)	St. Austell (Cornwall)	Upton-on-Severn (Wor.)
(1).	(2).	(1).
Morley (Yorks) (2).	St. Ives (Hunts) (1).	Warrington (3).
Mortlake (1).	St. Neots (Hunts) (1)	Warwick (2).
Netheravon (Wilts) (1).	Seacombe (Cheshire)	Wells (Som) (1).
Newmarket (1).	(1).	Westbury-on-Trym
Northampton (4).	Shelford (Cambs) (1).	(Wilts) (1).
Norton (Yorks) (1).	Shenfield (Essex) (1).	Weston-Super-Mare (1).
Paignton (Devon) (1).	Sherborne (Dorset) (1).	Wilmslow (Cheshire) (1).
Penryn (Cornwall) (1).	Shifnal (Salop) (1).	Windsor (4).
Penshurst (1).	Shoreham (Kent) (1).	Winslow (Bucks) (1)
Penzance (1).	Shotley Bridge (Dur-	Wisbech (1).
Peterborough (3).	ham) (1).	Worthing (2).
Poole (Dorset) (1).	Shrewsbury (2).	Wribbenhall (Worces-
	Sleaford (Lincs) (1).	ter) (1).
	Southampton (4).	York (2).
	Southwell (Notts) (1).	

The following County Nursing Associations are affiliated to the Institute:—

Argyllshire.
Cornwall.

Cumberland.
Hampshire.

Lincolnshire.
Northumberland.

WALES.

Abergele (1)	Haverfordwest (1).	Panteg (1).
Bala (1).	Holyhead (1).	Pembroke Dock (2).
Bangor (3).	Kilgerran (1).	Penmaenmawr (1).
Barmouth (1).	Llanbradach (1)	Penarth (1).
Beaumaris (1).	Llandilo (1).	Penrhyn Deudraeth (1).
Bethesda (Carnarvon)	Llandovery (1).	Pontyclun (1).
(1).	Llandudno (1).	Pontypool (1).
Brymbo (Denbigh) (1).	Llanelly (2).	Portmadoc (1).
Cardiff (7).	Llanfairfechan (1)	Roch (Pem) (1).
Carnarvon (1).	Llanidloes (1).	Ruthin (1).
Conway (1).	Llanrwst (1).	St. Brides (Pem) (1).
Corwen (1).	Menai Bridge (1).	Towyn (1).
Denbigh (1).	Merthyr Vale (1).	Treorchy (1).
Dolgelly (1).	Neath (1).	Trevor (Denbigh) (1).
Dungleddy (1).	Newtown (Mont) (1).	Warren (Pem) (1).
Festiniog (2).	Neyland (1).	Welshpool (1).
Harlech (1).	Oystermouth (1).	

SCOTLAND.

Aberdeen (8).	Bothwell (1).	Edinburgh (16).
Aberlour (1).	Brechin (1).	Elgin (1).
Airdrie (1).	Buckie (1).	Forfar (1).
Alexandria (Dumbarton)	Bunessan (1).	Fort William (1).
(1).	Campbeltown (1).	Galashiels (1).
Alyth and Meigle (1).	Campsie (1).	Galston (1).
Annan (1).	Carluke (1).	Glasgow (19).
Anstruther (1).	Carriden (1).	Glenurquhart (1).
Arbroath (1).	Castle Douglas (1).	Greenock (2).
Ardriehaig (1).	Colinton (1).	Hamilton (2).
Auchmill (1).	Coltness (1).	Hawick (1).
Balerno (1).	Dalkeith (1).	Innerleithen (1).
Ballantrae (1).	Dalry (1).	Inverary (1).
Banchory (1).	Douglas (1).	Inverness (2).
Barrhead (1).	Dumfries (2).	Islay (1).
Beith (1).	Dundee (10).	Jedburgh (1).
Bellshill (1).	Dunoon (1).	Johnstone (2).
Berwick-on-Tweed (1).	Dysart (1).	Kilmarnock (3).
Blairgowrie (1).	Easdale (Argyle) (1).	Kirkcaldy (2).
Blantyre (1).	East Wemyss (1).	Kirkcudbright (1).

SCOTLAND—*continued.*

Kirriemuir (1).	Motherwell (1).	Shielbridge (1).
Lanark (1).	Musselburgh (1).	Slateford (1).
Langholm (1).	Newton-Stewart (1).	Stewarton (1).
Larbert (1).	Oban (1).	Stirling (1).
Largs (1).	Paisley (7).	Stonehaven (1).
Leith (2).	Peebles (1).	Stornoway (1).
Lerwick (1).	Perth (2).	Strachur (Argyle) (1).
Leven (1).	Pollokshaws (1).	Tarbert (1).
Lochbuie (1).	Port Glasgow (1).	Tobermory (2).
Lochwinnoch (1).	Ratho (1).	Tollcross (1).
Lossiemouth (1).	Roths (Elgin) (1).	Uddingston (1).
Mauchline (1).	Rothsay (1).	Walkerburn (1).
Milngavie (1).	Rutherglen (1).	Wick (2).
Montrose (1).	Selkirk (1).	

IRELAND.

Achil Island (1).	Charleville (1).	Mallow (1).
Antrim (1).	Coleraine (1).	Naas (1).
Armagh (2).	Cushendall (1).	Newbridge (1).
Aughrim (1).	Dalkey (1).	Newtownards (1).
Ballycastle (1).	Drogheda (1).	Omagh (1).
Ballymena (2).	Dublin (2 centres, 20 nurses).	Portadown (1).
Banbridge (1).	Dundalk (1).	Portrush (1).
Bangor (1).	Dungannon (1).	Powerscourt (1).
Blackrock (1).	Enniskillen (1).	Sligo (1).
Bray (1).	Galway (1).	Strabane (1).
Buncrana (1).	Kilkenny (1).	Swords & Donabate (1).
Bushmills (1).	Limavady (1).	The Curragh (1).
Cahir (1).	Limerick (2).	The Rosses (1).
Cappoquin (1).	Londonderry (5).	Whitehaven (1).
Carrickfergus (1).		

* **Registered Nurses' Society**, 269 Regent Street, W.
Telegraphic address—"Soror, London."
Particulars refused.

St. Bartholomew's Hospital-Trained Nurses' Institution, 13 West Smithfield, E.C. Telegraphic address—"Rahere, London." FEES CHARGED.—Ordinary cases, £2 2s.; mass. age, £2 12s. 6d.; ovariectomy, £3 3s. per week. Nurses are not supplied

for small-pox, typhus or scarlet fever, or maternity cases. For further particulars see page 32.

St. John's House. For particulars see page 35.

* **St. John the Divine, the Community of the Nursing Sisters of,** 19 and 21 Drayton Gardens, South Kensington, S.W. Telegraphic address—"Divines, London." **SISTER SUPERIOR,** Miss Isabella Manners; 100 Nurses. **FEES CHARGED.**—Ordinary, £1 11s. 6d.; infectious, £2 2s. per week; monthly nursing, £10 10s. to £12 12s. the month.

The following institutions belong to the sisterhood: St. John's Hospital, Morden Hill, Lewisham, S.E.; St. John's Lying-in Home, 42, 44, and 46 Gunter Grove, Chelsea, S.W.; Convalescent Home, Meyrick House, Littlehampton, and District Nursing Homes at Poplar and Deptford. Midwifery branches at Deptford and Poplar.

Society of Chartered Nurses, 24 Princes Street, Cavendish Square, W. Telegraphic address—"Relieving, London." **SECRETARY,** Miss Ethel H. Jackson; 100 Nurses.

After a personal interview applicants are received for 3 months on trial. Candidates must have had at least 3 years' hospital training, and must be registered members of the Royal British Nurses' Association. Maternity nurses must hold in addition to general training, midwifery and monthly nursing certificates. One month's notice given and required. **FEES CHARGED.**—Ordinary cases, £2 2s.; infectious and mental, £3 3s.; massage, £3 3s. per week; maternity cases, from £10 10s. per month. Eight weeks' holiday yearly. **SALARY,** nurses receive their own earnings less 7½ per cent. deducted to defray working expenses.

South London District Nursing Association, Marmion Road, Lavender Hill, S.W. (Affiliated to the Q.V.J.I.N.) **LADY SUPERINTENDENT,** Miss S. M. Warner; 5 Staff District Nurses; 2 Queen's Probationers.

Queen's probationers are received for 6 months' training in district nursing. After a personal interview and 1 month's trial, applicants are appointed by the committee. 1 month's notice required from or given to a nurse before leaving the service of the Association. **RECREATION,** 3 to 4 hours daily; each nurse in turn half-day and Sunday; 4 weeks' holiday in a year; other times at superintendent's discretion. **SALARIES** from £28 to £50 per annum. Board, lodging, laundry and uniform are provided.

Southwark, Newington, and Walworth District Nursing Association, Benson Home, 37 West Square, Southwark, S.E. (Affiliated with the Q.V.J.I.N.) LADY SUPERINTENDENT, Miss L. Ward; 2 Nurses; 2 Queen's District Probationers. Applications average 700 yearly.

Candidates must comply with the regulations for probationer-candidates of Queen Victoria Jubilee Nursing Institution (which see), and are employed subject to the usual conditions of the institute in respect to training, remuneration, etc.

Up Country Nursing Association for Europeans in India. HON. SECRETARY, Major-General J. Bonus, The Cedars, Strawberry Hill.

This association has been formed with the object of increasing the supply of trained nurses for Europeans living on duty or business in the interior of India. The association engages the nurses and sends them out to the local branch, paying travelling expenses and giving an outfit allowance of £20. Candidates must have had at least 3 years' training in a general hospital, preference being given to nurses "having a diploma of competence to practice as midwives or experience as first-class maternity nurses." Evidence of good character and sound health required. Nurses are engaged for 5 years, renewable for a further 3 years. SALARY.—Rs.75 a month, with board, lodging and attendance. After the first 2 years uniform is supplied by the Local Branch.

Victoria Hospital for Children Private Nursing Staff. Telegraphic address—"Infans, London." MATRON, Miss Hamilton; 10 Nurses.

In addition to the qualifications required for probationers at the Victoria Hospital, nurses on the permanent private staff must hold certificates of 3 years' training from a General or Children's hospital. RECREATION, 9 hours off duty daily are required by the rules under which nurses are sent out; 4 weeks' holiday in a year. SALARIES from £20 to £26 per annum, with the following percentage on their earnings, 1st year, 5 per cent.; 2nd year, 10 per cent.; 3rd year, 15 per cent.; and succeeding years, 20 per cent. For further particulars see page 110.

Westminster Nursing Committee (affiliated to Q.V.J.I.N.), 27 Bessboro' Gardens, S.W. LADY SUPERINTENDENT, Miss Arabella E. Stone; 3 Nurses; 1 Probationer.

Candidates are elected by the Committee. Nurses are not required to work more than 8 hours a day, except under exceptional circum-

stances; 4 weeks' holiday yearly. SALARY, from £30 per annum. Uniform and an allowance for laundry are provided.

Westminster Training School and Home for Nurses. MATRON, Miss Jessie Southwell; LADY SUPERINTENDENT OF NURSES, Miss Helen Cave; 130 Nurses.

FEES CHARGED.—From £1 11s. 6d. to £2 2s. per week. For further particulars see page 42.

ENGLAND AND WALES.

***Ashton-under-Lyne and Hurst District Nursing Association,** 28 King Street, Ashton-under-Lyne. (Affiliated to the Q.V.J.I.N.) SECRETARY, Mrs. Bisset Smith; 3 Nurses.

Bangor Institution of Trained Nurses, 7 and 8 Garfield Terrace, Garth Road, Bangor, N. Wales. (Affiliated to the Q.V.J.I.N.) LADY SUPERINTENDENT, Miss C. G. Evans; 12 Private Nurses; 8 District Nurses; 1 Probationer.

Nurses.—Applicants for the post of nurse should be between 25 and 38 years of age, and must produce satisfactory evidence as to character, education, health and physique. Nurses must hold certificates of training (3 years' preferred), from a general hospital; they are appointed after a personal interview and 1 month's trial, and are required to give a month's notice before leaving the service of the institution. RECREATION.—Private nurses, 3 weeks; district nurses, 4 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 5s.; infectious, £1 11s. 6d.; mental cases, £2 2s. per week; maternity cases, £5 5s. to £7 7s. per month. PREMIUM for probationers, £10. SALARIES, £25, rising to £35 per annum. Board, lodging and laundry are provided in the Home during intervals between cases.

Probationers.—After a personal interview and 1 month's trial, applicants are received for 3 years' training and service. Candidates must be between 24 and 34 years of age, must be members of the Church of England, and must produce satisfactory evidence as to character, education and health. The 1st year of training is spent at the General Infirmary, Chester; the 2nd and 3rd years as a probationer on the nursing staff of the institution. Probationers breaking their engagement during the first year must refund the amount of their training fee. The hospital charge for 1 year's training is £26, of which the probationer pays £10 and the institution £16. SALARY, 1st year, £4; 2nd year, £18; 3rd year, £20. Uniform provided.

Bath.—Royal United Hospital Nursing Home.

LADY SUPERINTENDENT, Mrs. Mathias; 30 Nurses.

Candidates must hold a certificate of at least 3 years' training. FEES CHARGED.—Ordinary, £1 5s.; infectious and mental, £2 2s.; maternity, £2 2s.; operation, £1 10s. 6d. per week. SALARY, £30 and a percentage on their earnings. In and outdoor uniform is provided. For further particulars see page 43.

Bath.—Bath Trained Nurses' Home, 44 and 45 Rivers Street, Bath. LADY SUPERINTENDENT, Miss Latham; 30 Private Nurses; 6 District Nurses; 8 Probationers. Applications average 8, and vacancies 2 to 4 yearly.

Nurses.—After a personal interview (if possible) and 1 month's trial, applicants must enter into an agreement to remain with the institution for 1 year or pay a fine of £20. One month's notice given and required. Candidates must be between 25 and 35 years of age, and must have had at least 2 years' training in a general hospital. Those desiring employment in maternity cases must hold both midwifery and monthly nursing certificates. RECREATION, 2 hours off duty daily are generally expected by the rules under which nurses are sent out; 3 to 4 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 5s.; infectious and mental, £2 2s.; massage, £1 11s. 6d. per week; maternity cases, from £7 7s. per month. SALARY, £28 to £32 per annum, and bonus according to length of service. Board, lodging, laundry and uniform provided. Some nurses work on the co-operative system, taking the whole of their earnings and paying the institution 10 per cent. of the fees, £6 a year for residence in the Home, and 10s. 6d. for costs of advertising, etc.

Probationers.—Candidates for probationerships should be from 23 to 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 3 months' trial, applicants are sent for 2 years' training either to the Salop Infirmary, Shrewsbury, or to the Brownlow Hill Infirmary, Liverpool, for training, and are subject for the time being to the rules of the particular school of nursing (which see). Probationers have to serve the institution for 2 years after the completion of their training. PREMIUM, *nil*. SALARIES.—Probationers, 1st year, £10; 2nd year, £12; 3rd year, £20; 4th year, £24. Laundry and indoor and outdoor uniform are provided.

Bedfordshire Hospital-Trained Nurses' Institute (1889), 3 St. Peter's Street, Bedford. HON. LADY SUPERINTENDENT, Mrs. Rawson; 20 Private Nurses; 2 District Nurses; 2 Midwives. Applications average 20 to 30, and vacancies 3 yearly.

A personal interview (if possible) and 1 month's trial are requisite. Candidates must be between 27 and 35 years of age, and must have had 2 to 3 years' training in a general hospital. One month's notice given and required. RECREATION, 2 hours off duty daily are required under the rules under which nurses are sent out; 4 weeks' holiday yearly. FEES CHARGED.—Ordinary, £1 10s.; infectious and mental, £2 2s.; maternity, £6 6s. to £8 8s. per month. SALARY, £30 to £35 per annum, and a percentage on the earnings. Board, lodging and laundry (when not at cases) and in- and out-door uniform are provided.

* **Bicester Nursing Home** (Oxon.). SECRETARY and SUPERINTENDENT, Mrs. Tubb; 2 Nurses.

FEES CHARGED.—Ordinary, £1 1s.; infectious, £1 11s. 6d. a week. SALARY, £48 and £58 10s. There are 3 beds.

Birmingham and Midland Counties Training Institution for Nurses, 12 The Crescent, Birmingham. Beds, 30. LADY SUPERINTENDENT (vacant); 76 Nurses; 9 Probationers.

Every nurse employed is trained at the expense of the institution. Candidates should be between 24 and 27 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, suitable applicants are received as probationers, and are required to bind themselves to serve the institution 3 years as private nurses after the completion of their 2 years' hospital training. Certificates are granted for training and service when a nurse leaves the institution. One month's notice must be given by a nurse desiring to leave the service of the institution, and she is entitled to receive 1 month's notice before dismissal, except in cases of grave misconduct. RECREATION according to requirements of patients, not less than 8 hours off duty being expected by the rules under which nurses are sent out; 2 to 3 weeks' holiday in a year, with many short intervals of rest. FEES CHARGED.—Ordinary cases, £1 1s. and £1 5s.; infectious and nervous cases, £1 11s. 6d. per week. SALARIES paid to probationers, £12; nurses, £20, rising £2 yearly to £30 per annum, with board, lodging and laundry when not at cases. Indoor and outdoor uniform is provided. A portion of the net earnings of the staff is devoted to a Pension Fund to assist nurses when past work, and during sickness the institution provides for the members of its staff. A bonus is given to nurses who have served the institution longer than 6 years. Several nurses have also joined the Royal National Pension Fund.

Birmingham and Midland Homœopathic Hospital Private Nursing Staff. MATRON, Miss Tamar E. BEAN.

FEES CHARGED for ordinary cases, £1 1s.; infectious cases, £2 2s.; massage cases, £1 15s. per week. SALARY, £20 to £28 per annum, together with board, lodging and laundry when not at cases. Indoor and outdoor uniform provided. One-half of the net earnings of the private staff are divided among the nurses. For further particulars see page 118.

Birmingham District Nursing Society, 41 Waterloo Street, Birmingham. (Affiliated to Q.V.J.I.N.) The Homes are situated at 98 Newhall Street and 94 Moseley Road, Birmingham. LADY SUPERINTENDENT, Miss Waller; 15 Nurses. Vacancies for nurses are few and uncertain.

Candidates should be between 26 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of not less than 1 year's training from a general hospital, preference being given to fully trained nurses holding 3 years' certificates. Midwifery or monthly nursing certificates are also desirable, but are not generally necessary. After a personal interview and 1 month's trial, suitable applicants are elected by the committee or lady superintendent. One month's notice given and required. RECREATION, 2½ hours daily; half-day weekly; an occasional day or week end; 3 weeks' holiday in a year. SALARY, £25, rising to £30 per annum, with board, lodging, laundry, indoor and outdoor uniform.

Birmingham. — Queen's Hospital External Nursing Department, Bath Row. LADY SUPERINTENDENT, Miss C. Elkington; 11 Nurses.

FEES CHARGED.—Ordinary cases, £1 1s.; infectious and surgical, £1 5s.; mental, £1 11s. 6d. to £2 2s. a week. SALARIES to nurses on permanent private nursing staff, £20 to £30 per annum, and 10 per cent. of the profits, with board, lodging, indoor and outdoor uniform. For further particulars see page 44.

Blackburn and East Lancashire Infirmary Private Nursing Staff. MATRON, Miss H. C. Poole; 6 Nurses. SALARIES, £30. Laundry, indoor and outdoor uniform provided. For further particulars see page 45.

Blackpool.—Victoria Hospital Private Nursing Staff. For particulars see page 119.

Bolton District Nursing Association, 96 St. George's Road, Bolton-le-Moors. (Affiliated with the Q.V.J.I.N.)
LADY SUPERINTENDENT, Miss Walker; 9 Nurses.

Candidates should be between 25 and 35 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of at least 1 year's training from a general hospital and monthly nursing or midwifery certificates. After a personal interview and 1 month's trial, applicants are elected by the Committee. RECREATION, from 2 to 4.30 or from 8 to 10 daily; Sundays in turn; 4 weeks' holiday in a year. The nurses' services are gratuitous, the Association being supported by voluntary subscribers. SALARY, £25 to £35 per annum, together with board, lodging, indoor and outdoor uniform.

Bradford District Nurses' Home, 3 Eldon Place, Bradford. LADY SUPERINTENDENT, Miss McGill; 9 District Nurses.

This home is a part of the Bradford Incorporated Nurses' Institution, but it is worked through a special organisation—The Ladies' Guild for Nursing the Sick Poor. Candidates must have had at least 2 years' training in a general hospital. SALARY, £27 to £35 per annum.

Bradford Incorporated Nurses' Institution, 110 Manningham Lane, Bradford. LADY SUPERINTENDENT, Miss K. M. Mackenzie; 39 Private; 6 Monthly and 9 District Nurses (see above).

Candidates should be between 22 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique, and must hold certificates of not less than 3 years from a recognised Nurse Training School. Those desiring employment as maternity nurses must hold midwifery or monthly nursing certificates in addition. One month's notice given and required. RECREATION according to requirements of patients. 3 weeks' holiday in a year, with occasional short leave of absence. FEES CHARGED.—Ordinary cases, £1 1s.; infectious and mental, £1 11s. 6d. per week; maternity cases, £6 6s. per month. SALARY, £31, rising £2 yearly to £35 per annum, with a bonus of 5 per cent. on earnings. Board, lodging and laundry (when not at cases) and indoor uniform are provided.

Bridlington.—Lloyd Cottage Hospital Private Nursing Staff. MATRON, Miss A. Maude Jones; 1 Nurse. For particulars see page 121.

Brighton, Hove, and Preston Association for Nursing the Sick Poor, 5 Marlborough Place, Brighton. (Affiliated to the Q.V.J.I.N.) LADY SUPERINTENDENT, Miss Buckle; 7 Nurses.

Brighton.—Sussex County Hospital Nursing Institution. MATRON, Miss K. Scott; 24 Nurses.

FEES CHARGED.—Medical cases, £1 11s. 6d.; surgical, mental and infectious, £2 2s.; massage, £2 12s. 6d. per week; maternity, £7 7s. per month. SALARIES, £40 per annum, with a share of the profits. For further particulars see page 47.

Bristol District Nurses' Society and Private Nurses' Home, 6 Berkeley Square, Clifton, Bristol. LADY SUPERINTENDENT, Miss Florence E. Lloyd; 17 District Nurses; 1 Daily Visiting Nurse; 2 Private Nurses.

Candidates should be between 24 and 34 years of age, and must produce satisfactory evidence as to character, health and physique. District nurses must hold certificates of not less than 1 year's training in a general hospital. Private nurses must hold 3 years' certificates of general nursing (midwifery certificates are also desirable) from recognised Training Schools. District nurses are employed entirely among the sick poor; the daily visiting nurse, in return for a small fee, visits better class patients for a short time each day. The private nurses are employed for medical, surgical and maternity cases. RECREATION.—District nurses, 4 hours daily; half-day weekly; 2 or more weeks' holiday in a year. Private nurses, according to the requirements of their patients; 3 weeks' holiday yearly. FEES CHARGED.—Ordinary cases, £1 6s. per week; maternity, £6 6s. per month. SALARIES paid to district nurses, £25, and outdoor uniform; daily visiting nurse, £25; private nurses, £28 to £35 per annum. Laundry, indoor and outdoor uniform are provided.

Bristol General Hospital Private Nursing Institution. MATRON, Miss Sophie Morris; 35 Nurses.

FEES CHARGED.—Medical, surgical and infectious cases, £1 6s. a week; maternity cases £7 7s. a month. SALARY £26 to £30. For further particulars see page 47.

Bristol Royal Hospital for Sick Children Private Nursing Staff. MATRON, Miss Beatrice L. Colborne; 1 Nurse. For further particulars see page 123.

Bristol Nurses' Training Institution, 24 Richmond Terrace, Clifton, Bristol. Telegraphic address—"Nurses, Bristol." LADY SUPERINTENDENT, Mrs. Nolan; 40 Nurses; 10 Probationers.

Candidates must produce satisfactory evidence as to character,

education, health and physique, and submit to be medically examined by the hon. physician of the institution. After a personal interview suitable applicants are sent to one of the following hospitals, being subject during their probationership to the rules and to the matron of the Training School selected: University College Hospital, the General Hospital, Bristol, and Burton-on-Trent Infirmary. Since December, 1895, arrangements have been made with the schools to train the institution pupils for 3 years. Nurses desirous of being employed in maternity cases are trained at the Rotunda Hospital, Dublin, and in future some may be sent to Queen Charlotte's Hospital, London. After the period of training, nurses must agree to serve the institution for 5 years. **RECREATION.**—During training according to the rules of the Schools of Nursing (which see), afterwards 1 or 2 hours off duty for outdoor exercise daily are expected by the rules under which nurses are sent out by the institution; 2 weeks' holiday in a year guaranteed, but as a matter of fact much longer is given. **FEES CHARGED.**—Ordinary cases, £1 6s.; quarantine fee, £1 1s. for fever cases; small-pox and typhus cases and mental, £2 2s. per week; maternity cases, £7 7s. per month; massage, from 5s. per hour. **SALARIES.**—All expenses of training are paid by the institution; probationers, however, receive £8 per annum as gratuity, but this sum is withheld during the 1st year of training. Nurses, 1st, 2nd and 3rd year, £20; after 3rd year, £25; after 6th year, £30; after 8th year, £35; and after 10th year, £40 per annum. A percentage is allowed to nurses permitted to remain over 3 months in charge of mental case. Board, lodging, laundry (when not at cases) are provided in the home, besides outdoor uniform. Since 1896 the expenses of the longer training have necessitated the withdrawal for the present of the £2 per annum formerly offered to each nurse who joins the Royal National Pension Fund. The grant is, however, continued to those nurses who had joined before this regulation came in force. During sickness, medical attendance and medicine are provided for the nurses.

Burnley.—Victoria Hospital Private Nursing Staff. LADY SUPERINTENDENT, Miss Janet Lindsay; 4 Nurses.

FEES CHARGED.—Medical and surgical cases, £1 1s.; infectious and mental, £1 10s. per week. For further particulars see page 124.

Burton-on-Trent Nursing Institution. LADY SUPERINTENDENT, Miss Eleanor Carson; 5 Day District Nurses; 3 Night Nurses; 19 Private Nurses; 11 Probationers.

The nurses employed in this institution enter as probationers, and

are sent to various hospitals, in particular to the Royal Infirmary, Edinburgh, for not less than 2 years' training before being allowed to undertake private cases. A personal interview and 1 month's trial are necessary, and an entrance fee of £1 is charged. Applicants must be between 25 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. They are required to enter into an agreement to serve the institution for a period of not less than 2 years after the completion of their hospital training. Whilst in training they are subject to the rules and regulations of the hospitals in which they work; 2 weeks' holiday yearly during training; 3 weeks afterwards. SALARY, 1st and 2nd year (training), £6 per annum; 3rd year, £20; 4th year, £24 and bonus; 5th and subsequent years, £32 to £40 per annum according to experience. After 1 year's service nurses are eligible for bonuses. Indoor uniform and laundry provided during training; in- and out-door uniform is provided afterwards. When not employed upon a case the nurse is provided with a home in the institution, medical attendance and laundry. FEES CHARGED for private nurses.—Ordinary cases, £1 1s.; infectious, £1 11s. 6d. to £2 2s.; mental, £2 2s. per week; maternity, £6 6s. the month.

Cambridge Home for Nurses, 13 Fitzwilliam Street, Cambridge. Telegraphic address—"Trained, Cambridge." LADY SUPERINTENDENT, Miss Emily Rogers; 25 to 30 Nurses.

Candidates should be between 25 and 30 years of age, and must produce satisfactory evidence as to character, health and physique. Each applicant must hold a certificate of not less than 3 years' training from a general hospital, and in the case of maternity nurses a midwifery or monthly nursing certificate from a lying-in hospital or the L.O.S. diploma. Candidates are appointed by the lady superintendent. The RECREATION of nurses depends upon the requirements of their patient; it is requested that at least 7 hours' consecutive rest and 1 hour for outdoor exercise be allowed daily; 1 month's holiday in a year. FEES CHARGED.—Ordinary medical and surgical cases, £1 11s. 6d.; infectious, £2 2s.; mental, £2 2s. a week; maternity, £8 8s. the month. SALARY paid to nurses, £28 per annum and percentage on earnings after 1 year's service. £5 a year is allowed for uniform and bonuses are given. Board and lodging when not at cases are provided.

Canterbury.—Kent and Canterbury Institute for Trained Nurses, 62 Burgate Street. LADY SUPERINTENDENT, Miss C. F. Shaw; 26 Private Nurses; 2 District Nurses; 7 Monthly Nurses; 15 Probationers.

Nurses.—Candidates for the post of nurse should not be less than 22 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 2 years' training from a recognised School of Nursing. Those desirous of being employed in maternity cases must hold midwifery or monthly nursing certificates. Nurses enter into an agreement to serve the institution for 3 years, or pay a fine. 3 months' notice given and received. RECREATION.—Not less than 6 hours' consecutive rest and 1 or 2 hours' outdoor exercise daily are required by the rules under which the nurses are sent out; 3 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 1s. per week; infectious, £2 2s. 1st 2 weeks, £1 1s. per week afterwards, and disinfection fee, £1 1s.; special operation cases, £1 11s. 6d. and £2 2s.; mental, £2 2s.; massage, £2 2s. per week; maternity cases, £7 7s. per month; together with travelling and laundry expenses in all cases. SALARIES paid to nurses, from £20 to £40 per annum. Board, lodging, laundry (when not at cases), and indoor and outdoor uniform are provided.

Probationers.—Applicants, without previous hospital experience, who should be between 20 and 30 years of age, are also received. After a personal interview such applicants are sent to the York County Hospital, the Kent and Canterbury Hospital, or the Birmingham Infirmary for a month's trial, and if approved there receive a course of 2 years' training, being subject during their probationership to the rules and to the matron of the Training School. They are required to sign an agreement to serve the institution for 3 years after the completion of their training. A certificate is granted. PREMIUM, £1 10s. (entrance fee). SALARY, 1st and 2nd year, £8; 3rd year, £20; 4th year, £22 10s.; 5th year, £25.

A portion of the net earnings of the staff is devoted by the institute in the following proportion to the Royal National Pension Fund for assisting those nurses who desire to make provision for sickness or old age: £1 10s., increasing by 10s. annually until a maximum of £4 per annum, is paid towards the premiums of all satisfactory nurses in the service of the institute.

Cardiff.—**Cardiff and District Branch of the Queen Victoria Jubilee Institute for Nurses**, 12 St. Andrew's Crescent. LADY SUPERINTENDENT, Miss Darrah; 8 District Nurses.

Candidates must comply with the rules of the Queen Victoria Jubilee Institute for Nurses (which see). 4 weeks' holiday yearly. SALARY, £25 to £36 per annum.

*** Cardiff Infirmary Private Nursing Institution.** LADY SUPERINTENDENT, Miss L. A. Mont Wilson ; 25 Nurses.

Nurses must have had 1 year's previous training at the Cardiff Infirmary. FEES CHARGED.—Ordinary, £1 5s. a week ; infectious, £2 2s. ; maternity, 25s. a week ; massage 5s. per hour (working-classes, 3s. 6d.). SALARY, £16 to £30 a year, with a percentage on earnings varying from 5 to 15 per cent.

Carlisle. — Cumberland Infirmary Private Nursing Branch. MATRON, Miss F. S. Fawcett.

Candidates must have had 3 years' training in a general hospital. FEES CHARGED.—Ordinary cases, £1 5s. ; infectious, £1 11s. 6d. ; mental and massage, £2 2s. a week. SALARY, £35 per annum. For further particulars see page 50.

*** Carlisle District Nursing Association,** 30 Spencer Street, Carlisle. LADY SUPERINTENDENTS, Mrs. Musgrove and Mrs. J. C. Carrick ; 2 to 3 Nurses.

Cheltenham District Nursing Association, Victoria Home, St. James' Square. LADY SUPERINTENDENT, Miss Bladen ; 4 Nurses ; 3 Midwives.

Pupils are received for 3 months' training in midwifery, FEE £15 15s. ; and also for 2 months' training in monthly nursing, FEE £8 8s.

Cheltenham General Hospital Private Nursing Branch. MATRON, Miss M. E. Howes.

Candidates must have had at least 2 years' training in a general hospital. FEES CHARGED.—Ordinary cases, £1 1s. ; infectious and mental, £2 2s. a week ; maternity, £6 6s. a month ; massage, 5s. a visit or £2 12s. 6d. a week. SALARY, £20 to £30 per annum, with 5 to 20 per cent. on earnings. For further particulars see page 127.

Chester District Nursing Home, 8 and 9 Water Tower Street, Chester. (A branch house of the Diocesan Deaconess Institution, Chester). SISTER-IN-CHARGE, Deaconess Mabel Lloyd ; 5 Nurses.

The nursing of the sick poor in their own homes is done quite irrespective of creed, and free of charge. SALARY, £25 to £30 per annum, with board, lodging, indoor and outdoor uniform.

Chester General Infirmary Private Nursing Department. LADY SUPERINTENDENT, Miss Barrow ; 14 Nurses.

FEES CHARGED.—Ordinary, £1 1s. ; infectious, £1 11s. 6d. ; mental and massage, £2 2s. per week. SALARY, £30. Laundry and uniform provided. For further particulars see page 51.

Chichester.—West Sussex, East Hants and Chichester General Infirmary Private Nursing Staff. For particulars see page 128.

Coventry District and Private Nursing Institutions, 33 Bishop Street, Coventry. (Affiliated to the Q.V.J.I.N.) LADY SUPERINTENDENT, Miss Wing; 10 Private Nurses; 4 District Nurses; 4 Probationers.

Nurses.—Candidates should be between 21 and 26 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 2 or 3 years' training from recognised nurse training schools. Those desiring employment as maternity nurses must hold monthly nursing or midwifery certificates. After a personal interview and 1 month's trial, suitable applicants are elected by the Committee. Three months' notice must be given by a nurse who wishes to leave, and she is also entitled to receive 3 months' notice before dismissal except for cases of grave misconduct. RECREATION according to requirements of patients, not less than 9 (1 hour outdoor exercise, 8 out of sickroom) hours being expected by the rules under which nurses are sent out; 4 weeks' holiday in a year. FEES CHARGED.—Ordinary and massage cases, 30s.; infectious and mental, £2 2s. per week; maternity, £6 6s. per month. SALARIES from £25 and £30 per annum, increasing yearly, in addition to board, lodging, and laundry when not at cases. Indoor and outdoor uniform is provided. The institution is federated to the Royal National Pension Fund for the purpose of assisting nurses during sickness or old age.

Probationers.—The institution also receives 4 candidates without hospital experience to train for private nursing. Vacancies occur for probationers every 2 years. Such probationers are sent to a recognised general hospital for 2 years' training, and are subject to the rules of the Training School for the time being. They are trained for a further period of 2 years in the home, and certificates are granted after 4 years' training and service. Lady pupils are also received for 3 months' training in district nursing. Applications average 1 yearly. PREMIUM for lady pupils, £1 1s. weekly, and entrance fee of £3 3s. SALARY for probationers during training £10 per annum. Laundry and indoor uniform provided.

Croydon Nurses' Institution, 78 Lansdowne Road, Croydon. LADY SUPERINTENDENT, Miss F. Drury; 25 Private Nurses; 3 District Nurses; 5 Probationers.

Nurses.—Candidates should be from 22 and 25 years of age, must produce satisfactory evidence as to character, education, health and

physique, and must hold certificates of 3 years' training in a recognised Nurse Training School. Those desirous of being employed as maternity nurses must hold midwifery or monthly nursing certificates. Nurses come for 1 month's trial, and sign an agreement to serve the institution for 1 year, or pay a fine of £50. One month's notice given and required. RECREATION according to the requirements of cases, not less than 7 hours off duty daily being expected by the rules under which nurses are sent out by the institution; 3 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 11s. 6d.; infectious, mental and massage cases, £2 2s. per week; maternity, £8 8s. a month. SALARIES, £25, rising £1 a year to £30 per annum, and 10 per cent. upon earnings. Board, lodging, laundry (when not at cases), indoor and outdoor uniform are provided. The matron and 12 nurses belong to the Royal National Pension Fund.

Probationers.—Candidates without previous hospital experience, who must be between 22 and 26 years of age, are also received and trained for private nursing. After a personal interview and 1 month's trial, applicants are sent for 3 years to either the Salisbury Infirmary, Chester Infirmary, Croydon General Hospital, or Croydon Union Infirmary, and are subject during their probationership to the rules and the matron of the Training School. Probationers are required to serve the institution for 2 years after the completion of their training. PREMIUM, £1 1s. entrance fee. SALARIES, 1st year, *nil*; 2nd and 3rd year, £5; 4th year, £20; 5th year, £22, and 10 per cent. of earnings. Laundry and uniform provided.

Derby.—Royal Derby and Derbyshire Nursing and Sanitary Association, 2 Trinity Street, London Road. Telegraphic address—"Nursing, Derby." LADY SUPERINTENDENT, Miss Agnes Atthill; DISTRICT SUPERINTENDENT, Miss Matilda Atthill; 45 Private Nurses; 8 District Nurses; 12 Probationers. Applications from nurses average 370, and vacancies 7 to 10 yearly; from probationers applications average 40, and vacancies 7.

Probationers.—This institution trains most of its nurses. Candidates should be from 23 to 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. They must also be total abstainers. After 1 month's trial, applicants are engaged for 5 years, of which 2 years is spent in training at various Provincial hospitals with over 100 beds, and the remainder of the time in nursing, private or otherwise, according to capability. Fine for breaking agreement, £25. A certificate is granted. PREMIUM, £1 1s. (entrance fee). SALARY.—Probationers, 1st year, £6; 2nd year,

£10, with indoor and outdoor uniform; nurses, year following learning, £20; subsequent years, £25, with 20 per cent. on all cases where additional fee is charged. Extra payments are made for special services to nurses who are recommended by the lady superintendent.

Nurses.—Candidates should be between 25 and 40 years of age, must come on 3 months' trial, and must have had at least 2 years' training in a general hospital. Nurses desirous of being employed in maternity cases must hold monthly nursing certificates in addition. **RECREATION.** Under the rules under which nurses are sent out they should have not less than 8 hours' rest daily; 3 to 4 weeks' holiday yearly. **FEES CHARGED.**—Ordinary, £1 5s.; fever, £1 11s. 6d. to £2 2s.; massage, £2 2s.; mental, £2 2s. per week; maternity, £6 6s. per month. **SALARY,** £25 to £30 per annum, with 5 to 20 per cent. bonus on all cases where an additional fee is charged.

*** Devizes Cottage Hospital Private Nursing Department.** **MATRON,** Miss E. F. L. Macdonald; 1 Nurse.

FEES CHARGED.—Ordinary cases, £1 11s. 6d.; infectious and massage, £2 2s. a week. **SALARY,** £15 to £23.

Devonport.—Royal Albert Hospital Nursing Institute. **LADY SUPERINTENDENT,** Miss M. Horner.

FEES CHARGED.—Ordinary, £1 5s. a week; infectious, operative or hysterical, £1 11s. 6d.; small-pox, £2 2s.; massage, £2 2s. **SALARY,** 1st year, £25; 2nd year, £30, and 5 per cent. on earnings; 3rd and subsequent years, £35, and 5 per cent. on earnings. Indoor and outdoor uniform provided.

Dorchester.—Dorset County Home for Nurses, Cornwall Road. **Telegraphic Address**—"Nurses, Dorchester." **LADY SUPERINTENDENT,** Miss Annie Turner; 8 Private; 2 District; 1 Mental; 2 Monthly Nurses; 1 Midwife; 1 Probationer. Branch at Blandford.

Nurses.—Candidates must be between 24 and 45 years of age, must produce satisfactory evidence of character, education, health and physique, and must have had at least 3 years' training in a general hospital. After a personal interview applicants must serve for 1 month on trial. One month's notice given and required. **RECREATION.**—By the rules under which they are sent out, nurses should have 7 hours' rest. Four weeks holiday yearly. **FEES CHARGED.**—Ordinary cases, £1 5s.; infectious, mental and massage, £2 2s.; maternity cases, £5 5s. to £10 10s. a month. **SALARY,** £30 to £40 per annum. Board, lodging and laundry (when not at cases) and uniform provided.

Dudley. — Guest Hospital Private Nursing Staff. LADY SUPERINTENDENT, Miss J. F. Parsons; 4 Nurses.

SALARY, £20 per annum and part uniform. For further particulars see page 53.

Exeter.—Devon and Exeter Hospital Private Nursing Staff. MATRON, Miss Florence Pepper; 20 Nurses.

FEES CHARGED.—Ordinary cases, £1 5s.; infectious and mental, £2 2s. a week. SALARY, £25, increasing by £2 10s. annually to £30. A sum not exceeding 25 per cent. of the surplus funds is devoted to providing a bonus for nurses who have served at least 12 months on the private nursing staff. For further particulars see page 53.

Exeter Trained Nurses' Institute, Colleton House, Exeter. Telegraphic address—"Colleton, Exeter." LADY SUPERINTENDENT, Miss Mathew; 12 Nurses.

Candidates must be 25 years of age, must produce satisfactory evidence as to character, health and education, and have been trained for 2 years in a general hospital. Those desirous of being employed in maternity cases must hold either the Rotunda Hospital Diploma or the L.O.S. Diploma, and must have had some general training as well. RECREATION, 2 hours daily is expected by the rules under which nurses are sent out; 4 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 5s.; infectious, mental, £2 2s. per week; maternity cases, £6 6s. to £12 12s. per month. SALARY, £26, rising to £30 per annum. Board and lodging are provided at the Home during intervals between cases. Laundry, indoor and outdoor uniform are provided.

* **Fakenham (Norfolk) Nurses' Home.** Telegraphic address—"Nurses, Fakenham." HON. LADY SUPERINTENDENT, Miss Sophia Hamond; 72 Nurses.

The Home trains its own nurses. Young women are received as probationers at not less than 18 years of age, and employed in nursing chronic cases until they reach the age of 22. During this period they obtain a salary of £8 per annum with uniform, washing, board, and lodging. They may then, if found suitable, be sent to various hospitals for further training for a period of not less than 2 years, the institution paying all premiums and travelling expenses, and providing them with a salary of £8 per annum. On completion of training the nurses return to the home, and engage in private nursing, receiving salaries beginning at £14 and rising to £35 a year, with board, lodging, washing, and uniform. In good times they also obtain a bonus. Before an applicant can be accepted, she must if possible have a personal interview with the

lady superintendent, and come for a month upon trial. She must produce evidence as to character, education, health and physique. If accepted, she has to enter into an engagement to serve the Home for 4 years. RECREATION, 2 weeks' holiday or more every year. The institution makes permanent provision for incapacitated nurses after 12 to 15 years' service, and during sickness provides all that is necessary for any member of the staff.

Frome Home for Trained Nurses, South Parade, Frome, Somerset. LADY SUPERINTENDENT, Miss M. I. Briggs; 7 Private Nurses; 2 District Nurses. The number of vacancies varies yearly.

Candidates should be between 24 and 36 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 2 or 3 years' general hospital training. Those desirous of employment in maternity cases must hold midwifery or monthly nursing certificates. A personal interview is not necessary. The RECREATION allowed to nurses varies; 3 weeks' holiday in a year. FEES CHARGED.—Ordinary private and maternity cases, £1 5s.; infectious, mental and massage cases, £1 11s. 6d. per week; maternity cases £5 5s. a month. SALARY, £22 to £35 per annum. Board, lodging, laundry, indoor and outdoor uniform are provided.

Private patients are occasionally taken into the home. District nurses are supplied for the poor gratuitously upon their obtaining a subscriber's ticket (5s.); cottage nurses daily visiting for 5s. to 15s. a week, in addition to a subscriber's ticket for 2 weeks; and there is a certificated midwife for poor married women (fee, 7s. 6d.), besides the usual private nursing.

* **Gainsborough District Nursing Association**, 14 Kebir Terrace, Gainsborough. Two District Nurses.

Gloucester District Nursing Society, 6 Bath Villas, Park Road, Gloucester. LADY SUPERINTENDENT, Miss Emma Dudley; 3 District Nurses; 1 Monthly Nurse; 2 Midwives; 1 Queen's District Probationer. Applications from nurses average 3 or 4, and vacancies 1 yearly.

Candidates must have had at least 2 years' training at a general hospital, must be between 25 and 35 years of age, must come for 1 month on trial, and must produce satisfactory evidence as to character, education, health and physique. Those nurses who wish to undertake midwifery and monthly nursing must hold the L.O.S. Diploma. One month's notice given and required. Three different classes of patients are provided for: (a) those unable to pay anything; (b) those

able to pay something; (c) those able to pay the full tariff. The FEES CHARGED in the latter case are—ordinary day visit, 2s.; each other visit on same day, 1s.; attendance at operations, from 3s. 6d. to 10s.; nursing for a night, 5s. to 7s. 6d. In the case of class (b) the fees are a quarter of those given above. Nurses are on duty for 8 hours daily. 4 weeks' holiday is given during each year. SALARY, £25 per annum, rising £1 yearly to £30. Uniform provided.

One Queen's District Probationer is received every six months for that length of training in district work.

Gloucester General Infirmary Private Nursing Department, Gloucester. LADY SUPERINTENDENT, Miss Yeats; 23 Nurses.

Only nurses trained in the infirmary (see page 54) are employed. Maternity cases are not undertaken. 1 month's notice given and required. RECREATION, 9 hours for sleep and recreation are expected by the rules under which nurses are sent out; 3 weeks' holiday yearly, with suitable rest between cases. FEES CHARGED.—Ordinary cases, £1 1s.; contagious or special cases, £2 2s. per week. SALARIES, 1st year, £20; 2nd year, £22; 3rd year, £26; 4th year, £30. Board and lodging (when not at cases) and indoor uniform provided. Laundry not provided.

Gravesend Hospital Nursing Institution. MATRON, Miss Walker.

FEES CHARGED.—Medical and surgical cases, £1 15s.; infectious and mental, £1 11s. 6d. per week. SALARIES, £26 to £30 per annum. Board, lodging and laundry (when not at cases) and indoor and outdoor uniform are provided. For further particulars see page 136.

* **Grimsby and District Nursing Institution**, 2 St. James Terrace, Bargate, Grimsby. (Affiliated to the Q.V.J.I.N.) LADY SUPERINTENDENT, Miss M. T. Ratcliff; 15 District Nurses; 12 Private Nurses.

Nurses.—FEES CHARGED.—Ordinary cases, £1 1s.; infectious, mental, massage and operation cases, £2 2s. a week; maternity cases, £4 4s. to £8 8s. the month. SALARY, £26 to £30 per annum.

Probationers are trained in district nursing.

Guildford Institute and Home for Private Patients, Nightingale Road, Guildford. LADY SUPERINTENDENT,

Miss E. Truscott; 12 Private and 3 Monthly Nurses. Vacancies average 2 or 3 yearly.

Candidates must be between 25 and 35 years of age, must come for 1 month on trial, must produce satisfactory evidence of character, education, health and physique, and must have had 3 years' training in a general hospital. Those desiring employment in maternity cases must hold monthly nursing certificates in addition. One month's notice given and required. 3 weeks' holiday yearly. FEES CHARGED.—Ordinary cases, £1 11s. 6d.; infectious, mental and massage, £2 2s. per week; maternity cases, £8 8s. to £10 10s. a month. SALARIES, £30 to £35 per annum. Board, lodging and laundry (when not at cases) and indoor and outdoor uniform are provided.

Haverfordwest Infirmary Private Nursing Staff. MATRON, Miss Ellen L. Bull.

FEES CHARGED.—Medical, surgical and mental, £1 1s.; infectious, £1 11s. 6d. per week; maternity cases, £6 per month. SALARY, £25 to £30 per annum. For further particulars see page 138.

Hereford General Infirmary Private Nursing Staff. MATRON, Miss Annie Sharp; 4 Nurses.

FEES CHARGED.—Ordinary, £1 1s.; infectious, £2 2s. a week. SALARY, £28 to £32 per annum. For further particulars see page 55.

*** Hereford Nursing Association.** Three Nurses.

For District Nursing. Nurses are required to work on an average 7 hours daily, and receive 4 weeks' holiday in the year.

Honiton.—District Rural Nursing Association. LADY SUPERINTENDENT, Miss Fortescue; 1 Nurse.

Candidates must have had 3 years' hospital training. SALARY, £60 per annum, and £2 a year for uniform.

Huddersfield and District Victoria Sick Poor Nurses' Association, Clare House, Clare Hill, Huddersfield. (Affiliated to the Q.V.J.I.N.). SUPERINTENDENT, Miss B. W. Hall; 3 Nurses.

Candidates must comply with the rules of the Queen Victoria's Jubilee Institute for Nurses (which see).

Hull.—Royal Infirmary Private Nursing Staff. LADY SUPERINTENDENT, Miss Annie L. Cox; 12 Nurses.

FEES CHARGED.—Ordinary cases, £1 6s.; typhoid, £1 11s. 6d.; mas-

sage, infectious and mental, £2 2s. a week; maternity, £7 7s. a month. SALARY, £25 to £35 per annum.

A nurses' co-operation has been started in connection with the private nursing staff, and nurses who have been attached to the hospital for 4 years may live outside and take their own earnings, minus a percentage to the hospital for expenses. For further particulars see page 56.

*** Ipswich.—Nurses' Home,** 8 The Butter Market. LADY SUPERINTENDENT, Miss Garrett; 12 Private Nurses; 9 General Medical; 5 Monthly; and 15 Cottage Nurses.

This association was formed for nursing the sick poor, and those in reduced circumstances. FEES CHARGED.—For certificated nurse's services (private nursing)—ordinary, £1 10s.; infectious, £1 10s.; mental, £2 2s. a week; maternity, £5 5s. per month; massage, 6s. per hour. SALARY, £24 to £35, and uniform.

King's Lynn.—West Norfolk Hospital Private Nursing Staff. LADY SUPERINTENDENT, Miss Mary Harriet Dalley; 5 Nurses. SALARY, £25 to £30 per annum. Laundry and uniform provided. Board and lodging are also provided when not engaged at a case. For further particulars see page 142.

Leamington.—Warneford Hospital Nursing Institution. MATRON, Miss Katherine Rapson; 20 Private Nurses; 3 Midwives.

Nurses trained outside the Warneford Hospital are sometimes taken. Candidates must produce evidence of character, education, health and physique; must have had 3 years' training in a general hospital. One months' notice given and required. Nurses are expected by the rules under which they are sent out to get 8 hours out of the sick-room daily; 3 to 4 weeks' holiday yearly. FEES CHARGED.—Ordinary, £1 1s.; infectious, £2 2s. per week; massage, 5s. an hour; maternity, 8 guineas a month. SALARY, £25 to £30 per annum. Board, lodging, uniform and laundry provided. For further particulars see page 56.

Leeds Trained Nurses' Institution, 21 Hyde Terrace. Telegraphic address—"Expert, Leeds". LADY SUPERINTENDENT of Institution, Miss M. J. Dawson; LADY SUPERINTENDENT of District Work, Miss Brown; 104 Private Nurses; 12 District Nurses; 21 Probationers.

FEES CHARGED.—Ordinary, £1 1s.; fevers, hysteria and mental cases, £1 11s. 6d.; small-pox, £2 2s.; massage, £3 3s.; maternity, £7 7s. per month. Affiliated to the Royal National Pension Fund.

* **Leicester Institution for Trained Nurses,** Aylstone Road. LADY SUPERINTENDENT, Miss J. M. McHardy; 24 Private Nurses; 11 District Nurses; 10 Probationers.

Candidates must produce satisfactory evidence as to character and education, and must hold certificates of 3 years' training from a general hospital. Those desiring employment in maternity cases must hold midwifery or monthly nursing certificates. Selected applicants are required to enter into an agreement with the institution, and must give 3 months' notice before leaving. Nurses breaking their engagement may be fined if they do so without reasonable cause. RECREATION, at least 3 weeks' holiday yearly. FEES CHARGED.—Ordinary cases, £1 5s.; infectious and mental, £1 11s. 6d.; massage, £2 2s. per week; maternity cases, £6 6s. per month. SALARY, £28 rising to £35 per annum. Board, lodging and laundry are provided at the home during intervals between cases. Indoor and outdoor uniform is provided. The institution has a Sick Fund for the benefit of its nurses.

Lincoln.—Institution for Nurses. Telegraphic address—"Bromhead," Lincoln. TREASURER and LADY SUPERINTENDENT, Miss Henrietta Bromhead; 56 Private Nurses; 10 District Nurses.

After 1 month's trial, applicants are received for 1 year's training, entering into an agreement to serve the institution for 3 years including the year of training. Candidates should be from 25 to 35 years of age, and must produce satisfactory evidence as to character, education and health. PREMIUM, £1 (entrance fee). SALARY, 1st year, £14; 2nd year, £16; 3rd year, £20; 2nd term of 3 years, £22 per annum; 3rd term of 3 years, £25 per annum; 4th term of 3 years, £30 per annum. Board, lodging, medical attendance and part uniform provided. Probationers have to bring with them 2 washing dresses and 12 large white aprons. "Any nurse or probationer breaking her engagement will forfeit one-half year's wages and the amount paid for her training." FEES CHARGED.—Ordinary cases, £1 5s. per week; infectious, £2 2s.; massage, £3 3s. There are beds at a private hospital in connection with the institution; charge, 3 to 4 guineas a week.

Lincolnshire Nursing Association. (Affiliated to the Q.V.J.I.N.) SUPERINTENDENT and SECRETARY, Miss B. M. Glover; 25 Nurses.

This Association has been formed to provide nurses for the villages in Lincolnshire. The Central Fund gives help in training the nurses, grants in aid to poor districts, and assists in organising and providing secretarial help for districts. The District Committees are responsible

for the payment of the nurses and working expenses. Three classes of nurses are employed—(a) fully trained Queen's nurses; (b) nurses with 1 year's hospital and 6 months' district training; and (c) rural maternity nurses, with 6 months' midwifery and district training and the L.O.S. certificate. For regulations as to (a) see Queen Victoria's Jubilee Nursing Institute, p. 208. Candidates for (b) and (c) must enter into an agreement to serve the Association for 3 years from the completion of their training. Selected candidates are sent for 3 months' training in midwifery, and 3 months in monthly and district nursing to the Plaistow Maternity Home, and are expected to pass the L.O.S. examination. SALARY, 12s. a week, to include board and lodging. Uniform provided.

The cost per annum to a district of (a) and (b) is £60 to £80; and of (c) is £35 to £45. Twenty-six districts have been formed, *viz.*, at Barrow, Barkstone, Billingham, Blankney, Branston, Brigg, Caythorpe, Ewerby, Gainsborough, Holbeach, Horncastle, Keelby, Long Sutton, Louth, Ludford, Revesby, Ruskington, Scawby, Scunthorpe, Sleaford, Spalding, Spilsby, Stamford, Sutton Bridge, Woodhall Spa, Wragby.

*** Liskeard District Nurses' Association.** LADY SUPERINTENDENTS, Miss Allen and Mrs. Faull; 1 Nurse. Candidates must have had 3 years' hospital training. SALARY, 17s. a week.

Liverpool. — Hahnemann Hospital Private Nursing Staff, Hope Street. LADY SUPERINTENDENT, Miss M. Bower; 4 Nurses.

*** Liverpool Hospital for Women (Private Nursing Department),** 107 and 109 Shaw Street, Liverpool. LADY SUPERINTENDENT, Miss E. F. Carless.

FEES CHARGED.—Ordinary cases, £1 1s. per week; 5s. per day; 7s. 6d per night.

Liverpool Northern Hospital Nursing Institution, Paisley Street, Liverpool. MATRON, Miss J. B. Anderson; 16 Nurses. SALARY, £25 to £30, with uniform and laundry. For further particulars, see page 60.

Liverpool.—Royal Southern Hospital Nursing Institution. LADY SUPERINTENDENT, Miss Mary Gordon; HOME SISTER, Miss Sproule; about 23 to 27 Nurses.

Vacancies average 8 to 10 yearly, and are all filled up by nurses from the Royal Southern Hospital. They must be over 23 years of age, and hold certificates of 2 years' training. RECREATION according to requirements of patients, not less than two hours being expected by the

rules under which nurses are sent out ; 4 weeks' holiday in a year. FEES CHARGED.—£1 1s. a week ; for fever cases an extra fee of £1 10s. for disinfection is charged. Board, lodging and laundry (when not at cases), and indoor uniform are provided. For further particulars see page 60.

Liverpool Training School and Home for Nurses, Ashton Street, Liverpool. LADY SUPERINTENDENT, Miss C. M. Bann ; ASSISTANT LADY SUPERINTENDENT, Miss L. Jesper ; 80 Nurses employed at the Liverpool Royal Infirmary ; 21 District Nurses ; 45 Private Nurses. Applications average 900, and vacancies 30 yearly.

The nurses employed at the institution enter as probationers, and are sent to the Liverpool Royal Infirmary for not less than 3 years' training before being sent out to private cases. Candidates should be between 25 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview (10 A.M. to 12 on Mondays, Wednesdays, and Fridays) and 1 month's trial, applicants found suitable will be required to enter into an agreement to serve the institution for a period of not less than 1 year subsequent to the completion of their hospital training. Probationers attend the LECTURES given by the hon. medical staff of the Royal Infirmary on all subjects connected with nursing, and classes are also held by the assistant lady superintendent at the Home. All probationers and nurses are required to pass such examinations as may from time to time be prescribed. While in training they are subject to rules and regulations of the Royal Infirmary. Certificates are given upon satisfactorily completing engagement, and will be extended after further service. A certificate, however, may be recorded as cancelled on the register of nurses, kept by the institution, for any subsequent misconduct or inefficiency. At the end of 3 years' training nurses may be employed either in hospital, private or district nursing, as seems desirable. PREMIUM, *nil*. SALARY, 1st year, £10 (reckoned from after the trial month) ; 2nd year, £16 ; 3rd year, £18 ; 4th year, £25, increasing £2 annually to £35. Three weeks' holiday yearly. Laundry and indoor uniform are provided ; outdoor uniform is not provided. When not engaged at cases nurses live free of expense in the Home.

Special Probationers are received for a course of 1 year's training. They are subject to the same conditions as ordinary probationers, but no certificates are granted under 3 years' service. Special probationers pay £5 upon entering the Home for the trial month, which sum will be retained if they do not continue their training ; £30 (including deposit),

payable in advance for the 1st 6 months' training; £20 for the 2nd 6 months. These sums, £50 in all, include board, lodging, laundry and indoor uniform. Special probationers may, if considered suitable, extend their engagement for a further period of 2 years' training, in which case they receive salary and certificates on the same terms as ordinary probationers and nurses, and £15 of their premium will be returned to them. All nurses are required to attend public worship when at the Home.

The Training School was founded in 1862, and is managed by a Committee formed amongst the governors of the Royal Infirmary, Liverpool. The net earnings of the institution are applied for the benefit of the nursing staff, and there is a superannuation fund, from which at the present time 17 nurses are receiving pensions of £20 per annum. It is the rule of the institution that all ordinary probationers from the commencement, and special probationers from the second year, of their training must become members of the Pension and Benefits Fund.

Maidstone.—Stephen Monckton Nurses' Home. For particulars see West Kent General Hospital, page 148.

Manchester and Salford Sick Poor and Private Nursing Institution. (Affiliated with the Q.V.J.I.N.) Secretary's Office, 7 Norfolk Street, Manchester. PRIVATE NURSING HOME, 169 High Street, Chorlton-on-Medlock. Telegraphic address—"Helper, Manchester". LADY SUPERINTENDENT, Miss Macalister; 25 Nurses. DISTRICT NURSING HOMES, 4 Adelphi Terrace, Salford; MATRON, Miss Heygate; 14 Nurses. Ardwick and Ancoats District Nurses' Home, 51 and 53 Ardwick Green, Manchester; MATRON, Miss Blower; 8 Nurses. Hulme District Nurses' Home, 515 Stretford Road, Old Trafford, Manchester; MATRON, Miss Newman; 6 Nurses. Harpurhey (late North-East Manchester) District Nurses' Home, 3 Beech Mount, Harpurhey; MATRON, Miss Youngman; 9 Nurses. Bradford District Nurses' Home, Ashton New Road, Manchester; MATRON, Miss E. B. Frederick; 7 Nurses. This institution was founded in 1864 under the name of the Manchester Nurse Training Institute. The applications received are numerous, and the vacancies few.

Candidates should be at least 24 years of age, and must produce satisfactory evidence as to character, education, health and physique, as well as certificates of training for district nursing for a term of 1 year, and for private nurses for a term of 3 years. Maternity nurses require in addition a monthly nursing certificate. After a personal interview and 1 month's trial, district nurses are engaged for 1 year. One month's

notice to leave required on either side. RECREATION.—District nurses are on duty for 8 hours a day, and receive 3 weeks' holiday in the year. Private nurses are expected by the rules under which they are sent out to get 2 hours off duty daily; 3 weeks' holiday in year. FEES CHARGED.—Ordinary cases, £1 10s. (special nurses, £2 2s.); infectious, mental and massage, £2 2s. per week; maternity cases, £6 6s. to £8 8s. per month. SALARIES.—Private nurses, £30 per annum, rising to £36; district nurses, £26 to £35. Board, lodging and laundry when not at cases are provided in the home. Indoor and outdoor uniform are provided. The institution is not federated to the Royal National Pension Fund, but many of the nurses are members.

Manchester Clinical Hospital Private Nursing Staff. For particulars see page 148.

Manchester General Hospital for Sick Children Private Nursing Staff. LADY SUPERINTENDENT, Miss Turner.

FEES CHARGED.—Ordinary, £1 11s. 6d.; infectious, £2 2s. a week. For further particulars see page 149.

* **Manchester Maternity Hospital Private Nursing Staff.** For particulars see page 149.

Manchester.—Northern Workhouse Nursing Association. SECRETARY, Miss Isabel G. Lowndes, 66 Barton Arcade, Manchester. The objects of the Association are to promote the employment of trained nurses in Workhouses, to supply trained nurses to Boards of Guardians requiring them, and to train nurses specially for the work. The Union Infirmaries in which Probationers are trained for the Association are at present as follows: Birmingham; Brownlow Hill, Liverpool; and Sheffield. 76 Nurses; 20 Probationers.

Probationers must be between 24 and 35 years of age, and the usual term of training is 1 year, during which no salary is given. Each probationer will, before being accepted for the year, have 1 month's trial at the hospital or infirmary where she is to be trained. For the trial month she must provide herself with a plainly made dark dress or 2 print dresses. If appointed at the end of the month, indoor uniform will be provided for her. Probationers will be in all respects subject to the rules of the institution where they are being trained. At the end of the period of training probationers will be supplied with situations by the Association, and for the next 3 years they will be required to

take such posts as may be offered to them, to resign such if desired by the Committee, not to resign without permission, and to be considered members of the Association. If any nurse leave the service of the Association during training, or during the 3 years following, she shall be liable to refund to the Association the total cost incurred by them on her behalf. SALARIES, after training, £22 per annum, rising £2 yearly, with board, lodging, washing and indoor uniform.

A bronze medal is presented to every nurse in the Association when she first enters upon her appointment. A silver medal is awarded at the end of 3 years' service or for special services. The medals, however, are only allowed to be worn while the nurse is in the service of the Association.

Manchester Royal Infirmary Private Nursing Staff. LADY SUPERINTENDENT, Miss F. M. Calvert; 25 Nurses. SALARY, £25, rising £1 yearly to £30. For further particulars see page 62.

Merthyr-Tydvil General Hospital.—Private Staff. MATRON, Miss. B. A. Huddy.

FEES CHARGED.—Ordinary cases, £1 1s. a week. SALARY, £35. See also page 152.

Middlesbrough Nursing Association, Gunnergate Terrace, Middlesbrough. LADY SUPERINTENDENT, Miss Purvis; 9 Nurses.

The primary object of this Association is district nursing. "Only certificated nurses are employed." FEES CHARGED for private nursing.—Ordinary cases, £1 1s.; infectious, £1 10s.; mental, £2 2s.; massage, £3 3s. per week; maternity, £5 5s. the month. SALARY, £30 to £35 for fully-trained nurses.

* **Newark Hospital.—Private Nursing Institution.** LADY SUPERINTENDENT, Miss Finlay; 3 Nurses.

FEES CHARGED.—Ordinary cases, £1 1s.; infectious and mental, £2 2s. for first 3 weeks, £1 1s. a week after; operations, 5s.; visits, 1s. 6d.

Newcastle-on-Tyne.—Cathedral Nurse and Loan Society, 17 Ellison Place. LADY SUPERINTENDENT, Miss E. L. Coleman; 12 Nurses.

Candidates must come on trial for 1 month, must be between 25 and 40 years of age, must produce satisfactory evidence of character, education and health, and must have had 3 years' training in a general hospital. One month's notice given and required. 4 weeks' holiday yearly.

Newcastle-on-Tyne.—Nurses' Home and Training School, 2 Granville Road, Newcastle-on-Tyne. LADY SUPERINTENDENT, Miss Emery; ASSISTANT MATRON, Miss Davenport Emery; 70 Nurses; 8 Probationers.

Nurses.—Candidates should be between 25 and 38 years of age, and must produce satisfactory evidence as to character, health and physique. They must have received 2 or 3 years' training in recognised schools of nursing, and those desirous of being employed in maternity cases must hold midwifery or monthly nursing certificates. After a personal interview and 3 months' trial, suitable trained applicants are required to sign an agreement to serve the institution, conform to the rules, and to give 1 month's notice (which they are also entitled to receive) in writing before withdrawing from the staff. RECREATION according to the requirements of the patients, not less than 1 hour for outdoor exercise being expected by the rules under which nurses are sent out by the institution; 4 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 5s.; infectious, £1 10s.; small-pox, mental and massage, £2 2s. a week; maternity cases, £7 7s. a month. SALARIES, £25, rising yearly to £30 per annum. The profits of the institution are distributed among the nurses in the form of bonuses proportioned to length of service. Board, lodging, laundry (when not at cases), indoor and outdoor uniform are provided. Nurses are fined if they appear on duty without uniform. In the report the Committee set forward the desirability of making provision for sickness or old age, and for this purpose every encouragement is given to nurses to join the National Pension Fund.

Probationers are received and trained after a personal interview and 1 month's trial for private nursing. Candidates must sign an agreement to serve the institution for 5 years, or pay a penalty. They are sent to a general hospital or infirmary for 2 years' training, and during their probationership they are subject to the rules and to the matron of the Training School. SALARY, 1st year and 2nd year £8; 3rd year, £20; 4th year, £22; 5th year, £25. Indoor uniform and laundry provided.

* **Newport, Isle of Wight.—Isle of Wight Nurses' Co-operation,** 123 St. James Street. Telegraphic address—"Help, Newport, Wight." The Nursing Institution, founded in 1889 with 6 Nurses, was formed into a Co-operation Society in 1894, the following ladies and gentleman acting as guarantees: Sir Richard and Miss Webster, Sir Barrington and Lady Simson; Mrs. Harvey and Dr. Groves. LADY SUPERINTENDENT, Miss Lucy Williams; 20 to 30 Nurses.

Candidates should be between 26 and 40 years of age, must produce satisfactory evidence as to character, education, health and physique, and must hold a certificate of not less than 3 years' training from a general hospital, or, in the case of monthly nurses, midwifery and monthly nursing certificates. FEES CHARGED.—Ordinary medical and surgical cases, £1 11s. 6d.; mental and massage cases, £2 2s.; maternity, from £8 8s. to £12 12s. per month. SALARY.—Nurses take their own earnings less 10 per cent. for working expenses. The greater part of the nurses reside *at the home*, paying a residence fee quarterly, and for their board when not at a case.

*** Newport (Mon.) Hospital Private Nursing Staff.** For particulars see page 154.

Northallerton.—North Riding Rural Nursing Association. LADY SUPERINTENDENT, Miss G. J. Atkinson; 7 Rural Nurses; 6 Probationers. Vacancies average 2 yearly.

Candidates should be between 22 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 3 months' trial, suitable applicants are required to bind themselves to the Association for 4 years. During the 1st year they are trained in the Northallerton Cottage Hospital, the York County Hospital, or the Sheffield Royal Hospital, and upon the completion of the year's training, those who show an aptitude for monthly nursing are sent for a further training of 4 months to Glasgow Maternity Hospital. Certificates are granted after the completion of the 4 years. FEES CHARGED for cases vary according to the circumstances of the patients. SALARIES, 1st year, *nil*; 2nd year, £16; 3rd year, £18; 4th year, £20. Laundry, indoor and outdoor uniform (which must always be worn when on duty) are provided. Nurses are boarded and lodged at the Cottage Hospital when not at a case.

Northampton General Infirmary Private Nursing Staff. For particulars see page 64.

Northamptonshire Institution for Trained Nurses, 31 Hazelwood Road, Northampton. (Affiliated to the Q.V.J.I.N.) Accommodation for one private paying patient. LADY SUPERINTENDENT, Miss Annie T. Lunn; 16 Private; 4 District Nurses.

Candidates should be between 25 and 35 years of age, must produce satisfactory evidence as to character, health and physique, and must

hold certificates of 3 years' training in a general hospital. Those desirous of being employed in maternity cases must hold midwifery or monthly nursing certificates in addition. One month's notice given and required. RECREATION according to the requirements of patients, not less than 8 hours off duty being expected daily by the rules under which nurses are sent out; 2 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 10s.; infectious, £2 2s.; mental, £2 2s. to £3 3s. per week; maternity cases, £7 7s. per month; massage, 5s. per hour. SALARIES paid to nurses from £30 to £40 per annum. Board, lodging, laundry (when not at cases), indoor and outdoor uniform are provided.

All surplus funds are used for the support of the Queen's nurses who work among the poor, and receive a salary of £30 per annum, and are subject to the usual conditions (which see under Queen Victoria's Jubilee Nursing Institution, page 208).

Norfolk and Norwich Hospital Private Nursing Staff. LADY SUPERINTENDENT, Miss A. S. Adam. For further particulars see page 64.

Norfolk and Norwich Staff of Hospital-Trained Nurses, 50 Bethel Street, Norwich. Telegraphic address—"Staff, Norwich." LADY SUPERINTENDENT, Miss Edith Watson; 42 Nurses. Applications for the post of nurse average 6, and vacancies 1 yearly.

Nurses.—Candidates should be between 25 and 35 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of not less than 2 years' training from a recognised School of Nursing. Those who desire employment in maternity cases must hold monthly nursing certificates. Three months' notice is given and required. RECREATION according to the requirements of patients, not less than 7 hours off duty being expected by the rules under which nurses are sent out; 3 weeks' holiday yearly. The special object of the institution is to provide skilled nursing gratuitously, or for small payment, to such cases as are certified by a medical man to require it. FEES CHARGED, ordinary and infectious cases in Norfolk, £1 1s., out of the county, £2 2s.; mental cases, £2 2s. a week; maternity cases, £8 8s. per month. SALARY, £24, rising £2 yearly to £35 per annum. Board, lodging and laundry (when not at cases) are provided in the Home. Indoor and part outdoor uniform is provided. There is a special Benefit Fund for Sickness and Old Age, and 5 per cent. is secured to nurses upon all savings. Many of the nurses have also joined the Royal National Pension Fund.

Probationers.—Applications average 25, and vacancies 3 yearly. After a personal interview and satisfactory references, suitable applicants are sent to the Royal Hospital, Sheffield, or St. Mary's Hospital, Paddington, for 1 year's training, and are subject during their probationership to the rules and to the matron of the Training School. All hospital fees with uniform and small salary are paid by the committee, probationers being bound to serve the institution for 3 years after the completion of their training. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £20; 3rd year, £21; 4th year, £22.

Nottingham and Nottinghamshire Nursing Association, 1 Regent Street, Nottingham. LADY SUPERINTENDENT, Miss Frances Forrest; 38 Private; 12 District Nurses. Applications average 30, and vacancies vary yearly from 5 to 12.

Candidates should be between 25 and 35 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of not less than 3 years' training from recognised Schools of Nursing. Those desirous of being employed in maternity cases must hold midwifery or monthly nursing certificates. After a personal interview, applicants are elected by the lady superintendent. One month's notice given and required. RECREATION.—An hour's walk daily is expected by the rules under which nurses are sent out; 4 weeks' holiday in a year at least, generally more. FEES CHARGED.—Ordinary cases, £1 5s.; infectious, £1 11s. 6d.; mental, £2 2s. per week; maternity cases, £6 6s. per month. SALARY, £32, increasing £1 yearly to £35 per annum, with percentage on their earnings at the rate of 5 per cent. 1st year, 7½ per cent. 2nd year, 10 per cent. 3rd year, and 12½ per cent. 4th year of service. Board, lodging, laundry (when not at cases), indoor and outdoor uniform are provided. All surplus receipts of the Association are devoted to the benefit of the nursing staff in the form of higher percentage. During sickness nurses are cared for at the home, and their salary is paid as though they were working. The salaries of district nurses are paid by subscription and not out of the proceeds of the private nurses' services.

*** Nottingham Hospital for Women Private Nursing Staff.** MATRON, Miss E. Marten.

FEES CHARGED.—£1 1s. a week. SALARY, £25 to £30 per annum. For particulars see page 155.

Nottinghamshire Nursing Federation. HON. SECRETARY, M. J. R. Dunstan, Shire Hall, Nottingham.

Formed to promote the interests and further the development of

district nursing in Nottinghamshire. Any nursing association in the county employing one or more nurses (minimum training allowed—6 months at a recognised training institution) may join the Federation. The Central Fund gives help in training nurses, and grants in aid to poor districts, and assists in organising and providing secretarial help for districts. The Federation now includes 14 Associations, *viz.*: Beeston, Burton, Joyce, Carlton-on-Trent, Carlton and Gedling, Collingham, Hucknall Torkard, Kingston, Kirkby-in-Ashfield, Rufford, Serlby, Stanford-on-Soar, Sutton-in-Ashfield, Thurgarton, and Woodborough.

Ockley Nursing Association. FOUNDRESS, Miss Broadwood, Pleystowe Capel, Surrey. HON. SECRETARY, Mrs. Henry Lee Steere, The Cottage, Ockley. 11 Nurses. Now federated to the Affiliated Benefit Nursing Associations (see page 199).

This Association was founded for the nursing of sick cottagers by women of the same social position as themselves. The nurses are trained as monthly nurses at the City of London Lying-in Hospital, and the British Lying-in Hospital, and in general nursing at the Maternity Charity, Plaistow, E. FEES CHARGED.—Ordinary, 2s. to 10s. a week, according to class of patient; infectious, 4s. to £1. SALARY, £25 to £30 per annum.

Oldham Nursing Association, Union Street West, Oldham. LADY SUPERINTENDENT, Miss M. T. Nicholson; 17 Private Nurses; 1 District Nurse; 3 Monthly Nurses. Applications average 12, and vacancies 3 to 4 yearly.

Candidates must be between 24 and 35 years of age, must produce satisfactory evidence of character, health, education and physique, and must have had 2 years' training in a general hospital. Those desirous of being employed in maternity cases must hold in addition monthly nursing certificates. One month's notice given and required. RECREATION.—By the rules under which they are sent out nurses should have 2 hours off duty daily; 3 weeks' holiday yearly. FEES CHARGED.—Ordinary cases, £1 1s. per week; infectious, £1 11s. 6d.; mental, £1 10s. per week; massage, 1s. 6d. per sitting; maternity, £5 5s. the month. SALARY, £25 to £37 per annum. Board, lodging and laundry (when not at cases), and indoor and outdoor uniform provided.

Oxford.—The Acland Home, 25 Banbury Road. Telegraphic address—"Nurses, Oxford." Twelve beds in medical and surgical home for paying patients. LADY SUPERINTENDENT, Miss Denniston; 25 Private Nurses; 5 District Nurses.

Nurses.—Candidates should be between 25 and 38 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of general training from recognised Schools of Nursing. Those desirous of being employed in maternity cases must hold midwifery or monthly nursing certificates. They are required to sign an agreement, to conform to the rules, and to give 1 month's notice before leaving the Home. RECREATION.—The lady superintendent may grant leave of absence not exceeding 48 hours, and private nurses have much free time between cases; district nurses, 2 hours daily; 2 to 4 weeks' holiday in a year for all nurses. FEES CHARGED.—Ordinary cases, £1 1s.; mental, infectious and massage, £2 2s. per week; maternity cases, £10 10s. to £15 15s. per month; night nursing, 5s. per night. SALARIES, £25, rising to £40 per annum according to previous experience, with percentage on their earnings after 2 years' service. Board, lodging, laundry (when not at cases), indoor and outdoor uniform are provided.

Probationers are received and are sent for 2 years' training in hospitals, being subject during their probationership to the rules and to the matron of the Training School. They are required to sign an agreement to serve the home for 4 years, and if they break it to forfeit the amount of their training fee. After a personal interview and 1 month's trial, suitable applicants are appointed by the Committee. SALARY, 1st year, *nil*; 2nd year, £8; 3rd year, £10; 4th year, £12. Laundry and indoor uniform provided.

After being 5 years in the Home, £2 per annum is paid to each nurse who can show that she belongs to any accredited Pension Fund for the purpose of securing sick pay or old age pension. Patients desirous of testifying appreciation of a nurses' service may contribute to the nurses' superannuation fund.

* **Peterborough District Nursing Association,** St. Oswald's Close, Bishop's Road, Peterborough. (Affiliated to Q.V.J.I.N.) LADY SUPERINTENDENT, Miss F. Saunders; 2 Nurses. Candidates must comply with the rules of the Queen Victoria's Jubilee Nursing Institute (which see).

* **Plymouth.—South Devon and East Cornwall Hospital Nursing Institute.** LADY SUPERINTENDENT, Miss Hopkins; 24 Nurses.

Candidates must have had 3 years' training. FEES CHARGED.—Ordinary, £1 5s. per week; infectious, £1 11s. 6d. to £2 12s. 6d.; massage, £2 2s. per week. SALARY, £25 to £35 per annum, and 5 per cent. on their earnings. For further particulars see page 66.

Portsmouth.—Borough of Portsmouth Association for Nursing the Sick Poor, 99 Victoria Road North, Southsea. (Affiliated to the Q.V.J.I.N.) LADY SUPERINTENDENT, Miss Soane; 1 District Nurse; 3 Probationers.

Candidates must comply with the rules of the Queen Victoria's Jubilee Nursing Institute (which see).

* **Portsmouth.—Royal Portsmouth, Gosport, and Portsea Hospital Nursing Institution.** MATRON, Miss G. Newbery; 12 Nurses.

FEES CHARGED.—Ordinary cases, £1 1s.; infectious, £1 11s. 6d.; night nursing, £1 10s. per week. For further particulars see page 66.

Preston and County of Lancaster Royal Infirmary Private Nurses' Home, 4 Stephenson Terrace, Preston. Managed by the Infirmary. LADY SUPERINTENDENT, Miss Kathleen Disney; RESIDENT MATRON, Miss Leslie; 16 Nurses.

Candidates must have received from 12 months' to 3 years' training. FEES CHARGED.—Ordinary, £1 1s.; fever, £1 1s. (with £1 1s. extra for disinfecting); mental, £1 1s. per week; maternity, £4 4s. the month. SALARY, £16 to £30. For further particulars see page 67.

Reading. — Royal Berks Hospital Private Nursing Staff. LADY SUPERINTENDENT, Miss Eleanor J. Law; 26 Nurses.

Vacancies average 3 yearly, and are filled up by nurses trained in the wards of the hospital for 3 years previously, and who are between 25 and 35 years of age. Maternity training is not given, and monthly nurses are not supplied by the institution. Nurses are required to sign an agreement to serve the hospital for 4 years. 1 month's notice is required from nurses wishing to leave. RECREATION, 24 hours between each case, and 8 consecutive hours off duty daily; at least 3 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 1s.; infectious, £1 11s. 6d.; mental, massage and operation cases, £2 2s. per week. SALARY, £24, rising £2 yearly to £34 per annum. Board, lodging, laundry (when not at cases), indoor and outdoor uniform, and all nursing appliances are provided.

For nurses who belong to the Royal National Pension Fund the institution pays £7 annually towards the premium required to obtain for them a pension. All other nurses on the staff are obliged to join the Royal Berks Hospital Nursing Fund, *i.e.*, after 4 years' service the institution reserves 10 per cent. out of their salary, and gives 10 per cent. in addition; after 8 years' service 20 per cent. is reserved and the

like sum added, all moneys being paid quarterly into a savings bank, the nurse receiving the whole sum to which she is thus entitled when leaving the institution. For further particulars see page 68.

Reigate Benefit Association for Providing Nurses for the Sick. HON. SECRETARY, Mrs. St. Barbe Sladen, Heathfield, Reigate, Surrey; number of nurses varies from 12 upwards.

Nurses are chosen by the Committee of the Association from among respectable women fitted for the charge of the sick. Certain of the nurses receive partial training in hospitals, the fees required for the training being, in some cases, provided by the Association. The poor are encouraged to subscribe to the funds of the Association for the purpose of obtaining nurses in the case of sickness. The nurses are also expected "to manage the household when required, and promote order and cleanliness in the family." Subscribers to the Association have the privilege of having the first claim on the services of the nurses. The fees charged to the patients are arranged on a scale adapted to their financial position. "When day and night nursing is required, the nurse shall have some hours during the day for rest, and 1 night in 3." SALARY.—Probationers, 8s. a week; nurses, 10s. per week. Nurses who remain on the staff for some years receive a small additional sum, but receive no percentage. All the nurses find lodgings or homes for themselves.

Rhyl, North Wales.—Private Nursing Branch of the Royal Alexandra Children's Hospital. LADY SUPERINTENDENT, Miss Edith M. Vizard.

FEES CHARGED.—Ordinary, £1 1s.; infectious or mental, £2 2s. per week; maternity, £6 6s. to £10 10s. the month; massage, 5s. per hour. For further particulars see page 159.

* **Ripon District Nursing Institution,** Bondgate, Green Bridge, Ripon. LADY SUPERINTENDENT, Mrs. Boltby; Private Nurses; 1 District Nurse. FEES CHARGED.—Subscribers 15s.; non-subscribers, £1 1s. a week; infectious cases double fees. SALARY, £30.

Rochdale District Nursing Association. Nurses' Home, 210 Yorkshire Street, Rochdale. (Affiliated to the Q.V.J.I.N.) 3 Nurses.

Candidates have to hold a certificate from a general hospital, and are engaged on probation for 1 month. SALARY, £30 per annum. Board, lodging, laundry and uniform are provided. Nurses have to be 8 hours on duty, and receive 3 weeks' holiday in the year.

Rotherham Hospital Private Nursing Staff.

See page 160.

* **St. Alban's Diocesan Institution for Trained Nurses.** Nurses' Home, Bridge Street, Witham. Centres at Bishop Stortford, Hitchin, and Walton-on-Naze. MATRON, Miss Montefiore; 3 Sisters; 24 Nurses.

FEES CHARGED.—Ordinary, 18s. 6d.; infectious, 25s.; mental, £1 2s. 6d. a week. SALARY, £20 to £25 per annum.

Salford. — Ladywell Sanatorium (County Borough of Salford Infectious Diseases Hospital) Private Nursing Staff. See page 163.

* **Salford Royal Hospital Private Nursing Staff.** MATRON, Miss Eliza Penny. For particulars see page 68.

Salisbury. — Institution for Trained Nurses. LADY SUPERINTENDENT, Miss E. Laurence; 35 Nurses; 6 Probationers.

Probationers must be between 23 and 33 years of age, and must produce satisfactory evidence of character and health. After a personal interview and 3 months' trial, applicants are received for 2 years' training, and enter into an engagement to serve for 2 years after training is complete. After this 4 years' service 3 months' notice is required and given. SALARY, 1st year, £5; 2nd year, £5; 3rd year, £20; 4th year, £22; 5th year, £24, rising by £2 every 3 years to £30. Board, lodging, medical attendance and £5 for uniform are provided.

Nurses.—Candidates are appointed by the Committee, after selection by the lady superintendent. One month's notice of leaving given and required. FEES CHARGED.—Ordinary cases, £1 5s.; infectious and mental cases, £2 2s. a week.

Sheffield Nurses' Home and Training Institution, 334 Glossop Road, Sheffield. Telegraphic address—"Home, Sheffield." LADY SUPERINTENDENT, Miss Annie Armstrong; 45 Private Nurses; 2 District Nurses.

Nurses.—Candidates should be between 23 and 35 years of age, must come on 3 months' trial; must produce satisfactory evidence of character, education and health, and must have had at least 2 years' training in a general hospital. Those nurses desirous of undertaking monthly nursing must, in addition, hold monthly nursing certificates. 1 month's notice given and required. 3 weeks' holiday yearly. SALARY, £25 to £30 per annum. A bonus is given after 7 years' service. Board,

lodging and laundry (when not at cases) and in- and out-door uniform are provided. There is a superannuation fund.

Probationers.—Most of the nurses employed in this institution enter as probationers, and are sent to various hospitals, chiefly to the Birmingham Workhouse Infirmary, the Brownlow Hill Infirmary, the Blackburn and East Lancashire Infirmary and the Sheffield Royal Hospital, for not less than 1 year's training before being allowed to undertake private cases. Applicants must be between 23 and 33 years of age, and must produce satisfactory evidence as to character, education, health and physique. They are required to enter into an agreement to serve the institution for a period of 2 years subsequent to completion of their hospital training. As probationers they are subject to the rules and regulations of the hospitals in which they are placed (which see). PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, private nursing, £18; 3rd year, £20; 4th year, £25; 5th year, £28; 6th year, £30; with in- and out-door uniform. When not engaged on a case, the nurse lives free of all expense in the home. 3 weeks holiday yearly.

Sheffield.—St. George's Home for District and Private Nurses, 19 Sandon Place. Telegraphic address—"Corvan, Sheffield." LADY SUPERINTENDENT, Miss S. E. Corvan; 30 Private Nurses; 5 District Nurses; 8 Probationers.

FEES CHARGED.—Ordinary, £1 1s.; infectious, £1 5s. to £2 2s.; mental and massage, £2 2s. per week; maternity, £5 5s. per month.

* **Shepton Mallett District Nursing Association.** One Midwife. MIDWIFERY FEE, 5s. each case. SALARY, £45 per annum.

Sherborne.—Yeatman Hospital Private Nursing Staff. See page 164.

Southampton.—Hampshire Nurses' Institute, 8 Park Road, Bellevue Road, Southampton. Telegraphic address—"Nurses' Institute, Southampton." LADY SUPERINTENDENT, Mrs. Varian; 15 Nurses.

Candidates should be 24 years of age, and must produce satisfactory evidence as to character, health and physique, and must hold a certificate of not less than 2 years' training from a recognised Nurse Training School. After a personal interview and 3 months' trial, applicants are elected by the Committee. RECREATION according to the requirements

of patients, not less than 6 hours' consecutive rest and 1 hour's outdoor exercise being expected, when possible, by the rules under which nurses are sent out by the institution; 3 weeks' holiday yearly. FEES CHARGED.—Ordinary cases, £1 5s.; infectious, £2 2s. per week, and £1 1s. disinfecting fee; maternity cases, to subscribers £6 6s., to non-subscribers, £8 8s. per month. SALARIES, £25 per annum, with gratuity of 2s. 6d. per week when employed, together with board, lodging, laundry (when not at cases) and indoor uniform. Nurses may join the institution on the co-operative principle, receiving their own fees, less 10 per cent. for expenses, and £6 per annum.

The institution formerly trained probationers, but in 1894 it was decided by the Committee to discontinue the practice. In 1892, the district nursing was given up to the Q.V.J.I.N.

Southport Infirmary Nursing Institute, Scarisbrick New Road, Southport. MATRON, Miss Alice Clark; 12 Nurses.

Candidates must be between 26 and 36 years of age, must produce satisfactory evidence of character, education, health and physique, must come for 1 month on trial, and must have been trained for 3 years in a general hospital. Those desirous of being employed as monthly nurses must hold monthly nursing certificates in addition. One month's notice given and required. Three weeks' holiday yearly. FEES CHARGED.—Ordinary, £1 5s.; infectious, £1 11s. 6d. a week; maternity, £6 6s. per month. SALARIES, £28 to £30. Board, lodging and laundry (when not at cases), and indoor and outdoor uniform provided.

Stalybridge, Cheshire. — The Sick Nursing Association and Mother's Help. Three Nurses. This is not an institution or nurses' home. The success of the undertaking is mainly due to the long experience of the present nurses in the particular work. Vacancies seldom occur. The district nurse (Queen Victoria's Jubilee), who is trained, receives 27s. 6d. per week, the mother's nurse (Radford medallist), £54 10s. per annum, and the night nurse, £1 per week, the two latter are not hospital trained nurses. FEES CHARGED for night nurses' services, 17s. 6d. per week; district cases, no charge, but thank-offering expected; maternity cases, 15s. and 5s. per case. Steps are taken to ensure sick pay and pension for the nurses when ill or past work.

Stoke-on-Trent. — Staffordshire Institution for Nurses. Beds, 18. LADY SUPERINTENDENT, Miss Shirley; 82 Private Nurses; 21 District Nurses; 17 Probationers. Applications

for the post of nurse average 20 to 30, and vacancies 12 or 14 yearly, and for probationers 30 to 40 and 12 respectively.

Nurses.—Candidates should be between 25 and 40 years of age, must come for 3 months on trial, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 3 years' training in a general hospital. Those desirous of being employed as maternity nurses must hold midwifery or monthly nursing certificates. None but certificated nurses are sent out to private cases. Nurses enter into an agreement to serve the institution for so many years, forfeiting 3 months' salary if agreement is broken. Three months' notice given and required. RECREATION.—Proper rest and recreation must be guaranteed to each nurse sent out, by some responsible person connected with the patient; 4 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 1s.; most infectious, £2 2s. 1st week; £1 1s. succeeding weeks; small-pox, typhus fever and mental cases, £2 2s. per week; maternity cases, £6 6s. per month; massage, 5s. per hour, or £2 2s. per week. SALARY, £30 per annum, with bonus of 10 per cent. on earnings. Board, lodging, laundry (when not at cases), indoor and outdoor uniform are provided. All the surplus earnings of the institution are devoted to the benefit of the nurses. There is a Sick Fund, nurses being cared for in illness and sent to convalescent homes when necessary. Fifty of the nurses belong to the Royal National Pension Fund, and in its report the committee of the institution earnestly recommends that the annual bonus should be used by each nurse towards making provision for her old age.

Probationers.—Candidates, who must not be less than 22 years of age, without previous hospital training are also received and trained for private nursing. After a personal interview and 1 month's trial, applicants are sent to the General Hospital, Birmingham; County Hospital, Lincoln; Salop Infirmary, Shrewsbury; Cheltenham General Infirmary; or North Staffordshire Infirmary, Hartshill, for 2 years, and are subject during their probationership to the rules and to the matrons of the Nurse Training Schools. Probationers enter into an agreement to serve the institution for 3 years after the completion of training. The institution grants a certificate. PREMIUM, *nil*. SALARY, 1st and 2nd year, £5; 3rd and 4th year, £20; 5th year, £25 per annum.

The institution supplies district nurses upon sufficient guarantee from a local committee, terms £30 per annum with suitable board, lodging and washing for the nurse. Any gratuitous or reduced-fee nursing is paid for out of subscription from the public for that purpose. None of the nurses' earnings are ever used for it.

* **Stratford-upon-Avon Nursing Home.** LADY SUPERINTENDENT, Miss Annie Moseley; 11 Nurses; 2 Probationers. Particulars not received.

Sunderland Nursing Institution, Borough Road, Sunderland. Telegraphic address—"Nursing, Sunderland". Beds, 3 for Paying Patients. MATRON, Mrs. Hugh Marriner; 30 Private Nurses. Applications for post of nurse average 200 yearly.

After a personal interview with the matron, applicants are elected by the Committee. Candidates for the post of nurse should be between 21 and 35 years of age, must come for 1 month on trial, must produce satisfactory evidence as to character, education and health, and of having received at least 2 years' training in a general hospital. Those desirous of being employed in maternity cases must hold midwifery or monthly nursing certificates besides one for general hospital training of not less than one year. One month's notice of leaving given and required. Any nurse leaving the institute before the expiration of her engagement without a reason satisfactory to the Committee, shall, if ordered by the Committee, forfeit a sum of £5 to £20. RECREATION according to the requirements of patients, *not less* than 1 hour for outdoor exercise every day being expected by the rules under which nurses are sent out; 3 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 5s.; mental, £2 2s. per week; maternity, £5 5s. per month and £1 1s. registration fee; infectious, £1 10s. per week, and £1 1s. on completion of engagement for quarantine expenses; small-pox, £2 2s. a week and £2 2s. quarantine expenses. SALARY, £32, rising £1 yearly to £35 per annum. Board, lodging, laundry (when not at cases) and indoor and outdoor uniform provided. ¶

Swansea and South Wales Nursing Institute, Brunswick Place, Swansea. LADY SUPERINTENDENT, Miss Clifton; 20 Private Nurses; 2 District Nurses; 6 Monthly Nurses.

Candidates must be between 25 and 35 years of age, must come for 1 month on trial, must produce satisfactory evidence of character, education, health and physique, and must have received 3 years' training in a general hospital. One month's notice given and required. RECREATION.—Nurses, by the rules under which they are sent out, must have 9 consecutive hours' rest daily; 3 weeks' holiday yearly. FEES CHARGED.—Ordinary cases, £1 5s.; infectious, mental and massage, £1 11s. 6d. per week; maternity cases, £7 7s. a month. SALARY, £25 to £35. Board, lodging, laundry (when not at cases) and uniform provided.

Swansea General Hospital Private Nursing Staff. MATRON, Miss C. Rigney; 3 Nurses.

FEES CHARGED.—Medical and surgical cases, £1 5s. a week; 1 day or night, 5s.; attending operations, 7s. 6d. SALARY, £25. Board, lodging, laundry, indoor and outdoor uniform are provided. The best nurses from the staff are promoted to posts in the hospital as vacancies occur. For further particulars see page 73.

* **Taunton District Nursing Association.** HON. SUPERINTENDENT, Miss Fisher; 2 District Nurses; 2 Maternity Nurses; 1 Probationer.

* **Taunton.—Victoria Jubilee Nursing Institute.** (In connection with the Taunton and Somerset Hospital.) LADY SUPERINTENDENT, Miss Harris; 37 Nurses.

FEES CHARGED.—Ordinary, £1 1s. a week; infectious, £2 2s.; mental, £1 1s.; massage, £2 2s. SALARIES, £25 to £30 per annum. For further particulars see page 73.

Torquay.—Nurses' Institute, Abbey Road. (Affiliated with the Q.V.J.I.N.) LADY SUPERINTENDENT, Miss Tatham; 18 Private Nurses; 6 Queen's District Nurses.

Candidates should be between 25 and 40 years of age, and must produce satisfactory evidence as to character, health and physique. They must have received at least 3 years' training in general hospitals. RECREATION.—Two hours off duty daily are expected by the rules under which nurses are sent out; 4 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 11s. 6d.; infectious and mental, £2 2s. per week; maternity cases, £8 8s. per month. SALARIES, £30 per annum for the first 3 years; afterwards £35 per annum. Board, lodging, laundry (when not at cases), indoor and outdoor uniform are provided. The institution is federated with the Royal National Pension Fund.

Tunbridge Wells General Hospital Private Nursing Staff. See page 170.

Watford District Nurses' Association. 2 Nurses (1 Certificated, 1 Assistant). SALARY paid to nurses, £45 and £75.

* **West Malling.—Kent Nursing Institution for Hospital-Trained Nurses.** Telegraphic address—"Kent Nurses, West Malling." There are also branches at Holly Lodge, Crescent Road, Tunbridge Wells, and at Levenass, Elmfield Road, Bromley, Kent. LADY SUPERINTENDENT, Miss Ligertwood; 60 Nurses.

Candidates for the post of nurse must have had 3 years' hospital training. Candidates with no hospital experience are also received for training. FEES CHARGED.—Ordinary, £1 5s.; infectious and mental, £2 2s. per week; maternity, £6 6s. to £10 10s. the month. SALARY paid to nurses, £30 to £36, with uniform. There are beds for the accommodation of patients at from 3 to 4 guineas a week.

Wigan, Lancs.—Royal Albert Edward Infirmary Private Nursing Staff. SUPERINTENDENT OF NURSES, Miss K. V. Macintyre; 5 Nurses.

SALARY, £27, rising annually £2 to £31. Uniform and laundry provided. The nurses also receive 10 per cent. on their earnings. For further particulars see page 74.

Winchester.—Royal Hants County Hospital Nursing Association. Telegraphic address—"Nursing, Winchester." LADY SUPERINTENDENT, Miss Mocatta; 25 Nurses.

Candidates must be between 24 and 36 years of age, must come for 1 month on trial, must produce satisfactory evidence of character, education, health and physique, and must produce certificate of training. One month's notice given and required. RECREATION.—Nurses by the rules under which they are sent out must have 1 hour daily for outdoor exercise; 4 weeks' holiday yearly. FEES CHARGED.—Ordinary cases £1 1s.; infectious and mental, £1 11s. 6d.; massage, £2 2s. per week; maternity, £6 6s. to £8 8s. a month. SALARY, £20 to £30 per annum; and 2s. 6d. a week when at a case. Board, lodging and laundry (when not at cases), indoor and outdoor uniform provided. For further particulars see page 74.

Windsor.—H.R.H. Princess Christian's Trained Nurses' Home, 1 and 2 Clarence Villas. Telegraphic address—"Nurses, Windsor." (District Nurses affiliated to the Q.V.J.I.N.) LADY SUPERINTENDENT, Miss Mary Robin; 18 Private Nurses; 8 District Nurses.

This institution was started in 1887 by H.R.H. Princess Christian with the object of providing trained nurses free to the sick poor of Windsor and the neighbourhood. Under the personal guidance of Her Royal Highness the scheme has largely developed. Commencing with 1 district nurse, there is now a staff of 4 district nurses living in the Home, and 4 district nurses residing in the sub-districts of Eton, Egham, Addlestone and Chertsey, and also 18 private nurses.

After a personal interview (apply to the Lady Superintendent at 1 Clarence Villas) and 1 month's trial, an agreement for 1 year is entered

into. Candidates must be between 27 and 40 years of age, must produce satisfactory evidence as to character and health, and "must be thoroughly trained and experienced nurses," having received 3 years' training in a general hospital. One month's notice of leaving given and required. One month's holiday yearly allowed, and 2 nights' rest between cases of length and severity. FEES CHARGED for private nurses.—Ordinary cases, £2 2s.; infectious, mental, and massage, £2 2s. to £3 3s. per week; maternity cases, £8 8s. to £10 10s. a month; daily visits, from 1s. per half-hour, or 7s. 6d. per day or per night. SALARIES.—Private nurses, 1st year, £30; 2nd year, £35, rising £2 yearly, to £40; district nurses, £30 to £35. Board, lodging and laundry (when not at cases) and indoor and outdoor uniform provided.

Wolverhampton.—Queen Victoria Nursing Institution, Bath Road. Telegraphic address—"Nursing, Wolverhampton." Beds for patients, 6. LADY SUPERINTENDENT, Miss Emma Loveys; 31 Private Nurses; 4 District Nurses; 2 Probationers. The institution was founded as a town memorial of the Queen's Jubilee. District Nursing has been established, with a separate Home for District Nurses; a new building for the accommodation of the Private Nursing Staff, with additional rooms for the use of Paying Patients was added in 1895. Applications average from trained nurses, 20; from untrained women, 8; and vacancies 12 yearly.

Nurses.—Candidates should be between 24 and 32 years of age, and must produce satisfactory evidence as to character, health and physique, and must have had not less than 2 years' training in a recognised School of Nursing. Those desiring employment as maternity nurses must hold midwifery or monthly nursing certificates. RECREATION according to the requirements of the patients, not less than 2 hours being expected by the rules under which nurses are sent out; 3 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 1s.; infectious, 1st week, £2 2s., afterwards, £1 5s.; mental and massage cases, £2 2s. per week; maternity cases, £6 6s. per month. SALARIES, £16 to £35 per annum, with bonus at the end of the year in addition. Board, lodging and laundry (when not at cases), indoor and outdoor uniform are provided. The institution pays a nurse who contracts illness in its service during the time she is unable to work, but is too heavily in debt at present to do more for the benefit of the nursing staff.

Probationers.—Candidates without previous hospital experience are also received to be trained for private nursing. They are sent to the Wolverhampton General Hospital for 13 months, being subject to the rules and the matron of the Training School for the time being.

Worcester City and County Nursing Institution, Holyrood House, Tything, Worcester. (Affiliated to the Q.V.J.I.N.) LADY SUPERINTENDENT, Miss M. E. Winterton; 30 Nurses; 8 Probationers.

Nurses.—After a personal interview and 1 month's trial, applicants are received as nurses. Candidates should be about 24 years of age, and must produce satisfactory evidence as to character, education, health and physique, and certificates of not less than 2 years' training. Maternity nurses require midwifery certificates. Nurses are engaged for not less than 1 year, and 3 months' notice of leaving is required. Four weeks' holiday in a year. FEES CHARGED.—Ordinary and infectious cases, £1 11s. 6d.; mental, £3 3s. per week; maternity cases, £6 6s. per month. SALARIES, £26 to £34 per annum. Indoor and outdoor uniform, board, lodging and laundry when not at cases are provided in the home.

Probationers.—After a personal interview and 1 month's trial, applicants are received for 2 years' training. Candidates should be about 22 years of age, and have to serve the institution for 2 years after the completion of training which is undergone at Paisley General Infirmary, Bury St. Edmund's General Hospital or the Worcester General Infirmary. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £20; 3rd year, £20; 4th year, £25. Laundry and indoor uniform provided during training.

Worcester.—St. John's House, College Yard (in connection with St. John Ambulance Association). LADY SUPERINTENDENT, Miss Topping; 6 Nurses.

Applicants, who must hold the "First Aid" and "Nursing" certificates of the St. John Ambulance Association, are received for a course of 8 weeks' training in district nursing. FEE, £5 5s., and £1 1s. a week for board and lodging.

Wotton-under-Edge District Nursing Association. MATRON, Miss M. J. Tayler; 7 Private Nurses; 5 District Nurses; 8 Probationers.

Nurses.—Candidates should be between 25 and 30 years of age, must come for 1 month on trial, and must produce satisfactory evidence as to character, education, health and physique. One month's notice given and required. 2 or 3 weeks' holiday yearly. FEES CHARGED for private cases.—Ordinary, £1 6s. a week; infectious and mental, £2 2s., and £1 1s. for quarantine; district, from 6d. to 1s. per day, and 2s. 6d. to 7s. a week. SALARY, £12 to £25 per annum; nurses in charge of a district, £40. Board, lodging, laundry and outdoor uniform provided.

Probationers.—From 6 to 12 vacancies for probationers occur yearly. Applicants, who must be over 23, are sent for 6 months' training to the Bristol General Hospital, or the Bristol Royal Infirmary. Probationers have to work for the institution for 3 years. Certificate given. PREMIUM, £10, or if unable to pay this they are required to work for the institution for a year without salary.

Applicants are received for training as *Cottage Nurses*. Fee £12 12s. for 6 months. Certificate given.

Wrexham Infirmary Private Nursing Institute. LADY SUPERINTENDENT, Miss Kathleen J. Hicks; 4 Nurses.

FEES CHARGED.—£2 2s. a week; maternity, £6 6s. a month. SALARY, £22 to £30 per annum. For further particulars see page 176.

York Home for Nurses, 37 Monkgate, York. Under the management of the Sisters of the Holy Cross. STAFF.—Sister-in-Charge; 70 Nurses; 20 Probationers.

Nurses.—Nurses desirous of employment as maternity nurses must hold a monthly nursing certificate in addition to general training. Three months' notice of leaving is required, and there is a penalty not exceeding £25 for breaking the agreement made with the institution. RECREATION.—1 hour daily is expected by the rules under which nurses are sent out; 2 weeks' holiday in the year. FEES CHARGED.—Ordinary cases, £1 1s.; infectious, £2 2s.; mental, £1 11s. 6d.; massage, £3 3s. per week; maternity cases, £6 6s. per month. SALARY, 1st year, £18; 2nd year, £19; 3rd year, £21; 4th to 6th years, £25; 7th year, £30 per annum. Board, lodging and laundry when not at cases are provided in the home. Nurses are provided for in the home during times of sickness.

Probationers.—After a personal interview and at least 1 month's trial, probationers are received for training, being sent to York County Hospital and other hospitals for from 1 to 2 years. Candidates should be about 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. PREMIUM for probationers, *nil*. SALARY, 1st and 2nd year, £8.

SCOTLAND.

Aberdeen District Nursing Association, Ingleboro' House, 3 Castle Hill, Aberdeen (affiliated to the Q.V.J.I.N.). HON. SECRETARY, Miss Katherine Lumsden, Royal Hospital for Sick Children, Aberdeen. SUPERINTENDENT, Miss MacMaster; 6 Nurses.

Candidates must comply with the regulations for probationer candidates of Queen Victoria Jubilee Nursing Institute (which see), must hold certificates of 3 years' training, and are employed subject to the usual conditions of the institute in respect to remuneration, etc.

Aberdeen.—Royal Hospital for Sick Children Private Nursing Staff. See page 177.

* **Ayr, Newton, and Wallacetown Sick Poor Nursing Association**, 22 Academy Street, Ayr. SECRETARY, Mrs. Hutton; 2 Nurses.

Banff.—Chalmers' Hospital Private Nursing Staff. LADY SUPERINTENDENT, Miss Calder. FEES CHARGED.—Medical and surgical or infectious cases, £1 1s. per week. For further particulars see page 178.

Dumfries Branch of the Royal Scottish Nursing Institute, 14 Castle Street, Dumfries, N.B. LADY SUPERINTENDENT, Miss C. Grant; the number of nurses varies.

Nurses.—Candidates must produce satisfactory evidence as to character, education, health and physique, and must hold certificates of not less than 2 years' training in a general hospital. Those desirous of being employed as maternity nurses must hold midwifery or monthly nursing certificates. Trained nurses are elected by the Committee, and are subject to the same rules and conditions as those in force at the Royal Scottish Nursing Institute, Edinburgh. FEES CHARGED.—Ordinary cases, £1 10s.; infectious, mental and massage cases, £2 per week; maternity cases, £8 8s. per month. SALARIES paid to nurses according to their length of service and experience.

Probationers.—During their probationership they are subject to the rules and to the matron of the Training School. Probationers agree to serve the institute for 2 years after the completion of their training. No nurse is sent out to private cases who has not obtained a certificate of at least 2 years' training. Untrained applicants are sent for training to various hospitals.

Dundee Sick Poor Nursing Society, Caird House, Park Place, Dundee. (Affiliated with the Q.V.J.I.N., Scottish Branch.)
LADY SUPERINTENDENT, Miss Mackay; 8 Nurses.

After a personal interview and 1 month's trial, suitable applicants are required to bind themselves to the association for 2 or 2½ years. In the occasional cases of those accepted without previous hospital experience they are received as probationers, and are sent for a course of 2 years' training to a general hospital, according to the regulations of Q.V.J.I.N. (which see). No nurse is eligible for employment without a 2 years' certificate from a recognised Training School; an additional training of 3 months in a maternity hospital is given to those who enter as probationers, if sent to country districts, and is required of nurses previously trained, desiring engagement by the Association. RECREATION, 2 hours daily; ½ day weekly; 4 weeks' holiday in a year. No fees are charged for the nurses' services. SALARY during probationership £25 per annum, afterwards £35 per annum. Laundry, indoor and outdoor uniform are provided. The Association is federated to the Pension Fund for Trained Nurses in Scotland for the purpose of assisting nurses to make provision for sickness or old age.

Edinburgh.—Queen Victoria's Jubilee Institute for Nurses, Scottish Branch, Scottish District Training Home, 29 Castle Terrace, Edinburgh. HON. SECRETARY, Miss G. E. Guthrie Wright, 2 Lansdowne Crescent, Edinburgh.

The Scottish Branch of the Q.V.J.I.N. was founded in 1888. An annual grant from the Women's Jubilee Offering was assigned to it by the Council of the Institute, and the Scottish branch has from this source an income of £300 to be applied towards the training of nurses, and of £100 a year for lectures given on hygiene, gynæcology, fevers, diet, etc., and lessons on sick cookery. There are now 96 local associations affiliated to the Scottish branch.

Nurses.—Candidates for appointment as Queen's nurse must comply with the requirements and regulations of the Q.V.J.I.N. (which see).

Probationers.—From 30 to 32 probationers are received at the Edinburgh Home for training. District nursing under the supervision of a superintendent, and nurses engaged for country districts receive in addition 3 months' training in Glasgow Maternity Hospital. Glasgow, Dundee, Aberdeen and Paisley are authorised to train in district work for their own staffs.

A few probationers with no previous hospital training are also received. They are received into the home on trial for a month, and

if approved, sign an agreement to remain in the service of the institute for $4\frac{1}{2}$ years. They are then sent for 2 years' training to the Edinburgh Royal Infirmary, Leith Hospital, Chalmers' Hospital and Barnhill Hospital (Glasgow), the institute paying for their training and giving them a SALARY of £5 for the 1st year and £10 for the 2nd, with laundry and uniform. On the satisfactory completion of their hospital course, these probationers return to the home, and are trained in district nursing for 6 months. If a course of midwifery training is given, the fee is paid by the institute, but during the 3 months the nurse spends at the Glasgow Maternity Hospital she receives no salary, and she has to serve the institute for a further 6 months, making 5 years in all.

A Pension Fund is in process of formation, and 2 pensions definitely framed will be granted only to those nurses who have made systematic and fair efforts to provide for themselves.

The Edinburgh branch of the Q.V.J.I.N. has for its LADY SUPERINTENDENT, Miss Wade. There are also 2 assistant superintendents, *viz.*, DISTRICT SUPERINTENDENT, Miss Hadden; ASSISTANT SUPERINTENDENT, Miss Cowper; 2 resident Queen's nurses; and 17 probationers.

For a list of places in Scotland where Queen's District Nurses are employed, see page 212.

Edinburgh.—Royal Scottish Nursing Association, 69 Queen Street. Telegraphic address—"Matron, Edinburgh." LADY SUPERINTENDENT, Miss King; 110 to 130 Nurses. There are branches at Dumfries and Crief.

Nurses.—Candidates must be from 24 to 35 years of age, must produce satisfactory evidence of character, education, health and physique, and must have received at least 2 years' training (3 years preferred) in a general hospital. Monthly nurses must have received some training in a general hospital as well as in monthly nursing. Three months' notice given and required. FEES CHARGED.—Ordinary, £1 5s.; infectious, mental or massage, £1 10s. a week; maternity, £8 8s. a month. SALARY, £30 to £48. Board, lodging, laundry (when not at cases) and uniform provided. Each nurse is entitled to a pension of £15 per annum after 15 years' service if invalided and if approved by the Committee.

Probationers.—From 10 to 12 probationers are received yearly. They must be from 24 to 30 years of age, and are sent for 2 years' training to the Leith Hospital, the Chalmers' Hospital, the Stockton-on-Tees Hospital, or the Ayr County Hospital. They must sign an agreement to serve the institution for 2 years after the completion of their training. A certificate is granted. PREMIUM, *nil*. SALARY, 1st and 2nd year, £5 per annum; 3rd year, £15; 4th year, £20.

Glasgow Sick Poor and Private Nursing Association, 218 Bath Street, Glasgow. (Affiliated to Q.V.J.I.N., Scottish Branch). LADY SUPERINTENDENT, Miss Lamont; DISTRICT SUPERINTENDENTS, Miss Berwick and Miss Myers; 25 District; 33 Private Nurses; 16 Probationers. The number of applications and vacancies varies.

Nurses.—Candidates for either division of nurses must produce satisfactory evidence as to character, education, health and physique, and must hold certificates of 3 years' training from a general hospital. Those desirous of being employed in maternity work must, in addition, hold midwifery or monthly nursing certificates. One month's notice is required before leaving the service of the Association. RECREATION, 8 hours' rest out of the sick room; a short walk daily, and time to attend church once on Sunday, whenever possible, is expected by the rules under which private nurses are sent out. Private nurses, 3 weeks' holiday; district nurses 4 weeks' in a year. FEES CHARGED.—Ordinary cases, £1 10s.; typhus and small-pox, £2 2s.; other infectious cases, £1 10s.; mental, from £1 10s. to £2; maternity cases, £2 2s. per week. SALARY.—Nurses with certificates of 3 years' general training, £30, rising to £40; nurses with fever training only, £25, rising to £40 per annum. Board, lodging and laundry are provided. Indoor and outdoor uniform is provided for district nurses; indoor uniform for private nurses and probationers. There is a Benefit Fund to assist nurses during sickness and old age.

Probationers should be between 25 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview (if possible) and a month's trial, suitable applicants are received for training, agreeing to remain in the service of the institution for 2 years after the completion of that time. They are sent for a period of 2 years to one of the following hospitals: the Royal Infirmary and Belvidere Fever Hospital, Glasgow; Paisley Infirmary; Ayr County Infirmary; Bolton Union Infirmary; and Sheffield Union Infirmary; being subject during their probationership to the rules and to the matron of the Training School. Probationers who break their engagements with the Association are liable to a fine. PREMIUM, *nil*. SALARY, 1st and 2nd years, £10; 3rd and 4th years, £20 per annum. Laundry and uniform provided.

Glasgow Training Home for Nurses, 250 Renfrew Street. HON. LADY SUPERINTENDENT, Miss M'Alpin; 108 Nurses.

Candidates must be between 25 and 40 years of age, and must produce satisfactory evidence as to character and education, and pass a

medical examination by a medical officer of the institution. After 1 month's trial applicants for training are received into the home for 3½ years' training. After the expiration of the 3½ years' engagement, nurses may be re-engaged; 3 months' notice is then required before leaving. The nurses must be total abstainers. 2 weeks' holiday allowed during the year. SALARY.—Probationers, 1st 6 months, *nil*; afterwards, 1st year, £14; 2nd year, £17; 3rd year, £20. Nurses, £30 per annum, with bonus of 10 per cent. on earnings. Board, lodging, uniform and washing provided. FEES CHARGED.—Ordinary cases, £1 10s. a week; infectious, mental and dipsomania, £1 10s., and 1 guinea for disinfection after fever; surgical and ladies' cases, £1 10s. There are beds in the Home at from 1 to 6 guineas. There is a Sick Fund for nurses.

Johnstone and Elderslie District Nursing Association, Johnstone (Affiliated to the Q.V.J.I.N.) HON. SECRETARY, Miss Gertrude Scott; 2 District Nurses.

The conditions under which the nurses work are those framed by the Q.V.J.I.N. (which see).

Kilmarnock Nursing Association. (Affiliated to the Q.V.J.I.N.) LADY SUPERINTENDENT, Miss Paton; 4 Nurses.

The conditions under which the nurses work are those framed by the Q.V.J.I.N. (which see).

Perth.—Nurses' Home, Stormont Street. (Perth Sick Poor Nursing Association.) (Affiliated with the Q.V.J.I.N.) LADY SUPERINTENDENT, Miss Graeme; 1 Nurse.

The conditions under which the nurses work are those framed for the Q.V.J.I.N. (which see). SALARY, £35 per annum. Board, lodging, indoor and outdoor uniform are provided.

IRELAND.

Ballymena (Co. Antrim) Ladies' District Nursing Society (affiliated to the Q.V.J.I.N.). SUPERINTENDENT, Nurse Davison; 1 Nurse.

Nurses are on duty for 8 hours a day, and are off duty on half-day a week and on Sunday. SALARY.—Head nurse, £75, with furnished house and attendance; second nurse, £30, with board and uniform.

Belfast Nurses' Home and Training School.
For particulars see page 83.

Belfast.—Hospital for Sick Children Private Nursing Staff. See page 187.

Belfast.—Society for Providing Nurses for the Sick Poor, 3 College Square North. LADY SUPERINTENDENT, Miss White; 11 Nurses.

Candidates should be between 25 and 40 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 3 years' training from a recognised school of nurses. Midwifery or monthly nursing certificates are also desirable. After a personal interview with the Nursing Council suitable candidates are elected by Nursing Council and matron. Three weeks' holiday in a year. SALARY, £45 per annum. The nurses board and lodge in the various districts to which they are attached. Indoor and outdoor uniform is provided. The society is federated to the Royal National Pension Fund, and has a superannuation fund of its own for a few nurses too old to join this fund.

Cork.—County and City of Cork Hospital for Women and Children Private Nursing Branch. Telegraphic address—"Nursing, Cork." LADY SUPERINTENDENT, Miss Baxter.

FEES CHARGED.—Ordinary cases, £1 1s.; mental, infectious and massage cases, £2 2s.; maternity cases, £1 11s. 6d. a week. For further particulars see page 188.

Cork.—Miss Woodroffe's Nursing Institution, 11 South Mall, Cork.

Candidates should be between 21 and 30 years of age, and a personal interview is necessary. The period of training is 2 years. LECTURES are given upon anatomy, physiology, medicine, surgery and medical

and surgical nursing. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 3 hours daily; half-day Sundays; half-day monthly; a fortnight's holiday in a year. ENTRANCE FEE, £30. Laundry is provided, but not uniform.

There is a private staff of nurses in the institution, nurses being sent out to private cases after 2 years' training. FEES CHARGED for medical and surgical cases, £1 1s.; infectious, £1 11s. 6d. to £2 2s.; midwifery cases, £5 5s. for the month, or £1 11s. 6d. when engaged by the week; massage, intern cases, £1 1s.; extern cases; £1 15s. to £2 2s. per week. SALARIES paid to nurses on the private staff: To a nurse who has had 1 year's hospital training, half her earnings for 6 years; after that all her earnings, she then paying £10 10s. per annum towards establishment charges, and 1s. 6d. a day for board when in the institution; to a nurse who has had 2 years' hospital training, half her earnings for 5 years; after that all her earnings, she then paying £10 10s. per annum towards establishment charges, and 1s. 6d. a day for board when in the institution; to a nurse who has had 3 years' hospital training, half her earnings for 4 years; after that all her earnings, she then paying £10 10s. per annum towards establishment charges, and 1s. 6d. a day for board when in the institution. All nurses are expected to serve the institution for 2 years. No nurse who has not served 3 years is entitled to a certificate from the institution. Nurses leaving the institution are not permitted to take up independent nursing in the city and county of Cork until after expiration of 3 years. Extern nurses.—Nurses living in their own homes receive all their earnings paid quarterly, less £2 12s. 6d. towards establishment charges, until they have completed their 7th year's nursing, after which period the sum of £1 6s. 3d. per quarter only is deducted. All payments made quarterly. During sickness nurses are cared for in the hospital or institution to which they are for the time-being attached.

*** Dublin.—Adelaide Hospital Private Nursing Staff.** For particulars see page 84.

Dublin.—City of Dublin Nursing Institution (Limited), 27 Upper Baggot Street, Dublin. (Incorporated as a Public Company, 7th February, 1884). Telegraphic address—"Nursing, Dublin." LADY MANAGER, Mrs. Tracy; 100 Nurses; 6 Midwives; 40 Probationers; 10 Paying Probationers. Applications from nurses average 200, and vacancies 50 yearly.

Nurses.—Candidates should be between 20 and 40 years of age, must produce satisfactory evidence as to character, health and physique,

and hold certificates of not less than 3 years' training from a recognised Nurse Training School. Every nurse sent out from the institution has had at least 1 year's hospital training, has had a full course of instruction, and has passed examinations in anatomy, physiology, hygiene and nursing duties. RECREATION according to the requirements of patients, not less than 2 hours off duty being required by the rules under which nurses are sent out by the institution; at least 6 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 1s.; maternity, £1 5s.; infectious and mental cases, £1 11s. 6d.; massage cases, £2 2s. per week. SALARY, from £24 per annum, with bonus out of the net profits of the institution, and extra fees for mental, massage and infectious cases. Board, lodging, laundry (when not at cases), indoor uniform are provided.

Probationers.—Candidates without previous hospital training are also received and trained for private nursing. Applications average 400, and vacancies 50 to 60 yearly. After a personal interview with the Board and 3 months' trial, applicants are sent to The City of Dublin Hospital, Crumpsall Infirmary, Manchester; Birmingham Union Infirmary; Carlow County Infirmary; County Leitrim Infirmary, Carrick-on-Shannon; Mercers Hospital, Dublin, or Cork Street Fever Hospital, Dublin, and have to serve the institution for a further 2 years. SALARY, 1st year, £10; 2nd year, £15. Paying probationers are also received. PREMIUM, £30.

There is a private hospital for paying patients in connection with the institution under the management of a trained lady superintendent, Miss Williams. No mental or infectious cases are received.

Dublin.—Dr. Steeven's Hospital Private Nursing Department. SUPERINTENDENT, Miss B. M. Kelly.

FEES CHARGED.—Ordinary cases, £1 1s.; massage, £2 2s. per week. For further particulars see page 84.

Dublin.—Fever Hospital and House of Recovery Private Nursing Staff. LADY SUPERINTENDENT, Miss Carson Rae; ASSISTANT LADY SUPERINTENDENT, Miss Mary L. Watson; 4 Nurses.

FEES CHARGED.—£1 11s. 6d. per week. SALARY, £20 per annum with uniform, and a percentage of their earnings. For particulars see page 191.

Dublin.—Mater Misericordiæ Hospital Private Nursing Staff. LADY SUPERIOR, Sister M. B. Barry.

FEES CHARGED.—Medical, surgical and infectious, £1 1s.; mental and small-pox, £2 2s. per week. SALARY from £20 per annum. For further particulars see page 85.

Dublin.—Queen Victoria's Jubilee Institute for Nurses, Irish Branch. Office—14 Nassau Street, Dublin. GENERAL SUPERINTENDENT, Miss Mary E. Dunn. ASSISTANT SUPERINTENDENT, Miss C. A. Blackmore. TRAINING HOMES.—*St. Patrick's*, 101 Stephen's Green, Dublin; Lady Superintendent, Miss F. F. Howell. *St. Lawrence's*, 34 Rutland Square, Dublin; Lady Superintendent, Miss Julia A. Horan. The former home trains candidates of the Protestant denominations; the latter those of the Roman Catholic Church.

Nurses.—The regulations for the Irish branch are identical with those for England and Wales (which see), with the exception that candidates not wishing to bind themselves to the "Queen's Institute" for 2 years can notwithstanding become "Queen's" Nurses by paying for their own district training, attending lectures, and presenting themselves for the required examinations. On the completion of their district training the nurses are passed on to other places throughout Ireland, wherever the local committees are willing to comply with the conditions of affiliation imposed by the "Queen's Institute". There were on 1st January, 1898, including the Dublin Training Homes, 44 such associations scattered throughout the country, and to this number new districts are being constantly added.

Paying Probationers at *St. Patrick's* are charged by the home at the rate of 12s. 6d. a week. They also provide their own uniform. Further particulars with regard to these special arrangements can be obtained on application from the respective superintendent of either home.

Probationers.—About 26 vacancies for probationers occur yearly between the 2 homes. Candidates requiring hospital training are sent to Sir Patrick Dun's Hospital and the Mater Misericordiæ Hospital at Dublin, the Royal Infirmary, Edinburgh, the Birmingham Infirmary, and St. Thomas's Hospital, London.

For a list of places in Ireland where Queen's Nurses are employed, see page 213.

Dublin Red Cross Nursing Sisters' Home and Training School for Nurses, 87 Harcourt Street, Dublin. LADY SUPERINTENDENT, Miss Ellinor Lyons, Meath Hospital; SUPERINTENDENT OF TRAINING SCHOOL, Sister Alison; 40 Sisters. Vacancies average 15 yearly.

The training of nurses in this institution is carried on at the Meath Hospital, Dublin, and at the National Children's Hospital, Dublin. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for 1 year's training and agree to remain in the service of the institution for a further period of 2 years. Certificates are granted at the end of the period of training on passing examinations and giving satisfaction in their practical work as nurses. LECTURES are delivered to the nurses by the staff of the Meath Hospital, and practical nursing is taught in the wards of the above-mentioned hospitals. RECREATION, 4 weeks' holiday in a year. PREMIUM, £52 10s. Sister's SALARY, one-half the fees earned and 6 guineas for uniform. If appointed as staff sisters to the Meath Hospital £30 per annum with uniform. Nurses may be sent out in charge of private cases at the end of the period of 1 year's training. FEES FOR CASES.—Medical and surgical, £1 1s.; infectious, £1 11s. 6d.; mental, £2 2s. There is a private Pension Fund for the sisters.

Dublin. — Rotunda Hospital Private Nursing Staff. FEES CHARGED.—Midwifery cases £1 5s. a week; gynæcological cases, £1 10s. a week. For further particulars see page 193.

Limerick. — Barrington's Hospital Private Nursing Staff. For particulars see page 194.

Omagh. — Tyrone County Hospital Private Nursing Staff. See page 195.

V.—PRIVATE NURSING AGENCIES AND HOMES.

NOTE.—Particulars have not been received from those institutions marked with an asterisk (*).

LONDON.

The following is a list of certain establishments of this class owned by private persons and not managed by a committee :—

Belgravia Nursing Home, 39 and 41 Royal Avenue, Chelsea, S.W. Telegraphic address—"Peiho, London." PRINCIPALS, Mrs. Walter Pye and Mrs. Richard Crawley; 20 Nurses.

Candidates should be 24 years of age and upwards, and must produce satisfactory evidence as to character, education, health and physique, and must hold a certificate of at least 3 years' training from a general hospital. One probationer (not under 20 years of age) is received for training. After a personal interview and 1 month's trial, applicants join the association for, as a rule, 1 year. RECREATION, 3 weeks in the year. FEES CHARGED.—For ordinary cases, from £2 2s., or by arrangement; infectious, 2½ to 3 guineas; mental, 2½ to 3 guineas per week; massage, from 3s. 6d. per visit; maternity cases from £10 10s. per month. PREMIUM, for Probationers, *nil*. SALARIES.—Nurses, £30, with 5 per cent. on their earnings. Board, lodging and laundry, when not at cases, are provided in the home. Indoor uniform is provided. The home is not federated to the Royal National Pension Fund, but a number of the nurses belong and others are encouraged to join.

There is accommodation for 8 patients in separate rooms. Terms, from 4 to 10 guineas.

Blackheath Nursing Institution, 9 Montpelier Row, Blackheath, S.E. Telegraphic address—"Distress, London." Branch, 15 Petersham Road, Richmond, Surrey. LADY SUPERINTENDENT and OWNER, Miss Duncan; 60 Nurses,

Candidates should be between 25 and 35 years of age, must produce satisfactory evidence as to character, education, health and physique, must be members of the Church of England, and must hold certificates of not less than 2 years' training from a recognised Nurse Training School. Those desirous of being employed as maternity nurses must hold midwifery or monthly nursing certificates in addition. After 1 month's trial, nurses enter into an agreement to serve the institution for 1 year. One month's notice given and required. RECREATION according to the requirements of the patients, not less than 1 hour for walking and 7 hours *unbroken* rest if on night duty daily being expected by the rules under which nurses are sent out by the institution. FEES CHARGED.—Ordinary cases, £2 2s. 1st week, £1 11s. 6d. afterwards; infectious, surgical, mental and maternity cases, £2 2s. per week; massage, 6s. per hour. Fees are reduced for patients in straitened circumstances. SALARY.—Nurses, £26, rising to £40 per annum. Board and lodging are provided when not at cases, together with indoor and outdoor uniform.

Brooklyn Institute for Nurses, 156 and 158 Anerley Road, S.E. PRINCIPALS, Mrs. Cameron and Miss Aubert; 12 Nurses.

Candidates should be between 28 and 35 years of age, must come on trial for 1 month, must produce satisfactory evidence of character, health, education and physique, and must have had at least 3 years' training in a general hospital. One month's notice given and received; 4 weeks' holiday yearly. FEES CHARGED.—Ordinary cases, £2 2s.; infectious and mental, £2 12s. 6d.; massage, £3 3s. per week, maternity, £10 10s. the month. SALARY, £30 to £35 per annum, with 10 per cent. on earnings after the first year. Outdoor uniform provided 1st year, full uniform afterwards. Laundry, board and lodging when not at cases provided.

Bulstrode House Nursing Home, Bulstrode St., W. Telegraphic address—"Curaberis, London." LADY SUPERINTENDENT, Miss Truscott.

Elgin Nursing Institution, 258 Elgin Avenue, Maida Vale, W. (Winter Branch at Alassio, N. Italy.) SUPERINTENDENT, Miss M. A. Ellison; 8 to 16 Nurses.

Candidates must be between 25 and 40 years of age, must produce satisfactory evidence as to character, education and health, and must have had at least 2 years' training in a general hospital. One month's notice given and required. FEES CHARGED.—Ordinary cases, £2 2s.;

infectious, £2 12s. 6d. a week; maternity, by arrangement. SALARY, £30 rising to £35 per annum after first 6 months. Board, lodging and laundry (when not at cases) and in- and out-door uniform provided.

London Association of Nurses, 123 New Bond Street, W. Telegraphic address—“Firth’s Association, London.” LADY SUPERINTENDENT, Miss M. Firth; 300 Nurses; 30 Male Nurses. Applications average 300 to 400, and vacancies 30 yearly.

Candidates should be between 25 and 35 years of age, must produce satisfactory evidence as to character, health and physique. They must be certificated and have received 3 years’ training in a general hospital. Those desirous of being employed as monthly nurses must hold midwifery or monthly nursing certificates. Maternity nurses live in a home apart from other nurses, and the same precaution is taken to keep apart those engaged in nursing infectious diseases. FEES CHARGED.—For medical and surgical cases, £1 1s. to £2 2s.; infectious, £2 2s. to £2 12s. 6d.; mental, £2 2s. to £3 3s.; massage from £2 12s. 6d. per week or 5s. by the hour; maternity, £6 6s. to £21 per month. The nurses take their own earnings, paying a commission for working expenses. All nurses earn sufficient to enable them to make provision for themselves during old age. Many have, for this purpose, joined the Royal National Pension Fund.

Netley House Medical and Surgical Home, 15 Henrietta Street, Cavendish Square, W. SISTERS IN CHARGE, Miss Dupuis, and Miss Irwin.

Candidates should be between 23 and 34 years of age, must come on trial for 1 month, must produce satisfactory evidence as to character, education, health and physique, and must have had not less than 3 years’ training in a general hospital. Nurses enter into a 1 year’s agreement, and 3 months’ notice is given and required. FEES CHARGED.—Ordinary cases, £2 2s.; infectious and mental, £2 12s. 6d. to £3 3s. a week; maternity £10 10s. a month. SALARY, £25 to £35 per annum and 10 per cent. on earnings. Board, lodging and laundry (when not at cases) and in- and out-door uniform provided.

Probationers with 1 year’s training are received for 2 years’ further training, 1 year of which is spent at a provincial hospital, and 1 year at the Home. Candidates must be between 23 and 32 years of age, and must serve the Institution for 2 years after they have completed their training. SALARY, 1st year, £15; 2nd year, £18; 3rd year, £25.

Pembroke Association of Trained Nurses, 116

Adelaide Road, St. John's Wood, N.W. LADY SUPERINTENDENT, Mrs. Wright; 6 Private Nurses; 4 Monthly Nurses.

Candidates should be between 25 and 40 years of age, must come on trial for 1 month, must produce satisfactory evidence as to character, education, health and physique. One month's notice given and required. Two weeks' holiday 1st year; 3 weeks subsequent years. FEES CHARGED.—Ordinary, £1 11s. 6d.; infectious and mental, £2 2s. per week; massage, 5s. an hour; maternity, £8 8s. to £10 10s. a month. SALARY, £25 to £30 per annum, and 10 per cent. on earnings. Board, lodging and laundry provided when not at cases. Uniform not provided.

Weston's (Mrs.) Medical and Surgical Home and Nurses' Institute, Blenheim House, Kew Gardens, S.W.

FEES CHARGED.—Ordinary cases, £1 11s. 6d. to £2 2s.; infectious and mental, £2 2s. to £3 3s. a week; maternity, £6 6s. to £10 10s. a month. Beds are provided for patients from £2 2s. for a bed in a private room; or from £1 11s. 6d. in Ward A; £1 1s. in Ward C; and 15s. in Ward B (children).

Wigmore Nurses' Co-operative Institution, 59 Weymouth Street, W. Telegraphic address—"Trained, London." Beds, 14. PRINCIPAL, Miss F. Burrell; 50 Nurses. Applications average 150, and vacancies 10 yearly.

Candidates, who should be between 27 and 35 years of age, must produce satisfactory evidence as to character and health, and must hold a certificate of not less than 3 years' training from a recognised School of Nursing. Those desiring employment as monthly nurses must hold midwifery and monthly nursing certificates. After a personal interview and 3 months' trial, suitable applicants are admitted by the matron. FEES CHARGED.—Ordinary cases from £1 11s. 6d.; infectious and mental, £2 2s.; massage, £3 3s. per week; maternity, £8 8s. to £12 12s. per month. SALARY.—Nurses take their own earnings less a percentage for working expenses, and are encouraged to join the Royal National Pension Fund.

ENGLAND AND WALES.

Bolton Private Nurses' Institution, Grafton House, 2 Grafton Street, Bolton. Telegraphic address—"Nursing, Bolton." LADY SUPERINTENDENT, Miss Mari Clark.

Candidates must be from 25 years of age, and must produce satis-

factory evidence as to character, education, health and physique. They must also produce certificates of at least 2 years' training in a general hospital. Those desirous of being engaged in maternity cases must hold in addition a monthly nursing certificate. Nurses joining the institution do so for 2 months on trial; if at the end of that time it is agreed that they shall remain, the engagement is deemed as binding for 1 year; 1 month's notice is required for leaving. RECREATION, 2 hours daily is expected by the rules under which nurses are sent out; 3 weeks' holiday yearly. FEES CHARGED.—Ordinary cases, £1 10s. 1st week, £1 5s. after; infectious, £1 10s.; massage, £3 3s. per week; maternity cases, £6 6s. to £8 8s. per month. SALARY, £30 per annum. Board, lodging and laundry (when not at cases) and indoor and outdoor uniform provided.

Bournemouth.—Victoria and Bournemouth Nurses' Institute, Inverness House. Branches at Boscombe and St. Servan, Brittany. LADY SUPERINTENDENT, Miss Forrest; 76 Private Nurses; 1 District Nurse; 20 Monthly Nurses; 4 Midwives.

Candidates must produce satisfactory evidence as to character, health, physique, and must hold certificates of 3 years' training in a general hospital. Those desirous of being employed in maternity cases must hold *in addition* midwifery or monthly nursing certificates, midwifery preferred. After 3 months' trial nurses approved are required to enter into an engagement not to work on their own account in Bournemouth for a period of 3 years after leaving the service of the institution, or pay a fine of £50. RECREATION, 8 hours off duty during the 24 hours is expected by the rules under which nurses are sent out. FEES CHARGED.—Ordinary cases, £1 11s. 6d.; infectious and mental, £2 2s. per week; maternity cases, from £8 8s. per month; massage, 5s. per hour. SALARY.—Nurses have the option of taking their own fees and paying the institute 10 per cent., or of receiving a salary of £35 per annum, with 5 per cent. on their earnings for the first 2 years and 10 per cent. afterwards. Board, lodging and laundry are provided in the home for nurses during the intervals between cases. Uniform not provided.

Brighton Institution for Trained Nurses and Home for Paying Patients, 92 King's Road, Brighton. Telegraphic address—"Nurses, Brighton." LADY SUPERINTENDENT, Mrs. Frazer; 25 to 30 Nurses.

FEES CHARGED.—Ordinary cases, £2 2s.; infectious and mental, £2 12s. 6d.; massage, £3 3s. per week; maternity, £8 8s. to £12 12s. per month.

*** Eastbourne Nursing Institution and Co-operation**, 27 Hyde Gardens, Eastbourne. Telegraphic address—"Santé, Eastbourne." LADY SUPERINTENDENT, Miss Norman; 25 Nurses.

FEES CHARGED.—Ordinary cases, £2 2s.; infectious and mental, £2 12s. 6d. a week; maternity, £8 8s. to £10 10s. a month; massage, 5s. per hour. SALARY, £30 to £32 per annum, and from 2½ to 5 per cent. on earnings. Nurses may instead receive their own earnings less a deduction of 1s. 6d. in the £1 for working expenses. Uniform allowance, £4 per annum.

Evesham Nursing Institution, Greenhill. MATRON, Mrs. Gertrude Hoddinott; 13 Private Nurses.

Candidates must be between 24 and 40 years of age, must come on trial for 1 month, must produce satisfactory evidence of character, education, health and physique, and must have had at least 2 years' training in a general hospital. RECREATION according to the requirements of the patients, not less than 2 hours off duty being expected by the rules under which nurses are sent out by the institution; 3 weeks' holiday in the year. FEES CHARGED.—Ordinary cases, £1 5s.; infectious, mental and massage, £2 2s. per week; maternity cases, £6 to £10 per month. SALARY, £25 to £30 per annum. Board, lodging and laundry (when not at cases), and part of uniform provided.

Harrogate.—Trained Nurses' Institution, Ripon Road. LADY SUPERINTENDENT, Miss Anderson; 12 to 20 Nurses (extra nurses are engaged for the season).

Candidates should be between 26 and 40 years of age, must produce satisfactory evidence as to character, health and physique, and also of having received 3 years' training in a general hospital. Those desirous of being employed in maternity work must hold midwifery or monthly nursing certificates. RECREATION according to the requirements of patients, not less than 1½ hours off duty being expected by the rules under which nurses are sent out by the institution; 3 weeks' holiday in a year. FEES CHARGED.—Medical cases, £1 1s.; surgical, £1 5s.; infectious and mental, £1 11s. 6d. per week; maternity cases, £6 6s. per month. SALARY paid to nurses, £28 to £35 per annum, together with board, lodging, and laundry when not at cases.

Hull.—Albion Street and Kingstone Institutions for Nurses, 27 and 22 Albion Street. LADY SUPERINTENDENT, Miss Susan D. Taite; ASSISTANT SUPERINTENDENT, Miss Mary E. Brown; 24 Private Nurses.

Nurses.—Candidates should be from 23 to 40 years of age, must produce evidence of character, education, health and physique, and have had at least 2 years' training in a general hospital. Three weeks holiday. FEES CHARGED.—Ordinary, £1 1s.; infectious, mental and' massage, £2 2s. per week; maternity cases, £6 6s. a month. Board, lodging and laundry (when not at cases), and uniform are provided.

Probationers are received for 1 or 2 years' training. Applicants must produce satisfactory evidence as to character, education, health and physique. They are sent to the Union Infirmary Leeds, the Clayton Hospital Wakefield, Newark-on-Tyne Hospital Torbay Hospital Orthopaedic Hospital Hull, for training, and have to serve the institution for 3 years after the completion of that training; a testimonial being given on the satisfactory termination of the engagement. PREMIUM, £10 to £21. SALARY.—After training, 1st year, £18; 2nd year, £20; 3rd year, £22.

Leicester Nurses' Co-operation, Welford Road, Leicester. Telegraphic address—"Aprons, Leicester." 14 Nurses.

FEES CHARGED.—Ordinary cases, £1 5s.; infectious and mental, £1 11s. 6d.; massage, £2 2s. a week; maternity, £6 6s. a month. SALARY.—Nurses receive all their own earnings, but have to pay on joining the society a deposit of £5, and afterwards an annual subscription of £8 10s. to the funds of the society. The funds of the society are applied to defraying the expenses of the general home, and any deficiency or surplus at the end of the year is divided equally among the nurses. No nurse can retire from the society without finding a substitute to be approved by the remaining members except on forfeiting her deposit of £5.

Plymouth.—West of England Private Nurses' Institution, 46 Mutley Plain. Telegraphic address—"Aprons, Plymouth." LADY SUPERINTENDENT, Miss C. Noel Thompson; 10 Nurses.

Candidates must be between 25 and 40 years of age, must have had at least 3 years' training in a general hospital, and must produce satisfactory evidence as to character, education, health and physique. Nurses enter into an agreement for 1 year, and 1 month's notice is given and required. FEES CHARGED.—Ordinary, £1 5s.; infectious, mental and massage, £2 2s. a week. SALARY.—Nurses receive their own earnings less 3s. in the £. During residence in the Home they have to pay 8s. a week or 1s. 6d. per day.

St. Leonards-on-Sea.—Victoria Institution of Trained Nurses, 25 Warrior Gardens. Telegraphic address—"Nursing, St. Leonards." SUPERINTENDENT, Mrs. C. Phillips.

Southport.—Birkdale Trained Nurses' Home,

53 Liverpool Road, Birkdale, Southport. Telegraphic address—“Nurses, Southport.” LADY SUPERINTENDENT, Miss Towle; 12 Nurses.

FEES CHARGED.—Ordinary cases, £1 1s.; infectious, £1 10s.; mental, £2 2s. per week; massage, 5s. 6d. per hour; maternity, from £4 4s. a month.

There are 5 beds for private patients from 2 guineas a week.

Surbiton.—Nurses' Association, Claremont Road.

Telegraphic address—“Nursing, Surbiton.” SISTER IN CHARGE, Miss Annie Parnaby; 10 Nurses.

Candidates should be between 28 and 38 years of age, must come for 1 month on trial, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 3 years' training in a general hospital. Those desirous of being employed as maternity nurses must hold midwifery or monthly nursing certificates in addition. Nurses enter into an agreement to serve the institution for 1 year. One month's notice given and required. FEES CHARGED.—Ordinary cases, £2 2s.; infectious, mental and massage, £3 3s. per week; maternity cases, £10 10s. to £15 15s. per month. SALARY, £40 per annum, with commission on earnings after 1st year. Board and lodging (when not at cases) are provided. Uniform not provided.

Wakefield.—Trained Nurses' Home, 2 Wentworth

Terrace. Beds, 2 for Private Cases. LADY SUPERINTENDENT, Miss Elizabeth Reed; 16 Nurses; 7 Monthly Nurses; 2 Probationers; 3 Paying Probationers. Applications for the post of nurse average 6, and vacancies 2 yearly.

Nurses.—Candidates should be between 23 and 40 years of age, must come for 1 month on trial, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 1 year's training in a good general infirmary, or of 2 years in a smaller hospital. Those desirous of being employed in maternity cases must hold midwifery or monthly nursing certificates. After a personal interview and 1 month's trial, nurses are elected by Miss Reed. Three months' notice given and required. RECREATION according to the requirements of patients, not less than 1 hour off duty daily being expected by the rules under which nurses are sent out by the institution; 2 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 1s.; infectious and mental cases, £1 11s. 6d.; massage cases, £3 3s. per week; maternity cases, £6 6s. the month. SALARY, £25 to £30 per annum, together with board, lodging (when not at cases), indoor and outdoor uniform.

Probationers.—Applicants should be between 21 and 30 years of age. They are sent for 1 to 3 years' training at Sheffield General Infirmary, Crumpsall Infirmary Manchester, or the Clayton Hospital, and have to serve the institution for 2 years after the completion of their hospital training.

Weston-super-Mare Nurses' Institute, St. Margaret's Terrace. 3 Beds for Lady Patients (nervous and slight mental cases preferred). LADY PRINCIPAL, Mrs. Findley; 12 Nurses.

Candidates should be between 25 and 35 years of age, must produce satisfactory evidence as to character, health and physique, and must hold a certificate of 2 or 3 years' training from recognised Schools of Nursing. Those desirous of being employed in maternity cases must hold midwifery or monthly nursing certificates. After a personal interview and 3 months' trial applicants are elected. RECREATION, 2 hours off duty daily are expected by the rules under which nurses are sent out; 3 to 4 weeks' holiday in a year. FEES CHARGED.—Ordinary cases, £1 5s.; infectious, £1 11s. 6d. to £2 2s. per week; maternity cases, £6 6s. per month. SALARIES paid to nurses, from £28 to £32 per annum, with board, lodging, laundry (when not at cases), indoor and outdoor uniform. Nurses are cared for in the home during sickness.

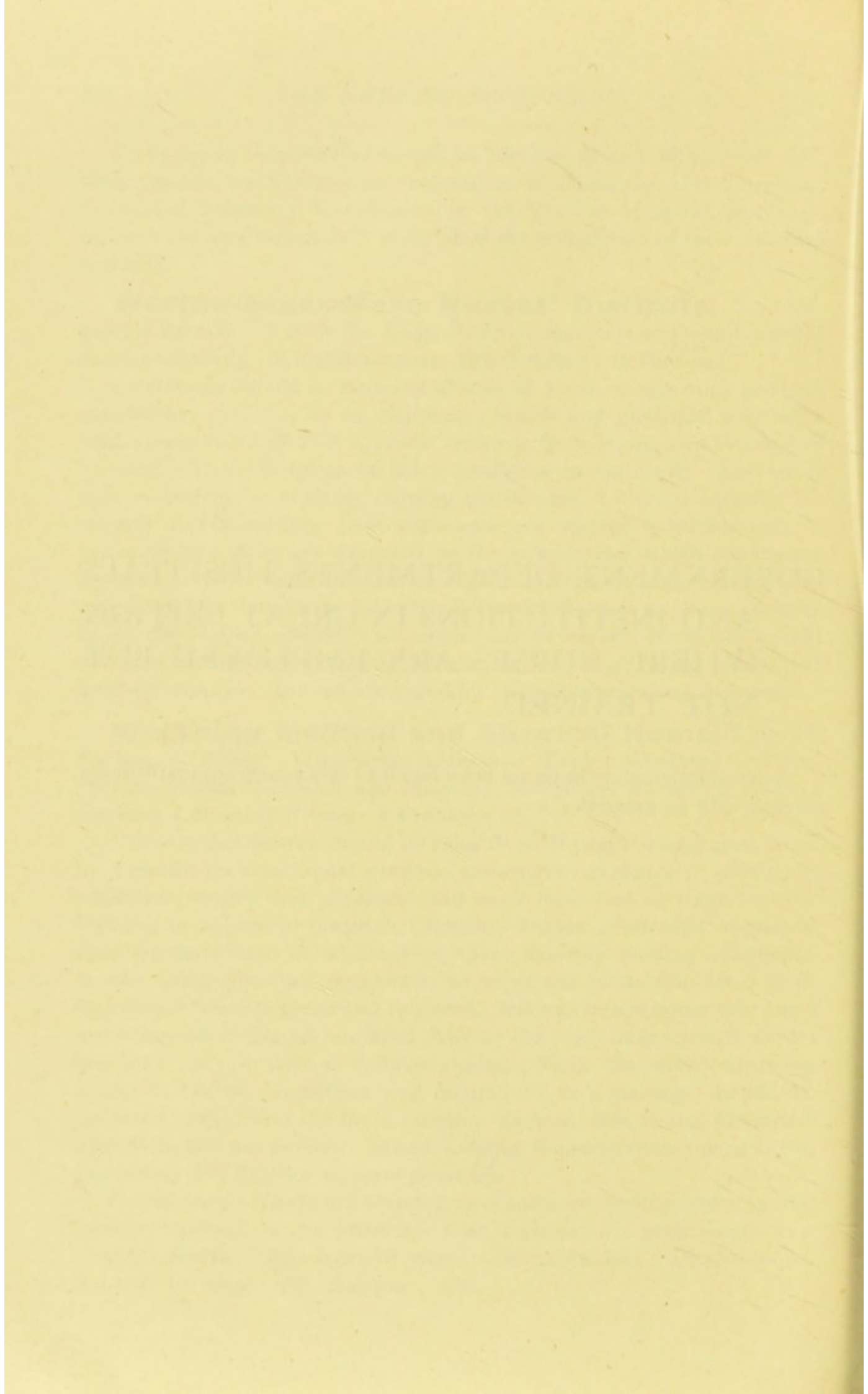
Worthing Medical and Surgical Home, 7 Marine Parade, Worthing. Telegraphic address—"Sisters, Worthing." PRINCIPALS—Misses Timewell and Maginn; 20 Private Nurses; 2 District Nurses; 4 Monthly Nurses; 4 Probationers.

Nurses.—Candidates should be from 28 to 38 years of age, must come for 1 month on trial, must produce satisfactory evidence of character, education, health and physique, and must have had at least 3 years' training in a general hospital. Monthly nurses must hold a general training certificate in addition to their monthly nursing certificate. Nurses enter into an agreement to serve the institution for 1 year. One month's notice given and required. RECREATION, 6 hours rest and 2 hours for recreation are required daily by the rules under which nurses are sent out; 4 weeks' holiday yearly. FEES CHARGED.—Ordinary cases, £1 11s. 6d.; infectious and mental, £2 2s.; massage, £2 12s. 6d. per week; maternity, £8 8s. a month. SALARY, £30, rising £2 each 6 months to £40 per annum. Board, lodging, laundry (when not at cases) and indoor and outdoor uniform provided.

Probationers.—There are about 2 vacancies for probationers yearly, who are trained in the home for 1 or 2 years as a preliminary to a hospital course. Age from 23 years. No certificate. PREMIUM, *nil*. SALARY, 1st year, £16; 2nd year, £20.

GOVERNMENT DEPARTMENTS, HOSPITALS
AND INSTITUTIONS IN GREAT BRITAIN
WHERE NURSES ARE EMPLOYED BUT
NOT TRAINED.

NOTE.—Particulars have not been received this year from institutions marked with an asterisk (*).



VI. — GOVERNMENT DEPARTMENTS, HOSPITALS AND INSTITUTIONS IN GREAT BRITAIN WHERE NURSES ARE EMPLOYED BUT NOT TRAINED.

NOTE.—Particulars have not been received this year from institutions marked with an asterisk (*).

The following details concerning selected institutions are supplied with a view of showing the kinds of employment, number of vacancies, rates of remuneration, and conditions of service obtainable by those who, on completing their training, do not desire to act as Private Nurses, and who may not be eligible for staff appointments in their Training School. It is not intended to be an exhaustive list of places where trained nurses are employed (this may be found in *Burdett's Hospitals and Charities*), but the Editor hopes it will be found typical:—

LONDON.

Army Nursing Service. Address—The Under-Secretary of State, War Office, Pall Mall, S.W. The following are extracts from the regulations for admission to the Army Nursing Service:—

Constitution.—The Female Nursing Service of the Army is classified as follows: (1) Lady superintendent; (2) Senior nursing sisters acting as superintendents; (3) Nursing sisters. The two former classes will, as a rule, but not necessarily, be filled up from the grade below it, by selection, on grounds of experience, administrative capacity, and personal fitness.

Qualification of Candidates.—A candidate for the appointment of acting superintendent or nursing sister must not be under 25 nor over 35 years of age, and have had at least 3 years' preliminary training and service combined in a civil general hospital. She is required to produce the following documents:—

- (a) An extract from the register of her birth; or, if this is not obtainable, a declaration made before a magistrate by one of her parents or guardians, giving the date of her birth.

- (b) A recommendation from a person of social position (not a member of her own family) to the effect that the candidate's family is one of respectability and good standing in society, that she is in every way a desirable person to enter a service composed of ladies, and that she possesses the tact, temper and ability qualifying her for appointment to the Nursing Service of the Army.
- (c) A statement, signed by the candidate, showing whether she is single, married, or a widow; whether a member of a sisterhood or society; and giving particulars of the place and duration of her hospital training, which must have been undergone for at least 12 months of the time in a civil general hospital where adult male patients receive medical and surgical treatment, and in which a staff of nursing sisters, under a matron, is maintained.
- (d) Certificates of efficiency in medical and surgical nursing from the medical officers under whom she has served.
- (e) A recommendation from the matron of the civil hospital at which she was trained.
- (f) A certificate from a qualified medical practitioner that she is in good health.

Candidates must state, in addition—(1) what experience they have had in hospital supervision; (2) what they personally understand by the duties of a superintendent, and the execution of medical orders.

Probationary Service.—On being nominated for an appointment, a candidate is required to undergo a period of six months' probation at the Royal Victoria Hospital, Netley, for the purpose of further testing her suitability for the military nursing service.

Uniform.—Every nursing sister is provided annually with the following articles of regulation uniform: 3 grey serge gowns, 6 white aprons, 6 muslin caps, 6 turn-down linen collars and cuffs, and 1 grey bonnet and veil. She is further supplied triennially with 1 summer and 1 winter cloak. The uniform should be worn on all occasions excepting holidays. Sisters dismissed for misconduct will forfeit the whole of the regulation clothing, and in the event of their leaving the service voluntarily, they may also be required to return all clothing issued to them during the previous 12 months.

Service Abroad.—A roster of the nursing sisters on duty at home is kept in the office of the Director-General, and, as a general rule, those who have been for the longest period at home will be the first to proceed abroad. The period of service abroad, reckoning from the date of

embarkation at home, will be five years, unless such period be incompatible with the interests of the public service.

Leave of Absence.—The following are extracts from the Royal Warrant relating to Pay, etc., of the 1st April, 1897 :—

“ 1022. . . . A nursing sister may be granted ordinary leave of absence without forfeiture of pay, and when no expense to the public is thereby incurred, for a period of 30 days in each year, irrespectively of service. All sick leave taken in conformity with Article 1026 shall be reckoned in diminution of ordinary leave.

“ 1023. Pay during accumulated leave of absence after service at a station abroad shall be admitted if the accumulated leave does not exceed that allowed for 3 successive years.

“ 1026. If necessarily absent from sickness arising from other causes than duty, but not attributable to intemperance or misconduct, and provided the persons concerned be of good character, leave of absence shall be allowed as follows : (a) In the case of nursing sisters, whether at home or abroad—Full pay for a period or periods not exceeding 3 months in any 1 year. If after the expiration of that period they are still unable to resume duty, reduced pay for a further period not exceeding 3 months, as follows : Two-thirds pay after 20 years' service ; half-pay after less than 20 years' service.”

Pay and Allowances.—The following are extracts from the Royal Warrant relating to Pay, etc., of the 1st April, 1897 :—

“ 371. The pay of the lady superintendent of nurses at Netley shall be at the rate of £150 a year, increasing by £10 yearly to £200 a year, with an additional allowance of £50 a year for training the nursing staff, and carrying out such duties as the Director-General of our Army Medical Department may from time to time direct.

“ 994. A nursing sister shall receive as wages £30 for her 1st year of service, and an increase of £2 after every year of satisfactory service until her yearly wages amount to £50.

“ 866. A senior nursing sister acting as superintendent shall receive pay at the rate of £20 a year in addition to her wages, under Article 994.”

In addition to the allowances specified in this section, acting superintendents and nursing sisters are supplied with public quarters, and with fuel and light.

The following is extracted from the Allowance Regulations, 1897 :—

“ 683. A special allowance, in lieu of board and washing, at the rate of 13s. a week at a home station, or of 3s. a day at a station abroad when rations in kind are not supplied, and of 3s. 6d. a week when they are supplied, will be granted to such nursing sisters as the Secretary of

State may appoint under the Royal Warrant relating to Pay, etc. The other allowances at stations abroad, including the allowance for servants, will be at such rates, not exceeding those of a departmental officer of subaltern rank, as the Secretary of State may determine."

Retirement and Pension.—The following are extracts from the Royal Warrants relating to Pay, etc., of 2nd April and 16th June, 1894:—

" 560. The lady superintendent of nurses shall retire on attaining the age of 60.

" 1230. No acting superintendent or nursing sister shall continue in the service after the age of 60, and may be called upon, at any time after she has reached the age of 50, to retire on the pension earned by her service, should such a course be desirable on public grounds.

" 1231. An acting superintendent or a nursing sister may also be required to retire on account of unfitness for the duties of her appointment, with such gratuity as she may be entitled to under Article 1236.

" 562. Lady Superintendent—20 per cent. of her salary after 10 years' service, rising by 2 per cent. for each additional year of service, up to a maximum of 50 per cent.

" 1229. An acting superintendent or a nursing sister shall be entitled to retire on pension on attaining the age of 60, or if after 10 years of service she be rendered unfit for hospital duty through disease or injury, certified by 2 medical officers specially appointed to examine her.

" 1233. The rate of pension for an acting superintendent or nursing sister shall, after 10 years' service, be 30 per cent. of her wages for the preceding year, and shall rise 2 per cent. of her wages for each additional year's service to a maximum of 70 per cent. of her wages for the year preceding the grant of the pension.

" 1235. An acting superintendent or a nursing sister disabled in the service, after 5 but under 10 years' service, shall be granted such rate of pension below that fixed in Article 1233 as may be determined by our Secretary of State. If she have served for less than 5 years when disabled, she shall receive a gratuity, to be determined in like manner.

" 1236. An acting superintendent or a nursing sister retired under Article 1231 may, provided she has not been guilty of misconduct, be granted a gratuity of one month's pay for each year of service, if not entitled to a pension under Article 1233.

" 1232. An acting superintendent or nursing sister pensioned for disability under the age of 60 shall be liable, should such disability cease, to be called upon to re-enter the service with the wages to which she would have been entitled had she not been disabled; and should she refuse so to enter the service her pension shall cease.

" 1228. An acting superintendent or a nursing sister pensioned on account of disability may count 1 year of service in a tropical climate as 2 years towards pension.

" 1234. An acting superintendent or a nursing sister, in any case of special devotion to her duties, may be granted a higher pension than that fixed by Article 1233 ; not, however, exceeding £50 a year.

" 1237. In cases where, after a period of not less than 6 months' sick leave, an acting superintendent or nursing sister is pensioned for a disability not permanently unfitting her for duty, the pension shall cease on the date when she again becomes fit for duty, unless there should then be no vacancy, in which case, should she be willing to continue her service, she may remain on pension for a period not exceeding 1 year, pending a vacancy.

" 1238. An acting superintendent or nursing sister retiring without having previously obtained permission to do so shall forfeit all claim to pension."

Army Nursing Service Reserve, 18 Victoria Street, S.W. This is intended to form a reserve of nurses to supplement the regular nursing service of the army, in the event of war on an extended scale. In time of peace the control rests with a specially constituted committee, under the presidency of Princess Christian ; but in time of war the nursing sisters (or as many of them as may be required), will be entirely under the control of the War Department.

The following are extracts from the regulations :—

Qualification of Candidates.—A candidate for the appointment of nursing sister must be not under 25 nor over 35 years of age, and must have had at least 3 years' preliminary training and service combined in a civil general hospital. She will be required to produce similar documents to those required for the Army Nursing Service marked (a), (b), (c), (d) and (f), and also the following :—

A recommendation from the matron of the civil hospital at which she was trained, who must certify that she possesses the tact, temper, and ability qualifying her for appointment to the Nursing Service Reserve of the Army. Ability to speak one or more foreign languages will be considered an additional qualification, and will give preference in selection.

Candidates must state, in addition : (1) What experience they have had in hospital supervision ; and (2) What they personally understand by the duties of a superintendent, and the execution of medical orders.

Dress.—Members of the Reserve will not be bound by any rules as regards dress or uniform, but will be required to wear at all times the

badge of the Army Nursing Service Reserve. The badge will be worn on the right breast. When members of the Reserve are called up for Army service they will become amenable to the ordinary regulations of the Army Nursing Service.

Retirement.—On attaining the age of 50, nursing sisters will cease to belong to the Reserve.

Pay and Allowances.—When called up for duty a nursing sister will receive pay at the rate of £40 per annum, and when performing the duties of acting superintendent will receive extra pay at the rate of £20 per annum. On cessation of employment, nursing sisters—including acting superintendents—will receive a gratuity of £20. They will also receive a further gratuity of £10 for each year of service beyond the first, if at home, and of £20 if abroad. Fractions of a year will be calculated at the same rate. These gratuities are sanctioned subject to the following conditions:—

- (a) The service rendered by a nursing sister must have been in all respects of a satisfactory nature and certified to by a responsible officer.
- (b) The cessation of employment must have been due to causes beyond the nursing sister's own control.
- (c) Any nursing sister relinquishing her engagement for reasons within her own control will forfeit her title to a gratuity—even though her services may exceed a year.

A special allowance in lieu of board and washing at the rate of 13s. a week at a home station, or of 3s. a day at a station abroad when rations in kind are not supplied, and of 3s. 6d. a week when they are supplied, will be granted to sisters of the Reserve when called up for duty. A special allowance for the provision of clothing will also be granted to such nursing sisters at the following rates: Annual clothing allowance abroad, £4 7s. ; annual clothing allowance at home, £4 ; triennial winter cloak allowance, £2 ; triennial summer cloak allowance, £1 5s. The other allowances at stations abroad, including the allowance for servants, will be at such rates, not exceeding those of a departmental officer of subaltern rank, as the Secretary of State for War may determine.

Each candidate has to sign a declaration that she is willing to serve under the rules laid down in the Army Medical Regulations, in so far as they may be applicable, and in the event of war, is prepared (when called up for duty) to join at any military hospital in the United Kingdom to which she may be posted.

The device on the badges, which are circular and are all silver, is a Geneva Cross, with a crown at the end of each arm. Between the arms

are representations of the rose, shamrock, thistle and acorn; and the badge bears the inscription, "Princess Christian's Army Nursing Reserve."

Fulham Union Infirmary, St. Dunstan's Road, Hammer-smith, W. Beds, 500. MATRON, Miss Mary E. Shipley; 1 Assistant Matron; 2 Night Superintendents; 12 Charge Nurses; 1 Midwife; 30 Staff Nurses; 1 Receiving Ward Nurse; 1 Midwifery Pupil.

At present there is no Training School attached to this infirmary, but one is in course of formation. Classes and practical instruction are held for pupil midwives, who also attend outside lectures. NURSES' RECREATION, 2½ hours daily; 16 hours weekly; 1 day monthly; 3 weeks' holiday in a year. SALARIES paid to charge nurses, £26, rising to £32; staff nurses, £18, rising to £22 per annum. Laundry and indoor uniform are provided; outdoor uniform is not provided. Pensions during sickness and old age have in some cases been granted to nurses.

Indian Nursing Service. The following Memorandum of Information (Form 147) is supplied by the India Office:—

Conditions of Appointment, etc. (1) The nursing establishment consists of two grades, *viz.*, (a) lady superintendents (b), nursing sisters. *Note.*—The term "lady nurse" as used in the following paragraphs includes both the above grades. (2) Nursing sisters must be at the time of appointment over 25 and under 35 years of age, and before admission to the service they must be examined by the president of the Medical Board at the India Office as to their fitness for service in India. They must have had at least 3 years' preliminary training and service combined in a hospital in which adult male patients receive medical and surgical treatment, and in which a staff of nursing sisters is maintained. (3) The duration of a term of service for both grades of lady nurses is 5 years, capable of renewal for a further 5 years at the option of the Government, with the consent of the lady nurse. (4) The engagement may, however, be terminated at any time on six months' notice being given either on the part of the Government or of the lady nurse. (But see par. 12.) (5) *Rates of Pay* (in addition to free quarters, fuel, light and punkah-pullers).—For a lady superintendent, Rs.300 per mensem; for a nursing sister, Rs.175 per mensem, commencing from the date of embarkation for India. A senior nursing sister acting as superintendent at a station where no lady superintendent is located receives an additional allowance of Rs.25 per mensem. (6) *Leave in India.*—Leave on medical certificate up to a maximum of 6 months during the whole of the 5 years' term of service may be granted to a lady nurse by the principal medical officer of the Command; during such leave

she will receive two-thirds of the salary of her grade. Short leave and privilege leave may be granted at the discretion of the local authorities and as circumstances may admit. (7) *Leave out of India*.—After engagement for a second (5 years) term of service a lady nurse may be granted 1 years' leave from duty on two-thirds pay with free passage by sea and rail from and to her station. Such period will not reckon as service in any way. (8) *Gratuities*.—The following rate of gratuities are payable to lady nurses on completion of their total Indian service: for a completed term of 5 years, lady superintendents Rs.1200, nursing sisters Rs.500; for a completed term of 10 years, lady superintendents Rs.4000, nursing sisters Rs.1500; if compelled by sickness to leave India before completion of a 5 years' term, for each completed year's service, lady superintendents Rs.200, nursing sisters Rs.75; if compelled by sickness to leave India after completion of a first term of 5 years' service, but before completion of a second, for each completed year of the second 5 years' term, lady superintendents Rs.240, nursing sisters Rs.100, in addition to the gratuity for the completed term of 5 years, as shown above. (9) No gratuity is given for service terminated by any other cause than sickness or the completion of the terms of 5 and 10 years' service. (10) *Passage, etc.*—Passage at the public expense, subject to a deduction of 2s. a day for messing while on board ship, is granted to lady nurses when proceeding to India on appointment, when returning home on leave (under par. 7), on completion of a term of service, or if invalided home before the completion of a term. They are entitled to take 6 cwt. of baggage. Lady nurses are also entitled to travelling expenses by rail on the above occasions from their places of residence in England to port of embarkation, and from port of disembarkation in India to destination in that country, and *vice versa*. (11) An outfit allowance on appointment is made at the rate of £25 for each lady superintendent and £15 for each nursing sister. (12) A lady nurse who resigns (except on account of ill-health), with less than 5 years' Indian service, will forthwith refund the sum of £20 in respect of her passage out (or £30 if she have failed to give the notice required by Rule 4), and will not be entitled to a passage home. (13) A lady nurse who has re-engaged for a second term of service in India, will be subject to the same penalties, if she resigns (except on account of ill-health) without giving 6 months' notice, but not otherwise. (14) Lady nurses must be prepared to embark, if necessary, not later than 30 days from appointment.

A candidate is further required to make a declaration and to answer the following questions: Age next birthday, *supported by certificate of*

birth ; place of birth ; profession or occupation of father ; whether single, married, or widow ; place and standard of education ; whether a member of any sisterhood or society ; state of health, supported by a medical certificate ; in what hospital trained and for how long, with original certificates as to efficiency in medical and surgical nursing from the medical officers of the hospital where the training has been undergone ; original letters of personal recommendation, including one from a lady of position in society, who must state that the candidate is in every way a fit and desirable person to enter a service composed of ladies of good social position with whom she will associate.

Invalid Children's Convalescent Nursing Home, Winifred House, Wray Crescent, Tollington Park, N. Beds, 20. LADY SUPERINTENDENT, Miss Emma Hope ; 3 Nurses.

Young ladies desiring to take up hospital nursing, but who are under the age at which large Nursing Schools admit probationers, are received for training, and if considered suitable are recommended to hospital authorities for probationership. Applications average 10, and vacancies 2 yearly. Candidates should be at least 20 years of age, must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for 1 or 2 years' practical instruction in the nursing of delicate children. Instruction is given by the lady superintendent upon physiology, the nursing of children, etc. Certificates are not granted, but testimonials of efficiency are given upon satisfactorily completing engagements. RECREATION, 1½ hours daily ; 1 day monthly ; 2 weeks' holiday in a year. SALARY, £12 per annum. Laundry, material for uniform dresses and outdoor costume are provided.

Navy Staff of Nursing Sisters. Address—The Director-General, Medical Department of the Navy, Admiralty, Craven House, Northumberland Avenue, W.C.

The Female Nursing Establishment consists of 2 grades, *viz.* : 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 appointments 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 sister, £40 to £160, for sisters, £30 to £50, with allowances of 1s. 6d. a day in lieu of provisions, and 1s. 6d. per week for washing of personal linen. No forms of application are supplied by the Admiralty ; an ordinary letter addressed as above is sufficient, but the appoint-

ments are very few, and vacancies rarely occur. Applications are numerous. Foreign service is obligatory.

Royal Orthopædic Hospital, 297 Oxford Street, W., and 15 Hanover Square, W. Beds, 50. MATRON, Mrs. Willicombe; 5 Nurses. Vacancies about 1 a year.

Candidates should be between 24 and 30 years of age, must produce satisfactory evidence as to character, health and physique. Three months' previous experience in hospital work is desirable. After a personal interview and 1 month's trial, suitable applicants are appointed. RECREATION, 24 hours fortnightly; 2 weeks' holiday in a year. SALARY, £20 per annum, with an allowance for washing. Uniform is not provided.

Workhouse Infirmary Nursing Association. Office, 49 Victoria Street, S.W. Treasurer, Miss Wilson; Sec., Miss Gill. The Association was founded in 1879 for the purpose of providing trained women to act as Matrons and Nurses in Workhouse Infirmaries, both in London and the Provinces. The Association has given up the training of probationers, and now exists only as a centre of information to guardians and nurses, and for the maintenance of the connection with the nurses and probationers now belonging to the Association.

The following are the rules for the employment of nurses who are already trained in some approved hospital or infirmary, and who are desirous of working under the association: (1) They must produce satisfactory certificates of conduct and efficiency. (2) The usual salary is £25 a year, with board, lodging, washing and uniform. Nurses who are also certificated midwives receive not less than £30, and are generally employed in country unions. (3) Nurses who remain 2 years in a situation to which they have been recommended by the Association, and in which they give satisfaction to the authorities of the infirmary, will receive the following gratuities: At the end of the 2nd year, £1; for a 3rd year in the same situation, £1 10s.; for the 4th and every following year up to 10 years, £2; for a year's service in a new situation, £1. (4) The medal of the Association will be given at the end of 2 years' good service, which nurses will be required to return to the hon. secretary if for any cause they give up their connection with the Association.

Application from guardians for nurses are far in excess of the numbers that can be provided.

PROVINCIAL, SCOTCH AND IRISH.

* **Atkinson Morley's Convalescent Hospital**, Copse Hill, Wimbledon, Surrey. Beds, 100. **MATRON**, Miss S. Sharp; 2 Head Nurses; 7 Assistant Nurses. The hospital is for the benefit of convalescent patients from St. George's Hospital, S.W., only, and is not a training school for Probationers.

Candidates should be between 25 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and of having received 3 years' training in a general hospital. **RECREATION**, 2 half-days weekly; 1 day monthly; 2 weeks' holiday in a year. **SALARIES**.—Head nurses, £25 to £30; assistant nurses, £20 to £23 per annum. Laundry and indoor uniform are provided. Nurses are treated in the hospital during sickness.

Barnes Convalescent Hospital, Cheadle, near Manchester. Beds, 136. **MATRON**, Miss M. A. Wright; 2 Sisters; 9 Nurses on the staff of the Royal Infirmary, Manchester, who are changed every 3 months.

Belfast Charitable Institution. Beds, 144. **LADY SUPERINTENDENT**, Miss Blanche Killen; 1 Charge Nurse; 4 Assistant Nurses.

Candidates should be between 25 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. Charge nurses must have had not less than 5 years' training in a general hospital. Assistant nurses are usually preferred with previous training in a children's or general hospital, but may be accepted without it if thought desirable. An assistant nurse is placed in each sick ward, also 1 in the portion of the home devoted to the use of healthy inmates, and 1 on night duty. The home, being intended for the reception of respectable poor men and women who have known better days, is not considered an hospital or training school for nurses. A large ward containing 12 beds in each wing provides, however, for the sick, and affords scope for regular nursing work. **RECREATION**.—Daily, weekly and monthly as may be arranged; 2 weeks' holiday in a year. **SALARIES**.—Charge nurses, £35; assistant nurses, £18 to £25 per annum. Board, laundry and indoor uniform are provided.

* **Beverley Dispensary and Hospital**, Yorks. Beds, 16. **MATRON**, Miss A. B. Noble; 1 Nurse.

The nurse must have received 1 year's training in a general hospital. **RECREATION**, 2 weeks' holiday in a year. **SALARIES**.—Matron, £30, and

nurse, £20, per annum to commence. Laundry and indoor uniform are provided.

Birkenhead.—Infectious Diseases Hospital, Flaybrick Hill. Beds, 56, and 12 cots. MATRON, Miss Emily Yeomans; 14 Nurses.

Candidates should be between 25 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 2 or 3 years' training from recognised Schools of Nursing. After a personal interview and 1 months' trial, suitable applicants are appointed by the matron. RECREATION, 2 hours daily; half-day weekly; 3 weeks' holiday in a year. SALARIES, £30, £35 and £36 per annum. Laundry, indoor and outdoor uniform are provided.

Birmingham and Midland Eye Hospital, Church Street, Birmingham. Beds, 103. MATRON, Miss S. E. Vaux; 10 Nurses. Applications average 50 when a vacancy occurs.

Candidates for post of charge nurse should be between 24 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and of having received 3 years' training in a general hospital. After a personal interview and 1 month's trial, applicants for the post of assistant nurse are received for training in ophthalmic nursing. Clinical LECTURES to assistant nurses are given by resident surgical officer. References are given to nurses after satisfactorily completing engagement. Four weeks' holiday in a year. SALARY, £25 per annum. Laundry and indoor uniform are provided.

Birmingham.—Royal Orthopædic Hospital, Newhall Street. Beds, 22. LADY SUPERINTENDENT, Miss Edith Glanville; 5 Nurses; 1 Masseuse. Applications average 6, and vacancies 1 yearly.

Candidates should be between 20 and 25 years of age, must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are appointed by the matron. Special instruction is given in the management of cases of bodily deformities, etc., and certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours every other day; half a day weekly; 1 day monthly; 3 weeks' holiday in a year. SALARIES.—Head nurse, £25; assistant nurse, £20 per annum. Laundry, indoor and outdoor uniform are provided.

There is a large Outpatient Department in which the nurses are employed.

Bradford.—St. Catherine's Home for Cancer and Incurables, Drewton Street. Beds, 10. LADY SUPERINTENDENT, Miss Hadley Scott; 2 Nurses.

Any person appointed, if a vacancy should occur, must be between 25 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of not less than 2 years' training from a general hospital. RECREATION, 2½ hours daily; every third Sunday; ½ day every fortnight; 3 weeks' holiday in a year. SALARY, £20 per annum, increasing to £25. Laundry and indoor uniform are provided. The lady superintendent is constantly obliged to engage a night nurse from the nurses' institution as there is no room at present for another resident nurse.

Brighton.—Home for Invalid Children, 70 Montpelier Road. Beds, 21. MATRON, Miss K. Warren; 1 Nurse. A vacancy for a Nurse occurs occasionally, and is advertised.

Candidates should be between 24 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 2 or 3 years' training from a recognised School of Nursing. RECREATION, 8 P.M. to 10 P.M. daily; 1 afternoon weekly; 2 weeks' holiday in a year. SALARY, £30 per annum. Laundry is provided, but not uniform.

* **Clevedon Cottage Hospital,** Clevedon, Somerset. Beds, 11. MATRON, Miss Bowlby; 2 Nurses. A vacancy for a Nurse occurs about once in 2 years, and is advertised.

The person appointed must be between 22 and 28 years of age, must produce satisfactory evidence as to character, health and physique, and of having received not less than 1 year's training in a general hospital. RECREATION, 2 hours daily; a fortnight's holiday in a year. SALARIES.—Matron, gratuitously; nurse, £20 per annum. Laundry and indoor uniform are provided.

Cromer.—Fletcher Convalescent Home. Beds, 30. MATRON, Miss R. Harman Brown; 1 Nurse.

The Home is exclusively devoted to the Norfolk and Norwich Hospital, from which institution temporary nurses are obtained when required. RECREATION, 2 till 5 P.M. daily; 8 weeks' holiday in a year. SALARIES.—Matron, £50; nurse, £25 per annum. Laundry, indoor and outdoor uniform are provided. Cases are admitted, such as surgical wounds, etc., which are not usually taken at Convalescent Homes.

* **Dinorwic Quarry Hospital,** Llanberis, N. Wales. Beds, 8. LADY SUPERINTENDENT, Miss A. Thomas; 1 Nurse. The

Hospital is a private one maintained by the proprietor for the benefit of men employed in the quarry. The Matron, and the Dispenser, are appointed by Dr. Mills Roberts, the House Surgeon. Nurses are required to hold a certificate of not less than 3 years' training in a general hospital.

Dover Fever Hospital, Edred Road, Tower Hamlets, Dover. Beds, 36. MATRON, Mrs. Leigh; 1 Nurse (resident). When required, temporary Trained Nurses are obtained by advertisement, or from some nursing institute in the immediate vicinity or London.

A vacancy for a resident nurse occurs about once in a year, and is advertised. The person appointed must be between 30 and 40 years of age, must produce satisfactory evidence as to character, health and physique, and of having received 3 years' training in a general hospital. A personal interview and 1 month's trial are required. RECREATION.—Daily, weekly and monthly; 14 days' holiday in a year. SALARY, £30 per annum. Laundry is provided, but not uniform.

Dovercourt, Essex.—Borough of Harwich Infectious Hospital. Beds, 12. MATRON, Mrs. Bultitude. When more than 2 beds are occupied nurses are obtained from the Witham Branch of St. Alban's Diocesan Institution (which see).

RECREATION.—One hour daily; 2 weeks' holiday in a year. SALARIES.—Matron, £25 per annum; extra nurses, £1 5s. per week. Laundry, indoor and outdoor uniform are not provided.

* **Fairford, Gloucestershire.—Cottage Hospital.** Beds, 8. NURSE-MATRON, Miss Kate Newby.

The Nurse-matron must hold a certificate of training from a general hospital, and is entirely responsible for the nursing of patients, subject to the supervision of the medical officers and Visiting Committee. SALARY, £30. Laundry, indoor and outdoor uniform are not provided.

Faversham.—Beacon Hill Hospital for Infectious Diseases, near Faversham. Beds, 30. MATRON, Miss Florence M. L. Rouse. 3 Assistant Nurses.

The matron is trained, and none but properly trained nurses are employed as assistants. RECREATION.—Outdoor exercise daily. SALARY.—Matron, £35 and £5 for uniform; assistant nurses, £25 per annum and £5 for uniform. Laundry is provided for both matron and nurses.

Godalming, Surrey.—Meath Home of Comfort for Epileptics. Beds, 100. LADY SUPERINTENDENT, Mrs.

Cousins; 6 Nurses; 1 Governess; 1 Teacher of Needlework. A vacancy for a nurse occurs only occasionally.

Candidates should be between 20 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and of having received some training in general, epileptic or nervous nursing. RECREATION, $1\frac{1}{2}$ to 2 hours daily; half-day weekly; 1 day monthly; 4 weeks' holiday in a year. SALARY, nurse, £20 to £35 per annum. Laundry and indoor uniform are provided.

* **Great Malvern, Worcestershire.—Rural Hospital.** Beds, 12. MATRON, Mrs. Smith; 1 Nurse. A vacancy for a nurse occurs occasionally, and is advertised, but if a nurse is suitable she may stay 5 or 7 years.

Candidates should be between 25 and 30 years of age, must produce satisfactory evidence as to character, health and physique. After a personal interview and 1 month's trial a suitable applicant is appointed. She receives practical instruction by the matron in ward work, sick cookery and nursing. RECREATION, 1 afternoon weekly; 1 day monthly; 2 weeks' holiday in a year. SALARY, £17 per annum. Laundry is provided, but not uniform.

Hammerwich, near Lichfield.—Cottage Hospital. Beds, 13. LADY SUPERINTENDENT and HEAD NURSE, Miss A. K. Frier; 1 Assistant Nurse.

A vacancy for a nurse occurs about once in 2 years, and is advertised. The person appointed must be between 23 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and of having received 1 to 2 years' previous hospital training. A personal interview and 1 month's trial are required. RECREATION, $2\frac{1}{2}$ hours daily; half-day weekly; 1 day monthly; 4 weeks' holiday in a year. SALARIES.—Matron, £40; nurse, £18 per annum. Laundry, indoor and outdoor uniform are provided.

Kettering Isolation Hospital, Rockingham Road, Kettering. Beds, 32. Cots, 10. NURSE-MATRON, Miss Mildred Lanyon; 2 Nurses; extra help when required obtained from Northampton Nurses' Institute.

A vacancy for a nurse occurs about once in 2 or 3 years, and is advertised. Candidates should be between 20 and 30 years of age, must produce satisfactory evidence as to character, health and physique. RECREATION, 2 and 3 hours alternate days; half-day weekly; 1 day monthly; 4 weeks' holiday in a year. SALARY, £25 per annum; 14s. per week is paid to extra nurses. Laundry and indoor uniform are provided.

* **Liverpool.—City Hospital**, South Grafton Street. Beds, 85. MATRON, Miss S. B. Ilbery ; 4 Charge Nurses ; 10 Assistant Nurses ; Vacancies average 3 yearly.

Candidates should be between 25 and 32 years of age, and must produce satisfactory evidence as to character, health and physique. Charge nurses must hold certificates of not less than 3 years, and assistant nurses of 1 year's training from a general hospital, besides fever training. After a personal interview and 1 month's trial, applicants are appointed by the matron, certificates of service being granted when they leave if their conduct and work have been satisfactory. RECREATION, 2 hours daily ; half-day fortnightly ; 3 weeks' holiday in a year. SALARIES.—Charge nurses, £35 ; assistant nurses, £25 to £30. Laundry and indoor uniform are provided.

Liverpool.—City Hospital, East, for Infectious Diseases, Mill Lane, Old Swan. Beds, 42. LADY SUPERINTENDENT, Miss A. Bond ; 2 Charge Nurses ; 6 Assistant Nurses ; extra help when required.

Since the hospital was opened in 1894, many applications for the post of nurse have been received, but few from suitable applicants. Candidates should be between 23 and 32 years of age, must produce satisfactory evidence as to character, health and physique, and of having received 2 years' training in general hospitals. RECREATION, 16 hours weekly ; 1 day monthly ; 3 weeks' holiday in a year. SALARY, charge nurses, £35 per annum ; assistant nurses, £25, increasing £2 10s. annually to £30 per annum. Laundry and uniform are provided.

Liverpool Convalescent Institution, Woolton, near Liverpool. Beds, 150. LADY SUPERINTENDENT, Miss A. T. Lumsden ; 3 Nurses.

A vacancy for a nurse occurs whenever it is desirable to make a change, and is advertised. No fixed age is needed for candidates ; they must produce satisfactory evidence as to character, health and physique, preference being given to those holding certificates of 3 years' training in a general hospital. RECREATION, one half-day weekly ; 2 weeks' holiday in a year is officially stated, but nurses generally get a month. SALARY, from £18 to £30 per annum. Indoor and outdoor uniform is expected to be worn, but is not provided. Nurses are encouraged to join the Royal National Pension Fund.

* **Llandudno.—Urban District Council Hospital**. Free to ratepayers suffering from infectious diseases. Visitors charged £1 1s. per week and board. Beds, 13. MATRON, Miss Emily Maddle.

None but certificated Nurses are employed. The trained Matron is, however, the only permanent nurse; when required, application is made by her to the Bangor Nurses' Institute for additional assistance.

RECREATION, 2 hours daily; the matron has 1 month's holiday in a year. SALARY, £50 per annum; £1 10s. weekly paid to the institution for nurses' services. Laundry is provided for the matron and for extra nurses.

Ludlow Cottage Hospital, Ludlow. Beds, 9. LADY SUPERINTENDENT AND HEAD NURSE, Miss Davenport; 1 Resident Trained Nurse; an extra untrained Night Nurse for cases not seriously ill is occasionally employed.

A vacancy for a nurse occurs about once in 3 years, and is advertised. Candidates must be between 25 and 35 years of age, must produce satisfactory evidence as to character, health and physique, and must hold a certificate of 3 years' training from a recognised School of Nursing. A personal interview is required. When the nurse is at liberty she is required to visit parish cases in the town. RECREATION.—By arrangement. SALARIES.—Matron, £45; nurse, £23. Laundry is provided. Indoor and outdoor uniform must be worn, but is not provided.

The hospital is federated to the Royal National Pension Fund for the purpose of assisting its nurses to make provision for sickness or old age.

Manchester.—Cancer Pavilion and Home, Hospital Gardens, Oxford Street. Beds, 20. MATRON, Miss Hamilton; 1 Sister; 2 Nurses; 2 Probationers.

Candidates for the post of nurse should be between 22 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and of having received 1 year's training in a general hospital. Applicants are received for instruction in cancer nursing. RECREATION, 2 hours daily; half-day once a fortnight; 3 weeks' holiday in a year. SALARIES.—Sister, £30; nurses, 1st year, £18; 2nd year, £20. Laundry and indoor uniform are provided.

* **Middlesbrough.—Eston Hospital,** nr. Middlesbrough. Beds, 20 (accidents only). MATRON, Miss J. Meldrum; 2 Nurses. Vacancies occur on an average every 18 months.

Candidates must hold certificates of 3 years' training from a general hospital. RECREATION, 2 hours every alternate day is the rule, often more leave is granted; 3 weeks' holiday in a year. SALARY, £25 per annum. Laundry and indoor uniform are provided. When nurses are sick they are cared for and nursed in the hospital.

New Brighton, Cheshire.—Convalescent Home for Women and Children. Beds, 95, and 5 cots. LADY SUPERINTENDENT, Miss E. S. Hallam; ASSISTANT LADY SUPERINTENDENT, Miss Purves; 1 Nurse; 1 Probationer.

The Home was founded in 1846 by the Lady Mary Feilding, as a small cottage home, it now accommodates 25 gentlewomen, and about 75 women and children of a lower class.

*** Northam, Southampton.—St. Mary's Cottage Hospital.** Solely for Persons suffering from Ulcers of the Leg and Diseases of the Skin. PRESIDENT, Mrs. Black; MATRON, Mrs. Uphill; 14 Nurses. Vacancies seldom occur.

The assistant nurses live at their own homes. The patients are not all resident in Southampton; dressings, etc., are prepared by the matron and sent through the post to those at a distance, who can only attend occasionally.

Paisley Parochial Asylum, Craw Road. LADY SUPERINTENDENT, Miss Holliday; 6 Monthly Nurses.

Candidates should be between 24 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. They must also have had 2 years' training in a general hospital. One month's notice on either side terminates engagement; 2 weeks' holiday yearly. SALARY, £28, rising to £30. Indoor uniform provided.

St. Leonards-on-Sea.—Convalescent Home for Poor Children, West Hill Road. Beds, 75. LADY SUPERINTENDENT, Miss A. Harrison; 4 Nurses.

Nurse candidates require no special qualifications, but must produce satisfactory evidence as to character, education, health and physique. They are instructed in such nursing as a convalescent home affords. RECREATION varies from day to day; 1 day monthly; 3 weeks' holiday in a year. SALARIES, £10 to £20 per annum. Laundry, indoor and outdoor uniform are provided.

The matron is a member and the nurses are encouraged to join the Royal National Pension Fund to receive sick pay and a pension for old age.

*** Sligo County Infirmary.** Beds, 70. LADY SUPERINTENDENT, Miss L. F. Bell; 2 Day Nurses and 1 Night Nurse.

Vacancies for the post of nurse are usually filled up by nurses trained in Dublin or Belfast Hospitals. Candidates should be between 25 and

30 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of not less than 3 years' training. RECREATION, 3 hours daily; 4 weeks' holiday each year. SALARIES, £25 per annum. Laundry and indoor uniform are provided.

In sickness a substitute would be provided for a nurse at the cost of the infirmary.

Walker Hospital, Walker-on-Tyne. Beds, 16. MATRON, Miss E. E. Goodman; 1 Nurse. A vacancy for the post of Nurse occurs about once in 4 years, and is advertised.

Candidates must produce satisfactory evidence as to character, health and physique, and must hold certificates of not less than 3 years' training in a general hospital. The nursing is principally accident work. RECREATION is allowed as may be convenient to hospital requirements; 3 weeks' holiday in a year. SALARIES.—Matron, £50; nurse, £25 per annum. Laundry is provided. Uniform is not provided.

Wantage.—The Cottage Hospital. Beds, 8, and 2 Cots. MATRON, Miss Dallington; 1 District Nurse. When a vacancy for Matron or Nurse occurs, it is advertised.

SALARIES.—Matron, £35; nurse, £20 per annum. Laundry and uniform provided.

Whitchurch Cottage Hospital, Whitchurch, Salop. Beds, 14; Cots, 2. MATRON, Miss Griffiths; 1 Assistant Nurse; 1 Maternity District Nurse; 2 Private Nurses. Applications average 18 to 20 yearly.

Persons appointed as nurses must be between 25 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. They must also have received 1 years' training in a general hospital. RECREATION, 2 hours daily; half-day weekly; 2 weeks' holiday during the year. SALARY, £25 to £30 per annum. Laundry is provided. The salary includes an allowance of £4 for uniform.

Yarmouth.—Isolation Hospital. Beds, 60. MATRON, Miss Harding; 3 Nurses. Applications average 12, and vacancies 2 yearly.

Candidates should be between 27 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and must hold certificates of 2 years' training from general or fever hospitals. RECREATION, 2 hours daily; 14 hours weekly; 1 day monthly; 3 weeks' holiday in a year. SALARY, £25 per annum, with laundry and indoor uniform.



COLONIAL, AMERICAN AND FOREIGN HOSPITALS AND NURSING INSTITUTIONS.

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CLINICAL AMERICAN AND FOREIGN
HOSPITALS AND NURSING INSTITUTIONS

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VII.—COLONIAL, AMERICAN AND FOREIGN HOSPITALS AND NURSING INSTITUTIONS.

THE following particulars, kindly supplied to the Editor by the authorities of some American and Colonial Hospitals and Nursing Institutions, are published to afford an interesting comparison between the life of nurses in England and that of their sisters in other parts of the world. Information has not been received this year from institutions marked with an asterisk (*).

AUSTRALASIA.

Auckland Directory for Nurses, Auckland, New Zealand. (Under the control of a committee of the Auckland Branch of the New Zealand Medical Association.)

Upon the recommendation of 2 duly qualified practitioners and the possession of qualifications and testimonials deemed sufficient by the Managing Committee, private nurses may enter in the Directory their names, addresses, the fees they charge for the branch of nursing they desire to follow, on payment of a small registration fee yearly, in return for which facilities are afforded them in obtaining employment. Nurses who thus register their names are not required to make engagements *only* through the Directory; they are expected to accept employment offered in other ways, the Directory being an additional aid. The committee exercises a strict supervision over the conduct and efficiency of registered nurses, and for what it deems good cause may remove the name of a nurse from the Directory.

Beechworth, Victoria. — Ovens District Hospital. Beds, 120. MATRON, Miss Winning; 3 Staff Nurses; 4 Probationers. Applications average 20, and vacancies 2 yearly.

After a personal interview (when possible) and 1 month's trial, applicants are received for 2 years' training. Candidates should be not less than 20 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical officers on nursing and physiology. Examinations are held

yearly. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2½ hours daily; half-day weekly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £15; nurses, £35 to £40. Remuneration is given for the trial month. Laundry is provided. Uniform is not provided. Each nurse and probationer has a separate bedroom. When ill nurses are treated in hospital.

Brisbane, Queensland.—Lady Bowen Lying-in Hospital. Beds, 50. MATRON, Mrs. Doyle; 6 Pupil Nurses.

Pupil nurses are received in March and September for at least 1 year's training in monthly nursing, a certificate being granted on satisfactory completion of engagement. Candidates must, when possible, apply personally to the matron and must not exceed 35 years of age. LECTURES are given by the medical staff. PREMIUM, £10 10s. the year. SALARY, *nil*.

Burra Burra Hospital, Korringa, South Australia. Beds, 50. MATRON, Miss Mary Ada Wincey; 3 Nurses; 3 Probationers. Applications about 12, and vacancies about 1 yearly.

After 1 month's trial, applicants are received for 3 years' training. Candidates should be not less than 22 years of age, and must produce satisfactory evidence as to education and health. LECTURES are given on general nursing and physiology by the medical officers and matron. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. Nurses, 8 hours weekly; 2 days monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £13; 2nd year, £20; 3rd year, £26; staff nurses, £45. Laundry and indoor uniform are provided.

Camden, New South Wales.—Carrington Centennial Hospital for Convalescents, Grasmere. Beds, 100. MATRON, Miss Blanch Bricknell; 2 Sisters (who must hold certificates); 3 Probationers. Applications average 30, and vacancies 2 yearly.

Respectable young women of the middle class are received as probationers; after a year, if they prove in every way satisfactory, they may be promoted to the position of nurses, and may subsequently be recommended for admission as probationers in Prince Alfred's Hospital, Sydney. Candidates should be between 19 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. Practical instruction is given by the sisters and staff nurse upon nursing, dieting, etc. RECREATION, 2 afternoons and 1

evening alternately with 2 evenings and 1 afternoon weekly; 1 Sunday and 1 week-day monthly; 4 weeks' holiday yearly. SALARY, for probationers—1st year, £20; nurses, £20; sisters, £40 per annum. Laundry, indoor and outdoor uniform are provided. Each nurse and sister has a separate bedroom.

*** Hill End and Tambaroora District Hospital,** New South Wales. Beds, 16. MATRON, Mrs. Elizabeth Evans; 1 Nurse. Applications for the post of nurse average 1, and vacancies 1 yearly.

Candidates should be between 25 and 30 years of age, must produce satisfactory evidence as to character, health and physique, and of having received 1 year's training in a general hospital. RECREATION, 2 hours daily; 1 day monthly; no fixed annual holiday. SALARIES.—Matron, £70; nurses, £30 to £45 per annum. Laundry provided. Uniform is not provided.

Hobart, Tasmania.—General Hospital. Beds, 150. MATRON, Miss Nancy Johnstone Turnbull; 5 Sisters; 6 Staff Nurses; 14 Probationers. Applications average 12, and vacancies 2 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 50 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron, house surgeon and assistant house surgeon on all subjects appertaining to nursing. Examinations are held twice weekly for 6 months each year. Certificates are granted upon satisfactorily completing engagement. RECREATION, nurses and probationers 3½ hours daily; 1 day monthly; 3 weeks' holiday yearly. Sisters, 4 hours' daily; 1 day monthly; 6 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £15; 2nd year, £20; 3rd year, £25. No remuneration is given for the trial months. Laundry, indoor uniform and text-books provided.

Melbourne, Victoria.—Alfred Hospital. Beds, 210. MATRON, Miss Julia R. Ayres; 1 Night Superintendent; 5 Sisters; 26 Ordinary Probationers; 6 Paying Probationers. Applications are numerous.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the honorary medical staff and matron. Examinations are held the 1st week in July and December. Certificates are granted upon satisfactorily com-

pleting engagement and passing examination. PREMIUM, £12 12s., and £3 3s. per month for board. SALARY, 1st year, £12; 2nd year, £18; 3rd year, £24; nurses, £30 to £40; sisters, £40 to £52. No remuneration is given for the trial months. Laundry and text-books are provided. Only sisters have separate bedrooms.

Melbourne Hospital, Lonsdale Street, Melbourne, Victoria. MATRON, Miss Farquharson; 15 Sisters; 1 Night Superintendent; 4 Staff Nurses; 56 Pupil Nurses. Applications are numerous.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the hon. medical staff and the lady superintendent upon physiology, medical and surgical nursing. Examinations are held annually in December. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours daily; 1 day weekly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £15; 2nd year, £20; 3rd year, £20; nurses, £35; sisters, £40. Remuneration is given for the trial months. Laundry and uniform (3rd year) are provided.

Melbourne, Victoria.—Hospital for Sick Children, Pelham Street, Carlton. Beds, 80. MATRON, Mrs. Bishop; 28 Nurses.

After 3 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, education and health. SALARY, after 1st 12 months a small progressive salary per annum is paid. Indoor uniform is provided.

Melbourne Nurses' Home, 6 Parliament Place, East Melbourne, Victoria. LADY SUPERINTENDENT, Miss Glover; 50 Resident Nurses; 9 Nurses on outdoor staff.

Nurses resident in the home pay £1 1s. a month, and 15s. a week for board when in residence. The outdoor staff pay 5 per cent. on all work obtained through the home. FEES CHARGED.—Ordinary cases, £2 2s.; infectious and maternity cases, £2 12s. 6d.; mental, £3 3s. a week; or ordinary cases, 10s. 6d.; and infectious, 15s. a day or night.

* **Sydney, New South Wales.—Prince Alfred Hospital**. Beds, 236. MATRON, Miss S. Bell M'Gahey; 6 Sisters; 3 Charge Nurses; 4 Ward Nurses; 11 Nurses; 16 Junior Nurses; 16 Probationers. Applications, in 1894, 220, and vacancies, 17.

Candidates should be between 20 and 30 years of age. After a

personal interview and 1 month's trial, suitable applicants are received for 3 years' training, LECTURES are given by various officers of the medical staff and others, and examinations are held every year. Prizes are given yearly to the two nurses in each grade who stand highest in their examinations. The superior appointments are filled from amongst the nurses of the school. According to the examination results, and by the recommendation of the committee the nurses are promoted from grade to grade as mentioned above as vacancies occur. Certificates are granted when all examinations are passed and the period of training completed. RECREATION, 3 hours daily; 1 day from 10 A.M. to 9 P.M., and from 5.30 P.M. on 1 Saturday to 9 P.M. on Sunday, monthly; 3 weeks' holiday yearly. SALARY, 1st year, £16; 2nd, £24; 3rd, £32. Laundry, indoor and outdoor uniform are provided. There are no paying probationers and no private staff in connection with this hospital.

The hospital was commenced in 1873 on modern lines, and since that time has advanced very rapidly. The nursing school was founded in 1882. There is accommodation in the nurses' home for 47 nurses and 8 servants.

CANADA.

* **Guelph General Hospital**, Guelph, Ontario. Beds, 60. MATRON, Miss Lilla J. Sheppard; 2 Senior Probationers act as Head Nurses; 12 Probationers.

Candidates should be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 2 months' trial, applicants are received for a course of 3 years' training. LECTURES are given by 6 members of medical staff upon anatomy, physiology, hygiene, surgery, materia medica, medicine, pathology, obstetrics, and gynæcology, and practical instruction in nursing by the matron. Medals and diplomas are granted after successful examinations and satisfactory completion of engagement. RECREATION, 1 to 2 hours daily; half day monthly; 2 weeks' holiday yearly. SALARY, 1st year, \$48; 2nd and 3rd year, \$72. Laundry, indoor and outdoor uniform are provided. There are no paying probationers. Promotion is obtained by pupil nurses as they gain experience and prove competent. After a period of from 12 to 18 months' training in the wards pupil nurses may be sent out to nurse private patients. FEES CHARGED.—All classes of cases, \$7 per week.

Halifax, Nova Scotia.—Victoria General Hospital. Beds. 200. SUPERINTENDENT OF NURSES, Miss Bertha

Elliott ; 1 Night Superintendent ; 20 Female Nurses ; 5 Male Nurses. Vacancies average 3 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received for 2 years' training. Certificates are granted upon satisfactorily completing engagement and passing examination. Candidates should be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. During the trial months applicants are required to pass an examination in reading, writing and simple arithmetic. Courses of LECTURES are provided and practical instruction is given in the wards and at the bedside by the visiting and resident staff. Invalid cookery is also taught. Two weeks' holiday allowed yearly. SALARY, 1st year, \$108 ; 2nd year, \$132. No remuneration is given for the trial months. Uniform is provided. Nurses may be sent out to private cases. Each nurse and probationer has a separate bedroom.

* **Kingston, Ontario.—Hotêl-Dieu Hospital.** Beds, 80. The training school is under the direction of the Religious Hospitaliers of St. Joseph, to whose care the hospital was entrusted in 1845. SUPERIOR, Sister Hopkins ; 25 Sisters ; 10 Staff Nurses ; 11 Probationers. Applications average 15, vacancies 9 yearly.

Candidates should be between 15 and 28 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 3 or 6 months' trial, applicants are received for a course of 4 years' training. LECTURES are given by the attending medical and surgical staff upon general principles, surgery, emergencies, and anatomy ; and practical instruction in nursing and ward work by the sisters. Certificates are granted after examination and satisfactorily completing engagement. RECREATION, 2 hours daily ; 1 day weekly ; 4 days monthly ; no other holiday in the year. SALARY, *nil*. Laundry, indoor and outdoor uniform are provided. After the course of 4 years' training, nurses are sent to private cases. No charge is made for their services and no salary is paid to the private nurses, except voluntarily.

The sisters receive a grant from the Ontario Government towards the expenses of the hospital, but not towards the cost of the training school.

Montreal General Hospital, Montreal, Quebec. Beds, 187. LADY SUPERINTENDENT, Miss N. G. E. Livingston ; ASSISTANT SUPERINTENDENT, Miss McLean ; 1 Night Superintendent ; 2 Charge Nurses ; 13 Head Nurses ; 24 Senior Nurses ; 20 Junior Nurses ; 4 Probationers. Applications average 375, and vacancies 14 yearly.

After 2 months' trial, applicants are received for 3 years' training. Candidates must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the staff and lady superintendent. Examinations are held in April and October. RECREATION, 2 half-days weekly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, *nil*. Nurses, \$6 to \$8 per month. No remuneration is given for the trial months. Laundry is provided. Uniform is not provided. Each nurse has a separate bedroom and probationers have double-bedded rooms.

Montreal, Quebec.—Royal Victoria Hospital.

Beds, 275. SUPERINTENDENT OF HOSPITAL, J. J. Robson; LADY SUPERINTENDENT, Miss Annie Murray; 1 Assistant Superintendent; 1 Night Superintendent; 7 Head Nurses; 52 Pupil Nurses. Applications average 400, and vacancies 18 yearly.

After a personal interview and 1 to 2 months' trial, applicants are received for 3 years' training. Candidates must be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the physicians and surgeons upon elementary physiology, surgery, obstetrics, diseases, gynæcology, etc. Practical instruction is given by matron and head nurses upon nursing in all branches, and in addition to the lectures given by physicians the matron holds classes daily. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; 2 half-days weekly; 2 weeks' holiday in the year. SALARIES.—Head nurses, £72 per annum; pupil nurses, £19 per annum. Laundry is provided. Uniform is not provided.

* **Prince Edward Island Hospital.** LADY SUPERINTENDENT, Miss Ella Tynan; 4 Nurses.

After a personal interview and 1 month's trial, applicants are received for 2 years' training, with a diploma after examinations and satisfactory completion of engagement. Candidates must be between 21 and 35 years of age, and must produce satisfactory evidence of education, character and health. LECTURES and demonstrations are given by the medical and surgical staff, and instruction from text-books and manuals of nursing, daily drill in the wards, etc., by the matron. SALARY, 1st and 2nd year, \$84 per annum.

There is a private nursing staff.

St. Catherine's, Ontario.—Mack Training School. In connection with General and Marine Hospital. Beds,

50. **MATRON**, Miss H. Hollingworth; 10 Staff Nurses; 1 Probationer. Applications average 75 yearly, vacancies 5 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. **LECTURES** are given by the medical staff upon physiology, anatomy, obstetrical nursing, materia medica and therapeutics, hygiene, surgery, etc.; and practical instruction in care of sick is given by the superintendent. Examinations are held at end of training. Certificates are granted upon satisfactorily completing engagement and passing examination. **RECREATION**, 1 hour daily; half-day weekly; part of every Sunday; 2 weeks' holiday the 1st year; 3 the second and 4 the third. **PREMIUM**, *nil*. **SALARY**.—Probationers, *nil*. Laundry and indoor uniform are provided. After a period of 6 to 10 months' training in the wards, probationers may be sent to nurse private cases. **FEES CHARGED**.—\$7, \$8 and \$10 per week; and according to place sent to. No salary is paid to the nurses on the private staff, but a portion of the net earnings is devoted to their use in the form of an allowance for personal expenses, board, lodging, laundry, indoor and outdoor uniform.

* **Victoria, British Columbia.—Provincial Royal Jubilee Hospital.** Beds, 65. **LADY SUPERINTENDENT**, Miss Margaret Macmillan; 12 Pupil Nurses.

Candidates should be between 21 and 30 years of age, and must produce satisfactory evidence as to character, health and physique. After a personal interview and 3 months' trial, applicants are received for a course of 2 years' training. During the 1st month candidates are called probationers, they are examined in reading, writing, arithmetic and plain sewing, and if considered suitable are appointed as pupil nurses. **LECTURES** are given by the visiting and resident physicians and surgeons upon anatomy, physiology, medical and surgical nursing, hygiene, the theory of nursing, bandaging, etc.; practical instruction by the matron. Certificates are granted upon passing examination and satisfactorily completing engagement. **RECREATION**, 1 hour daily; 2 half days weekly; 2 weeks' holiday yearly. **SALARIES**.—During 1st month, *nil*; afterwards from \$85 to \$210 per annum. Laundry, indoor and outdoor uniform are provided after the 1st month. In case of sickness nurses are treated free of charge in the wards of the hospital.

* **Winnipeg, Manitoba. — Winnipeg General Hospital Training School for Nurses.** Beds, 145.

LADY SUPERINTENDENT, Miss Bessie Holland; 4 Graduate Charge Nurses; 26 Pupil Nurses. Applications average 100, and vacancies 11 yearly.

Candidates should be between 21 and 34 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 2 months' trial as probationer, during which they are required to pass an examination in reading, writing, simple arithmetic and plain sewing, applicants are received as pupil nurses for a period of 3 years' training. LECTURES are given by the medical superintendent, the lady superintendent and the medical staff upon anatomy, physiology and hygiene to the junior class during the 1st year; and upon medical, surgical and obstetric nursing, gynæcology and urinalysis to the senior class in the 2nd year. Opportunity is afforded for a thorough training in medical, surgical and obstetric nursing. Diplomas, together with the school badge (silver Maltese Cross), are awarded upon passing the oral and written examinations and satisfactorily completing engagement. Pupil nurses' classes are formed on 1st April and 1st October in each year; and the 3 years' course for each pupil nurse begins from the date of the formation of the first class next after her being received as a pupil nurse. The salary, however, is paid from the time the probationer is accepted as a pupil nurse. RECREATION, 1 hour daily; 1 half day weekly; 2 weeks' holiday in the year. SALARY.—Probationers *nil*; pupil nurses \$8 per month during the 3 years; graduate charge nurses, \$20 per month. Laundry is provided, but indoor and outdoor uniform are not provided.

There is a private staff in connection with the hospital. Pupil nurses may be sent out to private cases after a period of from 15 to 18 months' training in the wards. FEES CHARGED.—Ordinary and maternity cases, \$12; infectious, \$15 per week. SALARIES paid to graduates on the private staff, \$20 per month. Laundry provided. The school is unsectarian, but pupil nurses are expected to attend their own places of worship once every Sunday.

There is also an isolated hospital for contagious cases, with separate sections of 3 wards each, for diphtheria, scarlet fever, erysipelas and measles, and phthisis. Nurses employed in this hospital live in a separate home, while serving in the several departments.

The system of 3 years' training has recently been adopted by the authorities in consequence of the difficulty of enabling each pupil to serve in the many departments of the hospital during a 2 years' course. The Winnipeg was one of the first Canadian hospitals to afford its nurses a 3 years' period of training.

SOUTH AFRICA.

Johannesburg Hospital, P.O. Box 1050, Johannesburg, South African Republic. Beds, 300. MATRON, Sister Adèle; NURSING SUPERINTENDENT, Miss Emily Young; 2 Night Superintendents; 19 Charge Nurses; 27 Ward Nurses; 30 Probationers. Applications average 50, and vacancies 10 yearly.

After 3 months' trial, applicants are received for 3 years' training. Candidates should be between 19 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given upon anatomy, physiology, bandaging, hygiene and nursing. Examinations are held once a year. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £12 10s.; 2nd year, £25; 3rd year, £42. Nurses and sisters, £55 to £72. Laundry, in- and out-door uniform and text-books provided. Each nurse and probationer has a separate bedroom.

* **Port Elizabeth, Cape Colony.—Provincial Hospital.** Beds, 120. Four Charge Nurses; 3 Staff Nurses; 2 Probationers.

Owing to lack of sleeping accommodation there is at present no regular training school attached to this hospital; it is hoped, however, that quarters may be built during the next few years for a larger staff of nurses. Applications are many, and vacancies few. Candidates should be between 18 and 25 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview with the resident surgeon and a month's trial, applicants are received for training. LECTURES are given in connection with St. John Ambulance Association, and practical instruction in nursing and ward work by the charge nurses. Certificates are no longer granted, the Colonial Medical Council having rescinded the authority to certify the training of their nurses, formerly allowed to hospital committees. The council itself holds State Examinations every 6 months, and all nurses passing the examination are registered by the Government. RECREATION, half day weekly; 14 days yearly. SALARIES.—Charge Nurses, £36 to £50 per annum; probationers, £12 to £36 per annum. Laundry and indoor uniform are provided. There is no private staff in connection with the hospital.

UNITED STATES OF AMERICA.

Baltimore, Maryland.—Johns Hopkins Hospital Training School for Nurses. Beds, 320. SUPERINTENDENT OF NURSES AND PRINCIPAL OF TRAINING SCHOOL, Miss Adelaide Nutting; 2 Assistant Superintendents; 1 Night Superintendent; 15 Head Nurses; 76 pupils.

Applicants must apply personally or by letter to the principal of the training school. Letters of applicants should be accompanied by a statement as to character from a clergyman, and a certificate of good health. After 2 months' trial applicants are received for 3 years' training. Candidates must be between 23 and 35 years of age, and must be of at least average height and physique. Classes are formed and pupils received in the spring, but application must be made at least 3 months in advance. During the trial months applicants must pass an examination in reading, penmanship, arithmetic and dictation. Instruction is given by the visiting and resident physicians and surgeons and by the superintendent and head nurses. A diploma is given on passing examination at the end of the 3 years. Except under special circumstances, failure to pass the examination at the end of the first year is considered a sufficient cause for the termination of a pupil's connection with the school. RECREATION, 3 weeks' holiday allowed yearly. PREMIUM, *nil*. SALARY.—Pupils, *nil*, but 12 scholarships are awarded annually, 4 of \$100 each to 1st year nurses; 4 of \$100 each to 2nd year nurses; and 4 of \$120 each to 3rd year nurses. The scholarships are awarded for the most creditable general records of work and conduct. SALARY for graduate nurses, \$30 per month. Laundry, uniform and text-books are provided. There is a Sick Nurses Benefit Fund.

Boston, Mass.—Boston City Hospital Training School for Nurses, Harrison Avenue. Beds, 800. SUPERINTENDENT, Miss Lucy L. Drown; ASSISTANT SUPERINTENDENTS, Miss Emma T. Elliott and Miss Alma C. Hogle; 1 Night Superintendent; 24 Graduate Nurses; 41 Senior Nurses; 52 Junior Nurses; 10 Probationers. Applications average 700, and vacancies 80 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received for 2 years' training. Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by members of the medical and surgical staff upon various subjects pertaining to nursing, and practical instruction in the theory and art of nursing by the superintendent of nurses and her assistants. Diplomas

are granted upon satisfactorily completing engagement and passing examination. RECREATION, 1 hour daily; half-day weekly; 4 hours Sundays; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, assistant nurses, 1st year, \$7 per month; 2nd year, \$10 per month; graduate nurses, \$35 per month. Remuneration is given for one of the trial months. Laundry is provided. All nurses are cared for during illness in hospital and convalescent home.

There is a private staff in connection with the hospital. Nurses are not sent out to private cases until after completing the full term of 2 years' training, but are eligible for promotion on to the private staff when they have obtained diplomas.

There is an out-patient department and a convalescent home in connection with the hospital, graduate and probationer nurses being employed in both at the direction of the superintendent of nurses.

* **Boston, Mass.—Boston Lying-in Hospital**, 24 M^cLean Street. Beds, 52. DIRECTOR OF NURSES, Miss M. L. Keith; 14 Pupils. Applications average 65, vacancies 16 yearly.

Candidates should be between 25 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview applicants holding a 2 years' certificate of training from a general hospital are received for a course of 6 months' training in midwifery and monthly nursing; the course for non-certificated nurses being 15 months. LECTURES and practical instruction are given by members of the medical staff and director of nurses upon obstetrical nursing and allied branches. Monthly nursing certificates are granted upon the satisfactory completion of engagement and the passing of examinations. RECREATION, 2 hours daily; 1 afternoon and evening weekly; 4 hours Sunday. SALARY, \$10 per month during 1st half of term, \$14 per month during the remainder of the training. Laundry, indoor and outdoor uniform are provided. There is an out-patient department, but it is entirely separate from the hospital. Hospital nurses do not have any outside service while connected with the hospital.

* **Brooklyn Hospital Training School for Nurses**, De Kalb Avenue and Raymond Street. Beds, 150. SUPERINTENDENT OF TRAINING SCHOOL, Miss M. I. Merritt; 36 Nurses.

Applications must be made to the superintendent of the training school upon whose approval and after some months' trial, candidates are received for 3 years' training. Candidates should be between 25 and 35 years of age, and must produce satisfactory evidence of character

and health. During the trial months they are examined in reading, writing and arithmetic. LECTURES are given by the physicians and surgeons, and instruction by the superintendent and head nurses. Monthly written examinations are held by the superintendent. Medals and diplomas are granted on passing final examination. RECREATION, 1 afternoon weekly if possible ; part of Sunday ; 2 weeks' holiday yearly. ALLOWANCES.—1st and 2nd years, \$84 per annum ; 3rd year, \$96 for uniform, etc. Laundry is provided.

There is a private nursing staff. FEES CHARGED.—\$3 per day, or \$16 a week.

Brooklyn Maternity and New York State School for Training Nurses, Washington Avenue and Douglas Street, Brooklyn, N.Y. Beds, 50. SUPERINTENDENT OF HOSPITAL, Miss S. A. Allen ; SUPERINTENDENT OF TRAINING SCHOOL, Miss E. J. McLuse ; 5 Senior Nurses ; 10 Junior Nurses ; 2 Probationers ; 6 Post Graduates.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. The school term commences in November each year. Candidates must be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES are given by the staff physicians on anatomy and physiology, obstetrics, care of infants, medical and surgical nursing, diseases of eye and ear, dietetics and ethics of nursing. Clinical instruction is also given by the resident physician. At the expiration of each year certificates of recommendation are granted on successful passing of examination. These certificates are to be renewed at the end of each year for 2 successive years, and a full diploma is then granted. Prizes of \$15 for scholarship and \$10 for sick cookery are given. SALARY.—1st year, *nil* ; 2nd year, \$14 a month. Laundry and text-books provided. Probationers do not have separate bedrooms.

There is a private nursing staff on which 2nd year students remaining in the hospital are placed.

Chicago, Illinois.—Illinois Training School for Nurses, 304 Honoré Street. SUPERINTENDENT, Miss Isabel M'Isaac ; 3 Assistant Superintendents ; 2 Matrons of Nurses' Home ; 150 Nurses.

Applications for admission must be made to the superintendent. After 1 month's trial, applicants are received for 3 years' training. Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character and health. During the probation month applicants must pass an examination in reading, writing and arithmetic. The course of instruction comprises practical work in the

wards, theoretical work in class and lecture rooms, and lessons in cooking. Classes and lectures begin the 1st week in October and last until the end of May. Diplomas are given at the end of the engagement. RECREATION, half-day Sunday; half-day weekly; 2 weeks' holiday in year. SALARY, \$10 per month during 3rd year. Uniform and laundry provided.

The nurse training school is attached to the Cook County Hospital, Chicago (800 beds), and the Presbyterian Hospital, Chicago (200).

Chicago, Illinois. — Michael Reese Hospital School for Nurses, 29th Street and Groveland Avenue. Beds, 140. LADY SUPERINTENDENT, Miss A. E. Nourse; ASSISTANT LADY SUPERINTENDENT, Miss N. Torker; 30 Nurses; 4 Pupils. Applications average 218, and vacancies 12 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Candidates should be between 23 and 35 years of age, and must produce satisfactory evidence as to character education, health and physique. During the trial months applicants must pass an examination in reading, writing and arithmetic. LECTURES and classes are held by members of the medical staff, the superintendent and her assistants. A badge and diploma are given on passing final examinations and satisfactorily completing the engagement. RECREATION, 2 hours daily; half-day weekly; 2 weeks' holiday yearly. PREMIUM, *nil*. ALLOWANCES.—Pupils, 1st year, \$96; 2nd year, \$144; 3rd year, \$180 for uniform, etc. Laundry is provided. During illness nurses are cared for in the hospital.

*** Detroit, Mich.—Grace Hospital School of Nursing.** Beds, 128. LADY SUPERINTENDENT, Miss M. E. Fleming; 34 Probationers.

After 2 months' trial, applicants are received for 2 years' training. Candidates must be between 21 and 35 years of age, and must produce satisfactory evidence of health and character. Previous to being accepted, applicants have to pass an examination "in the ordinary branches of an English education," and are examined physically by a medical man. Pupils serve for the first 6 months as junior assistants; for the next 6 months as senior assistants; and for the remainder of the time (20 weeks of which is spent on private duty), as head nurses. Instruction is given by the medical board, the principal and the head nurses. Diplomas and badges are granted on passing final examination. RECREATION, 1 hour daily; 1 afternoon and part Sunday weekly; 1 month's holiday yearly. ALLOWANCES.—Female nurses, \$100 on

graduation; male nurses, 1st year, \$120; 2nd year, \$144. Laundry provided for male and female nurses; and uniform for the latter.

Men are received for an 18 months' course under the same regulations as those given above.

Hartford Hospital Training School for Nurses, Hartford, Conn. Beds, 200. MATRON, Miss Elizabeth M. Friend; 1 Night Superintendent; 4 Head Nurses; 38 Pupil Nurses. Applications average 149, and vacancies 21 yearly.

After a personal interview and 1 month's trial, applicants are received for a course of 2 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the visiting staff of physicians and surgeons upon medical and surgical diseases, care and treatment, and also upon anatomy, physiology and the administering of medicines; and practical instruction is given by superintendent of training school. Examinations are held in April and October. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 2½ hours daily; 24 hours monthly; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, 1st year, \$120; 2nd year, \$168. Laundry is provided. Nurses are cared for in hospital during illness. The graduate nurses are employed for private nursing. FEES CHARGED.—\$18 per week.

Indianapolis City Hospital Training School, Indianapolis. PRINCIPAL, Miss Alice Ashby; 26 Staff Nurses; the number of Probationers varies. Applications average 100 yearly.

Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After 2 months' trial, applicants are received for 3 years' training. LECTURES are given by the medical staff upon surgery and obstetrics, practice of medicine, anatomy, physiology and massage; and practical instruction is given in nursing by principal of school. Examinations are held annually in June. A diploma is granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; 2 half-days weekly; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARIES.—Probationers receive an allowance of \$4 a month for uniform, and \$100 on receiving diploma. No remuneration is given for the 2 months' trial. Laundry, indoor and outdoor uniform is provided.

There is a private staff attached to the hospital. Nurses are sent out to private cases during the later part of their term. FEES CHARGED.

—Ordinary medical and surgical cases, \$18 per week; infectious and maternity, \$25 per week; massage, \$2 per treatment. SALARY paid to graduate nurses on the private duty, \$72 per month, with board, lodging, laundry, indoor and outdoor uniform.

Lynn Hospital, 212 Boston Street, Lynn, Mass. Beds, 54. MATRON, Miss Rose L. Brainerd; 2 Head Nurses; 14 Pupil Nurses. Applications average 25, and vacancies 7 yearly.

After a personal interview and 1 month's trial, applicants are received for a course of 2 years' training. Candidates should be between 23 and 33 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by physicians, and practical instruction by the matron and head nurse. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 1 hour daily; 2 half-days weekly; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARIES.—Pupil nurses, 1st year, \$9 per month; 2nd year, \$12 per month. Laundry is provided.

There is a private staff in connection with the hospital, and pupil nurses may be sent out to private cases after a period of from 10 to 12 months' training in the wards. FEES CHARGED.—Medical, surgical and maternity cases, \$15; infectious, \$20 per week.

* **New Haven, Conn.—Connecticut Training School for Nurses.** Attached to the New Haven Hospital (beds, 165). LADY SUPERINTENDENT, Miss S. Henry; ASSISTANT SUPERINTENDENT, Mrs. Hill; 54 Pupils.

Candidates must apply to the secretary of the General Hospital Society of Connecticut, New Haven, and, if approved by the Executive Committee, will be accepted after 1 month's trial for 2 years' training. They must be between 24 and 40 years of age, and must produce satisfactory evidence as to character and health. Instruction is given by the attending physicians and surgeons, the superintendent and the assistant superintendent. Diplomas are granted at the end of the course of training. RECREATION, 2 hours daily; half-day weekly; 2 weeks' holiday yearly. ALLOWANCE for the 2 years, \$200. Laundry provided. During the last 8 months of the course pupils will serve either in the hospital, at private cases, or in district nursing in the city.

New Orleans, La.—Touro Infirmary Training School for Nurses. Beds, 100. LADY SUPERINTENDENT, Miss Frances M. Quaife; 5 Head Nurses; 10 Pupil Nurses. Applications average 35, and vacancies 8 yearly.

Candidates should apply by letter or in person to the surgeon-in-chief, upon whose approval they are received after 1 month's trial for 2 years' training. Candidates should be between 24 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given 3 times a week by the physicians and surgeons on anatomy, physiology, hygiene, materia medica, diseases of women and midwifery, bandaging, etc. Examinations are held in September of each year. Diplomas are awarded after passing final examination. RECREATION, 1 hour daily; 1 afternoon weekly; 2 weeks' holiday in year. PREMIUM, *nil*. ALLOWANCES, 1st year, \$72; 2nd year, \$144 for uniform, etc. Laundry is provided. Nurses during illness are cared for in the infirmary. There is a private nursing staff.

New York. — City Hospital Male Training School, Blackwell's Island. Beds, 300. SUPERINTENDENT, Miss J. Amanda Silver; 30 Nurses. Applications average 50, and vacancies 10 yearly.

Applications must be made by letter or in person (preferably the latter) to the superintendent, upon whose approval and after 1 month's trial, applicants are accepted for 18 months' training. Candidates must be between 20 and 30 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by the physicians and surgeons on anatomy, physiology, hygiene, theory and practice of nursing, surgery, materia medica, etc.; class instruction is also given by the superintendent. Examinations are held twice yearly. RECREATION, 1 day every 2 weeks; every 3rd Sunday; 3 weeks' holiday allowed during the course. ALLOWANCES, 1st 6 months, \$10 a month; 2nd 6 months, \$12 a month; 3rd 6 months, \$15 a month. No remuneration is given for the trial month. Laundry provided.

This school is in connection with the male wards of the New York City Hospital.

New York City Training School for Nurses, Blackwell's Island, New York. Beds, 525. SUPERINTENDENT, Miss Mary S. Gilmour; ASSISTANT SUPERINTENDENT, Miss Theodora H. Lefebirl; 1 Night Superintendent; 9 Head Nurses; 69 Pupil Nurses. Applications average 600, and vacancies 27 yearly.

After 1 month's trial, applicants are received for 2 years' training. Candidates must be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique.

LECTURES are given on anatomy, physiology, hygiene, surgery, materia medica, obstetrics, etc.; classes and bedside instruction are also given. A diploma is awarded upon passing the final examination. RECREATION, 2 hours daily; half-day weekly; alternate Sundays; 2 weeks' holiday in the year. ALLOWANCES, 1st year, \$120; 2nd year, \$180 for uniform, etc. No remuneration is given for the trial month. Nurses serve first as assistant nurses, and then as head nurses. Laundry is provided.

The school is connected with the City, Maternity, Gouvernour, Fordham, and Harlem Hospitals.

New York Hospital Training School for Nurses, West 15th Street, New York. Beds, 175. DIRECTRESS OF NURSES, Miss Irene H. Sutcliffe; ASSISTANT DIRECTRESS, Miss Helen G. Mathews; 60 Pupil Nurses. Applications average about 1000, and vacancies about 30 yearly.

After a personal interview (when possible) and a trial not exceeding 2 months, applicants are received for a course of 3 years' training. Candidates must be between 23 and 33 years of age, and must produce satisfactory evidence as to character, education, health and physique. The course is divided into three several grades of 1 year's duration, promotion being obtained from one grade to another by examination. LECTURES are given by the directress upon practical nursing during the course. Diplomas and medals are granted after passing the final examination and satisfactorily completing engagement. RECREATION, 1 hour daily; half-day weekly, and as much as possible of each Sunday; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARIES.—Pupil nurses, 1st year, \$120; 2nd year, \$156; 3rd year, \$192. Board, washing and lodging and medical attendance are provided, but not uniform. Each nurse has a separate bedroom. Pupil nurses are not sent out to private cases, nor after graduation under the auspices of the hospital.

* **New York.—Metropolitan Hospital Training School for Nurses.** Beds, 740. SUPERINTENDENT OF TRAINING SCHOOL, Geo. Taylor Stewart; DIRECTRESS OF TRAINING SCHOOL, Miss Ella G. Vance; 20 Nurses; 25 Assistant Nurses; 17 Male Nurses.

Candidates must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for 2 years' training with diploma upon graduation and satisfactorily completing engagement. There are, in addition to the ordinary diploma, medals furnished by gift to the school.

LECTURES are given by the physicians and surgeons upon all branches of nursing. RECREATION, 1 hour daily; 24 hours every 2 weeks; 2 weeks' holiday in the year. PREMIUM, *nil*. SALARY (after the trial month), 1st year, \$120; 2nd year, \$130. Laundry is provided. Nurses are trained in medical, surgical and obstetric work.

There is a private staff in connection with the hospital, no nurse being sent out before completing the full 2 years' course of training. FEES CHARGED.—Ordinary cases, \$25; obstetric, \$25 and upwards per week. Nurses receive board, lodging and laundry.

New York.—St. Luke's Hospital Training School for Nurses. 113th Street. Beds, 300. DIRECTRESS OF NURSES, Mrs. L. W. Quintard; ASSISTANT DIRECTRESS, Miss M. A. Mitchell; 1 Night Superintendent; 48 Nurses; 9 Pupils.

Applicants are received after 2 months' trial for 3 years' training. Candidates must be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given by physicians and surgeons, and instruction by the directress and the head nurses. Examinations are held once in the beginning of the year. Training in obstetrical nursing is given at the Sloane Maternity Hospital and lessons in massage are also given. Diplomas are given on passing examinations and satisfactorily completing the course. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly, 3 weeks' holiday yearly. PREMIUM, *nil*. ALLOWANCES, \$10 a month during whole course for uniform, etc. No remuneration is given for the trial months. Laundry is provided.

Philadelphia Hospital Training School for Nurses. Beds, 1100. SUPERINTENDENT, Miss Marion E. Smith; ASSISTANT SUPERINTENDENT, Miss Lydia A. Whiton; 1 Night Superintendent; 12 Staff Nurses; 100 Pupil Nurses.

Candidates must apply by letter stating age, past and present occupation, etc., enclosing certificates as to character and health. If satisfactory, an application form is sent which must be filled in by the applicant, sworn to by her before a magistrate and witnessed by 3 people who have known her for at least a year. After 1 month's trial candidates, who must be over 21 and under 35 years of age, are received for 3 years' training. LECTURES and class instruction are given on general nursing, elementary anatomy and physiology; and examinations are held. Diplomas are awarded after passing the final examination. RECREATION, 2 hours daily; 10 days' holiday yearly. PREMIUM, *nil*. ALLOWANCES, \$9 a month during course. No remuneration is given for the trial month. Laundry is provided.

* **Philadelphia, Penna.—Methodist Episcopal Hospital Training School for Nurses.** Beds 75. SUPERINTENDENT, Miss Alice M. Seabrook; 2 Graduate Nurses; 27 Pupil Nurses.

After 2 months' trial, applicants are received for 2 years' training. Candidates must be between 22 and 35 years of age, and must produce satisfactory evidence as to character, education and health. LECTURES and class instruction are given by the medical staff and others. Diplomas are given at the end of the training. RECREATION, 1 hour daily; half-day weekly; 4 hours on Sunday; 2 weeks' holiday yearly. ALLOWANCES.—Pupils, 1st year, \$88; 2nd year, \$120, for uniform, etc. SALARY for graduates, \$216 per annum. Laundry is provided.

Philadelphia.—Woman's Hospital of Philadelphia, North College Avenue and 22nd Street. Beds, 130. MATRON, Margaret Harris; 8 Graduate Nurses; 58 Pupil Nurses. Applications average 200 yearly, and vacancies 24 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Candidates should be between 21 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. LECTURES are given upon medical, surgical and obstetric nursing; and practical instruction is given by the head nurses upon all subjects. Examinations are held in May and November. Certificates are granted upon passing examination and satisfactorily completing engagement. RECREATION, 1 hour daily; $\frac{1}{2}$ day weekly; part of every other Sunday; 1 week's holiday yearly. PREMIUM, *nil*. SALARY, 1st year, \$80; 2nd year, \$120. Laundry is provided.

There is a private staff in connection with the hospital. Nurses are sent out to private cases after 1 year's training. FEES CHARGED.—Medical, surgical, mental and maternity cases, \$12 per week; for massage, in addition to other nursing, \$15 per week for 1 hour's treatment per day; contagious diseases, \$15 per week. SALARY paid to nurses on permanent private staff, \$15 per month, in addition to board, lodging, indoor and outdoor uniform. For promotion to posts in the hospital a certificate of 2 years' training is necessary. The nurses have an *alumniæ* association, which arranges for the care of sick *alumniæ*.

Portsmouth, N. H.—Cottage Hospital. Beds, 30. SUPERINTENDENT, Miss Lizzie J. Woods; 1 Head Nurse; 8 Pupil Nurses. Applications average 50, and vacancies 4 yearly.

Young women too young to enter general hospitals are received. Candidates should not be less than 19 years of age, and must produce

satisfactory evidence as to character, health and physique. After a personal interview and 1 month's trial, applicants are received for a course of 2 years' practical instruction in medical, surgical, obstetrical and gynæcological nursing, sick cookery and hygiene by the medical staff and the superintendent. Examinations are held every 6 months. Probationers must agree to remain in the service of the hospital for 2 years, and may be sent out to private cases after the 1st year's training in the wards. RECREATION.—When in the hospital nurses get 2 hours daily, and a half-day weekly. Private nurses are expected to receive a reasonable time for recreation, and from 6 to 8 hours' rest is expected by the rules under which nurses are sent out; 4 weeks' holiday is given in a year. SALARY.—1st year, \$120; 2nd year, \$168. Laundry is provided, but not uniform.

The nurses are cared for in the hospital during sickness.

* **St. Louis Training School for Nurses**, 1224 Dillon Street, St. Louis, Mo. Attached to the St. Louis City Hospital (500 beds). SUPERINTENDENT OF NURSES, Miss E. L. Warr; ASSISTANT SUPERINTENDENT, Miss E. D. Craig; 62 Graduate Nurses; 26 Pupils.

After 2 months' trial, applicants are received for 2 years' training. Candidates should be between 23 and 35 years of age, of medium height and size, and must produce satisfactory evidence of character, education and health. LECTURES and class instruction are given. Diplomas and badges are awarded on passing final examination. RECREATION, half-day weekly; half-day Sunday; 2 weeks' holiday yearly. ALLOWANCES.—1st year, \$120; 2nd year, \$144 for uniform, etc. Laundry is provided.

Taunton, Mass.—Morton Hospital, 88 Washington Street. Beds, 20. SUPERINTENDENT, Miss Ella Sears; 1 Head Nurse; 6 Pupil Nurses. Applications average 7, vacancies 3 yearly.

Candidates must be between 23 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 3 months' trial, applicants are received for 2 years' training, with certificate upon satisfactorily completing engagement and passing examination. LECTURES are given by the members of the staff upon anatomy, physiology, surgery, and nurses' duties in both medical and surgical nursing. RECREATION, 1 hour daily; 1 afternoon and 1 evening per week, and 4 hours on Sundays; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARY, 1st and 2nd year, \$120. Laundry provided, but indoor uniform must be provided by the nurse.

There is a private staff. FEES CHARGED.—Ordinary medical and surgical cases, mental and maternity cases, \$12 per week for the service of pupil, and \$15 for that of graduate nurses; massage, \$2 per hour. Pupil nurses receive \$120 per annum with board and laundry.

Wilkes-Barre City Hospital Training School for Nurses, Wilkes-Barre, Penna. Beds, 75. PRINCIPAL OF TRAINING SCHOOL, Miss Roberta M. West; 2 Head Nurses; 5 Graduates; 15 Pupil Nurses. Applications average 40, and vacancies 9 yearly.

Candidates should be between 20 and 35 years of age, and must produce satisfactory evidence as to character, education, health and physique. After a personal interview and 1 month's trial, applicants are received for a course of 2 years' training. LECTURES are given by members of the visiting staff upon stated subjects, and practical instruction by the superintendent and head nurses in the wards. Diplomas are granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; half-day and 4 hours on Sunday weekly; 2 weeks' holiday in a year. SALARY, head nurses, \$360.

There is a private staff in connection with the hospital. Pupil nurses may be sent out to private cases after a period of 1 year's training. FEES CHARGED.—Medical and surgical cases, \$12 per week. The net earnings of the private staff are entirely devoted to the General Hospital Fund.

CONTINENTAL.

Biarritz.—English Nurses' Home, Villa Albany. LADY SUPERINTENDENT, Miss Constance E. Clarke; 2 to 4 Certificated Nurses are employed from October to May, for private nursing. Applications to be made in July and August; vacancies average 3 to 5 yearly.

Candidates should be between 25 and 35 years of age, produce satisfactory evidence as to character, health and physique, and must hold a 3 years' certificate from a recognised training school for nurses. FEES CHARGED.—For ordinary cases, 10fr.; infectious, 12·50fr.; mental, 12·50fr. per day; maternity cases, £10 10s. per month; massage, 8fr. per hour. Nurses receive a SALARY of £25 per annum with bonus upon receipts when possible, together with board, lodging, laundry, outdoor uniform and travelling expenses (2nd class) to and from London.

Hollond Institute of English Trained Nurses. DIRECTOR, Miss Woodcock. Nurses, about 60. The Institute has branches in Paris, Nice, Hyères, and Cannes.

Nurses who desire to be employed must make application by letter only in October, when the advertisement appears in *The Hospital*, to the following address: Miss E. A. Woodcock, 1 Tavistock Chambers, Bloomsbury, London, W.C. Nurses are engaged during the winter season from about December or January to April or May at the following rate: 1st season, £2 10s. per month; but pay their fares from London to Paris and back, unless they convey a patient. If suitable, arrangements may be made for a 2nd season, or by the year, at increased salary and travelling expenses all paid. For laundry, 3fr. allowance per week is made. Before engagement they must produce evidence of good training in general and district or private nursing, with references as to character. Outdoor and indoor uniform are provided, and must be worn with unvarying regularity.

Naples. — International Hospital, Villa Bentinck. Beds, 32. MATRON, Miss May E. Moore; 2 English Nurses; 1 German Nurse. A vacancy for an English Nurse occurs about once in 12 months and is advertised.

The person appointed must be between 25 and 35 years of age, must produce satisfactory evidence as to character, health and physique, and of having received at least 1 year's training in a general hospital. She must also be a linguist, a fair knowledge of German being essential. RECREATION, twice 4 hours weekly, and alternate Sunday morning or afternoon; half-day monthly; not less than 2 weeks' holiday in a year. When little doing occasional day off duty. SALARY, £28 per annum, with travelling expenses. Laundry is provided.

The first part of the book is devoted to a general history of the United States from its discovery by Columbus in 1492 to the present time. It covers the early years of settlement, the struggle for independence, and the formation of the federal government. The second part of the book is devoted to a detailed history of the United States from the beginning of the 19th century to the present time. It covers the period of territorial expansion, the Civil War, and the Reconstruction period. The third part of the book is devoted to a detailed history of the United States from the beginning of the 20th century to the present time. It covers the period of industrialization, the Progressive Era, and the New Deal.

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TRAINING SCHOOLS FOR ATTENDANTS
ON THE INSANE.

TRAINING SCHOOLS FOR AT-LINEARITY
ON THE BEACH

VIII.—TRAINING SCHOOLS FOR ATTENDANTS ON THE INSANE.

THE UNITED KINGDOM.

A LARGE number of the asylums in the United Kingdom have now adopted a system of training attendants on the insane in connection with the examinations held by the Medico-Psychological Association, for particulars of which see page 334. Instruction is given at the asylums by means of lectures, practical work, etc. Amongst the asylums which have adopted this course are: Aberdeen Royal Lunatic Asylum; Argyll and Bute District Asylum; Ballinasloe District Asylum; Bethnal House Asylum, London; Birmingham City Asylums at Ruberry Hill and Winson Green; Bethlem Royal Hospital; Broodmoor Asylum; Bristol City Asylum; Camberwell House Asylum, London; Carlow District Asylum; Carmarthen County Asylum; Castlebar District Asylum; Cheshire County Asylum at Macclesfield; City of London Asylum, Stone; Clonmel District Asylum; Cork District Asylum; Coton Hill Hospital for the Insane; Crichton Royal Asylum, Dumfries; Derby Borough Asylum; Derby County Asylum; Devon County Asylum; Dundee Royal Lunatic Asylum; Durham County Asylum; Edinburgh Royal Asylum; Exeter City Asylum; Fife and Kinross District Asylum; Glasgow Parochial Asylum, Lenzie; Glasgow Royal Asylum; Glamorgan County Asylum; Gloucester County Asylums; Greenock Parochial Asylum; Hants County Asylum; Holloway Sanatorium; Hoxton House Asylum, London; Hull Borough Asylum; Inver-

ness District Asylum ; Kent County Asylums at Barming Heath and Chartham Downs ; Kilkenny District Asylum ; Killarney District Asylum ; Kirklands Asylum, Glasgow ; Lanark District Asylum ; Lancashire County Asylums at Lancaster, Rainhill and Whittingham ; Letterkenny District Asylum ; Limerick District Asylum ; London County Asylums at Cane Hill, Claybury and Hanwell ; Londonderry District Asylum ; Maryborough District Asylum ; Middlesex County Asylum ; Monaghan District Asylum ; Monmouth County Asylum ; Montrose Royal Asylum ; Mullingar District Asylum ; Newcastle Borough Asylum ; Norfolk County Asylum ; Northumberland County Asylum ; Northumberland House Asylum, London ; Nottingham Borough Asylum ; Nottingham County Asylum ; Oxford County Asylum ; Omagh District Asylum ; Paisley Parochial Asylum ; Perth District Asylum ; Perth, James Murray's Royal Asylum ; Plymouth Borough Asylum ; Portsmouth Borough Asylum ; Richmond Asylum, Dublin ; Roxburgh District Asylum ; St. Luke's Hospital, London ; Somerset County Asylum, Wells ; Stafford County Asylums at Burntwood and Stafford ; Stirling District Asylum ; Suffolk County Asylum ; Sunderland Borough Asylum ; Surrey County Asylum ; Sussex County Asylum, Hayward's Heath ; Warneford Asylum ; Warwick County Asylum ; Wilts County Asylum ; York, North Riding Asylum ; York, West Riding Asylums at Menston, Wadsley and Wakefield ; York, East Riding Asylum ; York Retreat.

Since 1890 the Northampton County Asylum, Berrywood, has trained and given its own certificates to its nurses. A period of three years' training is insisted upon, which must all be spent in that asylum. Lectures and practical instruction in the wards are given on the following subjects :—Elementary anatomy and physiology ; first aid in emergencies ; sick room duties ; and nursing and care of the insane. An examination must be passed at the end of each year's training, and the character of the everyday ward work of the candidate is also taken into consideration.

UNITED STATES OF AMERICA.

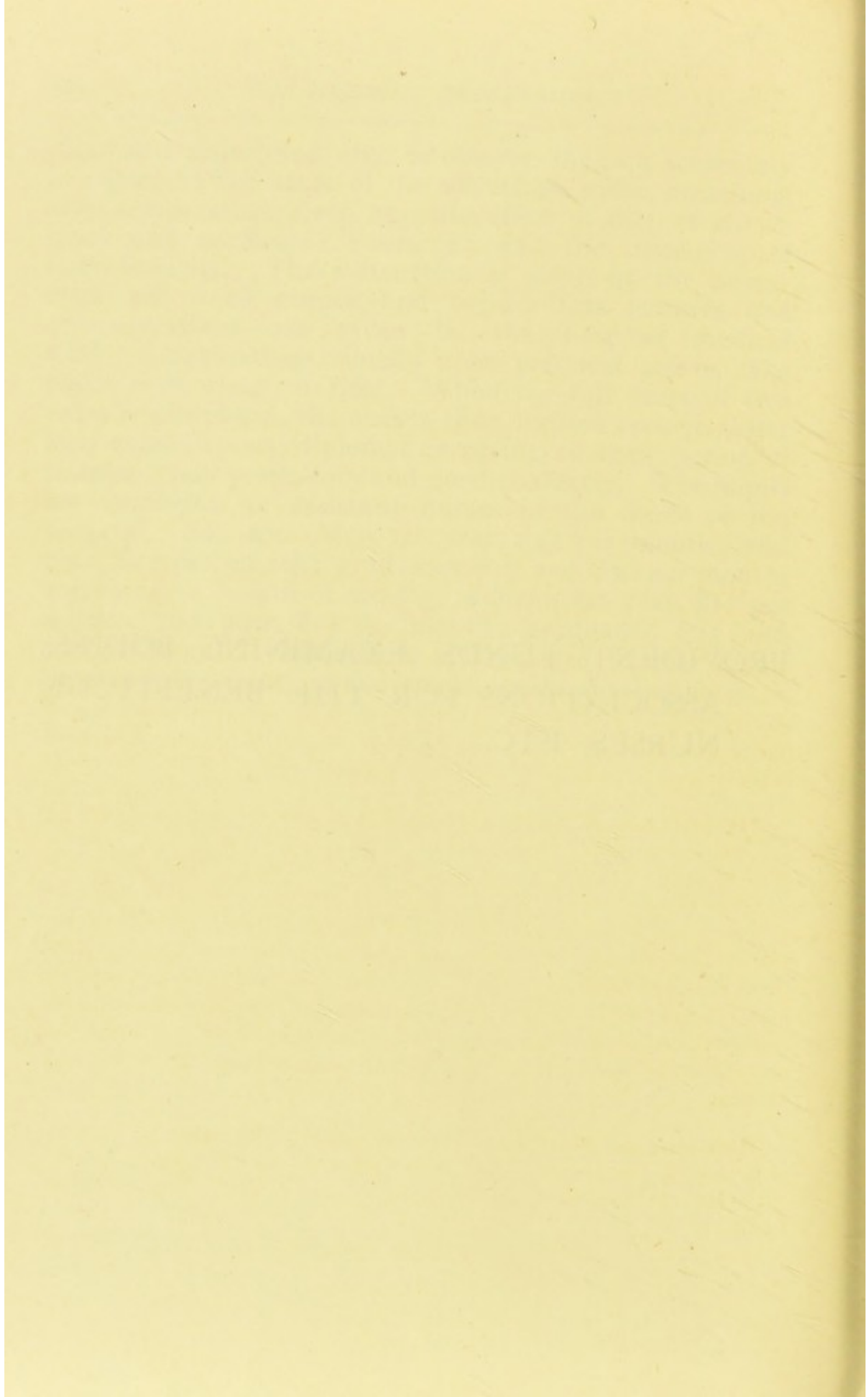
In connection with many of the hospitals for the insane in the United States, Training Schools for attendants on the insane have been established during the last seventeen years. In nearly all of these the regulations under which attendants are trained are on the same lines, and it will therefore be sufficient if we give those in use at the M'Lean Hospital at Waverley, Mass., the first asylum in the United States, we believe, to adopt a definite system of training. This Training School, which has been in existence for about seventeen years, has a roll of graduates numbering 265, *viz.*, 181 women and 84 men.

The regulations provide for a two years' course of training in general nursing, with special reference to the cure of cases of nervous and mental disease. Candidates, either men or women, must apply to the superintendent, must produce satisfactory evidence of character and health, and should be between 21 and 35 years of age. They are received for two months' trial, at the expiration of which an agreement is entered into to complete the two years' training.

Instruction is given in the general care of the sick; the managing of helpless patients in bed, in moving, changing bed and body linen, making of beds, etc.; giving baths, keeping patients warm or cool, preventing and dressing bedsores; bandaging, applying of fomentations, poultices and minor dressings; the preparing and serving of food, the feeding of helpless patients and those who refuse food; the administering of enemas and use of the catheter; attendance upon patients requiring diversion and companionship; the observation of mental symptoms, delusions, hallucinations, delirium, stupor, etc.; and the care of excited, violent and suicidal patients. They are also given instruction in the best practical methods of supplying fresh air, warming and ventilating sick-rooms in a proper manner, and are taught to take proper care of rooms and wards, in keeping all utensils perfectly

clean and disinfected, etc.; to observe the sick accurately in regard to the state of the secretions, pulse, breathing, skin, temperature, sleep, appetite, effect of diet, of stimulants and medicine; massage; and the managing of convalescents. The instruction is given by the supervisor and head nurses, and besides this lectures and demonstrations are given by the hospital medical staff. Examinations, chiefly upon practical points, take place from time to time. When the full term of two years is completed, the nurses thus trained receive (after final examinations) diplomas certifying to their period of training, their proficiency and good character. The pupils are employed as assistant nurses in the wards of the hospital. SALARY.—Men, 1st year, \$23 per month; 2nd year, \$25 per month; graduates, \$27 and \$30 per month, according to length of service; women, 1st year, \$12 per month; 2nd year, \$15 per month; graduates, \$25 and \$30 per month. Attendants are required to wear at all times, while on duty in the wards, the hospital uniform.

PROVIDENT FUNDS, EXAMINING BODIES,
ASSOCIATIONS FOR THE BENEFIT OF
NURSES, ETC.



IX.—PROVIDENT FUNDS, EXAMINING BODIES, ASSOCIATIONS FOR THE BENEFIT OF NURSES, ETC.

Guild of St. Barnabas for Nurses. HON. SECRETARY, Miss C. J. Wood, Nurses' Hostel, Francis Street, W.C.

This guild enrolls trained nurses and midwives being members of the Church of England. It has branches in England, in India and in the Colonies.

* **Guild of St. Veronica for Nurses.** SECRETARY, Miss Darnell, The Sanatorium, Clifton.

This guild has been formed for three purposes—(1) to form a bond of union amongst those who are engaged in the work of nursing the sick; (2) to aid the spiritual life of its members under the peculiar and special difficulties of their duties; and (3) to help its members to realise that nursing the sick is properly a religious work and should be performed as a labour of love.

Hospitals Association, The, The Hospital Building, 28 and 29 Southampton Street, Strand, W.C. PRESIDENT, H. Cosmo O. Bonsor, M.P. CHAIRMAN OF COUNCIL, Duke of Leeds. DEPUTY CHAIRMAN, Sir Henry Burdett, K.C.B. HON. SECRETARY, Sydney Phillips.

This association consists of ladies and gentlemen connected with the various branches of hospital administration, and has for its objects (1) to facilitate the consideration and discussion of matters connected with hospital management, and where advisable to take measures to further the decisions arrived at; and (2) to afford opportunities for the acquisition of a knowledge of hospital administration both lay and medical.

Junius S. Morgan Benevolent Fund. In connection with the Royal National Pension Fund for Nurses. HON. SECRETARY, Miss R. Pritchard, 28 Finsbury Pavement, E.C. VISITOR, Miss Leigh.

The objects of the fund are (1) to afford immediate, pecuniary and

other relief by loan or 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 payment of premiums on any policies they may have taken out with the society; and (2) to grant annuities to matrons, sisters and nurses who, from no fault of their own, may be unable to provide for themselves after 60 years of age. Applications for grants, which should be addressed to the Honorary Secretary, are considered and dealt with at the quarterly meetings. No application can be considered unless the papers are completed at least 14 days before any such meeting.

The funds at the end of 1897 amounted to £16,709.

Lady Roberts' Fund for Nursing Sisters' and Officers' Hospitals.

The objects of this fund are (1) to supply homes in the Hills for the nurses working in the military hospitals in India; (2) to provide officers' hospitals in connection with these homes where officers can be sent in case of illness, or for convalescence; (3) to provide an auxiliary staff of lady nurses to work in those military hospitals to which the Government has not supplied nurses.

London Obstetrical Society, 20 Hanover Square, W.

Examinations are held 4 times a year, in January, April, July and October. Candidates must be over 21 years of age, must produce a certificate of moral character, proof of having personally attended not less than 20 labours, and of having attended a course of theoretical teaching by lectures or tutorial instruction satisfactory to the board of examiners. Written and oral examinations are held. EXAMINATION FEE—£1 1s.

Matrons' Council.—HON. SECRETARY, Miss Breay.

The principal objects of the society are (1) to enable members to take counsel together upon matters affecting their profession; (2) to bring about a uniform system of education, examination, certification and State registration for nurses in British hospitals; and (3) to encourage members to understand the methods of procedure at meetings.

Medico-Psychological Association of Great Britain and Ireland, 11 Chandos Street, W. REGISTRAR, J. Beveridge Spence, M.D., Burntwood Asylum, Lichfield.

Examinations, both written and oral, are held by this association on the first Mondays in May and November, at individual asylums wherever

there may be candidates. Candidates have to obtain from the Registrar a schedule of questions which has to be filled up and returned to him at least 4 weeks before the examination. Certificates are granted to those who pass the examination. In case of misconduct on the part of a holder of a certificate the Council may erase his or her name from the register. EXAMINATION FEE—2s. 6d.

The association insist that training of the candidates for their certificate shall be on the following lines: After 3 months' trial candidates are required to undergo 2 years' training and service (including the period of probation), except that in the case of persons possessing a certificate of competency in Nursing from a hospital or infirmary connected with a medical school, and having a system of training nurses, a residence of 1 year only in an asylum is necessary. The system of training is (1) by study of the handbook issued under the authority of the association (other books may be used in addition); (2) by exercises under the head and ward attendants; (3) by clinical instruction in the wards, and lectures and demonstrations by the medical staff (at least 12 of the lectures must be attended during the 2 years of training); and (4) by periodical examinations. The scope of the training is limited to the ordinary requirements of nursing and attendance on insane patients, combined with instruction in the general features of mental disease, together with general ideas of bodily structure and functions sufficient to enable nurses under training to understand such instruction and to qualify them to render "First Aid," especially in the case of accident or injury that may arise in asylums.

New regulations which will apply to all presenting themselves for examination after the 31st October, 1899 are at present under consideration. Under these regulations three years' training is substituted for the two years' now in force, the residence in an asylum for persons who have already received a hospital training being then two years. The system of training is as follows: (1) By study of the handbook (other books may be used in addition); (2) by periodical instruction under the head and charge attendants in nursing and attending on the insane; (3) by clinical instruction in the wards and by systematic lectures and demonstrations by the medical staff (at least twelve lectures of one hour's duration must be given in each year, and no attendant will be admitted to examination who has not attended at least nine lectures in each year); (4) by periodical examinations, one of which must be attended during each year.

Midwives' Institute and Trained Nurses' Club, 12 Buckingham Street, Strand, W.C. PRESIDENT, Miss

Wilson. HON. SECRETARIES, Miss Brierly and Miss Mary Toynbee. SECRETARY, Miss R. P. Fynes-Clinton.

The objects of this society are (1) to raise the efficiency and improve the status of midwives, and to petition Parliament for their recognition; (2) to establish a registry for members and to establish a centre for information of the public; (3) to provide a medical lending library and club-room for friendly meetings; (4) to arrange courses for medical lectures and to afford opportunities for discussion on subjects connected with the profession. The society consists of founders, members, associates and lay-associates. Members are women who have obtained a medical qualification, and trained midwives over 21 years of age who have passed the L.O.S. Examination. Associates are trained nurses or midwives with any other diploma. Lay-associates are persons other than midwives interested in the objects of the society. See also page 103.

Midwives' Society, 25 Hyde Road, Gorton, near Manchester, PRESIDENT, Mrs. Malcolm. SECRETARY, Mrs. Currie.

The society has been established to advance the art of midwifery, and to protect and further the interest of midwives, and to promote a uniform system of education of those who practice as such.

National Association for Supplying Female Medical Aid to the Women of India. (Supported by the Countess of Dufferin's Fund.) HON. SECRETARY to Central Committee in India, Brigade-Surg. Lieut.-Col. B. Franklin, Viceroy's Camp, India.

The objects of this society are (1) the establishment in India of dispensaries and hospitals for the treatment of women and children; (2) the opening of female wards under female superintendence in existing hospitals and dispensaries; and (3) the supply of trained female nurses and midwives in hospitals and private houses. A United Kingdom branch has been established to bring the aims of the association before the British public and to raise subscriptions for the Countess of Dufferin's Fund. The Hon. Secretary of the latter is the Marchioness of Dufferin and Ava, and the Assistant Secretary is Miss Edith Heather-Bigg, 14 Radnor Place, Hyde Park, W.

* **National Society for Aid to the Sick and Wounded in War** (British Red Cross Society), 5 York Buildings, Duke Street, Adelphi, W.C. SECRETARY, J. G. Vokes. Telegraphic address—"Assistance, London."

Nurses' Hostel Co., Ltd., Francis St., Tottenham Court Road, W.C. Telegraphic address—"Bicuspid, London." MANAGING DIRECTOR, Miss C. J. Wood. SECRETARY, Miss Paul.

Formed to provide (1) a home for private nurses in London, and (2) an hotel for nurses visiting London.

Royal British Nurses' Association, 17 Old Cavendish Street, W. PRESIDENT, H.R.H. Princess Christian. NURSE HON. SECRETARY, Mrs. Coster. MEDICAL HON. SECRETARY, E. A. Fardon. ACTING SECRETARY, Miss G. A. Leigh.

The objects of the corporation are (1) the founding and maintenance of schemes for the benefit of nurses in the practice of their profession and in times of adversity, sickness and old age; and (2) the maintenance and publication of a register of nurses. Membership is open to registered medical men and thoroughly trained registered nurses of 3 years' standing.

The association has two "Princess Helena Pensions" of £20 a year, each for members of 3 years' standing over 50 years of age, indigent and past work. Pecuniary grants may also be made to members of 2 years' standing in temporary need.

Royal College of Physicians of Ireland.

Licences to practise as "midwives and nurse-tenders" are issued. Candidates must be not less than 21 years of age, must produce satisfactory evidence of character, and must have attended a course of systematic lectures on midwifery for 6 months, and for not less than 6 months on bedside instruction in a lying-in hospital or maternity recognised by the college. Oral and written examinations are held. FEE for examination, £2 2s.

Royal National Pension Fund for Nurses, 28 Finsbury Pavement, E.C. PRESIDENT, H.R.H. The Princess of Wales. PATRON, H.R.H. The Prince of Wales. CHAIRMAN, Everard A. Hambro. DEPUTY-CHAIRMAN, Sir Henry Burdett, K.C.B. SECRETARY, Louis H. M. Dick.

The chief object of this association is to afford nurses an absolutely safe means of providing at the lowest possible cost to themselves an allowance during incapacity for work caused by sickness or accident, and a certain income for their declining years. This object is carried out by receiving and investing such fixed periodical sums as those who join the fund can afford; by adding to the pensions all profits arising from any source; and by supplementing those sums from a donation

bonus fund created and maintained by those interested in nurses and nursing institutions. Its benefits are open to nurses, attendants on the insane, and all responsible paid officials connected with hospitals and kindred institutions. Only nurses, however, may participate in the profits of the Donation Bonus Fund. In addition to a pension, nurses and hospital officials may insure themselves for sick pay. Hospitals and institutions employing nurses may become federated with the Royal National Pension Fund, and so may contract themselves out of all responsibility, so far as pensions and sick pay are concerned, for every member of their staff, from the highest to the lowest. By an expenditure, which in most cases need not exceed 10 per cent. of the amount expended upon salaries, the committee of a hospital are able to secure that every member of the staff shall be amply provided for against the day of sickness or incapacity. The committees who agree to federate with the Royal National Pension Fund, can retain control over all the monies paid into that fund, so that, by careful management, and the payment of a small annual sum into the trust thus created for the benefit of their employés, they will save the institution from all further liability, risk or trouble in the matter. Under the scheme of federation the committee of the hospital agree that the hospital shall take out with the fund a policy, on the returnable scale, for a pension on the life of any matron, sister or nurse, who in her own name takes out a policy with the fund for a pension of not less than the amount subscribed for by the hospital. The committee agrees to continue to pay premiums on the hospital pension policies and the sick assurance policies so long as the nurse remains in the service of the hospital. Nurses withdrawing the premiums paid in under their own policies, while in the service of the hospital or within 12 months after leaving the hospital, forfeit all right to the policies taken out by the hospital on their behalf. After a nurse shall have been in the service of the hospital a certain number of years, the benefits of the policy effected by the committee in her behalf, if she has complied with the rules laid down, are usually considered as belonging to her, and in such a case the policy is formally assigned to her when her pension falls due, or otherwise, 12 months after leaving the hospital. It is often a condition of the hospital policy that in case of a nurse's death or withdrawal from the fund before entering on her pension, the contributions paid by the committee shall revert to the Hospital Trust Fund, and be at the disposal of the committee, for the time being, for the benefit of the nursing staff.

The invested funds amount to over £400,000.

In order to meet the special difficulties of private nurses in regard to regular fixed monthly or periodical payments, nurses may pay into the

fund at their convenience such amounts as they may be able to deposit with it. Directly these deposits amount to a sum sufficient to produce an annuity of £5 at the age fixed by the nurse, the sum will be applied to the purchase of a paid-up policy in the fund on the returnable scale, or to the payment of premiums on existing ordinary policies, as a nurse may prefer. Two and a half per cent. compound interest is allowed on deposits.

Royal Red Cross. Registry—War Office, Pall Mall, S.W. This decoration for women was instituted in 1883 for rewarding zeal and devotion in providing for and nursing sick and wounded sailors, soldiers and others with the army in the field, on board ship, or in hospitals. The following is a list of the holders of this decoration, the year in which the decoration was conferred on them and their service being added in brackets after their names:—

HER MAJESTY THE QUEEN.

- H.R.H. The Princess of Wales (1883).
- H.I.M. The Empress Frederick (1883).
- H.R.H. The Princess Christian (1883).
- H.R.H. The Princess Beatrice (1883).
- H.R.H. The Duchess of Connaught (1883).
- H.R.H. The Princess Louise (1885).
- H.R.H. The Duchess of Albany (1885).
- H.R.H. The Baroness Von Pawel-Rammingen (1897).
- H.M. The Queen of Greece (1897).
- H.R.H. The Crown Princess Sophie of Greece (1897).

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| Lady Wantage (1883). | Miss E. Cannell (1883; Cyprus, Egypt). |
| Miss Nightingale (1883). | |
| Lady Roberts (1891; India). | Miss M. Jones (1883; Egypt). |
| Mrs. J. C. Deeble (1883; Zululand). | Miss B. Story (1883; Egypt). |
| Miss A. E. Caulfeild (1883; Egypt, Transvaal). | Miss S. Airy (1883; Cyprus, Egypt). |
| Miss H. Stewart (1883; Egypt). | Miss E. Wheldon (1883; Netley). |
| Mrs. Margaret Augusta Makins (1883; Egypt). | Miss J. M. Gray (1883; Transvaal). |
| Mrs. J. A. Gray (1883; Zululand, Egypt). | Miss Langlands (1883; Transvaal, Zululand). |
| Miss H. Campbell Norman (1883; Egypt). | Sister Louise (1883; Transvaal, Egypt). |
| Miss J. Jerrard (1883; Transvaal, Egypt). | Sister Maria Celestina (1883; Egypt). |
| | Sister Maria Pia (1883; Egypt). |
| | Sister Maria Camilla (1883; Egypt). |

- Sister Maria Carmela (1883; Egypt).
 Sister Maria Ludovica (1883; Egypt).
 Sister Maria Benedetta (1883; Egypt).
 Sister Camilla Orpheline (1883; Egypt).
 Miss M. Selby (1883; Zululand, Egypt).
 Miss J. King (1883; Egypt).
 Miss K. Forrest (1883; Egypt).
 Miss M. Thomas (1883; Egypt).
 Miss A. Crisp (1883; Zululand, Egypt).
 Miss A. Yardley; (1883; Egypt).
 Mrs. A. K. Holland (1883; Egypt).
 Mrs. Janet King (1883; Zululand).
 Miss Hornor (1883; Zululand).
 Miss M. J. W. Lumley (1884; Durban, Pietermaritzburg).
 Mrs. Gildea (1884; Pretoria).
 Miss M. C. Jerrard (1885; Egypt, Soudan).
 Miss H. King (1885; Egypt, Soudan).
 Miss S. Ireland (1885; Egypt, Soudan).
 Miss J. M. C. Barker (1885; Egypt).
 Miss S. F. Hart (1885; Egypt).
 Miss C. F. K. Cole (1885; Egypt).
 Miss R. M. Burleigh (1885; Egypt).
 Miss L. Parsons (1885; Egypt).
 Mrs. A. Yorke (1885; Egypt).
 Miss C. L. Byam (1885; Soudan).
 Miss R. Williams (1885; Egypt, Soudan).
 Mrs. Louisa Jane Mackay (1887; Transvaal, Egypt).
 Miss Christina Fergusson (1887; Egypt).
 Miss Augusta Bailey Holland (1887; Netley, Chatham, Portsmouth).
 Miss Edith King (1887; Zululand).
 Miss Emma Durham (1887; Zululand).
 Mrs. Ethel B. Miller (Grimwood) (1891; Manipur).
 Mrs. C. R. Damant (1891; Naga Hills).
 Mrs. M. E. Cawley (1891; Naga Hills).
 Miss C. G. Loch (1891; Hazara).
 Miss E. Welchman (1891; Hazara).
 Miss E. M. Lickfold (1891; Hazara).
 Miss S. E. Oram (1896; Egypt).
 Sister Mary Aloysius (1897; Crimea).
 Sister Louise Watson Tulloh (1897; Egypt, 1888-94).
 Sister Mary Stanislaus Jones (1897; Crimea).
 Sister Mary Anastasia Kelly (1897; Crimea).
 Sister Mary de Chantal Huddon (1897; Crimea).
 Mrs. Ann Ayre Hely (1897; Crimea).
 Miss Sarah Anne Terrot (1897; Crimea).
 Sister Mary Elizabeth Joseph (1897; Crimea).
 Miss Susan Cator (1898; Crimea).
 Miss Emma Halford (1898; Crimea).
 Mother Patrick (1898; South Africa).
 Mother Jacoba (1898; South Africa).
 Miss Sarah Emily Webb (1898; Soudan).
 Miss Amy Florence Grist (1898; Soudan).
 Miss Elizabeth Geddes (1898; Soudan).

St. John Ambulance Association. Certificates of having passed an examination in the elementary principles of "home nursing and hygiene" in connection with classes held under this association are granted. Only candidates holding the "First Aid" certificate of the association can enter, but in special cases permission may be granted to hold a "nursing" course of lectures before that of the "first aid." Five lectures of 2 hours each are given. Medallions are awarded to holders of "First Aid" certificates who have been twice re-examined with not less than 12 months' interval between each examination. The "nursing" certificate may be counted as one of the re-examinations.

Society of Trained Masseuses, Trained Nurses' Club, 12 Buckingham Street, Strand, W.C. Telegraphic address—"Fregare, London."

This society was formed in January, 1895, to improve the training and qualifications of masseuses, and to organise an independent examination for them in connection with which certificates are granted. A registry for members has been established.

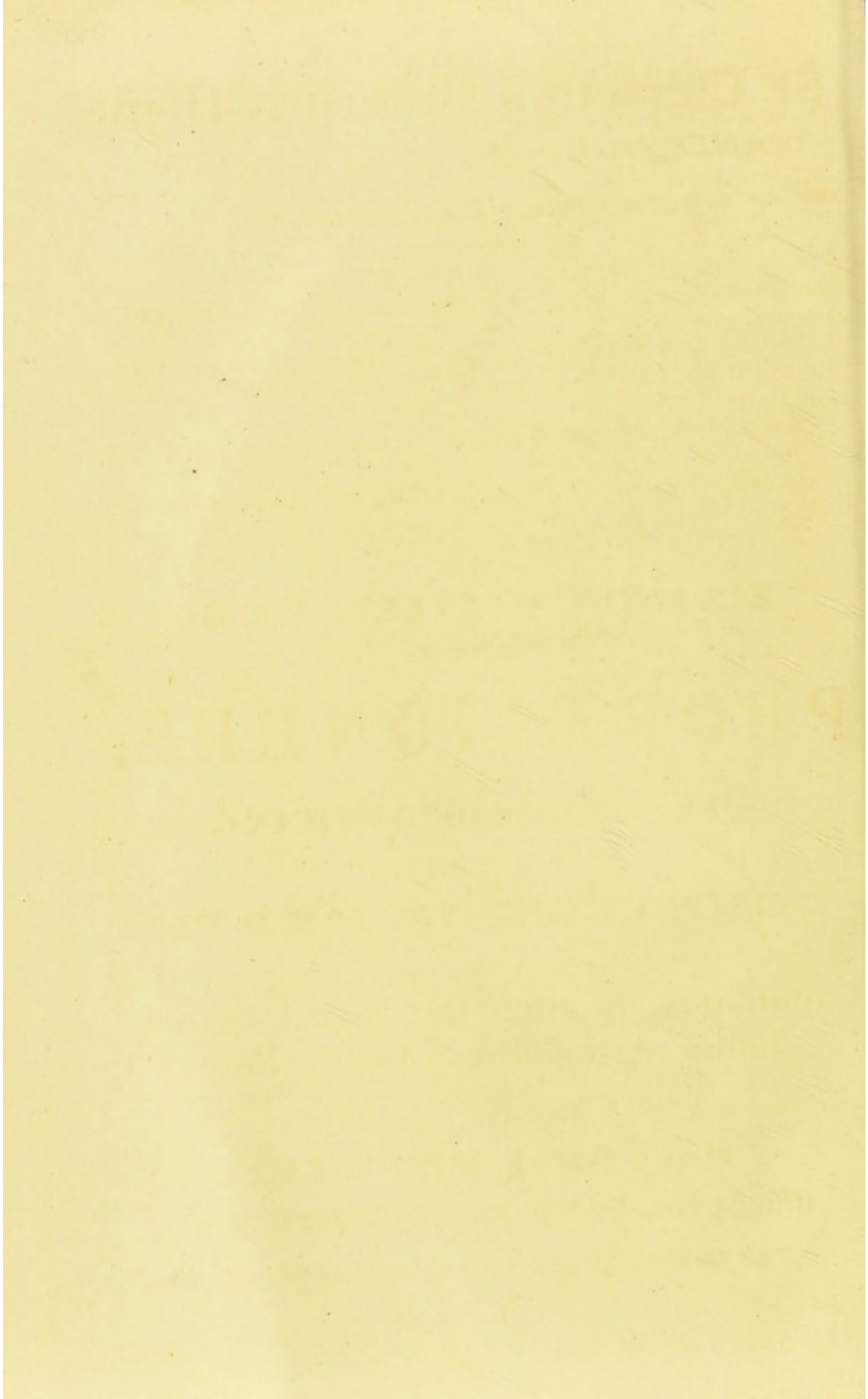
*** Trained Nurses' Annuity Fund.** PRESIDENT, H.R.H. Princess Christian. HON. SECRETARY, R. Grofton-Salmond, 72 Cheapside, E.C.

Annuities of £15 are granted to superannuated trained nurses of at least 15 years' service, and at least 50 years of age. They must produce satisfactory evidence (1) of character; (2) of having nursed for 3 years in one or more of the public hospitals or acknowledged nursing institutions; and (3) of being properly trained. They should also have commenced to nurse subsequent to the year 1865. Candidates are elected by the committee, and on election shall pay £15 towards the support of the general fund. Candidates who can show that they have saved this sum will have a preference over other candidates. The invested funds amount to about £4600.

Victoria Commemoration Club, The Hospital Building, 28 and 29 Southampton Street, Strand, W.C. Telegraphic address—"Hospiciano, London." Telephone No. 2734, Gerrard. SECRETARY, Miss Helen Foggo Thomson.

This club is open to members of the nursing profession and associated workers. ENTRANCE FEE, £1 1s. ANNUAL SUBSCRIPTION, £1 1s. for nurses, and £2 2s. for associated members. A nurse intending to be absent from the United Kingdom for 12 months may become a supernumerary member, paying 6s. annual subscription. On returning to the United Kingdom she is entitled to resume her enjoyment of the privileges of the club on payment of 15s., less 1s. 3d. for every complete month of the current year.

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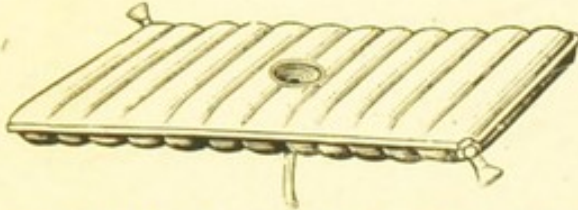
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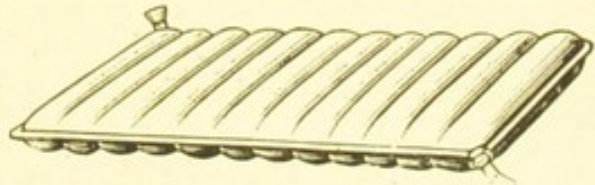
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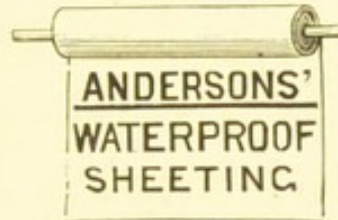


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