

**How to become a nurse : the nursing profession : how and where to train
being a guide to training for the profession of a nurse ... is given / edited by
Sir Henry Burdett, K.C.B., K.C.V.O.**

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HOW TO BECOME A NURSE



NEW EDITION

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Edited by
SIR HENRY
BURDETT,
K.C.B., K.C.V.O.



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HOW TO BECOME A NURSE

The Nursing Profession

HOW AND WHERE TO TRAIN

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A NURSE, WITH PARTICULARS OF NURSE TRAINING
SCHOOLS IN THE UNITED KINGDOM AND ABROAD
AND OF INSTITUTIONS WHERE TRAINING
IN SPECIAL BRANCHES IS GIVEN

EDITED BY

SIR HENRY BURDETT, K.C.B., K.C.V.O.

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
SYSTEM OF ACCOUNTS, AUDIT, AND TENDERS FOR
HOSPITALS AND INSTITUTIONS"; "HOW TO
SUCCEED AS A NURSE: CAREERS FOR
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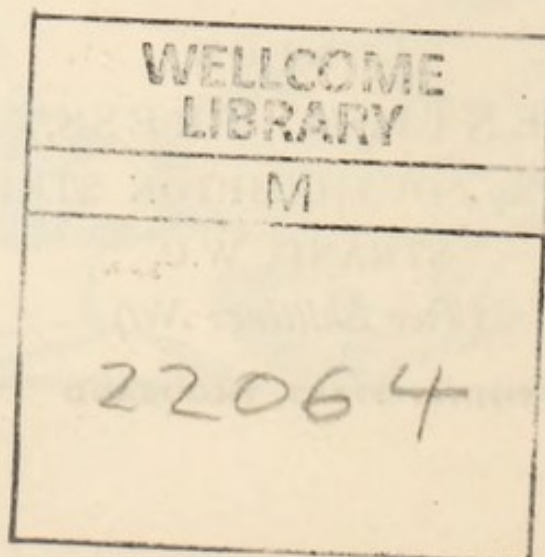
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PREFACE.

THE present is the ninth edition of "How to Become a Nurse". It was published originally to fulfil two useful purposes. First, to meet the case of every woman who is attracted to nursing and who desires to become a fully trained nurse ; secondly, to be of assistance to matrons and hospital officials in lessening the amount of correspondence with which they were and are, we fear, still often inundated by inquirers, many of whom seek the information which this book contains. From the outset its contents have been official, for they have been carefully revised for each edition by the representative of every institution included in its pages. The Editor can never repay his indebtedness to those who for decades of years have continuously extended their courteous co-operation to him and have so enabled the book to be made as complete and accurate as it undoubtedly is.

The present edition of this book has the further merit of containing complete information well up to date. In the course of twenty years it has grown to be properly regarded as an exhaustive manual of nurse training in all its branches. The Editor from the outset has taken a practical interest in the adequate training of certificated nurses for the sick, having organized the first provincial training school on modern lines so long ago as 1869. In increasing measure through this series of years he has received most cordial and active co-operation from the representatives of hospital, nursing and medical institutions throughout the Empire, and indeed it may be said with truth throughout the world. His indebtedness to

everybody concerned is indeed great, and his gratitude to them is beyond his power adequately to express.

The present volume contains full particulars concerning nurse-training schools in this country, in the British dependencies beyond the seas, and in certain typical institutions in the U.S.A. We may add that considerations of space, and the fact that the information is given each year in Burdett's "*Hospitals and Charities*," have caused the Editor not to include particulars of nursing associations and homes, and of the pay hospitals under British management situated in Europe and elsewhere. The full table of contents and an exhaustive index render it unnecessary to elaborate further the contents of this book. The ninth edition has necessitated a careful revision of every section it contains. These include the introduction of the latest regulations and facilities everywhere offered for training; a number of additional and special branches at many institutions embracing courses in administration involving all the higher offices, housekeeping and sick cookery, X-rays, electrical, bathing, heat, massage and other treatment, in midwifery, and in ophthalmic, mental and other special branches of nursing. These courses and the nature and character of the training and certificates given manifest, as we are glad to note, a never-failing tendency to raise the standard of training in every department almost everywhere.

We may properly add a word of warning to every woman who is attracted to nursing to seek competent advice before entering for training. This course will enable her not to waste her time by becoming associated with an institution containing less than 100 beds, although the smaller institutions may have the temerity to offer her a certificate of three years' training. Most of the disappointment and many of the failures that have occurred in the past, whereby a career in nursing may have been handicapped and even defeated, might have been avoided had the advice here tendered been taken and acted upon before entering an institution for training. It may interest every one to have their attention drawn to the fact that,

in the present edition, in our classification of institutions and special hospitals containing less than 100 beds, we have specially ear-marked (*a*) those which issue a certificate after three years' training, and (*b*) those which grant certificates after less than three years' training. In the Poor Law Section we have thought it might be helpful to mark distinctly those institutions the certificate of which qualifies candidates who are also certified midwives for the post of Superintendent Nurse under the Poor Law Nursing Order, 1913. There is a general tendency in special hospitals, notably in the case of children's hospitals, to extend the period of training to three years. One of the most remarkable progressive developments in recent years is that to be met with in the nursing arrangements of Poor Law Infirmarys and of certain hospitals which have raised their standard and re-organized their system of training for nurses.

It is gratifying to be able to congratulate the management of the majority of institutions, where nurses are trained and employed, upon the continuous improvement which is taking place in the quality and character of the accommodation provided for sisters, nurses and probationers. Each year adds to the number of institutions entitled to be regarded as efficiently managed, because they have taken pains to increase the salaries and emoluments and the off-duty hours of the whole of the nurses they employ.

It may be well in the special circumstances and war conditions of the year in which this edition appears to state that readers will find within its pages the latest information concerning the British Red Cross Society, and the Order of St. John of Jerusalem, and to mention the circumstance that particulars relating to the Navy and Army as training schools for male nurses are given. Those interested will find that the list of holders of the Royal Red Cross includes the names of those on whom the order has been conferred during the Great War.

We hope all who habitually use this book will agree that the arrangement of the sections in the present volume

is clearer and fuller than ever before, and that the utility and helpfulness of "How to Become a Nurse" is not only maintained but increased by the information given in the ninth edition. Our thanks are due and are most heartily tendered to all who by their co-operation have rendered material assistance in securing this practical result. We are duly sensible that the book's present completeness owes much to the suggestions and criticism which have been tendered to us in reply to our invitation by those who habitually use the book and who have very kindly sent them to the Editor. We hope that this useful form of helpfulness may be continued and even extended henceforward.

CONTENTS.

	PAGE
PREFACE - - - - -	v
CHAPTER I. ADVICE TO WOMEN DESIROUS OF BECOMING NURSES -	i
How to Prepare at Home for Becoming a Nurse—How to Prepare in the Midst of Other Work for Becoming a Nurse—How to Make Application for Training—Advice for Older Women in Taking up Nursing.	
CHAPTER II. SICKNESS AND OLD AGE - - - - -	ii
The Royal National Pension Fund for Nurses—Importance of Providing Early in Life for Old Age Pension and Sickness Provision—The Junius S. Morgan Benevolent Fund—The Nurses' Insurance Society.	
CHAPTER III. GENERAL INTRODUCTION TO TRAINING SCHOOLS -	13
The Common Requirements of the Schools—General Hospitals: Age ; Pre- liminary Requirements ; Agreement with the Hospital ; Length of Train- ing ; System of Training ; Examinations ; Certificates ; Medals and Prizes ; Hours on Duty ; Duties ; Recreation ; Salary ; Uniform and Laundry ; Premium ; Sleeping Accommodation ; Pension Arrangements ; Age of Retirement—Paying Probationers—Preliminary Training—Poor Law Infirmaries—Special Hospitals—Children's Hospitals—Midwifery and Monthly Nursing—Fever Nursing—Minor Hospitals and Homes— Lunatic Hospitals.	
CHAPTER IV. THE TRAINING OF MALE NURSES - - - - -	33
The Army—The Navy—Civil Hospitals—Mental Hospitals—Agencies for Employing Male Nurses.	
THE DIRECTORY OF INSTITUTIONS.	
SECTION	
I. INSTITUTIONS FOR COMPLETE NURSE TRAINING - - - - -	39
General Hospitals and Poor Law Infirmaries with 100 Beds and over which Train Probationers.	
II. INSTITUTIONS FOR PARTIAL NURSE TRAINING - - - - -	149
(i) General Hospitals and Poor Law Infirmaries with under 100 Beds, all Special Hospitals other than for Infectious Diseases, and all other Institutions and Associations which Train Probationers.	
(ii) Hospitals for Infectious Diseases which Train Probationers therein.	
III. SOME COLONIAL AND AMERICAN HOSPITALS AND NURSE- TRAINING SCHOOLS - - - - -	319
IV. TRAINING SCHOOLS FOR ATTENDANTS ON THE INSANE - - -	347
V. PROVIDENT FUNDS, EXAMINING BODIES, ASSOCIATIONS FOR THE BENEFIT OF NURSES, ETC. - - - - -	355
INDEX - - - - -	375

CONTENTS

1	Introduction	1
2	Chapter I. The History of the Language	2
3	Chapter II. The Grammar of the Language	3
4	Chapter III. The Vocabulary of the Language	4
5	Chapter IV. The Syntax of the Language	5
6	Chapter V. The Prosody of the Language	6
7	Chapter VI. The Etymology of the Language	7
8	Chapter VII. The Phonetics of the Language	8
9	Chapter VIII. The Semantics of the Language	9
10	Chapter IX. The Pragmatics of the Language	10
11	Chapter X. The Sociolinguistics of the Language	11
12	Chapter XI. The Linguistics of the Language	12
13	Chapter XII. The Literature of the Language	13
14	Chapter XIII. The Folklore of the Language	14
15	Chapter XIV. The Music of the Language	15
16	Chapter XV. The Art of the Language	16
17	Chapter XVI. The Science of the Language	17
18	Chapter XVII. The Philosophy of the Language	18
19	Chapter XVIII. The Psychology of the Language	19
20	Chapter XIX. The Sociology of the Language	20
21	Chapter XX. The Anthropology of the Language	21
22	Chapter XXI. The Geography of the Language	22
23	Chapter XXII. The History of the Language	23
24	Chapter XXIII. The Grammar of the Language	24
25	Chapter XXIV. The Vocabulary of the Language	25
26	Chapter XXV. The Syntax of the Language	26
27	Chapter XXVI. The Prosody of the Language	27
28	Chapter XXVII. The Etymology of the Language	28
29	Chapter XXVIII. The Phonetics of the Language	29
30	Chapter XXIX. The Semantics of the Language	30
31	Chapter XXX. The Pragmatics of the Language	31
32	Chapter XXXI. The Sociolinguistics of the Language	32
33	Chapter XXXII. The Linguistics of the Language	33
34	Chapter XXXIII. The Literature of the Language	34
35	Chapter XXXIV. The Folklore of the Language	35
36	Chapter XXXV. The Music of the Language	36
37	Chapter XXXVI. The Art of the Language	37
38	Chapter XXXVII. The Science of the Language	38
39	Chapter XXXVIII. The Philosophy of the Language	39
40	Chapter XXXIX. The Psychology of the Language	40
41	Chapter XL. The Sociology of the Language	41
42	Chapter XLI. The Anthropology of the Language	42
43	Chapter XLII. The Geography of the Language	43
44	Chapter XLIII. The History of the Language	44
45	Chapter XLIV. The Grammar of the Language	45
46	Chapter XLV. The Vocabulary of the Language	46
47	Chapter XLVI. The Syntax of the Language	47
48	Chapter XLVII. The Prosody of the Language	48
49	Chapter XLVIII. The Etymology of the Language	49
50	Chapter XLIX. The Phonetics of the Language	50
51	Chapter L. The Semantics of the Language	51
52	Chapter LI. The Pragmatics of the Language	52
53	Chapter LII. The Sociolinguistics of the Language	53
54	Chapter LIII. The Linguistics of the Language	54
55	Chapter LIV. The Literature of the Language	55
56	Chapter LV. The Folklore of the Language	56
57	Chapter LVI. The Music of the Language	57
58	Chapter LVII. The Art of the Language	58
59	Chapter LVIII. The Science of the Language	59
60	Chapter LIX. The Philosophy of the Language	60
61	Chapter LX. The Psychology of the Language	61
62	Chapter LXI. The Sociology of the Language	62
63	Chapter LXII. The Anthropology of the Language	63
64	Chapter LXIII. The Geography of the Language	64
65	Chapter LXIV. The History of the Language	65
66	Chapter LXV. The Grammar of the Language	66
67	Chapter LXVI. The Vocabulary of the Language	67
68	Chapter LXVII. The Syntax of the Language	68
69	Chapter LXVIII. The Prosody of the Language	69
70	Chapter LXIX. The Etymology of the Language	70
71	Chapter LXX. The Phonetics of the Language	71
72	Chapter LXXI. The Semantics of the Language	72
73	Chapter LXXII. The Pragmatics of the Language	73
74	Chapter LXXIII. The Sociolinguistics of the Language	74
75	Chapter LXXIV. The Linguistics of the Language	75
76	Chapter LXXV. The Literature of the Language	76
77	Chapter LXXVI. The Folklore of the Language	77
78	Chapter LXXVII. The Music of the Language	78
79	Chapter LXXVIII. The Art of the Language	79
80	Chapter LXXIX. The Science of the Language	80
81	Chapter LXXX. The Philosophy of the Language	81
82	Chapter LXXXI. The Psychology of the Language	82
83	Chapter LXXXII. The Sociology of the Language	83
84	Chapter LXXXIII. The Anthropology of the Language	84
85	Chapter LXXXIV. The Geography of the Language	85
86	Chapter LXXXV. The History of the Language	86
87	Chapter LXXXVI. The Grammar of the Language	87
88	Chapter LXXXVII. The Vocabulary of the Language	88
89	Chapter LXXXVIII. The Syntax of the Language	89
90	Chapter LXXXIX. The Prosody of the Language	90
91	Chapter LXXXX. The Etymology of the Language	91
92	Chapter LXXXXI. The Phonetics of the Language	92
93	Chapter LXXXXII. The Semantics of the Language	93
94	Chapter LXXXXIII. The Pragmatics of the Language	94
95	Chapter LXXXXIV. The Sociolinguistics of the Language	95
96	Chapter LXXXXV. The Linguistics of the Language	96
97	Chapter LXXXXVI. The Literature of the Language	97
98	Chapter LXXXXVII. The Folklore of the Language	98
99	Chapter LXXXXVIII. The Music of the Language	99
100	Chapter LXXXXIX. The Art of the Language	100

CHAPTER I.

ADVICE TO WOMEN DESIROUS OF BECOMING NURSES.

Preparation whilst at home—Preparation whilst in other employment—How to apply—Advice to older women.

THE desire to become a nurse frequently stirs in women long before they can put it to the test by actually entering a hospital. The age at which probationers are usually received is twenty-three, though the present tendency is to reduce that age by a year or two; yet it may happen that several years have to be filled in before the girl who is ambitious to become a nurse can start her regular training. It is highly important for her future as a nurse that these years shall be filled in usefully, but it happens too often that they are frittered away in attempts to learn nursing out of books, or in restless endeavours to find some hospital which will accept candidates below the usual age. This waiting period always has its special difficulties, differing in character according to the circumstances of the candidate. The waiting probationer may be one whose parents can afford to let her remain at home unemployed till the age of twenty-three before commencing her career, or she may be compelled to earn her own living as soon as she leaves school. Perhaps the waiting time is even more important for the first class of probationer than the second, since the very struggle to earn a living is in itself preparation for assuming responsible duties, and this the home girl often completely lacks. The war has led to attempts to give V.A.D. workers some practical knowledge and hints as to first aid nursing in hospital wards. These attempts are to help over war time, and V.A.D. workers who avail themselves of the short course of ward experience must avoid the evil of claiming to be trained nurses either in name or in fact. The moral side of future issues which might arise should be obviated by the high character and

motives of all competent V.A.D. workers. The public will please note. The following hints may be of service to both the leisured and the working candidate.

HOW TO PREPARE AT HOME FOR BECOMING A NURSE.

Girls who have had a home education are often quite unpractised in the art of concentrating the mind on instruction given by word of mouth through lectures, on note-taking, and the writing of concise answers to questions. Much of the instruction in hospitals is given by means of lectures. First of all then this branch of education if neglected should be rubbed up. The candidate should make a practice of attending some course of lectures and keeping very orderly notes. Few girls realise—even those who have had educational advantages—the importance of writing a clear, legible hand and spelling correctly. The great majority of would-be nurses would be well advised to improve their preliminary leisure by practising diligently these two homely accomplishments. The candidate should practise answering examination questions, sets of which, suitable to any grade of education, can be obtained from the College of Preceptors, Bloomsbury Square, London, W.C. She will find it advantageous to have passed one or other of these examinations or those of the Oxford and Cambridge Board, and the effort will be well repaid later on when she is working in the hospital classroom. When she is sure of her powers of expression, and perhaps if she has been educated at a High School these things will come comparatively easy, she should take a course of lectures in Physiology and Hygiene which are given locally under the auspices of the Board of Education. Information respecting local courses of instruction in these subjects can be obtained from the Local Education authorities. By this means the elements of anatomy, physiology and hygiene may be mastered, and the student will be prepared to study these subjects later on from the very different standpoint of the hospital, that is from the point of view of disease instead of health. All this time

nursing manuals must be avoided, for they can only perplex and mislead the novice, but a course of lectures of the St. John Ambulance Association, on "First Aid" and Home Nursing, with a careful study of the books accompanying them, might well be taken, with the attendant examinations, by any waiting candidate, and cannot fail to prove useful on entering hospital. The only practical way to learn nursing is in the wards of a hospital, and technical books on nursing during the time of preliminary preparation should be left severely alone. In addition to the studies in physiology, a course of book-keeping may now be taken. This branch of knowledge is invaluable to women who become superintendents, and in every branch of nursing many pitfalls are avoided by those who know how to keep accounts properly. A knowledge of Latin too—and French if possible—however slight, is a great help afterwards in understanding the technical terms that occur in the hospital lectures a nurse has to attend, and a girl may do much at home to teach herself the rudiments of these languages, or to rub up what she learnt at school. Chemistry is another useful and interesting study. Every course of study should be made good where possible by passing an examination. It is good practice and gives a sense of achievement. So much for the mental faculties.

As regards the bodily faculties the habit of rising early and working for an hour or two before breakfast should be acquired, if necessary, with the aid of a cup of milk. Nursing is a very active profession, and the more active the probationer before she begins her training, the less she will feel the very severe strain of beginning. It is an excellent plan for a girl to place herself for a few hours every day under the orders of an upper servant and learn systematically to turn out a room, dust, sweep, clean grates, clean silver, lay the cloth, light fires, etc. It is true she will not need to do all these things when she is a nurse, but all through her career she will have to show other people how to do them properly, and an ounce

of practice is worth a pound of theory. A good deal of manual work falls to the lot of the probationer, and although the work may be done in a different way from that which has been practised, it will come very easy to those who are accustomed to perform household duties. A course of instruction in cookery ought certainly to be fitted in during these waiting years. This should be obtained from a properly qualified teacher in preference to the family cook, and if opportunity offers of actually filling the cook's place for a short time and getting a real insight into kitchen management it should not be neglected. Such experience will be of untold value in subsequent superintendence. Any opportunity which offers of learning practical housekeeping should be seized. Differences in prices and quality can be studied, with the aid of the stores' lists and with small samples of ordinary articles, and an attempt can be made to judge the quality of meat, etc., by the appearance. Nursing consists not merely in performing duties which centre round the patients' persons, but in superintending the complex arrangements needed to feed, warm and house them, to keep the persons who tend them in good health, to keep their environment sweet and clean, and to remove all influences which could war against their recovery. The history of Miss Nightingale's triumphs and trials in the Crimean War should be studied by all who wish to understand how large a part commissariat and organisation hold in the science and art of nursing. Admirable courses in home science have been arranged at King's College, and at University College, London, and there could be no better preparation for women desirous of fitting themselves for the higher institutional posts.

However early the preparation begins, it is clear that there is plenty to do. But let it be supposed that some such outline of study has been followed as has here been sketched, that the elements of hygiene and physiology have been mastered, that a thorough course of cookery has been taken, and that the candidate has fitted herself in all sorts of practical ways for the life of an eminently practical

woman. Is there nothing else which can be done, it may be asked, in the last year before entering hospital, to advance the future career? There are two useful subjects in which it is quite possible to become proficient before the probationer period begins, *viz.*: (1) massage and (2) dispensing. Application should be made to the Secretary, the Incorporated Society of Trained Masseuses, 157 Great Portland Street, London, W., for particulars as to training in massage, the schools recommended, and so forth. The course for the Society's examination is 6 months. Particulars as to cost, etc., of learning dispensing may be obtained from Miss Buchanan, Pharmaceutical Chemist, Gordon Hall, Gordon Square, London, W.C. A preliminary examination must be passed in English, Latin, a Modern Language, Arithmetic, Euclid and Algebra. In taking up either massage or dispensing, and both will prove of great advantage in the future, it is little use to work in an amateurish manner by getting a few hints from a friend or attempting to learn from books. To be of any use to a nurse both subjects need to be studied systematically under regular teachers, and unless proficiency is attested by a certificate it will not count.

Every accomplishment, such as music, singing, painting, photography, needlework, gardening, etc., should be developed to the full, for they will bring a rich return in years to come as a source of refreshment.

Lastly, as to physical fitness: it is wise for those who are not strong, yet feel a vocation for the nurse's life, to get a doctor to report on their condition. If he reports that the heart and lungs are sound the general physique can probably be toned up by intelligent treatment. The teeth should be put in thorough order. A course of Swedish exercises will prove very helpful if practised with regular deep breathing daily, living and sleeping with open windows. There is one form of exercise open to all, which doctors are becoming unanimous in declaring to be the best, that may well be recommended to the waiting candidate. This is walking. It has the advantage of being free from most of the risks and drawbacks accompanying

cycling, riding, rowing and many other sports, while it exercises and strengthens most of the muscles of the body. A brisk daily walk for an hour or two in the fresh air should not then be neglected by any, especially by the delicate girl anxious to become strong enough for hospital work. It is very stimulating to adhere to a daily timetable of useful work, concentrating the efforts on bringing help and cheer to those around, and disciplining the mind by turning it courageously away from painful and morbid thoughts. Those who aspire to be a source of strength to sick people must know how to govern their own thoughts and banish such as sap their energy and faith.

HOW TO PREPARE IN THE MIDST OF OTHER WORK FOR BECOMING A NURSE.

Much of what has been written above will prove applicable for the girl who is turning her thoughts to the profession of nursing while earning her own living until she is old enough to begin her training.

It is necessary to give a caution against the common fallacy of believing that the post of ward-maid will lead on to becoming a nurse. It might as well be believed that to be a doctor's boy would lead on to being a doctor. Girls from the country often fall into this mistake and find out when it is too late that they have ruined their chances of getting trained. It is true that employment on the domestic staff in some hospitals offers many good chances of self-improvement, and leads to settled and well-paid posts. It is an admirable branch of the hospital service, and is becoming better organised every day. But, instead of proving a stepping-stone to getting trained, to have been a ward-maid is the worst possible impediment in the path of an intending probationer. Domestic service is not usually considered a good preparation for women who wish to become nurses, not because it is not an honourable calling, but because it includes in its ranks many who have acquired an unsatisfactory tone and demeanour, and matrons are deluged with unsuitable candidates of this description,

rendering discrimination very difficult. An important exception may however be made occasionally in favour of "children's nurses," especially where such candidates have been in the same situation two or more years, occupying a post of trust and responsibility. Such "children's nurses" are often well worth training as hospital nurses, though each application must of course be taken entirely on its own merits.

A post as "mother's help" is likely to prove useful, for here experience in practical domestic work can be gained, and the care of infants and young children undertaken. Girls who have occupied such posts usually make better probationers than those previously employed in shops and other houses of business. These last are often—not always, of course—untidy, dressy, and deficient in domestic knowledge.

The intending candidate may also be advised to lose no opportunity of doing a little practical nursing whenever a near relative or friend requires such services. Many a useful hint as to the management of an invalid can be picked up in the sick room at home and applied later on to the hospital patient, while though the ailment may be nothing more exciting than chronic rheumatism or bronchitis, it will nevertheless be a real object lesson in the care of the sick. A girl who has been the mainstay of a delicate parent: who has managed the household during her mother's absence: to whom every member of the family invariably goes with cut fingers, headaches, and such like; who, perhaps, has watched and helped a trained nurse in her own home, and even assisted her in preparing for an operation on some dear one: such a girl is necessarily far better fitted for hospital life than one who knows absolutely nothing about illness and homely remedies, who has been in the habit of shirking all responsibility, and regards as a distasteful duty any attention required from her to a sick relative.

Every profession, business, trade or occupation can however be turned into a good preparation for the duties of a

nurse by throwing the whole energies into the affair of the moment, working always with the brains as well as with the fingers, and cultivating a sense of responsibility towards both subordinates and superiors. Much of the success of a nurse depends on ability to work harmoniously with other people, not merely with such as are sympathetic, but also with those who are rough in manner and even personally distasteful. She must learn to be patient with stupidity, and to be even-tempered when she believes herself to be unfairly treated. To practise this difficult art will lay a good foundation for the future, for all the nurse's work is done in association with others, and these others will necessarily be as imperfect as herself. If possible a few pounds should be laid by towards any expenses incurred in beginning the training. The expenses of preliminary training, which is the passport to some of the best training schools, amount to about ten pounds, and even if there are no preliminary fees to pay, it is still a great source of strength to have a little money put by for the lean years during which a very small salary will be received. An effort at self-denial and forethought before taking up the weighty life work which is implied in getting trained to be a nurse is sign of a true vocation. The nurse must aim before all else at attaining self-reliance, and nothing develops this quality more surely than the self-sacrifice of foregoing pleasure for some future good.

In spare time, and in every direction which offers, preparation can be undertaken as advised above for the specific duties of the probationer, but the preparation of the character which is afforded by doing regular work in the right spirit is better than all the rest.

HOW TO MAKE APPLICATION FOR TRAINING.

There are many branches of nursing, and the following pages will help to enable those who desire to enter the profession to select from the beginning the kind of work best adapted to their capacities and to obtain the training best calculated to fit them for the work they want. It is not always easy to get trained. There are a great many

applicants for vacancies at the best hospitals, and matrons are often obliged to reject quite suitable candidates for want of room. It is therefore very important that the application to be trained, which will be received among a crowd of others, shall be business-like and offer the matron from the beginning an impression that there is a responsible being behind it, of the material which makes good nurses. She is on the look-out for steady working-women, not for high-strung, sentimental girls, possessed with an exaggerated idea of their own talents and importance. Having selected a suitable hospital a formal note must be written to the matron, enclosing a stamp, but not a stamped envelope, asking her to send a form of application to become a probationer. There is no need to enter into any particulars in this preliminary note. The applicant's age, present occupation, and wish to be trained as a nurse should be mentioned, and care should be taken to write a neat letter, for a slovenly one may produce a reply that there are no vacancies, meaning no vacancies for uneducated women. The form of application states distinctly what information must be given and too much pains cannot be taken in filling it in. A rough copy should be made on a blank sheet first, and then before copying it on to the form a friend should be asked to go through it point by point to make sure that it is clearly expressed. In returning the form a letter should be written giving such additional information as is likely to show the matron the applicant's capabilities, such as a mention of examinations passed, or of any position of responsibility creditably held. In getting friends to write the necessary letters of recommendation it may be necessary to warn them not to expatiate so much on amiable traits of character, as to mention a capacity for doing certain things well. The matron will be more impressed with the fact that Miss A. B. has creditably kept house for her father on very small means, than with the fact that the friend "cannot speak too highly of the sweet disposition and admirable qualities of Miss A. B.". The next step is an interview with the matron. In all probability, if accepted, the candi-

date will have to wait a few months for a vacancy. Very probably, too, she will be compelled to apply at several hospitals before being accepted; she must be prepared for this from the beginning and guard against getting discouraged by one or two failures. There is always a niche for the woman with a true vocation.

ADVICE FOR OLDER WOMEN IN TAKING UP NURSING.

After thirty it is not very easy to obtain a three years' course of training. The entire subordination required of the probationer is less easy for older women to accept with a good grace, and hence matrons as a rule prefer younger women as probationers. Moreover, if the training is not completed till about thirty-five the best period of work is curtailed to little more than ten years. For this reason, if a woman wishes to be trained later in life than usual, it is better for her to take up midwifery, or obtain a year's training in district work and become a village nurse, or take up work in a convalescent home or sanatorium, where probationers are much in request for slight training, and where various posts, not needing a fully trained nurse, are to be had. Very interesting work offers among defective children and epileptics, and it is far better to specialise in this way than to compete at a disadvantage as regards age in a crowded profession. Free training for a less period than three years in a general hospital recognised as a training school is not to be had. Probationers must either go through the whole course or pay, generally at the rate of a guinea a week, for their training. But there are many special and cottage hospitals which give one or two years' training, and such training, though it will not prove a passport to any of the higher nursing posts or to good private work, will fit the nurse for work in convalescent homes and other institutions. It is the greatest possible mistake to believe that a little training will place a variety of lucrative chronic posts at the nurse's disposal. There is great competition for all such posts, and as a rule they are very poorly paid.

CHAPTER II.

SICKNESS AND OLD AGE.

The Royal National Pension Fund—The Nurses' Insurance Society.

THE ROYAL NATIONAL PENSION FUND FOR NURSES.

THE experience of the Royal National Pension Fund for Nurses proves that nurses as a class live long, but during their working years they are very liable to illness. Twenty-five years' work has proved that every nurse can, if she chooses, readily provide for herself through the Pension Fund against the day of sickness and old age. The secret is to join the Fund on becoming a probationer, taking out a small policy entailing a small premium, and then to take out further policies as the earnings increase, until a minimum of 10s. a week in the day of sickness and on retirement from work is ensured. What each nurse must learn in regard to her savings is to begin at once, because in that way the premium payable is so small as to be relatively immaterial. If a nurse delays joining the Fund until she is thirty-five or even thirty years of age the increased premium may become a material consideration. The Royal National Pension Fund is so organised that every policyholder who joins for sick pay and pension may be practically provided for throughout the whole of her life.

The Pension Building of the Fund, 15 Buckingham Street, Strand, London, W.C., contains an office where Miss Rosa Smith, the Secretary of the Benevolent Branch, can be consulted by policy-holders upon every matter of difficulty which arises. In this way they can procure appliances at a minimum cost, and help of all kinds without delay or expense. Nurses can also use the Fund as a bank, and every year upwards of £40,000 is withdrawn

from the Fund by policy-holders for various purposes. That every nurse who has self-reliance and thrift can readily become a policy-holder is proved by the knowledge that in twenty-eight years nurses have paid into the Fund about £2,100,000 from their earnings, of which over £1,900,000 remained to their credit at the end of 1914. The difference represents the sum drawn out by nurses who have used the Fund as a savings bank.

Every woman who contemplates becoming a nurse should make herself familiar with the scheme of the Pension Fund. It is the nurses' own fund; it is the largest thrift agency for women workers the world possesses; and all the arrangements, which are now perfected, have been conceived and carried out with the sole object of providing for every conceivable need which is likely to arise or present itself for solution to a nurse during the time of her working life and afterwards.

A letter of request for particulars, enclosing a stamp for reply, addressed to the Secretary, Royal National Pension Fund for Nurses, 15 Buckingham Street, Strand, London, W.C., will enable anyone to obtain all the information she may need.

NURSES AND THE NATIONAL INSURANCE ACT.

Nurses, like other people, have had to insure under the National Insurance Act, and to enable them to do this, the Fund formed a "separate section" in the name of the Nurses' Insurance Society through which the contributions required by the Act can be made. It is open to all women nurses whether they are members of the Pension Fund or not. In fact, any woman whose duty is that of attendance on the sick and suffering will be eligible to make application for membership.

Men, whether they be nurses or not, are not accepted as members.

Fulllest particulars on the subject may be obtained from the Secretary, Nurses' Insurance Society, 15 Buckingham Street, Strand, London, W.C.

CHAPTER III.

GENERAL INTRODUCTION TO TRAINING SCHOOLS.¹

General Hospitals : Age, Preliminary Requirements, Agreement with the Hospital, Length and System of Training, Examinations, Certificates, Medals and Prizes, Hours, Duties, Recreation, Salary, Uniform and Laundry, Premium, Sleeping Accommodation, Pension Arrangements, Retirement, Paying Probationers, Preliminary Training — Poor Law Infirmarys, The training given thereat, Points to be borne in mind— Special Hospitals — Children's Hospitals — Midwifery and Monthly Nursing — Fever Nursing — Minor Hospitals and Homes — Mental Nursing.

THE COMMON REQUIREMENTS OF THE SCHOOLS.

THE particulars contained in this book are arranged on a uniform plan as will be seen on turning to the Contents, 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 the following 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.

¹ For lists of institutions affording training, see Sections I., II. and III., pages 41 to 346.

GENERAL HOSPITALS.

Age.—As a rule, the large training schools will not accept as probationers women under twenty-three or over thirty-five years of age, but some few accept probationers at twenty to twenty-one. The authorities at children's 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.—What infectious or other illnesses have you had ?
- 17.—Have you had rheumatism, rheumatic fever, or varicose veins ?
- 18.—Have you been re-vaccinated ? If so, how long ago ?
- 19.—Has any member of your family suffered from consumption, insanity or epilepsy ?
- 20.—The name and address of a householder (who may be a relative if preferred) who is willing to undertake with you to be severally and jointly responsible to pay to the Hospital a sum of £10 if, after admission to the Preliminary Training Home, you, of your own accord, decide to leave either before or after admission to the Hospital.
- 21.—If accepted, about what date do you desire to secure a vacancy ?
- 22.—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, and frequently from a dentist, have to accompany the application form on its return to the matron, together with references as to character. Most hospitals require the candidates to undergo a medical examination at the hands of one of their medical staff.

A personal interview with the matron, who ordinarily sets apart special days for that purpose, first takes place, 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, as a rule, 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 some cases she will have to give her services for this period gratuitously. In some of the smaller general hospitals, a candidate may be allowed to wear during the trial period a uniform of her own should she happen to possess one. This will save her the expense of purchasing fresh material, in case for any reason she should not be accepted as a regular probationer. When, therefore, a candidate has had previous experience at another hospital and still has its uniform in good condition, before obtaining patterns of the uniform required at that particular hospital, she should make a point of inquiring from the matron of her future training-school whether she may be allowed to wear the uniform she has during the trial period.

Agreement with the Hospital.—If she satisfies the matron during her time on trial, and is accepted as a probationer, she 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 many of the best schools to require an agreement for four years, two or three of which are devoted to training, and the rest 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 sisters and teachers, and by the medical staff on elementary anatomy and physiology and other subjects, which occasionally include pharmacy. Class instruction in nursing generally is given by the matron, lady superintendent or special teacher. It is becoming more and more the custom to include in the nurses' curriculum a course of instruction in sick-room cookery, and at several of the large general hospitals certain of the nurses are granted facilities for preparation for the examinations in midwifery of the Central Midwives Board and in massage of the Incorporated Society of Trained Masseuses. Dispensing is also taught in many hospitals. A few of the hospitals have housekeeping courses for trained nurses, and at Guy's Hospital an administrative course may be taken.

Examinations.—At the best organised hospitals, at the end of each course of lectures, a written examination is held by an outside examiner. Such training schools endeavour as far as possible to arrange that probationers are able to pass all their examinations during the first eighteen months of their training. This is an infinitely preferable system to that which divides the lectures into first, second and third year courses, for it enables the nurse to become much more practically efficient by being free from all examinations after the strictly probationary period of her career is passed. The sooner she leaves behind her the general elementary instruction, which applies equally to almost every

patient, the better, for then a nurse can devote her whole mind to the nursing of every kind of case, by which means alone can she become really efficient in her profession.

Certificates.—Most training schools give their probationers a certificate upon the completion of their engagement with the institution, and, in order to obtain this certificate, they must have satisfied the lady superintendent as well as the examiners. It is the practice to grant certificates in massage, midwifery and other special courses only to those members who take these separate branches of nursing. At the London Hospital a certificate of general training is given at the end of two years and a full certificate of training at the end of four years. The latter implies that the nurse has had sufficient experience, and that her qualifications as a trained nurse have been put to an adequate and practical test. It is a great advantage to a nurse to have had four years' work under the direct supervision of her training school. At those hospitals which have a private staff of nurses working outside the hospital it is maintained that this experience renders a nurse better fitted to resume hospital nursing. Those nurses, however, who prefer it do not return to the hospital staff, but remain private nurses. Every London Hospital nurse, if she so desires, can obtain three out of four years' training on the hospital staff and so become eligible to join the staff of the Government nursing services.

Medals and Prizes.—At most of the larger hospitals medals are awarded to the three probationers who gain the highest total of marks in all the examinations during the year. There are extra prizes, often of books, awarded. It is customary too in several institutions to award a prize to probationers who gain the highest marks in (a) the surgical examination and (b) the medical and nursing examination. There are also special medals or awards for massage, and certificates are granted after examination in sick-room cookery.

Hours on Duty.—The following gives a general idea of a nurse's hours when on day duty. Breakfast, 6.30 A.M. ;

wards, 7 A.M. to 9.30 P.M., with a break of 10 or 15 minutes at about 10 o'clock for lunch, half an hour at 12.45 or 1.15 for dinner, and half an hour at 5 or 5.30 for tea; supper at 9 or 9.30 P.M.; bedroom at 10, and lights out at 10.30 P.M. In most well-administered hospitals family prayers are read each day in the wards at 8.30 A.M. so as to include both day and night staffs as well as the patients. When on night duty a nurse gets up at 8.15 P.M., breakfasts at 8.50, and reaches the wards at 9.15 P.M., where she remains until she comes off duty at 9.15 the following morning. During the time on duty there is half an hour off at about 12.30, 1 or 1.30 A.M. Dinner is taken at 10 A.M., supper at noon, and the nurse retires to her bedroom at 1 P.M. As a rule nurses are upon day and night duty alternately for periods of three months at a time.

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

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 a quarter-past twelve o'clock, as arranged by the sister, probationers go to dinner, returning to their wards in three quarters of 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 make beds, sweep and dust the ward and assist with the patients' tea.

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

During the evening they make beds; wash backs; take round supper; help the 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 nine o'clock, at half-past nine they go to prayers, and after prayers they retire to their rooms. 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 they have supper half an hour later. 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 duty of giving medicines and stimulants may be entrusted by the sister to a nurse who has received instruction in dispensing.

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, have breakfast at twenty-five minutes to nine, and at five minutes past nine o'clock prayers are said in the chapel. At a quarter past nine they go on duty in the wards. They first visit the sister's room, where they receive instructions for the night. At 12.30, 1 or 1.30 A.M. they leave the wards in turns for half an hour to enable them to take a meal with hot soup, tea or coffee in the dining-hall. 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' breakfast, dust the ward and leave everything clean and tidy for the day nurse. At eight o'clock they give their report to the sister, and at half-past eight they leave the ward. At nine o'clock dinner is served, and at half-past nine prayers are said in the chapel. After dinner, those who

wish get permits to go out from the night sister, and they must return to their rooms not later than one o'clock. They must, on their return, place their permits in the box outside the matron's office. At twelve o'clock luncheon is served for those who wish it, and at one o'clock all nurses must be in their rooms, 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 ten o'clock in the evening either at the nursing home or to the night sister.

As a rule nurses are upon day and night duty alternately for periods of three months at a time.

Recreation.—Probationers are usually allowed off duty for about two hours daily (which may mean one hour one day and three hours the next), for two half-days and a whole day monthly, and on Sundays two and a half hours and five hours alternate weeks, and they receive two to three weeks' holiday in the year. Nurses and sisters have rather longer hours off duty, with occasional week-ends and four weeks' 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 £12, during the third about £18. Staff nurses' salaries run from about £25 to £30 per annum, and sisters from £35 to £40. There is a general and satisfactory tendency in all the best hospitals to increase the salaries paid to all grades of nurses.

Uniform and Laundry.—Usually indoor uniform, or material for making up the uniform, is provided after the end of the trial period, 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.—The sleeping accommodation

for both nurses and probationers in our hospitals is distinctly better than it used to be. The change has taken place gradually, and now in the majority of institutions each nurse or probationer has a separate bedroom. So far as we have been able to get returns, we have noted this point in the detailed particulars relating to each institution.

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 Nurses¹ 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. An increasing number of hospitals have now a system whereby all the nurses who join the Pension Fund have half the premium paid for them by the institution.

Age of Retirement.—A sister or nurse in the best hospitals retires from service at the age of 50 years, but by a special resolution of the Committee she may be retained upon the active list during pleasure for a further period not exceeding five years.

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 are concerned. No salary is paid, and uniform and washing are not provided. Paying probationers, if they desire it, may sometimes after their year's training continue in the hospital as ordinary probationers for the full three years, and qualify themselves for the training certificate. In fact many matrons in filling up the vacancies amongst the ordinary probationers give preference to those candidates who are serving as

¹ See Chapter II.

paying probationers and have shown themselves to be suitable.

PRELIMINARY TRAINING.

Several London and other hospitals have a course of preliminary training for a limited number of selected candidates. The London Hospital provides instruction, board and lodging free of expense at a residence especially reserved for pupils, and an allowance of 2s. 6d. per week is made for washing in the hospital laundry. 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 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. At Guy's Hospital there is a similar preliminary course, the fee for which (including the above items) is £6 6s., paid in advance to the matron of the Hospital. Each probationer has to provide her own indoor uniform and to pay for her personal laundry. There are also preliminary training schools attached to some of the best hospitals up and down the country. The general time-table for pupil-probationers at the London Hospital preliminary training home is: breakfast, 7 A.M., prayers, 7.20 A.M. (attendance at prayers is not compulsory, as the regulations for the London Hospital Training School are unsectarian). By 9.15 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 10.45 A.M. to 12.45 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" and between those hours only they are at liberty to receive their friends; 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 four 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. It is absolutely necessary to adhere strictly to the patterns given for the indoor hospital uniform, and to have it made in exact accordance with the directions given, without the introduction of fancy touches here and there, otherwise would-be probationers 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 if provided by the hospital. Out-door uniform is not essential, and is entirely a matter of personal choice and convenience.

POOR LAW INFIRMARIES.

In the wonderful growth of nursing as a profession there has been a marked improvement during the last twenty or thirty years in many of the Poor Law Infirmarys, and in spite of much that is discouraging, steady progress continues in many places, both in London and the Provinces. Amongst other improvements we find several instances where the nursing staffs have been largely increased to meet the extra demands made upon them by the advance of medical science, as

evidenced by the ever-increasing varieties and methods of treatment now in use.

It is also becoming increasingly recognised that the material for training in these great state hospitals is so comprehensive that, given complete separation from workhouse control, and the latest modern improvements, both structural and administrative, a woman may find in such institutions opportunities of the first order towards making her a really efficient nurse.

In some instances, however, Poor Law Institutions have not reached this condition of efficiency, and the progressive attitude they appeared to be assuming at the beginning of this century has not always been maintained. To some extent this may be due to the great number of social changes, and to the strongly divergent proposals for reform made by the two reports of the Royal Commission on the Poor Laws (1909) which have not even yet been considered by Parliament. But that there are great differences to be found in the methods of administration in different localities cannot be denied, and it is necessary that a nurse should be very careful how she proceeds when selecting for herself a training school.¹ Boards of Guardians are more and more realising the usefulness and excellence of the material under their care, and that by providing competent officials, an adequate staff and comfortable quarters for all, they are not only securing the services of the best class of women to wait upon their sick poor, but are also conferring a real benefit upon the community at large.

It has often been thought that an infirmity trained nurse is lacking in surgical experience. This difficulty however is lessening greatly in the first-class training schools; records of many of these now show that each nurse can attend at least fifty major operations in a separate operat-

¹ In Section I. those poor law institutions where the training qualities (if the candidate is also a certified midwife) for the office of superintendent nurse or head nurse, under Article 5 (1) (b) of the Poor Law (Nursing) Order, 1913, are marked with a dagger (†).

ing apartment during the course of her training. In the absence of students a nurse in these instances is brought into very close touch with the operator, and can therefore acquire most valuable knowledge from each case she attends.

Röntgen-ray apparatus and special departments for varieties of light treatment are also being installed in some places.

Gynæcological and midwifery experience is usually very good; the wide field of diseases in infants and young children also offers special advantages, and probationers can receive training in the treatment of mental and infectious diseases which it is quite impossible for them to obtain in a general hospital. Instruction in the theory and practice of massage and electrical treatment is given where possible.

Regulations for the nursing staff and the conditions of service generally are practically identical in hospitals and infirmaries.

In most cases probationers are engaged between the ages of 21 and 32; they are taken first on trial for two or three months, and if found suitable at the end of that time they sign an agreement to remain in the service of the Guardians for three or four years as the case may be; the certificate is usually given at the end of the third year and supplemented by a second in the form of an official testimonial when the fourth year of satisfactory service is completed. This fourth year is found to be of great value as with the ever-increasing demand for knowledge in the nurse, it is rarely possible for her to include special subjects during her three years' general work.

The salary most commonly offered is £10, £15, £20 for the three years respectively, while for the fourth year £24 or £25 is usual. Sisters, £30 to £40.

In the selection of an infirmary as a training school there are definite qualifications for which the would-be candidate should look.

Complete separation from workhouse control.

A minimum of 250 beds.

A fully trained nurse as matron.

At least two resident medical officers.

A separate midwifery department.

And that as part of her agreement she shall on completion of training be examined by an independent examiner and receive a certificate of efficiency.

Nurses desiring to do private or district work find experience gained in large poor-law infirmaries most useful, particularly as it has taught them the extreme care and attention necessary in all cases of paralysis and prolonged nervous disorders.

In smaller and non-separated infirmaries, though there is certainly scope for diligent care of the sick, it is impossible for a nurse to gain a thorough knowledge of her profession.

A special effort was made by the President of the Local Government Board in 1897 to improve the conditions of nursing the sick poor in workhouses, and in conjunction with the Report of the Departmental Committee to inquire into this, a "nursing order" was drawn up. This undoubtedly did good work at the time, principally perhaps because it insisted upon the appointment of a trained woman as Superintendent Nurse, wherever any arrangements for the care of the sick were able to be made.

The limitations of this plan, however, and the false position in which the superintendent nurse was placed in relation to workhouse officials produced great difficulties, which led to the formation of a Departmental Committee of the Local Government Board to consider the whole question of the nursing of the sick poor in poor-law institutions. In the result the Nursing in Workhouses Order, 1897, was rescinded and the Poor Law Institutions (Nursing) Order, 1913, came into operation on March 31, 1914. Under this new Order the status of the superintendent and head nurses is raised, and skilled nursing attendance, including provision for cases of emergency, is made available for the inmates of every poor-law institution. Every institution with 100 beds for sick inmates has to appoint a superintendent nurse who must be a certified midwife

in addition to being fully trained in general nursing. In smaller institutions, at which three or more nurses are employed, a head nurse must be appointed. In all schools where any real training is at all possible we now find a fully qualified matron, who is entirely responsible for the conduct and work of the female staff, and as time goes on we notice that her position becomes more and more assured, and in many places the bulk of the administration, so far as the female staff is concerned, is passing under her guidance and control.

The authorities of any training school whether under the Poor Law or a voluntary body should undertake to offer to each candidate who comes to them for her training just that completeness of equipment which will enable her to take any position in the profession for which she may afterwards feel herself fitted.

The aim of all infirmary managers needs to be towards a thorough standardisation of training, and no central scheme of examination either theoretical or practical can we think be of any great value unless it be competed for equally by both hospital and infirmary candidates.

We are glad to find that most of the larger and more important nursing organisations are helping towards this. Candidates from the first-class infirmaries are now gladly received for district nursing under the Q.V.J.I.N., for private nursing under the leading homes and co-operations, for work abroad, under the Colonial Nursing Association, the Indian Nursing Service, and also for our own Military and Naval Departments.

Applications for further information in regard to Poor Law training can be made to the Assistant Secretary, Local Government Board Offices, asking him for a list of training schools approved by that body (see also footnote, p. 24).

SPECIAL HOSPITALS, INCLUDING THE FEVER HOSPITALS.

No special hospital, however good the training for nurses in each particular specialty may be, can give a probationer a complete training or the status of a fully

trained nurse. If a nurse on getting her certificate from a general hospital decides to become a private nurse it is sometimes an advantage to her to take a course at a special hospital which deals with some branch of nursing in which she considers her training and experience are not quite complete. Some nurses in the past have entered special hospitals offering a good two years' course to probationers, where arrangements can be made with the authorities to secure for them the necessary supplemental training in a General Hospital or Poor Law Infirmary which will enable them to obtain a certificate of full training at the end of three years. No nurse who takes up nursing as a means of livelihood, or who has any ambition to qualify to become an efficient trained nurse, should associate herself as probationer on the staff of a special hospital, unless she can enter into an agreement which secures to her efficient training in all branches of nursing in the way we have just mentioned.

CHILDREN'S HOSPITALS.

These hospitals, though special hospitals in one sense, have from a probationer's point of view a marked distinction inasmuch as they enable the younger woman, who has attained the age of 21 years, to spend two years usefully in gaining a complete knowledge of the feeding and treatment of infants, and in learning the art of close observation of disease, which is better acquired in a children's hospital, especially by young nurses, than almost anywhere. Children's hospitals admit every kind of disease or ailment to which children from any age up to twelve are liable. The curriculum for probationers at almost all the larger children's hospitals is now three years. The course of training at the Great Ormond Street Hospital includes surgical and medical nursing, and embraces infectious diseases, such as diphtheria, whooping-cough and measles, and most valuable experience is gained in all the wards in learning how to prevent the spread of infection amongst children. Special instruc-

tion is given in the general management and treatment of babies; this is one of the chief advantages training in a children's hospital gives, for this knowledge is not readily obtainable elsewhere. As we have said, such training increases the power of observation, for young children are helpless and quite unable to describe their pain. It is far better for a young woman of 21, who aspires to be a nurse, to enter a children's hospital than to wait until she has attained an age which will qualify her to enter a general hospital, because she does not waste her time in other occupations, but takes the best advantage of her youth which enables her more fully to enter into the ways of children. In any circumstances every nurse should have a sound training in the nursing of children, and that training should precede any course in a general hospital.

MIDWIFERY AND MONTHLY NURSING.

Full particulars as to the training of midwives and monthly nurses will be found in the section devoted to these branches.

The Central Midwives' Board (see p. 360) is empowered to regulate though not to undertake the training of midwives, to supervise and restrict their practice within due limits, to issue and cancel certificates, to hold examinations, and generally to carry out all the provisions of the Midwives Act, 1902, with the approval of the Privy Council.

The system of examinations instituted by the Board provides for the holding of examinations six times a year in London, and three times a year in the provinces. The original centres were Bristol, Manchester and Newcastle-on-Tyne; Birmingham was added in 1908 and Leeds in 1910. Candidates for examination must have received training at a recognised training school, or from recognised teachers and approved midwives. Separate lists of these can be obtained from the Secretary of the Central Midwives' Board, Caxton House, Westminster, S.W. The examination is both written and oral, the time allowed

for the paper being three hours, while each candidate is examined orally by two examiners for a quarter of an hour or more. No examiner may examine his own pupil, and no candidate who has failed appears again before the same examiners. A candidate is not passed on a percentage of failures, but is rejected only where she appears likely to be dangerous to the lives of lying-in-women. The percentage of failures during the year ended March, 1914, was higher than in any of the previous three years. As there was no increase in the standard of examination, nor in the stringency of the requirements of training it is difficult to assign any reason for the considerable increase in the percentage of failure except that the candidates taken generally were below the previous standard. In every case without exception the percentage was higher than in the previous year, most notably so in London. All intending midwives must pass the examination of the Board. The fee for examination is one guinea. Applications have to be made to the Secretary of the Central Midwives' Board at the office. Copies of the Act (2d. post free) and the rules of the Board (7d. post free) can be obtained from the printers, Messrs. Spottiswoode & Co., 5 New Street Square, London, E.C.

FEVER NURSING.

Much misapprehension prevails on this subject. We recommend candidates to study the information given on p. 361 under Fever Nurses' Association, where the two ways in which it is possible to become a thoroughly trained fever nurse are set out.

MINOR HOSPITALS AND HOMES.

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.

MENTAL NURSING.

The woman who wishes to take up mental nursing should have good health, strong physique, a cheerful disposition, and a temper which can be kept under control in the most trying circumstances. The work is always of a most responsible character; is sometimes dangerous; and the mental nurse must be prepared to perform tasks from which the uninitiated would shrink with disgust. She must not expect that public recognition which her sister in the general hospital receives. After weeks of hard and trying work she must not be disappointed to find that instead of earning the gratitude of her patients and her patients' friends, she only experiences the truth of the old saying, "Virtue is its own reward". The fact that a member of the family has suffered from mental disease is generally one to be concealed, and therefore the nurse and her labours are conveniently overlooked. No woman, in whose family any predisposition to insanity has appeared, ought to take up mental nursing as a career.

The candidate should write to the Medical Superintendent of the Institution which she proposes to enter, and request to have her name placed upon the list of applicants. She should give her age, height, weight, and previous occupation, if any. She will, if her application be entertained, receive a form on which she will be asked to give particulars as to her health, and previous history, with references as to character. Nurses are usually engaged on probation for a short period, at the expiration of which, if found suitable, they may be placed on the permanent staff and receive uniform. A Medical Certificate may be required before she is engaged, or the candidate may be expected to pass a medical examination by the Medical Officers of the Institution in which she is to be trained. Most Asylums now train their nurses either for their own certificates, or for that of the Medico-Psychological Association, but before definitely engaging it would be well for the would-be nurse to inquire whether this training will be given.

The objects of the instruction are:—

1. To render a nurse capable of dealing with those emergencies which are liable to arise in connection with the insane, and which demand instant and intelligent action.

2. To enable her to nurse ordinary medical and surgical cases.

3. To fit her for, and give her experience in, nursing all forms of mental disease.

Salary is paid from the beginning of the training, and although this varies in different institutions the average will be found to be about £18 for the first year, increasing according to ability and length of service to about £32 for charge nurses, with board, lodging, washing and uniform. A very important distinction between nursing in public asylums, and in general hospitals, is that the nurses in the former have now pensions assured to them by Act of Parliament. For this purpose a 3 per cent. deduction from the salary and value of the emoluments received is now made, and the nurse on retirement receives as pension one-fiftieth of the total value of her salary and emoluments for each year of service. The maximum pension must not exceed two-thirds of the salary and emoluments she was receiving.

If a nurse has served in more than one asylum she is allowed to aggregate all her service for the purpose of pension. In order to count service in any one asylum, however, she must have served there for a period of two years. A woman in good health can retire at fifty-five, though if she be permanently incapacitated by ill-health or injury she may retire after ten years' service under medical certificates, and receive a pension proportional to the number of years which she has served. The whole question is governed by the provisions of the Asylum Officers' Superannuation Act, 1909. The conditions as to hours of service are being improved. There are good prospects of promotion to the higher female posts for ambitious and well-educated women who will submit to the trying nature of the training through which they must pass.

CHAPTER IV.

THE TRAINING OF MALE NURSES.

Army, Navy and Civil Hospitals—Mental Hospitals.

THE ARMY.

THE only general training schools for male nurses are the Army and Navy Hospitals. To obtain Army training it is necessary to enlist as a soldier of the Royal Army Medical Corps. The term of enlistment is for twelve years, three of which are usually with the colours and nine in the Army Reserve. Training in all branches of nursing is carried on in the wards of Military Hospitals, under the Matrons and Sisters of Queen Alexandra's Imperial Military Nursing Service. In normal times candidates desirous of becoming Army male nurses must be between 18 and 25 years of age, be not less than 5 feet 3 inches in height, in good health and physically "fit," able to read and write, and must produce a certificate of good character from their last employer or from a person of standing. (These conditions are not strictly adhered to in war time.) No previous knowledge of medical or nursing work is required, although of course to possess it is an advantage.

The training commences with drill including stretcher drill, ambulance work, and first aid in cases of accident and kindred subjects. After this the men who undergo training as male nurses work practically in the wards of the larger military hospitals. They attend regulated courses of lectures and demonstrations, receiving both practical and theoretical instruction from the members of Queen Alexandra's Imperial Military Nursing Service and the Officers of the Royal Army Medical Corps. Monthly examinations are held. Elementary sick cookery is also taught. After completion of the second year's course Non-Commissioned Officers and men may present themselves for examination for the certificate of training as a nurse, but will not be awarded the same until they have passed this examination, satisfactorily completed a three years' course of training and are otherwise eligible to be

awarded a certificate as trained male nurses. Such certificate they may take with them on leaving the Army. During or after the course, selected men may be trained as masseurs, attendants in electro-therapeutics and skiagraphy, or as operating room attendants. The course of nurse-training is voluntary, but is of great advantage to men who aspire to advancement, and as the Royal Army Medical Corps provide for large numbers of Warrant and Non-Commissioned Officers, this is easy for a well-educated man to obtain. Promotion above the rank of Serjeant is, except in certain special appointments, reserved for non-commissioned officers who have qualified for and obtained the certificate of training as a nurse. Men (except in certain special cases) require to possess a thorough knowledge of dispensing before being eligible for promotion to Serjeant.

After 3 years' full training, a certain number of Non-Commissioned Officers and Orderlies of the Royal Army Medical Corps who by their skill in nursing, zeal, character, intelligence and education are fitted for the nursing profession, may, if they fulfil certain requirements, be admitted into Queen Alexandra's Imperial Military Nursing Service. Non-Commissioned Officers (not above the rank of Serjeant) and orderlies selected will receive increased regimental pay at 6d. per diem. A Non-Commissioned Officer above the rank of Serjeant cannot be recommended for admission into Q.A.I.M.N.S.

Besides a free kit, food, quarters, bedding, fuel and light, the pay commences at 8s. 2d. a week, with additional allowances at rates varying from 3d. to 2s. a day for men employed on various duties.

Men desirous of joining the Royal Army Medical Corps with a view to becoming members of the Nursing Section of the Corps should present themselves at any military barracks in the United Kingdom.

A special list of Non-Commissioned Officers and Orderlies desirous of obtaining employment as nurses in civil life on passing to the Reserve or on discharge will be kept at the Record Office, and also in the registry of the command in which they intend to reside.

THE NAVY.

The rules of service in the Navy are somewhat different in character. The principal difference is that those who join the Sick Berth Staff are required to engage for twelve years' continuous service. The age for admittance is between 18 and 22 years, and candidates must have a very good character, be intelligent, able to read and write, and must possess a fair knowledge of arithmetic (simple rules, simple money sums, weights and measures, decimals, proportion and percentages). They must be able-bodied, not under 5 feet 4 inches in height, and of not less than 34 inches chest measurement. They are required to undergo examination by a Naval Medical Officer before entry. Application must be made to any recruiting officer for the Royal Navy and Royal Marines or any Naval Depot, and applicants whose qualifications are satisfactory will be sent free of expense to Chatham, Portsmouth or Devonport for final examination. Those accepted at the ports are entered as Probationary Sick Berth Attendants. If unable to pass the final examination they will be granted a free pass back to the place whence they joined. Candidates on entry undergo a course of instruction at the Royal Naval Hospitals, before being drafted to H.M. ships. At the end of their probation they are examined and if found qualified will be confirmed as Sick Berth Attendants. As far as practicable men are employed in turn in the Royal Naval Hospitals, harbour ships, and sea-going ships. The rate of pay is as follows: Besides free rations, medical attendance, outfit and bedding a Probationer Sick Berth Attendant receives 10s. 6d. a week; Sick Berth Attendant, 14s., rising to 15s. 9d.; 2nd Berth Steward, 17s. 6d., rising to 19s. 3d.; Sick Berth Steward (Petty Officer), 22s. 2d., rising to 29s. 2d.; and Chief Sick Berth Steward (Chief Petty Officer) 31s. 6d., rising to 35s., with 3s. 6d. a week extra for charge of stores in Naval Hospital and Hospital Ships. Additions to pay can be earned, *viz.*, for each good conduct badge (three can be earned) 7d. a week; 3s. 6d. a week as Operating Room Attendant; 3s. 6d. a week as Laboratory

Attendant; 3s. 6d. a week when on duty in Zymotic Wards; 3s. 6d. a week as Masseur; 2s. 4d. a week when on duty in Lunatic Wards; 1s. 2d. a week for Dispensing duties. Leave on full pay is allowed both when serving at home and on return from foreign service; in the latter case this amounts to four weeks or upwards. Sick Berth Stewards after seven years' service with very good character are eligible for promotion as Chief Sick Berth Stewards (Wardmasters) in Naval Hospitals, Seagoing Flagships, and Depôt Ships. Chief Sick Berth Stewards are eligible for promotion to eight posts of Head Wardmaster (Warrant Officer) at the Royal Naval Hospitals of Chatham, Haslar, Plymouth, Portland, Malta, Gibraltar and in two Hospital Ships, when they receive £25 on promotion for outfit, yearly pay of £109 to £164, and are pensioned off at 55 years of age. Pensions, widows' pensions and children's compassionate allowances are granted under conditions similar to those applicable to other Warrant Officers. Pensions varying from £35 to £50 a year are also granted to men after twenty-two years' qualifying service, the amount depending on character and rating held. In addition good conduct gratuities ranging from £5 to £15 are awarded under certain conditions to men on completing time for pension. Men invalided from the service for wounds received on duty may be granted pensions or gratuities, and the widows and young children of men killed on duty are eligible for pensions and allowances.

After the men have finished their full training in either Service, they can if they wish be enrolled as male nurses on the register of the Army and Navy Male Nurses' Co-operation by applying at the Offices, 11A Welbeck Street, Cavendish Square, London, W. Then if their Army or Navy character and their references are satisfactory, they are taken for three months on trial, and ultimately enrolled on the permanent staff of the Co-operation, where they can earn from £1 1s. to £3 3s. a week. These fees they receive themselves minus 10 per cent. commission paid to the Co-operation.

CIVIL HOSPITALS.

With the exception of a few men trained by the Middlesex and St. Bartholomew's Hospitals for their own service, the only Civil Hospital which trains male nurses is the National Hospital for the Paralysed and Epileptic, Queen's Square, Bloomsbury, London, W.C. Here candidates must be between 21 and 30 years of age, of good character, sufficiently educated, unmarried and well suited to the duties of a nurse, physically and otherwise. If accepted as probationers, they must undertake to serve the Hospital for a period of two years, to wear the uniform of the Hospital given at the end of the trial month, and to obey the rules and directions of the Lady Superintendent and the Sisters. Board and lodging, with washing allowance, are provided, with salary for the first year at the rate of £10 per annum, and the second year at £15 per annum. Instruction is given in practical nursing in the wards, and by lectures from the medical staff. Massage and electrical treatment are also taught. An examination is held, and a certificate awarded at the end of the two years.

MENTAL HOSPITALS.

To become a fully trained Mental Nurse or Attendant it is necessary to qualify for, and pass the two examinations of, the Medico-Psychological Association, a primary or preliminary, and a final.¹ Only candidates are eligible for the final who have served for three years in an asylum for the insane, including the probationary period of three or six months. The full three years must be completed before the date of the final examination, and no candidate will be admitted to the final examination in less than twelve months after passing the preliminary. The period of training must have been spent in not more than two asylums, each asylum being one which is recognised by the Council of the Association as suitable

¹ See p. 364.

for training, *viz.*, sufficiently large, and where every class of patient is received. An asylum with 100 beds is usually a recognised mental training school. If the candidate has had any training before at a recognised hospital, the period of three years is lessened by one year.

The regulation amount of instruction is (1) at least twelve lectures by the medical staff of one hour's duration in each year of training, of which nine must have been attended; (2) clinical instruction in the wards also by the medical staff; (3) practical instruction by the Head and Charge Nurses or Attendants in bandaging, making poultices, fomentations, beds, charting temperature, pulse and respiration, passing the catheter, dressings, bathing, etc.; (4) study of the *Handbook for the Attendants on the Insane*. Other text-books are also useful aids such as *Mental and Sick Nursing* by Dr. Robert Jones, published by The Scientific Press, Ltd., and other manuals published by the St. John's Society, particularly the First Aid and Home Nursing books of the St. John's Ambulance Association; (5) periodical written and oral examinations, with a minimum of one in each year of training. The subjects to be studied include Anatomy, Physiology, Outlines of Structure and Functions of Organs, also the General Features of Mental Disorders and the special requirements of the Insane. Examinations are held by the Medico-Psychological Association twice a year. The age of admission varies in different asylums, but it is generally between 20 and 30, and the usual references as to character, capability, and physical fitness are required. Salaries start usually from about £24 or £26 a year, with board, lodging and uniform, and certain money allowances may also be given, especially to those who have any musical talent. Application for admission as a probationer should be made to the Medical Superintendents or Matrons of the various Asylums (see pp. 349 to 352), giving previous record, etc. Particulars of the examinations may be obtained from Dr. Miller, Hatton Asylum, Warwick.

I.—INSTITUTIONS FOR COMPLETE NURSE TRAINING.

All the Hospitals and Poor Law Infirmaries in this section issue to each nurse trained in their establishment at the end of her training a three years' certificate. A few, such as the London Hospital, give a four years' certificate, whilst granting a three years' certificate to nurses entering the Army and Navy and other services, where such a document is required.

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

	PAGE
London	41
England and Wales	76
Scotland	133
Ireland	142

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 (*).

Institutions marked with a cross (x) are training schools recognised by the Central Midwives Board.

Institutions marked with a dagger (†) are poor-law institutions where the training qualifies (if the candidate is also a certified midwife) for the office of Superintendent Nurse or Head Nurse under Article 5 (1) (b) of the Poor Law Institutions (Nursing) Order, 1913.

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LONDON.

† **Bermondsey Infirmary**, Lower Road, Rotherhithe, S.E. Beds, 640. MATRON; 3 ASSIST. MATRONS; 2 Night Superintendents; 13 Sisters; 65 Probationers.

After a personal interview and 3 months' trial, suitable applicants are received, as vacancies occur, for a course of 3 years' training (trial period included). Age, 21 to 30; height 5 ft. 4 in.; must be well educated, and of good physique. LECTURES and practical instruction given; sick cookery taught. Examinations annually. Certificates are granted at end of training. RECREATION, $2\frac{3}{4}$ hours daily; $1\frac{1}{2}$ days monthly, and 14 days annually for probationers; 21 days for Sisters. PREMIUM, *nil*. SALARY.—Probationers (including 3 months' trial), £16, £20, £24. Sisters, £32 rising by increments of £2 to £40. Laundry, text-books and indoor uniform are provided. Separate bedrooms. Pensions under the Poor Law Officers' Superannuation Act.

† **Bethnal Green Infirmary**, Cambridge Road, N.E. Beds, 669. MATRON; ASSIST. MATRON; 1 Home Superintendent; 2 Night Superintendents; 14 Sisters; 6 Staff Nurses; 70 Probationers.

After a personal interview, if possible, and 3 months' trial, suitable applicants are received, as vacancies occur, for 3 years' training. Age, 21 to 30. Evidence required as to character, education, health and physique. Candidates are medically examined on arrival and again at the end of the 3 months' trial. They must pass a preliminary examination in elementary anatomy and physiology for which they are prepared after they come. LECTURES given. Bandaging classes are held by the various ward sisters; elementary anatomy and physiology by the home sister. There are three preliminary and one final examinations. A silver medal is given to the winner of the highest number of marks if over 80 per cent., and a bronze one if over 75 per cent. Sick cookery taught. Certificates granted after passing examinations. RECREATION, 2 hours daily; 3 hours Sundays; 1 day fortnightly; and 7 weeks in the 3 years. Nurses, 3 weeks yearly. Sisters, $\frac{1}{2}$ day weekly, 1 day monthly, and 4 weeks yearly. PREMIUM, *nil*. SALARY, £12, £15, £20. Remuneration given for trial months. Nurses from £26 to £30. Sisters, £32 to £38. Laundry and materials for indoor uniform provided. Separate bedrooms for the majority. Pensions under the Poor Law Officers' Superannuation Act.

+ **Camberwell, St. Giles' Infirmary**, Brunswick Square, S.E. Beds, 838. MATRON; 3 ASSISTANT MATRONS; 2 Night Superintendents; 14 Sisters; 43 Staff Nurses; 1 Ambulance Nurse; 1 Male Nurse; 69 Probationers. Vacancies average 40 yearly.

After personal interview and 3 months' trial suitable applicants are admitted at any time (mostly in the Spring and Summer) for 3 years' training, trial period included. Age, 21 to 30. Evidence as to character and health required from two referees who are written to by the matron. LECTURES given. EXAMINATIONS.—5 test and 1 final which is held by an outside examiner. One medal is given and certificate at end of training. RECREATION.—2 hours daily; one evening fortnightly (sisters weekly); $1\frac{1}{2}$ days monthly; 3 weeks yearly. PREMIUM, *nil*. SALARIES.—Probationers, £13, £15, £17; Nurses £28 to £30; Sisters, £32 to £38. No remuneration given for trial period if unsatisfactory. Laundry, unmade indoor uniform and £4 in lieu of beer provided. Uniform must be found by candidate for first three months. Separate bedrooms with a few exceptions. Poor Law Officers' Superannuation Act for sickness or old age benefit.

Charing Cross Hospital, Agar Street, West Strand, W.C. Beds, 250. MATRON; 11 Sisters; 1 Home Sister; 1 Sister Housekeeper;

1 Asst. Housekeeper ; 1 Pupil Housekeeper ; 18 Staff Nurses ; 16 Night Nurses ; 29 Ordinary and 6 Paying Probationers.

After a personal interview and 3 months' trial suitable applicants are received at any time, preferably November and April, for a course of 4 years' training. Age, 23 to 30. Evidence required as to character, education, health and physique. LECTURES are given by the Hon. Staff; Home Sister and Sister in charge of Electrical Department. Examination in practical subjects at the end of the first year's training. Failure to pass terminates the engagement, but at the discretion of the matron re-examination allowed at the end of 6 months. Certificates granted after satisfactorily passing examinations. RECREATION.—Probationers, 3 or 2 hours daily ; sisters and nurses 4 hours daily and alternate Sundays ; 1 day monthly (probationers an evening monthly in addition) ; from 3 to 4 weeks' holiday in a year. PREMIUM, *nil*. SALARY.—Probationers, £10 (after 3 months' trial) ; £15, £20 ; Nurses, £26 to £28 ; Sisters, £35 first year, increasing £5 annually to £50. An allowance of 2s. 6d. per week is made for laundry ; indoor uniform provided. Promotion to posts in the hospital is gained by merit. Separate bedrooms.

Special Probationers received for one year's training after one month's trial. Age, 23 to 33. Fee 52 guineas. Uniform and laundry not provided. Candidates training from National Defence Association received for 3 months' training by special arrangement. Fee, £1 1s. weekly. No uniform or laundry provided. Certificated nurses from abroad received for 3 months' special training. Fee, £1 1s. weekly.

† **Chelsea Infirmary**, Cale Street, S.W. Beds, 411. MATRON ; ASSISTANT MATRON ; 1 Home Superintendent ; 1 Night Superintendent ; 10 Ward Sisters ; 42 Ordinary Probationers ; a varying number of Paying Probationers. Applications average 200, and vacancies 15 yearly.

After a personal interview and 3 months' trial suitable applicants are received as vacancies occur for 3 years' training (trial period included). Age, 21 to 30. Fair education. Satisfactory evidence required as to moral character, good health, unimpaired faculties, and general fitness of disposition and temperament for the duties of a sick nurse. Candidates must sign an agreement by which they undertake to remain 3 years in the service of the Guardians as probationers. LECTURES on anatomy, physiology and nursing are given by the medical officers and the matron and weekly classes are held by the assistant matron. Examinations are held during 1st, 2nd, and 3rd year of training. A silver badge is given twice a year after the final examinations to the best "all

round " nurse. A book prize is given twice a year after the 1st year's examination, also after an examination held in the 2nd year which is conducted by a matron from another institution. Certificates are granted on satisfactorily completing engagement and passing examination. RECREATION, from $2\frac{1}{4}$ to 4 hours daily; half-day and extra leave occasionally during summer months from 8 to 10 P.M.; during 1st year, 2 weeks, and 2nd and 3rd year, 3 weeks' holiday. 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 vary from day to day. PREMIUM, *nil*. SALARY, £10, £20, £22; sisters, £30 to £35, with £3 10s. in lieu of beer. No remuneration given for trial period if unsatisfactory. Material for indoor uniform and laundry provided. Separate bedrooms. Pensions and sick pay under Poor Law Officers' Superannuation Act.

Paying Pupils.—A certain number of ladies wishing for some practical experience in sick nursing are received as non-resident Paying Pupils for periods of three or six months. They pay a fee of 10s. a week, which includes board and laundry. The National Health Society and the St. John's Ambulance Association send students for this course.

+ **City of London Union Infirmary**, Clifden Road, N.E. Beds, 511. MATRON; ASSIST. MATRON; 1 Home Superintendent; 2 Superintendent Nurses; 9 Charge Nurses; 18 Staff Nurses; 23 Probationers. Applications average 60, and vacancies for Ordinary Probationers about 12.

After a personal interview if possible and 2 months' trial, candidates are received, at any time, for 4 years' training. Age, 21 to 30. Two references required respecting character and education, and medical examination as to health and physique. LECTURES: 1st year, Matron, general details of nursing; 2nd year, Medical Superintendent; 3rd year, Asst. Medical Superintendent, on anatomy, physiology and surgical and medical nursing. Examinations held yearly, first Wednesday in June, on past year's studies. Special instruction also given in sick cookery, followed by examination and special certificates. Bronze medal given. Certificates granted. RECREATION, 2 hours daily; 1 day monthly. Sisters and nurses in addition $\frac{1}{2}$ day and one evening respectively each week and 3 weeks' holiday each year; probationers, 14 days. PREMIUM, *nil*. SALARIES: Probationers, £10, £15, £20; Staff Nurses, £20 to £24; Charge Nurses, £30 to £36; Supt. Nurses, £32 to £38. Remuneration given for trial period. Staff nurses, chosen from probationers who have completed two years' training and passed second examination, are eligible

for an increase of salary after completing three years' training, *viz.*, £2 per annum to a maximum of £24. Separate bedrooms. Laundry and uniform provided. Pensions under the Poor Law Officers' Superannuation Act are granted to nurses incapacitated by sickness or old age.

† **City of Westminster Union Infirmary**, 369 Fulham Road, S.W. Beds, 776. MATRON; ASSISTANT MATRON; 1 Home Sister; 2 Night Superintendents; 15 Sisters; 88 Nurses and Probationers.

After a personal interview and 2 months' trial, suitable applicants are received at any time for 3 years' training (trial period included). Age, 21 to 27. Satisfactory evidence required as to character, good education and health. LECTURES and classes of instruction are given by the staff on anatomy, physiology, medical and surgical nursing, hygiene, cookery and massage. Examinations yearly. A certificate is granted at end of training. RECREATION.—2 to 4.30 P.M. twice a week, 1 early evening from 4.30 to 7.30 P.M., 1 short evening from 7.30 to 10 P.M., 1 long evening from 4.30 to 10 P.M., which once a month may be extended to 12 o'clock. Every 4 weeks 1 whole day, 1 Sunday not out, next Sunday from 10 A.M. to 1 P.M. and the next after from 2 P.M. to 10 P.M.; the sequence then recurs. Night nurses have 2 hours daily, 4½ hours on Sundays, and 1 night off duty once a month. Probationers have 2 weeks' annual holiday, nurses and sisters 3 weeks. SALARY, £10; 2nd and 3rd years, £18. Nurses, £22 per annum, increasing by £2 yearly to £26. Sisters, £32 increasing £2 yearly to £36. Laundry and indoor uniform provided. Separate bedrooms.

† **Cleveland Street Infirmary** (Holborn Union), 42a Cleveland Street, W. Beds, 264. MATRON; 6 Sisters; 25 Probationers.

After a personal interview and three months' trial suitable applicants are received for 3 years' training. Age not under 21. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the medical officers and the matron on elementary anatomy, physiology, pathology and nursing. Examinations are held yearly in April, and nurses must gain half marks to pass. Certificates are granted after satisfactorily completing engagement. RECREATION, Probationers, 2½ hours daily; half-day from 2 to 10 weekly; 1 day monthly; 14 days, 1st year; 18 days, 2nd year; 21 days, 3rd year; Sisters, the same but 3 weeks yearly. PREMIUM, *nil*. SALARIES.—Probationers, £15, £20, £22; Sisters, £32 to £36. Laundry and indoor uniform provided. Each sister has a separate room.

+x **Edmonton Union Infirmary**, Bridport Road, Upper Edmonton, N. Beds, 520. MATRON; 2 ASSISTANT MATRONS; 6 Sisters; 1 Theatre and Massage Sister; 1 Night Superintendent; 2 Staff Nurses; 49 Probationers; 1 Midwife; 8 Female and 6 Male Attendants.

After a personal interview and 3 months' trial, suitable applicants are received at any time for 3 years' training (trial period included). Age, 21 to 30. Candidates must be strong, healthy and well-educated and must produce a certificate as to character from two ladies (one being previous employer) and as to health from a doctor. LECTURES and instruction given by Medical Superintendent, the Matron and her assistants, on anatomy, physiology, elementary medicine and surgery in relation to nursing and general nursing (sick cookery by an outside teacher). Examinations held yearly. Two gold medals given for the final examination. Certificate granted on satisfactory completion of training. Training for C.M.B. examination given to probationers remaining for a fourth year. Probationers are also trained for the Incorporated Society of Trained Masseuses' examination upon the same terms, and a course of instruction in medical rubbing is given to those probationers who do not enter for the I.S.T.M. examination. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; 1 day monthly; 17 days yearly. Sisters, the same, but 3 weeks yearly and an additional hour daily. PREMIUM, *nil*. SALARY, £12, £17, £21. Remuneration given for trial months if accepted. Staff Nurses, from £28 to £30; Sisters, £35 to £40. Laundry, indoor uniform, outdoor uniform (for probationers) and text-books provided. Separate bedrooms.

† **Fulham Parish Infirmary**, St. Dunstan's Road, Hammersmith, W. Beds, 500. MATRON; 2 ASSIST. MATRONS; 2 Night Superintendents; 14 Sisters; 1 Massage Sister; 1 Midwife; 52 Probationers; 1 Male Nurse for Lock Ward.

After a personal interview and 3 months' trial, suitable applicants are received for 3 years' training. Age, 21 to 30. Evidence required as to character, education, health and physique. During the 3 months' trial, an examination in spelling, writing, composition and elementary arithmetic is held. LECTURES by the medical superintendent in medicine and surgery, by the senior medical officer in anatomy and physiology, and by the matron and home sister in medical and surgical nursing. Examinations held. Certificates granted on passing examination. Two vacancies as midwifery pupil and two as massage pupil are filled annually from the probationers. RECREATION, probationers and nurses, 16 hours weekly; 1 day a month; 16 days' holiday each year; sisters, 16 hours

weekly; 1 day a month; 3 weeks' holiday each year. PREMIUM, *nil*. SALARIES, Probationers, £12, £18, £20. Sisters, £32 to £38 per annum. Laundry and uniforms provided. Separate bedrooms. Pensions under the Poor Law Officers' Superannuation Act are granted to nurses incapacitated by sickness or old age.

Great Northern Central Hospital, Holloway Road, N. Beds, 185. (17 beds in private pay wards.) MATRON; 1 ASSISTANT MATRON; 1 Night Superintendent; 13 Sisters; 10 Staff Nurses; 50 Probationers. Applications average 500, and vacancies about 30 yearly.

After a personal interview, and 2 months' trial, suitable applicants are received at any time as needed for 4 years' training (trial period included). Age, 23 to 32. Certificate required from two persons as to character and medical man as to health. LECTURES by the visiting staff on elementary anatomy and physiology, medical and surgical nursing, and instruction in the wards on practical nursing by the sisters, classes being held by the assistant matron to amplify the instruction thus given. Two examinations annually. Certificate granted at end of training. Pay wards are attached to this institution, where nurses can gain experience in private nursing. RECREATION, Probationers, 2 hours daily; 4 hours on Sunday; 1 day monthly; 2 weeks' holiday, 1st year; 3 weeks, 2nd year; after that, 4 weeks' holiday each year; staff nurses and sisters, 3 hours alternate days, 4 hours on Sunday, $\frac{1}{2}$ day weekly, 1 day monthly; sisters, 4 weeks yearly; nurses yearly leave same as probationers. PREMIUM, *nil*. SALARY, £8, £12, £16, £24. Sisters, £30 to £40. Laundry and indoor uniform (after the 2 months' trial) are provided. Sisters and nurses have single bedrooms but not all the probationers. The authorities consider individually the claims of nurses incapacitated by sickness or old age, after faithful service.

†**x Greenwich Union Infirmary**, Greenwich, S.E. Beds, 538. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 5 Sisters; 1 Midwife; 30 Staff Nurses; 16 Probationers.

Probationers trained; 3 years' course; certificates granted. Nurses on completion of their training are instructed in midwifery.

x Guy's Hospital, St. Thomas Street, S.E. Beds, 644. MATRON; ASSISTANT MATRON; 2 Home Sisters; 2 Sister Instructresses in Preliminary Training School; 2 Night Sisters; 26 Day Sisters; 1 Housekeeper; 1 Linen room Sister; 1 Laundry Superintendent; 1 Mistress of the Laundry maids; 1 Sister of the Ward maids; 1 Matron's

Clerk; 6 Staff Nurses; 65 Head Nurses; 180 Paying and non-Paying Probationers. Applications average 3000, and vacancies 140 yearly.

After a personal interview (at the matron's office on Tuesday or Friday mornings between 10.30 and 12 o'clock) suitable applicants must pass a satisfactory 6 weeks' course of instruction and practical work in the preliminary nursing school, and after 3 months' trial in the wards are received for 3 years' training in medical and surgical nursing. Age 21 to 32. Satisfactory evidence required as to character, education, health and physique. The fee for the preliminary course, including board and residence in the Henriette Raphael Nurses' Home, is £6 6s., payable in advance, the probationer providing indoor uniform and paying personal laundry. During the probation period the Matron may at any time terminate the engagement should a probationer prove unsuitable for training, and in the case of a preliminary probationer whose engagement is thus terminated a due portion of the £6 6s. will be refunded. LECTURES.—In addition to nursing lectures given in July, August and September, and the practical instruction received in the wards, lectures are given weekly in April, May and June, upon elementary anatomy and the nursing of surgical cases; and during October, November and December, upon elementary physiology and the nursing of medical cases. During January, February and March, lectures are given by the pharmacist of the hospital on the elements of pharmacy and dispensing. After each course of instruction, each probationer is required to present herself for examination, and should she fail to pass the examination in any of these subjects she will, except by special permission of the matron, cease to be a probationer. 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; *Raphael Gold Medal* for massage. Certificate granted after satisfactorily completing training. Midwifery training is given on the District in the vicinity of the Hospital. RECREATION, probationers, 1 and 3 hours, alternate days; 2 half-days and 1 whole day in 4 weeks; Sunday, 2½ hours every week, and an additional 3 hours every other week; head nurses, 1 and 3 hours on alternate week days, 2 half-days and 1 whole day in four weeks, 1 Sunday to precede or follow the whole day, on the remaining 3 Sundays, 2½ hours every week. Annual holidays, at the end of 1st year, 2 weeks, 2nd year 3 weeks, at the end of 3rd and subsequent years,

4 weeks; sisters, 1 month in summer, 1 week in winter, every alternate Saturday to Monday. SALARY (reckoned from expiration of 6 weeks in preliminary training school), £8, £12, £18, £25, £28 6th and subsequent years, £30; probationer sisters, £30; sisters, £30 to £50 per annum. In-door and out-door uniform provided. Separate bedrooms. 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. All probationers are required to join the Nurses' League, the subscription being as follows: 1st year, 5s.; 2nd year, 10s.; 3rd and subsequent years, 12s.

There is a private Nursing Staff attached.

Paying Probationers.—25 Probationers between the age of 21 and 40 are received into the preliminary school and wards 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 one 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 (*see below*) will be returned. LECTURES.—Lady pupils are required to attend the lectures given to the probationers, the fee being 10s., and they also attend classes for instruction in Pharmacy and Dispensing, a fee of £1 1s. being charged for the course; 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. The dress, work, hours of recreation are the same as the other probationers, with the exception that they have 4 weeks' holiday during the year. Paying Probationers are not required to take night duty during their year of probation. FEES, £13 13s., each quarter payable in advance, for board and lodging, and £1 5s. a quarter for use of in and out-door uniform. Paying Probationers pay for their own washing. They are lodged in the Matron's House and are provided with separate bedrooms. There is a common sitting-room comfortably furnished.

Special Subjects: Administrative Work.—The Applicant should be between 30 and 40 years of age, and be in good health, should hold a Certificate for 3 years' training in a General Hospital, containing not less than 200 beds, and subsequently other experience as a Ward Sister. It rests with the Matron to decide whether a Candidate is suitable for the training, and she may be seen at her office any Tuesday or Friday morning between 10 and 12 o'clock. The course extends over three months, and comprises housekeeping in Hospital and Nurses' Home; the management of kitchens and stores; the ordering and receiving of milk, meat, etc., from tradesmen; the management of servants and their work; the cooking and serving of diets to patients and staff; laundry work; the management of linen stores, including stock-taking, book-keeping, and the management of the Matron's Office, including the engagement of Probationers and Servants. The Pupil provides her own washing and uniform. Fee for the course, 18 guineas.

Electrical and Light Department.—The course of training lasts three months. It is divided into three parts, X-ray, Finsen Light, and Electrical treatments. The hours on duty are from 8 a.m. to 9 p.m. The off-duty times are 3 hours and 1 hour alternate days, and one whole day and two half days in the month.

FEES $1\frac{1}{2}$ guineas per week, including residence, board and tuition. If the Pupil only does treatments, from 9 a.m. till 5.30 p.m., the fees are $2\frac{1}{2}$ guineas per week.

Massage.—Pupils are prepared for the Examination in Massage held twice a year by the Incorporated Society of Trained Masseuses. Arrangements have been made to undertake the training of non-resident Pupils, and further particulars as to curriculum, fees, etc., may be obtained on application to The Matron, Guy's Hospital, London, S.E.

Midwifery.—A limited number of Pupils are received for three months' training in Midwifery, and are prepared for the examinations of the Central Midwives Board. During the period of training the Pupil Midwives are provided with board and lodging in the Institution, receive a course of instruction from the Lecturer on Midwifery, and attend confinements in the district of the Guy's Hospital Lying-in Charity under the supervision of the resident Midwife. Pupil Midwives are required to conform to the regulations of the Institution, and of the Charity. They are under the immediate control of the Lady Superintendent, and of the Midwife. The Managers of the Institution may at any time dispense with the services of a Pupil Midwife, and if her agreement is so terminated by them, she will have returned to her the proportion of the Fee for the unexpired part of the period of training. Under no other conditions will

any part of the fee paid be returned. FEE for three months' training 20 guineas, paid in advance, and this sum covers board, residence, and laundry. Special terms for Nurses holding a Guy's Certificate of training, *viz.*: For 6 weeks, 10 guineas, for 3 months, 20 guineas.

A certain number of Nurses, holding a Three Years' Certificate, are admitted for training in Midwifery for a period of 3 months, *without fee*, on condition that they undertake to serve on the staff of the Institution for a period of 9 months. Whilst undergoing training in Midwifery a Nurse will receive no salary, but the time so spent will count as regards status for subsequent salary and bonus.

†**x Hackney Union Infirmary**, High Street, Homerton, S.E. Beds, 798. MATRON; 2 ASSISTANT MATRONS; 17 Sisters; 18 Staff Nurses; 2 Midwives; 61 Probationers. Applicants are admitted throughout the year. Average number of vacancies for Ordinary Probationers, 12.

After a personal interview and 3 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 21 to 30. Satisfactory evidence as to character, good commercial education, health and physique must be produced. LECTURES are given on anatomy and physiology by the medical superintendent, the assistant medical officers, the matron and the assistant matron. Examinations are held annually in April. Certificate given at end of training. There are Midwifery Wards in the Infirmary. RECREATION, half-day weekly, 1 day monthly and 2 weeks' holiday in the year for probationers, or 3 weeks' for nurses and charge nurses. PREMIUM, *nil*. SALARY (trial month included), £10, £16, £24. Nurses, £24 to £30. Sisters, from £30 to £38. Laundry and in- and out-door uniform are provided. Separate bedrooms. Pensions under the Poor Law Officers' Superannuation Act are granted to nurses incapacitated by sickness or old age.

†**Hammersmith Infirmary**, Ducane Road, London, W. Beds, 374. MATRON; ASSISTANT MATRON; 9 Sisters; 1 Night Superintendent; 43 Probationers. Vacancies average 15 yearly.

After a personal interview if possible and 3 months' trial, suitable applicants are received as vacancies occur for 3 years' training (trial period included). Age, 21 to 30. Height above 5 ft. 3 ins. preferred. Reference as to character required from a clergyman and a lady, and medical certificate as to health. Seventh standard education. Applicants must be of good physique and have an aptitude for nursing. LECTURES given on anatomy, physiology, theory and practice of nursing,

medicine and surgery by medical staff, matron and assistant matron. Instruction given in practical midwifery. Examinations twice a year. Certificate of training and proficiency granted on satisfactory completion of training. RECREATION, 2 hours twice a week; four hours once a week; $\frac{1}{2}$ day weekly; 1 day monthly; 3 weeks yearly. Night nurses have night off every fortnight. PREMIUM, *nil*. SALARY, £10, £16, £18. Remuneration given for trial months if appointed. Sisters, £32 to £36. Laundry, in- and out-door uniform provided. Separate bedrooms. Medical attendance in the infirmary during sickness.

Hampstead General Hospital (with which is amalgamated the North-West London Hospital), Haverstock Hill, N.W. Beds, 110; (20 Pay). MATRON; 1 Home Sister; 1 Night Sister; 1 Out-patient Sister; 6 Sisters; 14 Staff Nurses; 20 Probationers. Applications average about 60, and vacancies about 11 annually.

After a personal interview and 3 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 22 to 30. Height not less than 5 ft. 4 in. Certificate required as to character from clergyman, magistrate or responsible householder and from medical attendant as to health; fair education. ELEMENTARY LECTURES are given by the medical staff and matron upon anatomy, physiology and medical and surgical nursing. Examinations are held once a year. Certificate granted upon satisfactorily completing training and passing examinations. RECREATION, 2 hours daily; 4 hours on Sunday (nurses and sisters get $\frac{1}{2}$ day and 4 hours on alternate Sundays); 1 day monthly; 3 weeks' holiday yearly (sisters 4 weeks). PREMIUM, *nil*. SALARY, £6; £10; £18. Nurses £25 to £30. Sisters, £30 to £35. Laundry and in-door uniform provided. Separate rooms for Nurses; four double rooms for Probationers.

Hampstead Infirmary, New End, N.W. Beds, 184. LADY SUPERINTENDENT; 1 Night Supt.; 1 Midwifery Nurse; 6 Sisters; 1 Staff Nurse; 16 Probationers. Applicants are admitted at any time.

After personal interview and two months' trial, suitable applicants are accepted for 3 years' training (trial period included). Training in monthly nursing and midwifery can be had in 4th year if desired. Age 21 to 30. Education and social position must be good, and character and health excellent. LECTURES by medical officer, lady supt. and night supt. Examinations annually in April by an outside examiner from Guy's Hospital. Certificates granted at end of training and after passing final examination. RECREATION, probationers 2 hours alternate days; $\frac{1}{2}$

day weekly; 1 day monthly; 3 weeks yearly. Sisters 3 hours alternate days; 2 days monthly, otherwise same as probationers. PREMIUM *nil*. SALARIES, probationers, £10, £16, £20. Sisters, £34 to £40. Laundry and indoor uniform provided. Separate bedrooms. Sickness and old age provision under Poor Law Officers' Superannuation Act.

† **Holborn Union Infirmary**, Archway Road, Highgate. (Also Cleveland Street, see p. 45.) Beds, 625. MATRON; ASSISTANT MATRON; 1 Home Sister; 11 Sisters; 1 Night Superintendent; 33 Staff Nurses; 35 Probationers. Applications average 100 and vacancies 20 annually.

After a personal interview and 3 months' trial, suitable applicants are received at any time for 3 years' training. Age, 21 to 35. Evidence required as to character, health and physique. Education must be good, and social position average. LECTURES by the medical superintendent and assistant medical officer on physiology and anatomy. Cookery classes by L.C.C. instructor. Class instruction to the staff nurses by the assistant medical officer and matron, and in elementary nursing and ward routine, bandaging and cookery classes for the junior nurses by the assistant matron. Examinations are held annually by an outside examiner. Certificate granted after examination and satisfactory completion of engagement. RECREATION, 2 hours daily; 4.30 to 10 P.M. weekly; 1 day a month; 4 hours Sundays; 2 weeks yearly (sisters 3 weeks). PREMIUM, *nil*. SALARY, Probationers, £15, £20. Remuneration given for trial months. Laundry and indoor uniform provided. Separate bedrooms for some.

King's College Hospital, Denmark Hill, S.E. BEDS, 350. SISTER MATRON; 1 ASSISTANT MATRON; 1 Sister Housekeeper; 1 Home Sister; 1 Night Sister; 1 Assistant Night Sister; 20 Ward Sisters; 40 Staff Nurses; 94 Probationers. Applications about 2000 yearly. Number of vacancies varies.

After a personal interview (Thursdays 10.30 to 12.30) and 1 month's trial, suitable candidates are received for 3 years' training. Age, 23 to 30. Evidence required as to health, character and education. Unless they prove unsuitable for the position, probationers are promoted to the post of staff nurse at the end of their second year. LECTURES to the senior nurses are given by members of the staff, on medicine, surgery, gynaecology, diseases of the throat, nose, ear and eye, also on children's diseases, and the nursing points connected with these subjects. Lectures are also given on bacteriology. The Assistant Matron gives classes in connection with the above lectures, and also lectures to the junior nurses

on anatomy and physiology, fractures, wounds and other nursing subjects. Bandaging classes are held by a Surgical Ward Sister. Each nurse has a course of lessons on sick cookery (in connection with the L.C.C.), examination held, and certificate given. Examinations, theoretical and practical, for junior and senior nurses are held twice a year. A prize is given by the Chairman. Certificates granted on satisfactory completion of training. The certificates are of three grades, *i.e.* Passed; Passed in the 1st Class; Passed in the 1st class with honours. RECREATION, for nurses, 4 hours daily; probationers (day duty), 1 day monthly; staff nurses (day duty), week-end monthly, from Saturday, 4.30 P.M. to Monday, 11 A.M.; night nurses, 2 nights monthly. Holidays, 3 weeks yearly during the 1st and 2nd years; 4 weeks yearly during the 3rd and subsequent years. Sisters have 5 hours and 2 hours on alternate days, 4 half days per month, and 1 week-end monthly from Saturday, 2 P.M., till Monday, 2 P.M.; holidays 6 weeks in the year. SALARIES, nurses, 1st year, *nil*; 2nd year, £15; 3rd year, £20; 4th year, £30; 5th year, £33; 6th year, £36. Sisters, £35 rising £5 yearly to £50. 2s. 2d. a week is allowed to probationers and staff nurses and 2s. 6d. to sisters for laundry, and in- and out door uniform are provided. Separate bedrooms, plenty of bathrooms, shampoo-rooms, etc., are provided. Nurses' medical library free.

The hospital is federated to the Royal National Pension Fund for Nurses, and has a scheme by which the hospital helps the nurses by paying part of the premium.

+ **Kingston Hill Infirmary**, Kingston on Thames. Beds, 600. MATRON; 2 ASSISTANT MATRONS; 1 Home Sister; 1 Night Superintendent; 14 Sisters; 5 Staff Nurses; 47 Probationers. Applications average 60 yearly and vacancies 14.

After personal interview if possible and 3 months' trial, suitable applicants are accepted at any time for 3 years' training (trial period included). Age, 21 to 30. Height 5 feet to 5 feet 6 inches. Medical certificate required. Good general education necessary. LECTURES by medical staff, Matron and Assistant Matron on medicine, surgery, midwifery, hygiene, X-Rays and general nursing. Examinations four times yearly by an outside examiner. Certificate given. RECREATION, probationers and nurses 2 hours daily, 4 hours weekly; sisters 2½ hours daily, 6 hours weekly, 8 A.M. to 1.30 P.M. and 2 P.M. to 9 P.M. alternate Sundays; 1 day monthly and 3 weeks yearly for all. PREMIUM, *nil*. SALARIES, probationers £10, £15, £20. Nurses from £27. Sisters £33 to £40. Laundry and indoor uniform provided. Separate bedrooms. Library provided.

†**Lambeth Infirmary**, Brook Street, Kennington Road, S.E. Beds, 679. MATRON; ASSISTANT MATRON; 2 Night Superintendents; 1 Home Sister; 1 Sister in charge of Linen Room; 17 Sisters; 8 Staff Nurses; 83 Probationers; 8 Probationers in training at the Children's Infirmary, Norwood. Vacancies average 25 yearly.

After application to the matron by letter, a personal interview if possible and 2 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 21 to 30. Medical certificate of health and satisfactory evidence of character and education required. Women of good social position preferred. Certificates granted after passing examinations and satisfactorily completing engagement. Class instruction is given by the medical officers and the assistant matrons; and a course of lessons in sick cookery given by a certificated teacher. Opportunity for limited number to qualify for C.M.B. examination in return for a 4th year of service. Examinations held yearly about May. Certificate granted at end of training. RECREATION, sisters weekly 1 afternoon 2 to 6; 1 afternoon 2 to 4; 1 evening 6 to 10; 1 half-day 2 to 11; whole day every 4th week; 3 hours Sunday; 4 weeks yearly, after 5 years' service. Probationers and nurses 2 hours daily, with one exception; half a day weekly, 2 to 10; 3 hours Sunday; monthly whole day; 3 weeks yearly. SALARY, £10; £15; £20. Nurses, £30 to £35; sisters, £32 to £40 per annum. Remuneration given for trial period. Laundry and indoor uniform provided. Separate bedrooms. Nurses have the option of contributing to the Poor Law Officers' Superannuation Fund.

†**Lewisham Infirmary**, High Street, Lewisham, S.E. Beds, 401. MATRON, 1 ASSISTANT MATRON; 7 Sisters; 1 Night Superintendent; 20 Nurses; 25 Probationers. Applications average about 120 yearly, and vacancies 15.

After a personal interview and 2 months' trial, suitable applicants are received for 3 years' training. Age 23 to 33. Satisfactory evidence required 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 and assistant matrons. Examinations are held in June and December. Certificates granted after passing an examination and satisfactorily completing engagement. 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 yearly. Nurses, 4 hours on alternate days; half-day

fortnightly; 1 day monthly; 3 weeks yearly. Sisters, $4\frac{1}{2}$ hours on alternate days; half-day weekly; 1 day monthly; 3 weeks yearly. PREMIUM, *nil*. SALARY, £10, £15, £20. Sisters, £32 to £40; Theatre Sister, £37 to £47 and £3 allowance. Laundry and indoor uniform are provided. Separate bedrooms for nurses but not for probationers.

London Homœopathic Hospital, Great Ormond Street, Bloomsbury, W.C. Beds, 164. MATRON; 1 Asst. Matron; 1 Housekeeper; 1 Night Supt.; 7 Sisters; 4 Charge Staff Nurses; 10 Staff Nurses; 40 Probationers; 14 Private, 8 Co-operative Nursing Staff. Vacancies average 4 yearly.

After a personal interview and 2 months' trial, suitable applicants are received for 4 years' training. Age, 22 to 32. Evidence required as to character, education, health and physique. Theoretical and practical instruction by members of the medical staff, the matron and sisters. Examinations. Certificates granted upon satisfactorily completing engagement and passing examination. Gold medal awarded after final examination to the nurse who gains the largest number of marks. RECREATION, 2 hours daily; 1 day monthly, 3 weeks' yearly; sisters 4 weeks. Nurses must attend divine service in the hospital on Sunday. PREMIUM, *nil*. SALARY, £12, £15, £18, £25; sisters, £35 to £40. Laundry and indoor uniform 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, and can in this case receive training in monthly nursing and midwifery.

x London Hospital (The), Whitechapel Road, E. Beds, 922. MATRON; 4 ASSISTANT MATRONS; 4 Night Superintendents; 93 Sisters; 89 Staff Nurses; 335 Regular and Paying Probationers. This makes the total of hospital staff 526. There are 237 nurses on the private staff, making the complete total 763. Applications average 2000, and vacancies 140 yearly. Two classes of Probationers are accepted for training—Paying and Regular Probationers.

Paying Probationers, between 21 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 up to 2s. 6d. a week is made to them for washing in the Hospital Laundry. 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 (21 to 33 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 1 month's trial in the wards, suitable applicants are received for 2 years' training dating from the day they are transferred from the preliminary training home to the hospital, with an obligation on their part to remain in the service of the hospital for four years, either in the wards or upon the private nursing staff. Age, 21 to 33. Satisfactory evidence required as to health and physique, with two references as to character. LECTURES by the visiting staff and matron upon elementary physiology and anatomy, and upon nursing (general details, and medical and surgical nursing). Classes and practical instruction in bandaging and sick-room cookery. Examination by an outside examiner. Prizes awarded. Certificate granted upon completion of training and passing examination. RECREATION, 3 hours daily; 1 day fortnightly; 2 weeks' holiday at the end of each period of 6 months. On completion of 2 years' training a full month's holiday is allowed. PREMIUM, *nil*. SALARY, £12; £20; 3rd and 4th years, if staff nurse, £24 to begin; if on private staff £30 to begin, rising £5 annually to £45. Additional £5 per annum after 6 years' service and another £5 after 12 years. Up to half a crown a week allowed for laundry. Material provided for 3 print dresses and 3 caps.

Pupil Probationers.—Selected candidates desirous of becoming regular probationers are received for periods of 7 weeks' preliminary instruction in Tredegar House, 99 Bow Road, before admission to the wards. Instruction, board and lodging are provided free of expense to pupil probationers, and an allowance up to 2s. 6d. a week made for washing. Pupil probationers receive instruction in, and are required to perform, such household duties as will fall to their lot when admitted to the wards, including sweeping and dusting, but not the cleaning of grates or scrubbing. They are expected to become proficient in sick-room cookery, bandaging, and such details of practical nursing as can be taught before actual attendance upon the sick. They attend classes upon elementary physiology, anatomy, and hygiene. A pupil probationer not retained in the preliminary training home, or not appointed after her month's trial in the hospital, is required to pay 10s. for the uniform material provided by the hospital. Separate bedrooms.

Special Pupil Probationers.—A limited number of ladies not intending to take up nursing as a career, but wishing to learn something of nursing, are received on special terms.

Training in *Midwifery* given. Fee, 20 guineas. A Private Nursing Staff is attached to this Institution.

London Temperance Hospital, Hampstead Road, N.W. Beds, 116. MATRON; 7 Sisters; 1 Night Superintendent; 24 Paying Probationers.

After a personal interview and 1 month's trial, suitable applicants are received for 1, 3, or 4 years' training. Age, 23 to 30. Evidence required as to character, education and health. Whilst in the hospital, they must abstain from taking alcohol. LECTURES by the visiting staff on anatomy, physiology, and hygiene; and by the matron on nursing. Medals and clasps awarded. *Three and four years' probationers* obtain certificate on satisfactorily completing engagement and passing examination. Examinations yearly. An additional examination is held annually in practical nursing for which prizes are given by the senior physician and senior surgeon. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' yearly. PREMIUM, *three year probationers*, 30 guineas; *one year probationers*, £1 1s. a week quarterly in advance. Non-paying probationers having received previous training of not less than two consecutive years, and who possess a certificate from an approved hospital of such training, are received for a period of three years' training. Non-paying probationers having had no previous experience, enter for a 4 years' course. SALARY, *three year probationers*, 1st year, *nil*; 2nd year, if appointed on the staff, £15; 3rd year, £20; *one year probationers*, *nil*. Uniform is not provided. One shilling and sixpence a week is charged for laundry. Lessons in dispensing are given to nurses in their third year if desired. Separate bedrooms.

Metropolitan Hospital, Kingsland Road, N.E. Beds, 160 (only 123 occupied). LADY SUPERINTENDENT; ASSISTANT MATRON; 1 Night Superintendent; 8 Sisters; 12 Staff Nurses; 24 Probationers; 8 Paying Probationers. Applications average 208, and vacancies 10 yearly.

After a personal interview and 1 month's trial, suitable applicants are received for 3 years' training. Age, 23 to 30 years. Satisfactory evidence required as to character, education, health and physique. LECTURES by a physician, surgeon, obstetric physician and matron on medical, surgical, obstetric and general nursing. Certificates granted after passing 3 ex-

aminations and satisfactorily completing engagement. Gold medal and a prize of 1 guinea awarded to the nurse who heads the list at the examination, and a prize of 1 guinea for the second on the list. RECREATION, 3 hours daily; half-day weekly; whole day monthly; probationers 15 days, nurses 3 to 4 weeks yearly. PREMIUM, £31 10s. A limited number of non-paying probationers are taken, who sign a four years' agreement, and serve the 4th year on private staff if required. SALARIES, £8, £12, £20; staff nurses, £24 to £28; sisters, £30 to £40. Laundry provided. Uniform not provided during the first year. Cubicle sleeping accommodation.

There is a private nursing staff in connection with the hospital.

x Middlesex Hospital, Mortimer Street, W. Beds, 408.

LADY SUPERINTENDENT; 1 ASSISTANT MATRON; 1 Night Superintendent; 28 Sisters; 160 Nurses and Probationers; 12 Paying Probationers. Applications average 800 and ordinary vacancies about 40 yearly.

Ordinary Probationers.—After a personal interview, and 1 month's trial, suitable applicants are received, as vacancies occur, for a course of 4 years' training, the first year being a probationary term to qualify as nurses, when, if not passed medically or failing in the examination tests, they may cease without notice to be retained subject to the discretion of the nursing committee. Age 22 to 30. Certificate of health required from the Resident Medical Officers, with evidence of High School standard of education, and average social position. LECTURES are given by members of the visiting medical staff and Home Sister. Examinations are held, and after 4 years' satisfactory service, nurses are eligible for a certificate. Gold, silver, and bronze medals are awarded. Probationers who fail to pass the junior examination, and nurses who fail to pass the senior examination (in 3rd year) may not be retained in the hospital's service. There is a course of massage for nurses chosen specially by the Lady Superintendent. RECREATION, 2 hours daily, Sundays 3 hours, and 1 day monthly; 3 weeks yearly; sisters, 2 hours daily, 3 days monthly or week-end; 28 days annually. PREMIUM, *nil*. SALARY, £12, £18, £20, £22; sisters, £35 to £40. Laundry to the amount of 30 articles weekly provided. Separate bedrooms for nurses but not for probationers. Indoor uniform provided after the first year's probation. A nurse or probationer is nursed during illness and receives her salary at the discretion of the Weekly Board. Pension granted after 20 years' service.

Paying Probationers are also received under the same conditions as ordinary probationers, but after 3 years' satisfactory service are eligible for a certificate. Fee of 30 guineas, payable half on joining and the

balance in two equal instalments at the end of 6 and 9 months respectively. No salary for 1st year; 2nd year, £18; 3rd year, £20.

Training in midwifery and preparation for C.M.B. examinations can be obtained at a fee of £26 for 4 months' residence. Age, 23 to 40. To the nurses of the hospital the fee is £18. Any nurse wishing to avail herself of this must have completed her course of hospital lectures. Outside pupils provide their own uniform.

On the completion of their training nurses considered eligible may join the Private Nursing Staff, receiving a higher rate of wages, and a commission on their earnings.

† **Mile End Infirmary**, Bancroft Road, N.E. Beds, 500. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 8 Sisters; 46 Probationers.

After a personal interview and 3 months' trial, suitable applicants are received, as vacancies occur, for 4 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character, and certificate by medical man as to health. LECTURES by the Medical Staff and Matron upon elementary anatomy and physiology, hygiene, bacteriology and materia medica, invalid cookery, medical, surgical and general nursing. In the 4th year training in midwifery is provided at the East End Mothers' Home. Examinations are held yearly. Certificate granted. RECREATION, Probationers, 2 hours' daily, 1 day monthly, 16, 19 and 21 days yearly respectively; nurses 2 hours daily, $\frac{1}{2}$ day weekly, 1 day monthly, 3 weeks yearly; sisters, 1 evening daily, 2 half-days weekly, 1 day monthly, 4 weeks yearly. PREMIUM, *nil*. SALARY.—Probationers, £12, £14, £16, £20. Remuneration given during trial months. Nurses £24 to £28 a year; Sisters, £32 to £40. Laundry and indoor uniform after the trial period provided and text-books. Separate bedrooms. Superannuation arrangements for nurses.

† **Paddington Infirmary**, 285 Harrow Road, W. Beds, 284. MATRON; ASSISTANT MATRON; 1 Home Sister; 1 Night Superintendent; 8 Sisters; 2 Nurses; 36 Probationers. Applications average 150, and vacancies 18 yearly.

After 2 months' trial probationers are admitted at any time for 3 years' training (trial period included). Age, 21 to 30. Education must be good; medical and birth certificates, and 2 good personal references must be supplied. LECTURES given by the Medical Superintendent, Matron and Sisters. Examinations yearly. Certificates granted at end of training. RECREATION, 2 hours daily, additional $\frac{1}{2}$ day weekly, 1 day monthly, 3 weeks yearly (sisters 4 weeks). PREMIUM, *nil*. SALARIES.—£10, £16,

£20. Remuneration given for the trial month. Nurses, £24 to £26; Sisters, £28 to £34. Laundry and indoor uniform provided. Separate bedrooms. Poor Law Officers' superannuation benefits (optional). There is a nurses' home for probationers. Opportunity given after 3 years for training for the certificate of the Incorporated Society of Trained Masseuses in sick cookery and for the C.M.B. There is a department for light treatment with Rontgen Ray apparatus.

† **Poplar and Stepney Sick Asylum**, Devon's Road, Bromley, E. (Poor Law Establishment.) Beds, 820. MATRON; 2 ASSISTANT MATRONS; 2 Night Superintendents; 10 Sisters; 105 Staff Nurses and Probationers. Applications average about 60, and vacancies about 25 yearly.

After a personal interview with the matron and managers and 3 months' trial, suitable applicants are received for 3 years' training. Age, 21 to 35; must be well educated, active, industrious, thoroughly trustworthy, of unexceptionable character, and in good health. Theoretical instruction by the medical officers and matron; practical instruction by the assistant matrons and the sisters. Instruction in sick cookery is also given. Examinations in April and October. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, probationers and staff nurses, 2 hours every evening; 2 P.M. to 4.30 P.M., twice a week; half a day once a week; whole day every third week; off duty every Sunday for 4 hours, either 9.30 A.M. to 1.30 P.M., or 2 P.M. to 6 P.M., or 6 P.M. to 10 P.M.; sisters, 2 hours every evening; half a day twice a week; 1 day every third week; and Sundays, 9.30 A.M. to 1.30 P.M., or 6 P.M. to 10 P.M.; sisters, 1 calendar month, staff nurses and probationers, 23 days' holiday yearly. PREMIUM, *nil*. SALARY, £10, £15, £20. Staff nurses, £25, increasing £1 a year to £28. Sisters, £30, increasing £2 a year to £38. Laundry and indoor uniform provided. There is a superannuation fund for nurses incapacitated by old age, and in cases of sickness they are cared for in the asylum, and paid their salary during the time. Nurses and probationers do not in every case have a separate bedroom.

Prince of Wales's General Hospital, Tottenham, N. Beds, 125. MATRON; 1 Night Superintendent; 9 Sisters; 40 Staff Nurses and Probationers. Applications average 250, and vacancies 10 yearly.

After a personal interview and 3 months' trial, suitable applicants are received for 4 years' training (trial period included). Age, 21 to 30,

Height not less than 5 ft. 2 in. Education must be average and domestic servants not eligible. Satisfactory evidence required as to character from clergyman and employer, and as to health from medical attendant and dentist. LECTURES by the members of the medical staff and the matron on medicine, surgery, gynæcology, elementary anatomy, physiology, hygiene, medical and surgical nursing and massage. Examinations are held after each course of lectures. Prizes are given by the lecturers. Certificates are given after completion of 4 years' training. RECREATION, 2 hours daily; 4 hours weekly; half-day every third Sunday (staff nurses $\frac{1}{2}$ day alternate Sundays, sisters whole day alternate Sundays); 1 day a month; 2 weeks' holiday yearly; Staff nurses 3 to 4 weeks, sisters one month and one week in winter. PREMIUM, *nil*. SALARY, £8, £12, £16, £24. Remuneration not given for trial period. Sisters from £30 to £40. Laundry, indoor and outdoor uniform provided. Nurses are not sent out to private cases. Senior nurses have separate bedrooms, probationers have not.

Royal Free Hospital, Gray's Inn Road, W.C. Beds, 157, MATRON; 1 ASSISTANT MATRON; 1 Sister Housekeeper; 1 Night Superintendent; 11 Sisters; 52 Probationers; 1 District Nurse. Applications average 300 and vacancies 25 yearly.

After a personal interview and three months' trial suitable applicants may be received at any time for 4 years' training (trial period included), the fourth year being spent as staff nurse. Age, 23 to 35. Height about 5 ft. 4 in. Two references required (one from a lady); medical and dental certificate; good general education; gentlewomen preferred. LECTURES by physician, surgeon and gynæcologist and classes by Assistant Matron. Examinations at end of 1st and 3rd years. A certificate is granted at end of three years. RECREATION, probationers, 2 hours daily; additional 4 hours weekly (nurses, 3 hours); 1 day monthly; 16 days yearly (nurses, 3 weeks); sisters, 2 hours and four hours alternate days; week-end once a month; 4 weeks yearly. PREMIUM, *nil*. SALARY, Nurses, £9, £12, £16, £24. Remuneration for trial period if accepted on the Staff. Sisters, £35 to £45. Laundry and indoor uniform are provided. Separate bedrooms with the exception of two rooms. The hospital is federated to the Royal National Pension Fund for Nurses. Nurses during sickness are nursed in Hospital.

St. Bartholomew's Hospital, West Smithfield, E.C. Beds, Hospital, 680; Convalescent Home, 70. MATRON and Superintendent of Nursing; ASSISTANT MATRON; 38 Sisters; 2 Night Superintendents; 241 Staff Nurses and Probationers; 27 Special Probationers.

Ordinary Probationers.—After a personal interview and at least 1 month's trial, suitable applicants are received for 4 years (three years being for training and the fourth as staff nurse) on 1st February, 1st May, 1st August, or 1st November. Age, 22 to 33. Before being admitted on trial applicants are required to satisfy the Medical and Surgical Instructors that they have received a fair education and are generally intelligent. They have also to pass a personal medical examination. 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 April and October. A gold medal, given by the Clothworkers' Company, is presented to the probationers who pass first in the final examinations. Prizes in books are also given. RECREATION.—Probationers, staff probationers and staff nurses, 2 hours on 5 days in each week, and such additional leave as can be arranged; one day and one half-day alternate weeks; staff nurses also a week-end once a month; probationers 2 weeks at end of first six months, and further two weeks on completion of 1st year; staff nurses and staff probationers 4 weeks yearly; sisters 3 hours alternate days, 2 to 10 P.M. weekly, 2 P.M. on Saturday to 12 noon on Monday monthly, and from 3 P.M. to 9 P.M. every alternate Sunday; 5 weeks yearly. Night nurses, 9 A.M. to 11 A.M. every day; 1 day a fortnight, 9 A.M. to 12.30 P.M., and two nights off duty, once a month, i.e. from 9.30 A.M. to 2.30 P.M. on the next day but one; Sundays, 10 A.M. to 1 P.M. to attend church. PREMIUM, *nil*. SALARY, £8; £12; £20; £30; afterwards as staff nurse, £32 10s., 1st year, and £35 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, and must be, except under very special circumstances, between 21 and 40 years of age. 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.

† **St. George-in-the-East Parish Infirmary**, Raine Street, E. Beds, 394. MATRON, ASSISTANT MATRON; 1 Home Sister; 1 Night Superintendent; 8 Sisters; 34 Probationers. Vacancies average 11 yearly.

After a personal interview and trial of 2 months, suitable applicants are received for 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character, health and education. LECTURES are given by the matron and medical officers. Examinations are held during the first 2 years and a final one in the 3rd year, usually the end of March. Certificates granted. Silver and bronze medals are awarded. Three months' course in invalid cookery is given and on passing an examination, a certificate is granted by the Universal Cookery Association. RECREATION, 2½ hours every alternate day; ½ day weekly; whole day monthly; 3 weeks yearly. Sisters have also whole Sunday bi-monthly. SALARY, £13 18s., £18 18s., £23 18s.; Sisters, £32 rising £2 annually to £40; Nurses, £25 18s., rising £1 annually to £29 18s. Remuneration given for trial period. Laundry and indoor uniform provided. The Nursing Staff reside in a home separate from Infirmary. Separate bedrooms. Nurses are not sent out to private cases.

St. George's Hospital, Hyde Park Corner, S.W. Beds, 334. MATRON, ASSISTANT MATRON; Night Superintendent; 24 Sisters of Wards and Departments, 120 Staff Nurses and Probationers. There are 30 nurses on the private staff. Applications average 1260, and vacancies 50 yearly.

After a personal interview and trial of 2 months, suitable applicants are received for a period of 4 years (3 years being for training and the 4th as staff nurse or on the private staff). Age, 22 to 33. Three references required as to character, and certificates as to health, state of teeth and physique. At the end of the first year probationers are required to pass an examination in the subjects taught during the year. Until this examination is passed probationers are not permitted to proceed with the 2nd year's course, but those who fail may at the discretion of the Nursing Committee come up again for examination at the end of 6 months. Lectures are given on anatomy, physiology, bandaging, splint padding, medical and surgical nursing given by members of the staff. There are four examinations yearly—two for juniors and two for seniors. Prizes of books are given. Certificates are given to those who have passed the examination, whose practical work has been good, and whose general conduct has been satisfactory. These certificates are of 3 grades—"Qualifying," "With Credit," and "With Honour". RECREATION, 2 and

3 hours alternate days; one day monthly; 16 days yearly; 4 hours Sundays for all grades; nurses (3rd and 4th year), 2 and 4 hours on alternate days; whole day and $\frac{1}{2}$ day monthly; 3 weeks yearly; sisters, 2 and 4 hours alternate days; $\frac{1}{2}$ day weekly, 1 day monthly; 4 weeks yearly. PREMIUM, *nil*. SALARY, £10, £14, £22, nurses, £26 to £30 per annum. Sisters £35 to £50. Part indoor uniform and part outdoor uniform provided. An allowance of 2s. weekly is made for laundry expenses. Separate bedrooms.

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.

There is a Private Nursing Institute attached.

†* **St. James's Infirmary** (Wandsworth Union), Ouseley Road, Balham, S.W. Beds, 610. MATRON; ASSISTANT MATRON; 12 Sisters; 6 Nurses; 60 Probationers. Probationers trained; 3 years' course; certificates granted.

†x **St. Leonard's Infirmary**, 204 Hoxton Street, Shoreditch, N. Beds, 520. MATRON; ASSISTANT MATRON; 1 Home Sister; 1 Night Superintendent; 1 Maternity Sister; 9 Ward Sisters; 1 Theatre Sister; 22 Staff Nurses; 33 Probationers. Applications average 150 and vacancies 14 yearly.

After a personal interview if possible and 3 months' trial, suitable applicants are received for 3 years' training (or 4 years with C.M.B. Certificate). Trial period included. Age, 21 to 30; height, 5 ft. 4 in. to 5 ft. 6 in. Satisfactory evidence required as to character, education, health and physique and a medical examination must be undergone on entering. LECTURES by the Medical Superintendent on midwifery, by the medical staff and matron on anatomy, physiology and nursing, and practical class instruction by the assistant matron, home sister and maternity sister. Examinations annually and certificates are granted on satisfactorily completing engagement. Prizes and medals given. Test examinations are held before the final, which latter is conducted by a member of the staff of a large London hospital. RECREATION, probationers, half-day weekly; 1 afternoon weekly; long day once a month; staff nurses, $\frac{1}{2}$ day weekly; 1 evening weekly; long day monthly; sisters, $\frac{1}{2}$ day weekly; 2 evenings weekly; long day monthly; Sunday leave, probationers alternately from 10 A.M. to 5 P.M.; sisters and staff nurses alternately, from 3.15 P.M. to 10.30 P.M. Night nurses are allowed 1 night off every 3rd week. PREMIUM, *nil*. SALARIES, £12, £16, £20, £24; Sisters, £32 to £40; Maternity Sisters, £35 to £40; Theatre

Sister, £38 to £40 per annum. Remuneration given for trial period. Laundry, indoor uniform and text-books are provided. Separate bedrooms with the exception of 4 who share rooms. Poor Law Officers' Superannuation Act applies in cases of sickness and old age.

+x St. Mary Abbott's (Kensington) Infirmary, Marloes Road, W. Beds, 667. MATRON; ASSISTANT MATRON; 1 Home Sister; 2 Night Superintendents; 14 Sisters; 57 Probationers; 2 Midwifery Sisters; 2 Lunatic Attendants. Applications average 300, and vacancies 18 per annum.

After a personal interview and 2 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 21 to 30. Height at least 5 ft. 3 in. Satisfactory evidence required as to character, education, health and physique. LECTURES 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. Examinations twice a year, in May and November. Two gold medals are given each year to the two best "all round" nurses and a bronze medal to every probationer who gains her 3 years' certificate. 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, £12, £16, £20; Sisters, £32, rising £2 10s. per annum to £36. Remuneration given for trial period. Laundry and indoor uniform are provided. Separate bedrooms for nurses and cubicles for probationers. Medical attendance is free to nurses during sickness.

There is a special Maternity department, where 8 probationers are trained annually, fee £10, but there are very few vacancies for outside pupils. Probationers in their fourth year trained at this infirmary get free maternity training if suitable. During the training they receive no salary, but board, uniform, and laundry are allowed.

St. Mary's Hospital, Praed Street, Paddington, W. Beds, 305. MATRON; 1 ASSISTANT MATRON; HOME SISTER; 1 Night Superintendent; 19 Sisters; 20 Staff Nurses; 80 Probationers; 4 Paying Probationers. Ordinary vacancies average 30 yearly, and paying 12.

Ordinary Probationers.—After personal interview (Tuesdays, 12 to 1 and Thursdays, 2 to 3) and 3 months' trial, suitable applicants are received at any time for 3 years' training (trial period included), and are

required to serve the hospital for a further year as staff nurse. Age, 22 to 35; height not under 5 ft. 2 inches. Birth certificate, and satisfactory evidence required as to character, education and aptitude for sick nursing. Candidates are examined as to their health and physical fitness by the hospital medical officer, and if accepted are required to furnish a dental certificate and a certificate of having been vaccinated within the previous 12 months. LECTURES by the visiting staff on medical, surgical and obstetric nursing. Massage is taught during fourth year. Examinations are held in the Spring and Autumn at the conclusion of the courses of lectures. Medical books are awarded as prizes. Nurses have the opportunity of midwifery training for 3 months at the "East End" Mother's Home during the last 3 months of the fourth year. The fees are paid by the Hospital. Fourth year salary is given to Nurses during midwifery training. A certificate is granted for three years' training if conduct and efficiency have been satisfactory; it is not however delivered till the 4 years' engagement is completed when a further certificate for the 4th year is given. RECREATION, probationers, 2 hours daily; sisters and nurses, every other evening; sisters, additional 2 hours off every Saturday. All have $\frac{1}{2}$ day alternate Sundays, 3 hours other Sunday, $1\frac{1}{2}$ days each month. Nurses and probationers have 3 weeks' holiday in a year, sisters, 1 month. PREMIUM, *nil*. SALARY, £8, £12, £16, £20. Remuneration given for trial period if retained. Laundry and indoor uniform (after first year) provided. Separate bedrooms.

Paying Probationers.—A limited number of probationers are received for 1 year's training. Age 23 to 40. Duties the same as those performed by ordinary probationers in their first year. They are allowed to attend all the lectures given to the ordinary probationers. PREMIUM, £30 payable in quarterly instalments in advance. SALARY, *nil*. Laundry and uniform not provided.

The hospital is federated to the Royal National Pension Fund for Nurses.

† **St. Mary (Islington) Infirmary**, Highgate Hill, N. Beds, 800. MATRON; ASSISTANT MATRON; 1 Home Sister; 14 Sisters; 2 Night Superintendents; 7 Staff Nurses; 78 Probationers. Applications average 150, and vacancies 28 yearly.

After a personal interview and 3 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 21 to 30. Three testimonials and two references required as to character and education, birth certificate, dental certificate and medical examination. LECTURES in anatomy and physiology by the medical superintendent, on nursing

by assistant matron, bandaging by Home Sister, and instruction in sick cookery by special teacher. Examinations are held twice yearly. Medals and prizes are awarded. Certificates granted. RECREATION, probationers, 2 hours daily, 1 long evening weekly, 1 day monthly, 2 weeks yearly; nurses, 2 hours daily, 1 evening weekly, $\frac{1}{2}$ day fortnightly, 1 day monthly, 2 weeks yearly; sisters, 2 hours daily, $\frac{1}{2}$ day and one evening weekly, 1 day monthly, 3 weeks yearly. PREMIUM *nil*. SALARIES, £8, £13, £20; nurses, £26 to £30; sisters, £32 to £38 per annum. Laundry and in and outdoor uniform provided. Remuneration given for trial months if satisfactory. Separate bedrooms, except for 12 junior probationers.

†x **St. Marylebone Infirmary**, St. Charles's Square, North Kensington, W. Beds, 744. MATRON; 3 ASSIST. MATRONS; 1 Storeroom Assistant; 2 Night Superintendents; 18 Ward Sisters; 1 Massage Sister; 83 Probationers. Applications average 300 to 400, and vacancies 30 yearly.

After a personal interview and 2 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 21 to 28. Height not under 5 ft. 3 in. Satisfactory evidence required as to character from two ladies (one being last employer), and doctor's certificate required as to health and physique. Education should be not less than moderate and social position middle class. LECTURES by the medical superintendent, upon anatomy, physiology, foods, etc. Class instruction by the Matron and Home Sister in nursing, bandaging, etc. Final examination is by an outside examiner and test examinations are held from time to time. A certificate is granted at the end of the third year if the period of training has been satisfactorily passed. RECREATION, 2 hours daily, and 6 hours once weekly; 1 day monthly; sisters, 2 hours daily, 8 hours weekly; 1 day monthly; probationers, 3 weeks, sisters, 4 weeks yearly. PREMIUM, *nil*. SALARY, £12, £18, £20; sisters, £32 to £40; Night Sister, £44; Massage Sister, £50. Laundry, indoor uniform and text-books are provided. Remuneration given for trial months. Separate bedrooms. The nurses can join the Poor Law Superannuation Fund, in which case they are exempt from insurance.

Free training in *Midwifery* to four pupils annually.

† **St. Pancras Infirmary**, Dartmouth Park Hill, N. Beds, 570. MATRON; ASSISTANT MATRON; Home Sister; 2 Night Superintendents; 9 Sisters; 6 Assistant Charge Nurses; 59 Probationers. Applications average 200, and vacancies 17 yearly.

After a personal interview and 2 months' trial, suitable applicants are received for 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES by the medical superintendent, assistant medical superintendent, the matron, assistant matron and instruction in massage by the home sister. Examinations twice yearly. A certificate is granted after passing examinations and satisfactorily completing engagement. RECREATION, 2 hours daily, half-day fortnightly, 1 day monthly. Probationers and nurses 3 weeks and sisters 4 weeks yearly. PREMIUM, *nil*. SALARIES, £12, £17, £22; Assistant Charge Nurses, £30 to £32; Sisters, £32 to £36. Laundry, indoor and outdoor uniform and text-books provided. Each nurse has a separate bedroom, probationers do not.

x St. Thomas's Hospital (Nightingale Home Training School for Nurses). MATRON; 1 ASSISTANT MATRON; 33 Sisters; 1 Night Superintendent; 2 Assistant Night Superintendents; 36 Ordinary Probationers; 42 Paying Probationers. Average number of vacancies yearly, ordinary—30 to 40; paying, 30 to 40.

Ordinary Probationers.—After a personal interview and 2 months' trial, suitable applicants are received every two months for 3 years' training. Age, 22 to 30. Satisfactory evidence required as to character, education, health and physique. The selected candidates, before entering the wards of the hospital, have to pass through an eight weeks' course of preliminary instruction followed by examinations. The selected candidates reside, during the course of preliminary training, in a part of the hospital adjoining the Nurses' Home. They have each a separate bedroom, and are supplied with full board and an allowance of 2s. 6d. a week for washing. They have to provide themselves with certain articles of dress. They are required to attend to their own rooms, and receive instruction in, and have to perform such other household duties as will fall to their share when they enter the wards; they are expected to become thorough and quick in carrying out these duties. They must also become proficient in sick room cookery, bandaging, and such practical nursing details as can be taught outside the wards. Instruction will also be given in Elementary Anatomy, Physiology and Hygiene. The selected candidates will be required to pay before admission a fee of £5, and no candidate will be entitled to a return of any part of the fee so paid should she from any cause leave during the preliminary course or should she finish the course and then fail to pass the final examination. A candidate may be required to leave at any time, should the matron

consider her unsuitable for further training. Under exceptional circumstances a candidate, if required to leave may, on the recommendation of the matron, be allowed a return of a portion of the fee. After passing through the Preliminary Training School, probationers attend lectures; at the end of each course examinations are held and any probationer failing to obtain 40 per cent of the maximum marks is liable to dismissal. Medals are awarded at the completion of training and a certificate if examinations have been passed and conduct and efficiency have been satisfactory. With special permission probationers at the completion of their training may enter for a course of midwifery and be prepared for the C.M.B. examination, or may take a course of massage and prepare for the I.S.T.M. certificate. Special fees are arranged. RECREATION, 3 to 4 hours daily; extra leave, Sundays; 1 day monthly; 5 weeks yearly; sisters, 6 weeks. PREMIUM, *nil*. SALARY, 1st year, £12; 2nd year, £22; 3rd year, £24; nurses, £22 to £24; sisters, £32 to £100. Remuneration given for trial period. Laundry, text-books, and indoor uniform provided. Separate bedrooms.

Paying Probationers. Special probationers are received for 1 year's training at a fee of £30. Age, 22 to 33.

Seamen's Hospital Society, Greenwich, S.E. Beds, 250. MATRON; 1 ASSISTANT MATRON; 1 Home Sister; 1 Assistant Home Sister; 1 Night Sister; 5 Ward Sisters; 1 Out-Patient Sister; 1 Theatre Sister; 24 Staff Nurses; 26 Probationers; 1 Male Dresser. Applications average 200, and vacancies 16 yearly.

Ordinary Probationers are selected from among the daughters of professional or business men and must have been educated privately or at a high school. After a personal interview and 2 months' trial, suitable applicants are received at any time for 4 years' training (including 1 year in a London hospital for women and children). Trial period is not included. Age, 21 to 35. Two reliable references required as to character and certificate by qualified physician as to health. LECTURES are given by the medical and surgical staff and include courses in medicine, surgery, gynaecology, diseases of children, and tropical diseases; nursing lectures are given by the matron and during the first 6 months of training, classes on practical nursing are held. Examinations are held at the expiration of each course and each nurse is required to reach a certain standard of efficiency. Certificates are given upon satisfactory completion of engagement. RECREATION, 2 hours daily five days, and from 2 P.M. to 9 P.M. on one day of the week; 2 hours on Sundays; 1 day monthly from 6.30 P.M. the night before; 2 weeks' holiday 1st year; 2nd

year, 3 weeks; 3rd year, 4 weeks. PREMIUM, *nil*. SALARY, £12, £15, £20; no remuneration for trial period; Nurses, £25. Laundry, indoor uniform and library are provided. Nurses and probationers do not have separate bedrooms. Nurses are assisted to join the Royal National Pension Fund, and pensions are also given on the merits of the case to old employees.

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.

† **Southwark Infirmary**, East Dulwich Grove, S.E. Beds, 786. MATRON; 2 ASSISTANT MATRONS; 2 Night Superintendents; 12 Sisters; 13 Staff Nurses; 75 Probationers (senior and junior). Average number of vacancies yearly, 26.

After a personal interview and 2 months' trial, suitable candidates are received for 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES by the medical staff on elementary anatomy, physiology, medicine, and surgery; by the matron and first assistant matron on nursing; and practical classes by the second assistant matron. Examinations in May. Certificate granted at end of training and after passing final examination conducted by member of staff of 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; staff nurses, 1 afternoon, 1 evening, and $\frac{1}{2}$ day weekly, and 1 day monthly in lieu of one of the half-days; Sunday and annual leave the same as probationers; night nurses, 1 night off weekly. PREMIUM, *nil*. SALARY, £10, £14, £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 £28 rising £2 10s. per annum to £32; sisters, £32 to £40. Laundry, indoor uniform and library are provided. Each nurse or probationer has a separate bedroom.

x **University College Hospital**, Gower Street, W.C. Beds, 305. MATRON; 1 Assistant Matron; 1 Night Superintendent; 16 Sisters; 48 Nurses; 2 Midwives; 50 Probationers; 2 District Nurses; 1 Masseuse; 2 X-Ray Nurses; 30 Private Nurses. Applications average 300 annually.

After a personal interview and 1 or 2 months' trial, suitable applicants are received at any time for 4 years of which 3 are for training, whilst the

4th can be spent on the private staff. Age, 23 to 30. Satisfactory evidence required as to character, health and vaccination within the preceding 12 months. LECTURES are given by two members of the staff on anatomy and physiology. Practical instruction is given by the home sister. Examinations 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 day a month; 3 weeks' or 4 weeks' holiday in the year. SALARY.—£8, £12, £16; Nurses, £24 to £27; Sisters, £35 to £50. Laundry and uniform are provided. Separate bedrooms for nurses.

Paying probationers are taken for 3 years. Fee, 1st year, £30; 2nd year, free; 3rd year, salary given of £18.

Pupil midwives are received.

There is a Private Nursing Staff attached.

+ Wandsworth Union Infirmary, St. John's Hill, New Wandsworth, S.W. (see also St. James' Infirmary, p. 65). Beds, 747. MATRON; ASSISTANT MATRON; Home Sister; 12 Sisters; 2 Night Superintendents; 1 Ambulance Nurse; 60 Probationers. Applications average 150 and vacancies 20 yearly.

After a personal interview and from 1 to 3 months' trial, suitable applicants are received for 3 years' training. Age, 21 to 25. Satisfactory evidence required as to character, education and health. LECTURES on elementary anatomy and physiology by the medical officers, and on nursing by the matron, assistant matron and home sister. Examinations yearly. A certificate is granted after passing examination at the close of 3 years' service. RECREATION, 2 hours 4 times a week; 1 half-day weekly; 1 day monthly; 1 week after 6 months' service, 2 weeks after 12 months, 3 weeks after 2 years; Sisters have 4 weeks annually. PREMIUM, *nil*. Remuneration given for trial month but not uniform. SALARY, £10; 2nd and 3rd years, £18 per annum; Nurses, £22 to £26; Sisters, £32 to £38. Laundry and indoor uniform provided. Separate bedrooms.

West Ham and Eastern General Hospital, Stratford, E. Beds, 100. MATRON; 1 ASSISTANT MATRON; Home Sister; 10 Sisters; 1 Night Superintendent; 6 Staff Nurses; 30 Probationers. Average number of vacancies, 10 annually.

After a personal interview and 2 months' trial, suitable applicants are received at any time for 3 or 4 years' training in medical and surgical nursing (trial period included). Age, 20 to 30. Height not less than 5 ft. 3 in. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the residents and the

matron upon elementary anatomy, physiology, surgical, medical and general nursing. One medal is given each year also prizes on results of examinations. Certificate granted after passing examinations and satisfactorily completing engagement. RECREATION, 2 hours daily, $\frac{1}{2}$ day once a fortnight (sisters and nurses get instead alternate week-ends); 2 weeks' holiday yearly; (nurses and sisters, 3 weeks). PREMIUM, *nil*. SALARIES, £5, £10, £12; nurses, £25; sisters, £35 to £40. Laundry and indoor uniform provided. Remuneration given for trial period. Each nurse and the majority of the probationers have separate bedrooms.

† **West Ham Union Infirmary**, Whipps Cross, Leytonstone, N.E. Beds, 800. MATRON; 3 ASSISTANT MATRONS; 14 Sisters; 2 Night Superintendents; 14 Staff Nurses; 95 Probationers. Applications average 600 and vacancies 30 yearly.

After personal interview and 3 months' trial, suitable applicants are received at any time for 3 years' training (trial period included). Age from 21. Certificate required from a lady as to character and from doctor and dentist as to health. Medical examination by superintendent during trial period. Candidates must be refined in character and manner and of fair general education. LECTURES given by medical superintendent, matron and cookery instructress on anatomy and physiology, hygiene, medical, surgical, gynaecological and children's nursing. Examinations held annually in April and May. Medals awarded. Certificate granted on satisfactory completion of training. RECREATION, 2 hours daily; $\frac{1}{2}$ day (5 $\frac{1}{2}$ hours) weekly; 1 day monthly; 3 weeks yearly. PREMIUM, *nil*. SALARIES, £13, £17, £21. Remuneration given for trial period if retained; half salary if not. Staff nurses, £31. Sisters, £36 to £40. Laundry, indoor uniform and lending library provided. Separate bedrooms. Poor Law Officers' Superannuation Act applies, and nurses are encouraged to join Royal National Pension Fund.

West London Hospital, Hammersmith Road, W. Beds, 160. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 10 Sisters; 50 Probationers. Applications average 300, and vacancies 12 yearly.

After a personal interview and 1 month's trial or longer, suitable applicants are received for 4 years' training. Age, 22 to 32. Satisfactory evidence required as to character and education, and medical examination as to health. LECTURES on medical and surgical nursing by the medical staff. Examinations twice yearly. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 3 weeks for probationers, and 4 weeks for

sisters yearly. PREMIUM, *nil*. SALARY, £6, £12, £18; Staff Nurses, £24 to £30; Sisters, £35 to £45. No remuneration given for trial month. Probationers receive a certain portion of uniform during the 2nd, 3rd and 4th year of training. Sisters receive indoor uniform. Laundry is provided. Nurses do not have separate bedrooms.

* **Westminster Hospital.** Beds, 212. LADY SUPERINTENDENT; 1 Night Superintendent; 11 Sisters; 43 Staff Nurses; 70 Private Nurses; 30 Probationers. Applications average 600 and vacancies 24 yearly.

After a personal interview and 1 to 3 months' trial, suitable applicants are received for a 4 years' engagement. Age, 24 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES on elementary anatomy and physiology by the physician and surgeon and on general nursing by the matron. Examinations after each course of lectures. Prizes given. Certificates granted at the time of quitting the service to such nurses as have completed their training and have proved satisfactory. RECREATION, 2 hours daily; 6 hours weekly; 4 hours Sunday; 1 day monthly; 3 weeks yearly. Sisters, 2 hours daily; $\frac{1}{2}$ day weekly; 4 hours Sunday; 2 days monthly; 5 weeks yearly. PREMIUM, *nil*. SALARIES, *nil*, £20, £22, £24; Private nurses, £30 per annum, rising yearly to a maximum of £40; Sisters, £35 to £50. Laundry and indoor uniform provided. Each nurse has a separate bedroom. There is a convalescent home at Eastbourne for the nurses.

†x **Whitechapel Infirmary,** Vallance Road, E. Beds, 590. MATRON AND SUPERINTENDENT OF NURSES; ASSISTANT MATRON; 1 Night Superintendent; 1 Home Sister; 5 Head Nurses; 33 Staff Nurses; 16 Probationers; 1 Receiving Ward Nurse; 2 Male Lunatic Attendants; 3 Male Attendants.

After personal interview, if possible, and 3 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES on nursing and hygiene, elementary anatomy and physiology by the medical officers, and on nursing by the matron. A certificate 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, *nil*, £18, £22, rising annually by £1 to £26, if retained as staff nurses. Laundry and indoor uniform provided. An allowance of £4 a year in lieu of beer. Separate bedrooms.

Four or five suitable nurses are selected yearly from the staff after the 3 years' general training for midwifery training free of charge, and receive the salary of Staff Nurses.

x Willesden Infirmary, Acton Lane, N.W. Beds, 260. MATRON; 1 Home Sister; 1 Night Superintendent; 8 Sisters; 36 Probationers. Vacancies average 12 yearly.

After a personal interview and 3 months' trial, suitable applicants are received for 3 years' training (trial period included). Age 21 to 30. Satisfactory evidence required as to character (2 testimonials), education, health and physique. Applicant examined by Infirmary Doctor on day of appointment. Lectures on anatomy, physiology, diseases and hygiene by the Medical Officer and on general nursing by the Matron. Examinations are held twice yearly. Certificates granted on satisfactorily completing engagement and passing examination. During 4th year nurses may take midwifery training, receiving a salary of £24. Recreation, $\frac{1}{2}$ day weekly; $\frac{1}{2}$ day and 3 hours alternate Sundays; 1 day monthly; 2 weeks yearly. Sisters 3 weeks. PREMIUM, *nil*. SALARIES, £13, £18, £20. Sisters, £36 to £40; Home Sister, £45; Midwifery Sister, £45; Night Superintendent, £45. Remuneration given for trial period. Laundry and indoor uniform provided. Each nurse and a majority of the probationers have separate bedrooms. Provisions of Poor Law Officers' Superannuation Act apply.

† Woolwich Infirmary, Plumstead, S.E. Beds, 327. MATRON; 1 ASST. MATRON; 1 Night Superintendent; 7 Sisters; 34 Probationers. Vacancies average 11 yearly.

After personal interview and at least a month's trial, suitable applicants are received at any time for 3 years' training (trial period included). Age, 21 to 30. Certificates from two ladies required as to character and from medical attendant as to health. Good elementary education. LECTURES given by medical superintendent and matron on anatomy, physiology, medical, surgical and general nursing. Examinations held yearly during 2nd week in September. Each nurse has a term in Maternity Ward. Certificate granted at end of training. RECREATION, 2 hours daily, 6 hours weekly, 1 day monthly, 2 weeks yearly; sisters get 14 hours weekly instead of 6, and 3 weeks yearly instead of 2. PREMIUM, *nil*. SALARY, £12, £15, £18. Remuneration given for trial period. Laundry and indoor uniform provided. Separate bedrooms. Poor Law Officers' Superannuation benefits.

ENGLAND AND WALES.

Ashton-under-Lyne District Infirmary and Children's Hospital. Beds, 140. MATRON; 1 Night Superintendent; 5 Sisters; 7 Staff Nurses; 26 Probationers. Applications average 70 and vacancies 5 to 6 annually.

After a personal interview and 3 months' trial, suitable applicants are received at any time for 3 years' training (trial period included). Age, 22 to 32. References required from two ladies as to character and medical and dental certificates. Good education necessary. LECTURES on anatomy, physiology and surgery are given by the honorary staff. Free training in massage is given to three nurses a year. Examinations after each course of lectures. Book prizes are given. Certificate granted at end of training. RECREATION, 2 hours daily, or from 1.30 to 9.30 P.M. (staff nurses, 1 evening); 1 day monthly; 16 days' holiday yearly; Sisters, 4 weeks' yearly, half a day weekly, and one whole day monthly. Premium, *nil*. SALARY, £10, £15, £18. Nurses, £30; Sisters, £35 to £40. No remuneration for the trial months. Indoor uniform and laundry are supplied. All nurses and nearly all probationers have separate bedrooms. There is a special fund to provide comforts for nurses.

† **Ashton-under-Lyne Lake Hospital** (Poor Law), Chamber Hills, Ashton-under-Lyne. Beds, 320. MATRON; 1 ASSISTANT MATRON; 6 Sisters; 1 Night Superintendent; 30 Probationers.

After a personal interview and 2 months' trial, suitable applicants are received for 3 years' training (trial period included). Age 21 to 32. Two references required as to character and health certificate by medical attendant. Education must be equal to 7th Standard. LECTURES are given by the Medical Superintendent, Assistant Medical Officer, Matron and Home Sister. Examinations are held when necessary and by an independent examiner. Nurses who are suitable receive midwifery training. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; $\frac{1}{2}$ day fortnightly; 6 to 10 one night alternate weeks; 1 day monthly; 2 weeks annually; Sisters, 2 hours daily; 6 to 10 and $\frac{1}{2}$ day weekly; 1 day monthly; 3 weeks annually. SALARY, £10, £14, £18. No remuneration for trial period. Sisters, £30, rising £2 10s. annually to £35; with C.M.B. certificate, £35 to £40. Laundry and indoor uniform provided. Each probationer has a separate bedroom after 1st year. There is a separate Nurses' Home. Poor Law Officers' Superannuation benefits.

Barnsley.—Beckett Hospital and Dispensary.

Beds, 110; MATRON; 5 Sisters; 19 Nurses and Probationers.

After personal interview and 3 months' trial, suitable applicants are received for 3 years' training. Age not under 21. Candidates must be well educated, strong, refined women, with all other necessary qualities for a nurse. LECTURES are given on general, surgical, and medical nursing, anatomy, physiology, bandaging, instruments, cookery and massage. Examinations held. Certificates granted at end of training if worthy and efficient. RECREATION, 2 hours daily; Sundays 4 hours; 1 whole day and 2 half days monthly (sisters, 2 whole days and 1 half day); 3 weeks 1st year; 1 month 2nd and 3rd years; sisters, 1 month. PREMIUM, *nil*. SALARY, £8, £12, £16; sisters, £30 to £36. Laundry and uniform provided. Separate bedrooms.

Bath.—Royal United Hospital. Beds, 130. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 6 Sisters; 4 Staff Nurses; 22 Ordinary Probationers; 15 to 20 Private Staff Nurses. Applications about 85 to 100, and vacancies 8 to 10 yearly.

After a personal interview and 3 months' trial, suitable applicants are received for 3 to 4 years' training (trial period included). The 4th year will, at the discretion of the Board, be spent either in Hospital as a Staff Nurse or on the Private Nursing Staff. Age, 21 to 30 (or over under exceptional circumstances). Certificate of birth required, a medical certificate of health and satisfactory evidence of moral character, good education and general suitability. Average height and physique. Before entering the Hospital candidates must be re-vaccinated. LECTURES by the matron and the Hon. Assistant Physicians and Surgeons upon medical and surgical nursing, anatomy and physiology, and instruction in massage by a trained masseuse. Cookery classes held. Examinations held $\frac{1}{2}$ yearly. A certificate is granted at end of 3 years after passing examinations satisfactorily. 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. At the end of fourth year certificate may be further endorsed. A nurse is sent each year for midwifery training. RECREATION, nurses and probationers, 2 hours daily; half day alternate weeks; 15 days first year, 22 days 2nd and 3rd years; sisters, 6 to 10 P.M. alternate days; two half days weekly; 1 day monthly; sisters and staff nurses, 1 calendar month. PREMIUM of £20 for nurses who join for only three years. SALARY, £6, £8, £10, £15 or more. Remuneration given for trial period. Staff Nurses, £20 to £25; Sisters, £30 to £40 per

annum. Laundry and indoor uniform the 2nd, 3rd and 4th years are provided. The money spent on the first year's uniform is refunded after 3 months if the probationer stays. Separate bedrooms.

Nurses are encouraged to join the Royal National Pension Fund for Nurses.

There is a private nursing staff connected with the institution. Nurses receive from 10 to 20 per cent. on their cases.

*** Bedford County Hospital.** Beds, 100. MATRON; ASSISTANT MATRON; 1 Night Sister; 4 Sisters; 5 Staff Nurses; 12 Probationers.

After a personal interview and 2 months' trial (longer if necessary), suitable applicants are received for 3 years' training. Age from 21. Satisfactory evidence required as to character, health, physique and education. LECTURES by the hon. staff, house surgeon, house physician, and matron and assistant matron. Examinations twice a year—April and October. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily and 1 day monthly. In addition staff nurses receive 4 hours weekly; sisters, 4 hours twice a week, 2 hours other days; 3 weeks' holiday in the year. All the staff have 4 hours off on Sunday. PREMIUM, *nil*. SALARY, £5, £10, £15; sisters, £28 to £35. Laundry is provided, indoor uniform to sisters, and dress material, sleeves and caps to probationers. Separate bedrooms.

+ Birkenhead Union Infirmary, Church Road, Tranmere. Beds, 600. MATRON; 1 ASST. MATRON; 1 Home Sister; 1 Night Superintendent; 11 Sisters; 47 Probationers. Vacancies average 15 yearly.

After personal interview and six months' trial suitable applicants are admitted at any time for three years' training (trial period included). Age 21 to 32. Height, 5 to 6 ft. Three testimonials required as to character and a health certificate from the visiting medical officer to the Infirmary. Education, 7th standard. LECTURES by medical superintendent, matron, and home sister upon anatomy and physiology, medical and surgical nursing. Examinations annually. Prizes given. Certificates granted at end of training. RECREATION, 2 hours daily; 4.30 to 10 weekly; 1 day monthly; 2 weeks yearly (sisters, 3 weeks). Premium, *nil*. SALARY, £11, £13, £17. Remuneration given for trial period. Nurses from £24. Sisters from £30. Laundry and indoor uniform provided. Separate bedrooms for nurses and as far as possible for probationers. This infirmary is federated to the Royal National Pension Fund.

After completing 3 years' training nurses are, if suitable, kept on and allowed to train for midwifery. This infirmary is recognised by the C.M.B. for partial work, but the midwifery pupils go to a maternity hospital for lectures.

Birmingham General Hospital. Beds, 346. MATRON; ASSISTANT MATRON; 1 Home Sister; 1 Night Superintendent; 1 Massage Teacher; 1 Assistant Masseuse; 17 Sisters; 2 Massage Nurses; 110 Staff Nurses and Senior and Junior Probationers. Applications average 600, and vacancies 26 yearly. Applicants are admitted as vacancies occur.

After a personal interview and 1 to 3 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 21 to 35. Height from 5 ft. 1 in. Two references required as to character and health certificate by medical attendant. LECTURES are given by the medical and surgical staff and the matron upon elementary physiology, anatomy and medical, surgical, gynæcological, ophthalmic and aural nursing. Classes for practical work, bandaging, etc., by Ward Sisters. Examinations once a year. A certificate is granted upon satisfactorily completing engagement and passing examinations. RECREATION.—Probationers and nurses, 2½ and 2 hours on alternate days; one whole and 3 half-days monthly; 3 weeks annually; Sisters, 3½ and 3 hours on alternate days; Saturday at 2 to Monday at 9, monthly, and 2 P.M. to 10 P.M. once monthly; 4 weeks annually. PREMIUM, £21, but if nurses enter for four instead of three years the premium is waived. SALARY, £10, £12, £18, £24. Remuneration given for trial period if accepted. Senior staff nurses receive £30 per annum, and Sisters from £40 to £50 per annum. Laundry and indoor uniform (including caps and aprons) are provided. Good reference library. Separate bedrooms in the Nurses' Home. Nurses are cared for during sickness and a few are pensioned.

Massage Pupils are received for 6 months' course, and prepared for Examination of Incorporated Society of Trained Masseuses. Fees for tuition (non-resident), £21.

Birmingham.—Queen's Hospital. Beds, 200. MATRON and LADY SUPERINTENDENT; ASSISTANT MATRON; 1 Home Sister; 12 Ward Sisters; 1 Night Superintendent; 14 Staff Nurses; 40 Probationers; 6 Paying Probationers. Applications average 600 and vacancies 16 to 20 yearly.

After a personal interview and 3 months' trial or longer, suitable applicants are received at any time for 3 years' training (trial period in-

cluded). Age, 22 to 33. Height from 5 ft. 1 in. References required from two ladies and a clergyman and also a medical and dental certificate. High School Education or equivalent. LECTURES by the matron and by the hon. staff. Examinations held. Gold medal awarded to the best nurse of the 3rd year. Certificates are granted at end of 4 years after satisfactorily completing engagement and passing examinations. RECREATION, 2 hours daily; $\frac{1}{2}$ day week days and alternate Sunday; each member of the nursing staff has a night off every month; 1st year probationers have $\frac{1}{2}$ day the day before up to 12 mid-day; others $\frac{1}{2}$ day preceding 1 whole day after; night nurses have 2 consecutive nights off duty each fortnight; 14 days' holiday first year; 21 days 2nd, 3rd and 4th years; sisters, 28 days. PREMIUM, *nil*. SALARY, £6, £12, £18, £24. Sisters, £30 rising £2 10s. annually to £40. Laundry and material for indoor uniform provided. Separate bedrooms for nearly all. Probationers before entering the hospital have 6 weeks' preliminary training in Nursing Home of the hospital. Nurses are promoted to posts in the hospital according to their suitability.

Nurses may be sent out to private cases in their 4th year.

+x Birmingham Union Selly Oak Infirmary.

Beds, 500. MATRON; 2 ASSISTANT MATRONS; 1 Night Superintendent; 13 Sisters; 46 Nurses and Probationers; 1 Masseuse. Vacancies average 12 yearly.

After personal interview (if possible) and 3 months' trial, probationers are admitted at any time for 3 years' training (trial period not included). Age, 21 to 33. Height not less than 5 ft. 2 in. Must be well educated, of good character and in good health. Medical certificate required. LECTURES given by medical officers, matron and assistants. Sick cookery taught. Examinations held. Certificate given at end of training on passing examinations and if conduct has been satisfactory. RECREATION, 2 hours daily; $\frac{1}{2}$ day fortnightly (sisters, weekly); 1 day monthly; 21 days yearly (sisters, 30 days). PREMIUM, *nil*. SALARIES, £12, £15, £18. Remuneration given for trial period. Sisters, £38 to £42. Laundry, indoor and outdoor uniform and reference library provided. Separate bedrooms. Poor Law Officers' Superannuation benefits.

Probationers wishing to qualify for the C.M.B. certificate, who may be considered suitable by the medical officer and matron, are afforded such facilities under special conditions. In these cases a further period of 9 months must be served after the expiration of the period of training, making 4 years' service in all. During the last 12 months nurses receive a salary of £26.

†x **Birmingham. — The Infirmary.** Beds, 1350. MATRON; 2 ASSISTANT MATRONS; 1 Home Sister; 2 Night Superintendents; 23 Sisters; 136 Nurses and Probationers.

A personal interview is desirable, and after 3 months' trial, suitable applicants are received for a course of 3 years' training. Age, 21 to 33. Satisfactory evidence required as to character, education, health and physique. LECTURES by the medical staff upon physiology, anatomy and hygiene, and on practical nursing by the matron. Examinations are held. Certificates are granted upon passing examinations, and satisfactorily completing engagement. A course of midwifery may be taken by nurses at the discretion of the matron after their 3rd year's training. RECREATION.—Probationers, 2½ hours daily; 1 day monthly; 3 weeks yearly. They have in addition 1 evening weekly and a ½ day every alternate Sunday. Sisters, 3 hours daily; ½ day weekly; 1 day monthly; 4 weeks' yearly. PREMIUM, *nil*. SALARIES.—Probationers, £12, £15, £18, £26; Sisters, £38, rising to £40 per annum. Laundry and indoor uniform are provided. Separate bedrooms.

†x **Birmingham.—Workhouse Infirmary,** Erdington, Birmingham. Beds, 530. LADY SUPERINTENDENT; Assistant Matron; 1 Home Sister; 1 Night Sister; 9 Day Charge Nurses; 42 Probationers.

After a personal interview and 3 months' trial suitable applicants are received for a further 3 years' training. Certificates given. If the candidate leaves at or before the end of 3 months' trial she will be paid salary at the rate of £12 a year. A limited number chosen from the probationers will be selected to enter the maternity wards for a Course of Instruction in Midwifery qualifying for the examination of the C.M.B. Nurses availing themselves of this privilege will be required to remain an extra 9 months and will receive a salary at the rate of £26 for the last year.

Blackburn and East Lancashire Infirmary, Blackburn. Beds, 130. MATRON; ASSISTANT MATRON; 6 Sisters; 1 Night Superintendent; 28 Probationers. Vacancies average 7 yearly. Applicants are admitted at any time.

After a personal interview and 2 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES by the Senior House Surgeon and the Matron upon physiology, medical and surgical nursing, on ward work, feeding and care of the sick and by the asst. matron on sick cookery, bandaging, etc. Examinations

are held at the end of each course. Prizes given after each final examination. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, $2\frac{1}{2}$ hours daily; $\frac{1}{2}$ day on alternate Sundays; 1 full day per month; 3 weeks' holiday. PREMIUM, *nil*. SALARIES, £10, £18, £20; sisters, £32 to £40. Laundry and indoor uniform provided. Separate bedrooms.

Bolton Infirmary and Dispensary. Beds, 160. MATRON; 1 ASSISTANT MATRON; 1 Night Sister; 7 Sisters; 3 Nurses; 31 Probationers. Applications about 250; vacancies average 8 yearly.

After a personal interview and 2 months' trial or longer if necessary, suitable applicants are received for 3 years' training (trial period included). Age, 21 to 28. Satisfactory evidence required as to character, education, health and physique. LECTURES by the hon. medical staff, or house surgeon, and assistant matron. Examinations held in March. Two books awarded as prizes. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; half-day weekly; 3 weeks' yearly. PREMIUM, *nil*. SALARIES, £12, £14, £18. Remuneration given for trial months. Nurses, £30; Sisters, £35 to £40. Laundry and uniform are provided; with use of library. Separate bedrooms. Nurses are attended in hospital during sickness.

† **Bolton.—Townley's Hospitals, Bolton Union,** Fishpool, Farnworth. Beds, 702. LADY SUPERINTENDENT; Assistant Superintendent; 1 Head Night Sister; 11 Charge Nurses; 43 Probationers; 3 male attendants. Average number of vacancies, 14 yearly.

After a personal interview, if possible, and 2 months' trial, suitable applicants are received for 3 years' training (trial period not included). Age 21 to 30. Average height. Satisfactory evidence required as to character, education, health and physique. LECTURES by the Medical Officers, Superintendent of Nurses and Assistant Superintendent. Examinations are held at the end of the 3rd year by an independent examiner. A certificate is granted after passing examination and satisfactorily completing engagement. Each nurse has to serve a short time in the Infirmary Labour Wards. RECREATION, 12 hours weekly; 1 day monthly; 2 weeks yearly; Charge Nurses, 14 hours weekly; 1 day monthly; 3 weeks yearly. PREMIUM, *nil*. Remuneration given for trial months. SALARIES, £10, £15, £18; Nurses, £32 to £36; with C.M.B. certificates, £36 to £40. Laundry and indoor uniform provided and 4 certain number of text-books. Separate bedrooms for all, except a probationers.

Bootle Borough Hospital, Derby Road, Bootle. Beds, 113. MATRON; 4 Sisters; 1 Staff Nurse; 18 Probationers.

After a personal interview and 2 months' trial, suitable applicants are received at any time for 3 years' training (trial period included). Age, 22 to 30. Evidence required as to character, good education and position, health and physique. Theoretical instruction given by the honorary staff and senior house surgeon. Examinations are held twice yearly. A certificate is granted upon satisfactorily completing engagement and passing examinations. RECREATION, 2 and 3 hours daily; 1 day monthly; 2 weeks yearly; sisters, 3 weeks. PREMIUM, *nil*. SALARY, *nil*, £12, £15; Sisters, from £35. Laundry, indoor uniform and text-books provided. Separate bedrooms for some only.

* **Bradford Royal Infirmary**, Bradford, Yorkshire. Beds, 220. MATRON; 1 ASST. MATRON; 1 Night Supt.; 1 Housekeeping Sister; 11 Sisters; 51 Nurses and Probationers. Applications average between 200 and 300 and vacancies 20 yearly.

After a personal interview, if possible, and 2 months' trial, suitable applicants are received at any time for 3 years' training (trial period included). Age, 22 to 30. Height from 5 ft. 1½ in. Certificate of health from a medical man and two references from ladies as to character required. Applicants must be well educated. LECTURES are given by the assistant honorary staff on elementary anatomy and physiology, medical and surgical nursing. Bandaging classes are held, and instruction is also given in sick cookery. Examinations are held and medals, a prize or certificates given to the most proficient. Certificates are given on satisfactory completion of engagement. RECREATION, 2 hours daily; 4 hours every Sunday; 1 day monthly; 1st year, 16 days' holiday, 2nd and 3rd years, 23 days; sisters, 2 hours daily; once weekly from 5 to 10; 1 day monthly and 1 Sunday every 2 months; 30 days yearly. PREMIUM, *nil*. SALARY, £8, £12, £16; sisters, £30 to £40. Remuneration is given for the trial months if candidate signs for the 3 years' training. Laundry and indoor uniform are provided. Separate bedrooms. There is a library of medical books for the nursing staff.

†x **Bradford Union Hospital**. Beds, 450. LADY SUPER-INTENDENT; 1 Night Superintendent; 1 Home Sister; 11 Ward Sisters; 2 Staff Nurses; 50 Probationers; 4 Female Imbecile Attendants; 3 Male Nurses; 4 Male Probationers. Applications average 90, and vacancies 15 yearly.

After a personal interview (if possible) and 2 months' trial, applicants are received for 3 year's training. Age, 21 to 30. Satisfactory evidence

required as to character, education, health and physique. LECTURES by the visiting medical staff upon anatomy and physiology, and by the lady superintendent upon practical nursing. Examination held twice yearly. Sick cookery is also taught to probationers in their second year. Three months are spent in the maternity wards. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; half-day monthly; 3 weeks yearly; sisters have 1 day monthly instead of half-day. PREMIUM, *nil*. SALARY, £10, £15, £18; nurses, £25 to £30; sisters, £36 per annum. Laundry and indoor uniform provided. Separate bedrooms.

+ **Brentford Union Infirmary**, Isleworth, Middlesex. Beds, 416. (Infirmary, 312; Observation Wards, 104). MATRON; ASSISTANT MATRON; 1 Home Sister; 1 Night Superintendent; 8 Ward Sisters; 1 Theatre and Massage Sister; 38 Nurses and Probationers; 7 Female and 5 Male Attendants. Vacancies average 8 yearly.

After a personal interview and 3 months' trial, suitable applicants are received at any time for 3 years' training (trial period included). Age, 19 to 30. Certificate of health required from medical attendant, and references from two ladies. LECTURES are given by the medical superintendent and his assistants, and by the matron on anatomy, physiology and general nursing. Examinations are held yearly in June, the final examination being held by an outside examiner. A certificate is granted at end of training if considered efficient. RECREATION, 2 hours daily; 8 hours weekly; 1 day monthly; 3 weeks yearly. Ward sisters have 4 weeks yearly and an extra 5 hours weekly. PREMIUM, *nil*. SALARIES.—£10, £15, £20; ward sisters, £30 rising £1 a year to £40. Laundry, indoor uniform and text-books are provided. Separate bedrooms.

Brighton.—Royal Sussex County Hospital. Beds, 201. MATRON; ASSISTANT MATRON; HOME SISTER; 1 Housekeeping Sister; 1 Night Superintendent; 1 Asst. Night Superintendent; 12 Sisters; 1 Out-patient Sister; 1 Theatre Sister; 1 Massage Sister; 5 Staff Nurses; 54 Probationers; 50 Private Nurses. Vacancies average 20 yearly.

After a personal interview and 3 months' trial, suitable applicants are received for 3 years' training. Age, 22 to 34. Good education and social position. Testimonials required as to character and position (2 from ladies and 1 from a clergyman) and a certificate of health from a medical man. LECTURES by two appointed lecturers and the matron upon anatomy, physiology, medical and surgical nursing, etc. Class examina-

tions are held yearly and two final examinations by London Examiners. The "Butler" prize is awarded to the best in theory. A certificate is granted upon satisfactorily completing the 3 years' engagement and passing the final examination in medicine and surgery. RECREATION, 2½ hours daily; 1 day monthly (sisters and staff nurses an additional ½ day monthly); probationers and nurses 3½ weeks, sisters, 4 weeks yearly. PREMIUM, *nil*. Probationers receive no salary. SALARY, Nurses, £25 to £30; Sisters, £37 10s. to £45. Laundry and indoor uniform are provided. Outdoor uniform optional. Separate bedrooms.

† **Brighton Workhouse Infirmary**, Elm Grove (Temporary address 25 Sussex Square). Beds, 430. SUPERINTENDENT NURSE; 1 NIGHT SUPERINTENDENT; 10 Charge Nurses; 15 Nurses; 10 Imbecile Attendants; 16 Probationers.

Probationers trained; 3 years' course; Resident Assistant Medical Officer; certificates granted. SALARIES, £10, £15, £18.

The War Office took over this Infirmary in January, 1915, for wounded Indians, the Infirmary patients being transferred to large houses in Sussex Square, Eastern Terrace and Paxton Place.

† **Bristol.—Eastville Workhouse Infirmary.** Beds, 308. SUPERINTENDENT NURSE; 6 Charge Nurses; 28 Probationers. Training School for Probationers; 3 years' course; certificates granted.

x **Bristol.—General Hospital**, Guinea Street, Bristol. Beds, 249. MATRON; ASSISTANT MATRON; NIGHT SUPERINTENDENT; 1 Home Sister; 16 Sisters; 22 Staff Nurses; 30 Ordinary Probationers; 12 Paying Probationers; 1 District Nurse; 40 Private Nurses. Applications average 300 ordinary, and 50 paying; and vacancies 18 ordinary, and 6 paying yearly.

After a personal interview and 2 months' trial, suitable applicants are received, as vacancies occur, for 4 years' training (trial period included), Age, 22 to 32. Height over 5 ft. 3 in. Certificate required from medical man, and reference from employer. LECTURES are given by members of the honorary staff on anatomy and physiology, and medical and surgical nursing, and practical instruction in nursing by the matron, assist. matron and home sister. Examinations December and April. Gold and silver medals. Certificates of efficiency and prizes are presented. Certificates are granted at the end of the period of training. RECREATION, probationers 2½ hours daily; 1 day a month; 3 weeks yearly. Nurses an additional evening weekly (5 to 10 p.m.). Sisters, 5 hours and

2 hours alternate days; $\frac{1}{2}$ day weekly; 1 day monthly; 1 month yearly. SALARY, £12, £14; £16; £26. Remuneration given for trial months; Nurses from £26; Sisters, £40 to £50. Laundry, text-books and indoor uniform are provided. Separate bedrooms. Federated to Royal National Pension Fund.

Paying probationers are received for 3 years' training. The regulations are the same as for ordinary probationers, with the exception that paying probationers pay a PREMIUM of £25 and receive no salary the first year.

Midwifery Pupils.—Pupils of not less than 23 years of age can be educated in midwifery for terms of not less than 3 months. LECTURES are given by the assistant physician accoucheur. Fee—£15 15s. Laundry provided. Pupils are expected to enter for the C.M.B. 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. Private nurses are promoted to posts in the hospital, if suitable, as vacancies occur.

x Bristol. — Royal Infirmary. Beds, 350. MATRON; 2 Matron's Assistants; 1 Night Superintendent; 2 Home Sisters; 14 Sisters; 48 Nurses; 1 Midwifery Sister; 6 to 8 Midwifery Pupils; 1 Masseuse; 10 Massage Pupils; 50 Probationers; 16 Paying Probationers; 40 Private Nurses. Applications average 950, and vacancies 48 yearly.

After a personal interview, 7 weeks' trial in the Preliminary Training School, and 1 month's trial in the wards, suitable applicants are received for 3 years' training or 3 years' training and 1 year service. Age, 22 to 30. Satisfactory evidence required as to character, education, health and physique, and a dentist's certificate. LECTURES by the honorary staff and the matron upon elementary anatomy, physiology, medical, surgical, obstetric, ophthalmic and fever nursing. Special instruction in massage is given providing nurse enters for a further 3 months' service. Examinations are held after each course of lectures and annually. Prizes given. A certificate is granted upon satisfactorily completing engagement and passing examination. In the fourth year nurses have an opportunity of receiving instruction in housekeeping, and of gaining experience in the linen room, stores and kitchen. RECREATION, 2 hours

daily; 4 hours weekly; 1 day monthly; 4 weeks' holiday yearly. In addition probationers have half-day monthly and nurses and sisters half-day fortnightly. PREMIUM, an entrance fee of £3 3s. and a further premium of 23 guineas providing probationers enter for 3 years' training only. If they enter for 4 years' no further fee than £3 3s. is required. SALARY, £6, £12, £16, £28 and outdoor uniform; sisters, £30 to £50. Separate bedrooms. Laundry and indoor uniform are provided.

Paying Probationers.—A few special probationers are taken for not less than 3 months' training. Age 22 to 35. Other qualifications and duties same as the 3 year probationers. PREMIUM, £10 10s. for each 3 months.

Midwifery Nurses.—Nurses of not less than 23 years of age who have previously received efficient hospital training for at least a year can be educated in midwifery for a term of not less than 3 months. LECTURES are given by the obstetric physician. Fee, £16 16s. Board, lodging and laundry provided. Pupils are expected to enter for the C.M.B. examination. Nurses who have received 3 years' general training at the infirmary may be educated in midwifery without paying fee, provided that they continue on the private nursing staff for a year after the end of their training, at a salary of £24 per annum with uniform.

Massage.—Pupils taken, 6 months' course, special terms for trained nurses.

The Infirmary is federated to the Royal National Pension Fund for Nurses and the Committee pay into the Fund a similar amount to that contributed by each sister or fourth year nurse.

There is a private nursing staff.

† **Bristol.—Stapleton Workhouse Infirmary,** Manor Road, Fishponds. Beds, 290. LADY SUPERINTENDENT; 1 Home Sister; 5 Sisters; 1 Night Superintendent; 6 Charge Nurses; 27 Probationers. Vacancies average 9 yearly.

After 1 month's trial suitable applicants are admitted at any time for 3 years' training. Age 21 to 33. Lectures by Medical Officer and Lady Superintendent. Certificates granted. Salaries, £10, £15, £20. Remuneration given for trial period. Sisters, £30 to £34. Laundry, indoor uniform and text books are provided.

† **Burnley.—Union Infirmary.** Beds, 290. LADY SUPERINTENDENT; 1 ASSISTANT MATRON; 1 Night Superintendent; 4 Sisters; 24 Probationers. About 6 vacancies yearly.

After 3 months' trial suitable applicants are admitted at any time for

3 years' training (trial period included). Age, 21 to 30. Minimum height 5 ft. 3 in. Medical certificate required and reference from person of standing. LECTURES by medical officers and lady superintendent on physiology and anatomy, general nursing, medicine, and surgery. Examinations twice yearly. Certificate given at end of training. RECREATION, 2½ hours daily; alternate Sunday evenings and 1 evening weekly; 1 day monthly; 16 days yearly (Sisters, 21 days). Premium *nil*. SALARIES, £12, £16, £20. Remuneration for trial period. Sisters, £30 to £36. Laundry, indoor uniform and use of text-books provided. Separate bedrooms. Nursing and medical attendance provided during sickness.

Bury St. Edmunds. — West Suffolk General Hospital. Beds, 101. MATRON; 4 Sisters; 1 Night Superintendent; 16 Nurses and Probationers. Applications average 40, and vacancies 5 yearly.

After a personal interview and 2 months' trial, applicants are received as vacancies occur for 3 years' training (trial period included). Age, 22 to 30. Satisfactory evidence required as to character (1 certificate from last employer, if any, and 1 from a clergyman), education, health (certificate from a doctor), and physique. LECTURES are given by the honorary staff on physiology, anatomy, surgery and medicine, and by the matron on nursing. Examinations held (December and April). Prizes of books given. Certificate granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily (sisters, 3 hours); 1 day monthly; 3 weeks' holiday yearly (sisters, 4 weeks). PREMIUM, *nil*. SALARY, £5, £7, £10; remuneration given for trial period; sisters, £30 to £35. Laundry and indoor uniform are provided for sisters, laundry only for probationers. Separate bedrooms.

Cambridge.—Addenbrooke's Hospital. Beds, 190, to be increased, when additions are completed, to 226. MATRON; ASSISTANT MATRON; 8 Sisters; 1 Night Superintendent; 18 Staff Nurses; 22 Ordinary Probationers; 2 or 3 Paying Probationers. Average yearly number of ordinary applications 240, paying 7; about 14 vacancies.

After a personal interview and 2 months' trial, suitable applicants are received at any time, but generally at the quarter, for 3 years' training (trial period included). Age, 22 to 30. Average height. Sound general education and fair social position. No domestic servants. Two references required from friends, one of whom must be a lady, and a medical certificate. Medical examination also by physician in charge of nursing staff. LECTURES on physiology and anatomy, bacteriology, nursing, etc., are given by the medical staff and on elementary and

practical nursing and sick cookery by the matron. Bandaging, etc., classes by assistant matron. Examinations are held at the end of each course of lectures, and a final practical examination during 3rd year by an outside matron. RECREATION, probationers and nurses, 2 hours or $2\frac{3}{4}$ hours alternate days; nurses $\frac{1}{2}$ day fortnightly; probationers 1 day and nurses 1 week-end monthly; probationers 1 week every 6 months for 18 months, and after 2 years 3 weeks yearly; nurses 3 weeks; sisters, alternate afternoons and evenings, $\frac{1}{2}$ day Saturday to Monday morning every fortnight, 5 weeks yearly. PREMIUM, £5, which is returned if probationer is accepted after 2 months' trial. SALARY, £8, £12, £20. Remuneration for trial period if accepted. Nurses, £20 to £25; sisters, £35 to £40, and £4 for uniform allowance. Laundry provided, and dresses for nurses and probationers. Outdoor uniform not worn. Separate bedrooms. Nurses are nursed in sickness and salary paid.

Canterbury.—General Kent and Canterbury Hospital. Beds, 106. MATRON; 1 Night Superintendent; 3 Sisters; 8 Staff Nurses; 16 Ordinary Probationers. Applications average 40, and 10 vacancies yearly.

After a personal interview (when possible) and 1 or 2 month's trial, suitable applicants are received for 3 years' training (trial period included). Age, 22 to 34. Well educated candidates preferred but sensible women of the domestic class not refused. Evidence required as to character, education, health and physique. LECTURES are given by the visiting staff, matron and sisters. Examination at conclusion of lectures. Certificates are given. RECREATION, 2 or 3 hours daily; $\frac{1}{2}$ day weekly; 1 day monthly; 4 weeks' holiday in the year. PREMIUM, *nil*. SALARY, *nil, nil*, £15; nurses, £15 to £25; sisters, £30 to £35 per annum. Laundry and indoor uniform provided. Each nurse and the majority of the probationers have separate bedrooms.

* **Cardiff.—King Edward VII. Hospital** (late Cardiff Infirmary). Beds, 196. MATRON; ASSISTANT MATRON; 10 Sisters; 1 Night Superintendent; 10 Nurses; 33 Ordinary and 9 Paying Probationers.

After personal interview and at least 1 month's trial suitable applicants are received at any time for 3 years' training (trial period included). Age, 22 to 35. Two references required as to character preferably from ladies who know candidate and as to health from a qualified medical man. Good social position and education. LECTURES given by two professors from University College, Cardiff, and by members of honorary medical staff and health officers on anatomy and physiology, and gynaecological, ophthalmic and ear and throat nursing. Instruction in

sick room cookery by special teacher and in housekeeping by housekeeper for 3 months to some of the nurses. Examinations held. Certificate granted at end of training. RECREATION, 2 hours daily; extra Sunday leave; 1 day monthly; 3 weeks yearly. Nurses and sisters get additional $\frac{1}{2}$ day fortnightly. PREMIUM, £30 for 1 year; this is only required from some nurses. SALARY, *nil*, £16, £20. No remuneration for trial period. Nurses, £24 to £28. Sisters, £30 to £40. Laundry, part indoor uniform and text-books provided. Separate bedrooms for nearly all.

†x **Cardiff.—Union Hospital**, Cowbridge Road. Beds, 194. SUPERINTENDENT OF NURSES; 1 Night Sister; 5 Charge Nurses; 16 Probationers.

After a personal interview and 2 months' trial, suitable applicants are received at any time for 3½ years' training (trial period included). Preference is given to local candidates. Age, 22 to 30. Medical certificate and reference from employer or other reliable person required. LECTURES are given by the medical staff upon advanced surgical nursing and elementary pathology, classes by professors at Cardiff are held at University College, in anatomy, physiology and midwifery, and tuition in general nursing by the superintendent of nurses. Invalid cookery is taught by a mistress from the Technical Schools. Probationers receive C.M.B. training. Examinations held. Certificate is given on completion of training. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday yearly (nurses, 3 weeks); sister, 3 hours daily; 3 hours weekly; 1 day monthly; 3 weeks yearly. PREMIUM, *nil*. SALARY, £5, £10, £15. Last six months at the rate of £20 per annum. Remuneration given for trial period. Nurses, £35 to £37 10s.; Sister, £35 to £40. Laundry and indoor uniform provided. Separate bedrooms. Poor Law Officers' Superannuation benefits.

Carlisle. — Cumberland Infirmary. Beds, 132. MATRON; 1 Night Superintendent; 5 Sisters; 24 Probationers; 10 Private Staff. Applications average 100 and vacancies 8 yearly. Applicants are admitted at any time.

After personal interview when possible and 3 months' trial, suitable applicants are received for 3 years' training and 1 year's service on private staff. Age, 22 to 32. Evidence required as to character and health; also dental and birth certificates. LECTURES are given in elementary anatomy and physiology by house surgeon and physician, and surgical and medical nursing by the honorary medical staff, nursing by the matron. Instruction in bandaging and splint-padding is given by the theatre sister and dispensing to 3rd year nurses by the lady dispenser. Examinations after

each course of lectures. A certificate is granted for 3 years' training after satisfactorily passing examinations at the end of the 3rd year. 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 £10 in case engagement is broken. RECREATION, 2 hours daily; half-day fortnightly (sisters weekly), and one whole Sunday monthly; three weeks annually; 1 month in 4th year; sisters, 4 weeks. PREMIUM, *nil*. SALARY, £8, £12, £16, £25; sisters, £30 to £35. Indoor uniform after 1st year, laundry and medical attendance provided; outdoor uniform not compulsory, but if worn must be of one style. Separate bedrooms.

Paying Probationers.—A limited number of paying probationers are received for periods of three months on payment of £13 13s. in advance. They are treated the same as ordinary probationers.

There is a private nursing branch attached.

*** Carlisle. — Fusehill Workhouse Infirmary,** Fusehill, Carlisle. Beds, 140. SUPERINTENDENT; 2 Charge Nurses; 5 Probationers.

Probationers are received for 3 years' training. LECTURES are given by the medical staff and the superintendent nurse. Certificates are granted after satisfactorily completing engagement and passing examination. RECREATION, 2 hours every other day; $\frac{1}{2}$ day weekly; 1 day monthly; 2 weeks yearly. SALARY, £8, £12, £18; charge nurses, £35 to £40 per annum. Laundry in- and out-door uniform provided. Separate bedrooms.

Cheltenham General Hospital. Beds, 114. MATRON; 6 Sisters; 1 Night Superintendent; 10 Assistant Nurses; 13 Probationers. Vacancies 4 to 5 annually.

After a personal interview (when possible) and 1 or 2 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 21 to 30. Height, 5 ft. 3 in. to 5 ft. 10 in. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the visiting staff. Examinations held. Certificates are granted. RECREATION, $2\frac{1}{2}$ hours daily; 4 hours alternate evenings in the 2nd year; 5 hours on Sundays; whole day every month; 2 weeks' holiday in the course of the 1st year; 3 weeks afterwards. SALARY, £10, £14, £18.

Chester Royal Infirmary. Beds, 120. LADY SUPERINTENDENT; ASSISTANT MATRON; 4 Sisters; 1 Night Superintendent; 10

Assistant Nurses; 20 Probationers; 1 Masseuse; 10 Private Staff. Applications average 220 and vacancies 10 yearly.

After a personal interview and 2 months' trial, suitable applicants are received for 4 years' training. Age, 21 to 30 (about 25 preferred), and must produce satisfactory evidence as to character, education, health and physique. LECTURES by honorary staff in medicine and surgery, and by the matron on nursing and bandaging. Three examinations are held. Prizes are given for each examination. A certificate is granted after satisfactorily completing engagement. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; 1 day monthly; probationers and nurses, 3 weeks', sisters, 4 weeks' holiday in the year. PREMIUM, *nil*. SALARIES, £10, £12, £14, £20; sisters, £30 to £36. Laundry and indoor uniform are provided. Separate bedrooms for all.

There is a private nursing department.

Chesterfield and North Derbyshire Hospital.

Beds, 120. MATRON; 1 Night Sister; 1 Home Sister; 6 Sisters; 1 Asst. Masseuse; 1 Staff Nurse; 23 Probationers. Vacancies, average 8 yearly.

After a personal interview and 2 months' trial, applicants are received, when there is a vacancy, for 3 years' training. Age, 20 to 28. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the hon. staff. Cookery classes are held for senior nurses. Examinations are held at the end of each course of lectures. Certificates are granted. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday in the year; sisters and staff nurse have 1 evening weekly; week-end monthly; 4 weeks' holiday in the year. PREMIUM, *nil*. SALARIES, probationers, £10, £12, £14. Remuneration given for the trial months. Staff nurse, £25. Sisters, £30 to £36. Laundry and indoor uniform provided. Separate bedrooms.

Colchester. — Essex County Hospital. Beds, 100. MATRON; 1 Home Sister; 1 Night Sister; 5 Ward Sisters; 1 Staff Nurse; 22 Probationers. Vacancies average 7 yearly.

After a personal interview (at 11 A.M. any Monday morning) and 2 months' trial, suitable applicants are received at any time for 3 years' training (trial period included). Age, 21 to 35. Certificate from friend and last employer required as to character, and from the hospital's own physician as to health and physique. Candidates must not have been in domestic service and education must be good. LECTURES are given by the Hon. physician and Hon. surgeon and by the matron on Anatomy, Physiology, Surgery, Medicine, General and Special Subjects. Also on

cooking at the Technical Schools. Examinations twice yearly (1st year in October, 3rd year in March). Medal for 1st in 3rd years' examination 75 per cent of marks required for passes. Certificate granted on satisfactorily completing engagement. Two nurses per year are sent by arrangement for training in massage and electrical work. They return to finish training and make up the 6 months at the end. RECREATION, 2 hours daily; additional hours weekly when possible (sisters also 5 to 10 once alternate weeks); one day and night monthly; (sisters mid-day Saturday to Sunday night every fortnight); 3 weeks' holiday in the year (sisters 4 weeks). PREMIUM, *nil*. SALARY, *nil*, £5, £10. Nurses, £15 to £20 per annum. Sisters, £28 to £30. Laundry and indoor uniform provided. Separate bedrooms. Salaries paid during sickness at Committee's discretion.

Coventry and Warwickshire Hospital. Beds, 140 (also 40 extra beds for wounded soldiers). MATRON and SUPERINTENDENT OF NURSES; 1 Asst. Matron; 1 Night Superintendent; 11 Sisters; 8 Staff Nurses; 33 Probationers.

After 1 month's trial, applicants are received for 3 years' training (trial period included). Age, 21 to 35. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the hon. staff, matron and assistant matron upon anatomy, physiology, medical and surgical nursing and special subjects. Examinations are held at the end of each course in the spring and autumn. Certificates are granted upon satisfactory completion of engagement. RECREATION, probationers, 2 hours daily; 1 day monthly; 3 weeks yearly; nurses, 3 or 4 hours daily; 1 day monthly; 3 weeks yearly; sisters, 4 hours daily; $\frac{1}{2}$ day weekly; 1 day monthly; 4 weeks yearly. PREMIUM, *nil*. SALARY, £8, £11, £14; nurses, from £30; sisters, £35 to £45; night superintendent, £38 to £48. Remuneration given for trial month. Laundry and indoor uniform provided. Separate bed-rooms.

† **Coventry Union Infirmary**, London Road. Beds, 244. SUPERINTENDENT NURSE; 5 Charge Nurses; 19 Probationers. Training School for Probationers; 3 years' course; certificates granted.

Croydon General Hospital. Beds, 107. MATRON; 7 Sisters; 21 Probationers.

After a personal interview and 2 months' trial, suitable applicants are received for 3 years' training. Age, 22 to 27. Evidence required as to character, education, health and physique. LECTURES are given by the members of the staff. Certificates are granted after satisfactorily

completing engagement. RECREATION, 3 hours daily; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, £10. SALARIES, £8, £12, £18. Laundry, indoor and outdoor uniform provided.

†**x Croydon Union Infirmary**, Mayday Road, Thornton Heath, Surrey. Beds, 440. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 6 Sisters; 4 Staff Nurses; 4 Male Nurses for Lunatics, 3 Female; 1 Midwife; 1 Assistant Midwife; 38 Probationers. Applications average 60, and vacancies 12 yearly.

After a personal interview and 3 months' trial, if recommended by the medical superintendent and matron, applicants are required to sign an agreement to serve for 3 years. Age, 21 to 35. Satisfactory evidence required as to character, education, health and physique. Height not less than 5 feet. LECTURES on elementary anatomy and physiology, medical and surgical nursing, and hygiene, are given by the medical superintendent, assistant medical superintendent, the consultants attached to the infirmary, and the matron. Examinations are held in June and December, and certificates are granted provided the probationer has given general satisfaction. After the 3rd year nurses and selected probationers may if they desire spend 6 months in the maternity wards. RECREATION.—Probationers and nurses, daily 2 hours; half-day weekly; 2 days monthly when on night duty; 1 day monthly when on day duty; 2 weeks' holiday yearly; sisters, 3 weeks' holiday in year. PREMIUM, *nil*. SALARIES.—Probationers, £12, £16, £20; sisters, £35 to £40 per annum. Remuneration given for the trial period. Indoor uniform and laundry provided. Nurses may join Superannuation Fund.

Derby.—Derbyshire Royal Infirmary. Beds, 260. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 12 Sisters; 2 Staff Nurses; 58 Probationers; 10 Private Nurses. Applications average 300, and vacancies 18 yearly.

After a personal interview, where possible, and 2 months' trial, suitable applicants are received at any time for a course of 4 years' training, 4th year spent in private nursing and in wards. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given to the nurses by members of the hon. medical and surgical staff in anatomy and physiology, and classes are held by the matron in nursing; bandaging by the assistant matron; and sick cookery by a qualified instructress. Examinations are held twice a year. Certificates are granted at the end of training if the work done has been satisfactory. RECREATION.—Probationers, daily 2 to 2½ hours; 4 hours weekly (nurses 6 hours); 1 day monthly; 2 weeks 1st and 2nd years, 3 weeks 3rd and 4th

years. Sisters, $2\frac{1}{2}$ hours daily; $8\frac{1}{2}$ hours weekly; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £8, £12, £16, £28; sisters, £30 to £40. Remuneration given for trial months if probationer is appointed, but not otherwise. Laundry, medical attendance and indoor uniform (after the 1st year) are provided, out-door uniform in 4th year only. Separate bedrooms. The system of promotion to posts in the hospital is entirely on merit. The nurses are cared for during sickness in the hospital. There is a private nursing staff attached.

*** Derby.—Derby Union Infirmary**, Rowditch, Derby. Beds, 180. SUPERINTENDENT NURSE; 7 Staff Nurses; 6 Probationers.

After a personal application and 1 month's trial, suitable applicants are received for 3 years' training. Age, over 21. Satisfactory evidence required as to character, education, health and physique. LECTURES given. Examinations held at the end of the winter course. Certificates given after satisfactorily completing engagement. RECREATION, 2 hours alternate days; 4 hours on Sundays; half-day monthly; 2 weeks' yearly. PREMIUM, £3. SALARY, £10, £14, £20. Nurses, £25 to £35. Remuneration given for the trial month. Laundry provided. Each staff nurse has a separate bedroom. An allowance of £3 per annum is made to the staff nurses for uniform, but the probationers are required to find indoor uniform for themselves.

†x Dewsbury. — Staincliffe, Poor-Law Infirmary. Beds, 250. SUPERINTENDENT NURSE; ASST. SUPT. NURSE; 7 Charge Nurses; 22 Probationers. Training School for Probationers; 3 years' course; certificates granted.

Dudley.—Guest Hospital. Beds, 105. MATRON; 5 Sisters; 1 Night Superintendent; 8 Staff Nurses; 16 Probationers. Vacancies 6 yearly. Applications average 20 yearly.

After a personal interview (if possible) and 1 month's trial, suitable applicants are received for 3 years' training (trial period included). Age, 20 to 32. Satisfactory references required as to character and certificates from a Doctor and Dentist. No one who has been in domestic service is eligible. 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. LECTURES are given by the Matron, House Physician and Surgeon, and instruction in the management and nursing of patients by the matron and sisters. Examinations held. A certificate is granted on satisfactorily completing engagement. RECREATION, 3 hours daily; $\frac{1}{2}$ day and 4 hours alternate Sundays; 1 day monthly; 2 weeks' holiday 1st and 2nd years, 3 weeks 3rd year. PREMIUM, £10 10s. SALARY, £5,

£10, £15. Sisters £30 to £40. Remuneration given for trial months. Laundry and indoor and outdoor uniform provided at end of trial period. Separate cubicles. Nurses are cared for in the hospital when sick. There is also a fund for expenses during convalescence.

Special arrangements may be made for a shorter period of training but no certificate is given for less than 3 years.

† * **Ecclesall Bierlow Workhouse Infirmary.**

Exeter. — Royal Devon and Exeter Hospital.

Beds, 214. MATRON AND SUPERINTENDENT OF NURSES; 1 ASST. MATRON; 10 Sisters; 1 Night Superintendent; 15 Staff Nurses; 45 Probationers; 40 Private Nurses. Applications average 100 and vacancies 20 yearly.

After a personal interview, where possible, and 3 months' trial, suitable applicants will be received at any time for 4 years' training (trial period included). Age, 23 to 35. Minimum height 5 ft. 3 in. Certificate as to character required from minister of religion and last employer (if any), and as to health from medical man. Candidates must be ladies, and education above board school. LECTURES given. Sick-room cookery and bandaging taught. Instruction given in massage and electrical treatment. Examinations are held once a year. A gold medal is awarded to the nurse who comes out first, and a silver medal to the second. A certificate is granted upon satisfactorily completing engagement and passing examinations. RECREATION, 2 hours daily (nurses and sisters 3 hours); a half-day alternate Sundays; 1 day monthly; 3 weeks, yearly; sisters 4 weeks. PREMIUM, *nil*. SALARY, £5, £20, £25. Sisters, £40, increasing to £50 and in case of night-sisters to £55. No remuneration for trial months. Laundry and indoor uniform in first year. Separate bedrooms for nurses, but not for probationers. During illness nurses receive pay up to six weeks, after which each case is dealt with on its merits. Federated to the Royal National Pension Fund for Nurses the hospital agreeing to pay a portion of the premiums of the staff.

After the 3rd year, probationers may be required to act either as hospital or private nurses as directed.

† **Gateshead Union Infirmary.** Beds, 404. SUPERINTENDENT NURSE; ASST. SUPT. NURSE; 4 Sisters; 7 Male Nurses; 24 Probationers. Training School for Probationers; 3 years' course; certificates granted.

Gloucestershire Royal Infirmary and Eye Institution, Gloucester. Beds, 140. MATRON; 1 ASST. MATRON 1 Night Supt.; 6 Sisters; 27 Probationers; 9 Private Nurses.

After a personal interview and from 6 weeks' to 2 months' trial, suitable applicants are received at any time for 3 years' training (trial period included), and must undertake to remain in the service of the infirmary for a further period of 1 year. Age, 22 to 30. Height from 5 ft. 2 in. Two references required as to character, and medical certificate as to re-vaccination. Candidates must be of fairly good education and social position. LECTURES on physiology, anatomy, medicine and surgery, as applied to nursing, are given 5 months in each of the first 2 years by the house surgeon, matron and asst. matron. Probationers must also attend a course of sick cookery lessons. Examinations are held by the medical board in April each year at end of the probationers' first 2 years. Nursing books given as prizes. A certificate is granted on satisfactorily completing 4 years' engagement. RECREATION.—Probationers, 2 hours daily; 3 hours on Sunday; 1 day monthly; and 2 to 3 weeks yearly. Nurses, 3 hours daily; 3 hours on Sunday; 1½ days monthly; 3 weeks' holiday yearly (sisters 4 weeks). PREMIUM, *nil*. Remuneration given for trial period. SALARY.—£8, £12, £16; nurses, £24 to £36; sisters, £32 to £34; night superintendent, £34 to £36. Laundry, indoor and outdoor uniform, and text-books provided. Separate bedrooms. Sisters and nurses who belong to the Royal National Pension Fund are given assistance.

A private nursing staff is attached to the infirmary, and nurses are sent to private patients after 3 years' training.

Guildford.—Royal Surrey County Hospital.

Beds, 100. MATRON; 1 Night Superintendent; 1 Home Sister; 5 Sisters; 3 Staff Nurses; 24 Probationers. Applications average 40, and vacancies 4 to 6 yearly.

After a personal interview and 1 to 3 months' trial, applicants are received for 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the medical staff and matron. Training in massage is given. Certificates are granted after passing examination and satisfactorily completing engagement. Examinations are held twice a year. RECREATION, 2½ hours daily; 4 hours on Sunday; 1 day monthly; 3 weeks' holiday yearly (sisters, 4 weeks). Nurses and sisters have an additional ½ day fortnightly. PREMIUM, *nil*. SALARIES, £8, £10, £16; nurses £25; sisters, £30 to £35. Remuneration given for trial months. Laundry and part of indoor uniform provided. Separate bedrooms. Affiliated to the Royal National Pension Fund for Nurses.

* **Halifax.—Royal Halifax Infirmary.** Beds, 150. MATRON; ASSISTANT MATRON; 7 Sisters; 1 Night Supt.; 2 District Nurses; 30 Probationers. Average number of applications, 100 yearly; vacancies, 10.

After personal interview and 3 months' trial, suitable applicants are received at any time for 3 years' training. Age, 22 to 30. Height not under 5 ft. Two references required as to character, and a medical certificate as to health. LECTURES are given by the honorary staff and matron on anatomy, physiology, and medical and surgical nursing, and by a certificated teacher in invalid cookery. Examinations yearly. Prizes of books given. Certificate granted at end of training. RECREATION, 2 hours daily (nurses and sisters additional 4 hours once weekly); half-day, Sundays; 1 day monthly; a fortnight's holiday yearly (sisters, 3 weeks). PREMIUM, *nil*. SALARY, £6, £10, £16; nurses, £20 to £25; sisters, £30 to £36. Laundry and indoor uniform provided. No remuneration for trial period. Separate bedrooms for nurses, but not for probationers.

† * **Halifax.—St. Luke's Hospital** (Union), Salterhebble. Beds, 400. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 6 Sisters; 30 Probationers.

After a personal interview (if possible) and 3 months' trial, suitable applicants are received for 3 years' training. Age not less than 21. LECTURES are given in medicine, surgery and midwifery. Examinations are held after the 1st year's course of lectures, which are given by the matron on nursing and the house surgeon on physiology and anatomy, and a final examination at the end of the 3rd year, when a certificate is given. RECREATION, 2 hours daily; 1 day monthly; church hours, Sunday; 3 weeks annually. PREMIUM, *nil*. SALARY, £11, £15, £20. Laundry and indoor uniform provided. Separate bedrooms.

Herefordshire General Hospital, Hereford. Beds, 104. LADY SUPERINTENDENT; 1 Night Superintendent; 5 Day Sisters; 5 Staff Nurses; 12 Probationers. Applications average 40, and vacancies about 6 yearly

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Age, 21 to 28. Satisfactory evidence required as to character, education, health and physique. LECTURES by the medical staff and the matron. A certificate is granted upon satisfactorily completing engagement. RECREATION, 2 hours at least daily; 4 hours once weekly; 4 hours on Sunday; 1 whole day monthly; probationers, 2 weeks the 1st year; 3 weeks the 2nd year; and 1 month after 3rd year;

and sisters a week-end once a month and 4 weeks' holiday during the summer. PREMIUM, *nil*. SALARY, £4, £10, £12. Indoor uniform and laundry are provided. Separate sleeping accommodation.

A private nursing staff is attached, for which nurses are eligible after 3 years' training.

Huddersfield Royal Infirmary. Beds, 140. MATRON; 1 ASST. MATRON; 5 Sisters; 1 Night Superintendent; 23 Probationers.

After a personal interview (if possible) and 2 months' trial, applicants are received for 3 years' training. Age, 21 to 30. Evidence required as to character, education, health and physique. LECTURES during the autumn and winter months. Examinations are held annually in the spring. Gold, silver and bronze medals awarded after a competitive examination. Certificates are granted at the end of the period of training. RECREATION, 2 hours daily; sisters, 4 hours; 1 day monthly; 3 weeks yearly; sisters, 3 or 4 weeks. PREMIUM, *nil*. SALARY, £8; £12; £16; sisters, £36 to £40. Indoor uniform and laundry are provided. Each nurse has a separate bedroom, probationers 2 in a room.

† **Hull. — Kingston-upon-Hull Workhouse Infirmary,** Anlaby Road, Hull. Beds, 470. SUPERINTENDENT NURSE; ASSISTANT SUPERINTENDENT NURSE; 1 Night Superintendent; 5 Charge Nurses; 1 Nurse; 33 Probationers. Training School for probationers; 3 years' course; certificates granted.

Hull.—Royal Infirmary. Beds, 240. LADY SUPERINTENDENT; Home Sister; 1 Night Superintendent; 10 Charge Nurses; 55 Assistant Nurses and Probationers; 24 Private Staff Nurses.

After a personal interview and 1 month's trial, applicants are received for 4 years' training and service. Age, 22 to 32. Satisfactory evidence required as to character, education, health and physique. LECTURES are given. Badges are given at the end of 3 years and senior and junior prizes value £1 each for the successful candidates who head the examination lists. 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 (until 10 P.M.), monthly; 3 weeks' holiday yearly. SALARIES, £8, £10, £17, 4th year (on private staff), £25; charge nurses, £30 to £36. Laundry and indoor uniform are provided. Separate bedrooms.

Ipswich.—East Suffolk and Ipswich Hospital. Beds, 146. MATRON; 1 Asst. Matron; 8 Sisters; 1 Night Sister; 3 Staff Nurses; 35 Probationers. Applications average 40, vacancies 9 yearly.

After a personal interview and 4 months' trial, applicants are received at any time for 4 years' training (trial period included). Age, 20 to 30. References required from 2 ladies and last employer as to character, and from doctor and dentist as to health. Candidates must be women of education and refinement. LECTURES are given upon anatomy, physiology, medicine and surgery by honorary staff and on general nursing by the matron. Examinations are held yearly by an outside examiner. Prizes given. A certificate is granted upon satisfactorily completing training. RECREATION, 2 hours daily (nurses and sisters, 2 and 4 hours alternate days); 3 and 4 hours alternate Sundays; 1 day monthly; 3 weeks' holiday yearly (sisters, 4 weeks). PREMIUM, *nil*. SALARY, 1st year, £8; 2nd year, £12; 3rd year, £16; 4th year, £20; nurses from £25; Sisters, £30 to £35. Laundry, indoor uniform are provided. Separate bedrooms. Nurses are cared for and paid when ill.

Leamington.—Warneford, Leamington and South Warwickshire Hospital. Beds, 120. MATRON; 1 ASSISTANT MATRON; 1 Night Superintendent; 6 Sisters; 25 Nurses and Probationers; 25 Private Nurses. Applications average 50, and vacancies 12 yearly.

After a personal interview (if possible) and 2 months' trial, applicants are received at any time for 4 years' (trial period included) 3 years being for training and the 4th year either on the hospital or private nursing staff. Age, 22 to 30. Reference required from clergyman as to character, and from medical man as to health. Good education and position. LECTURES are given by the resident officers upon anatomy, physiology and nursing. Examinations are held, and prizes and medals awarded. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 4 hours Sunday; 1 day monthly; 3 weeks' holiday in a year. Sisters in addition have a half-day and 4 hours Sunday weekly, and a further week's holiday yearly. PREMIUM, *nil*. SALARY, £6, £12, £18, £24; sisters, £30 to £40. Laundry, indoor uniform and outdoor uniform (for 1st year) and text-books are provided. Separate bedrooms. The hospital helps nurses in sickness and old age. Federated to Royal National Pension Fund for Nurses.

After 3 years' training a nurse may be placed upon the private nursing staff attached to the hospital.

Leeds General Infirmary. Beds, 520. MATRON and LADY SUPERINTENDENT OF NURSES; ASSISTANT SUPERINTENDENT; 1 Home Sister; 16 Sisters; 42 Nurses; 25 (4th year) Nurses; 50 Probationers. Applications average 600, and vacancies 32 yearly.

After a personal interview and 1 month's trial, applicants are received for a course of 4 years' training (trial period included). Age, 22 to 30. Candidates must be well educated, active, industrious, thoroughly trustworthy and of unexceptionable character. Certificates required from a medical man or from some one (not a relation) well known to applicant. LECTURES are given by the assistant superintendent upon nursing, elementary anatomy and physiology, and by the medical and surgical registrars on medical and surgical subjects. Examinations are held after each course, and certificates are granted after satisfactorily completing engagement. Three prizes given by the chairman yearly. RECREATION, 2 hours daily; a day once a month and 3 weeks yearly; Sisters 2 or 3 hours, 3 times a week, $\frac{1}{2}$ day once a fortnight, a day once a month and 3 weeks yearly. PREMIUM, *nil*. SALARY, £10, £14, £18, and £25; Sisters, £30 to £45. Laundry and indoor uniform are provided (4 print dresses, 4 caps, 3 collars, 6 aprons, 2 belts). Outdoor uniform not worn. The sisters' places are filled up as vacancies occur from the best of the probationer nurses who have completed their training. Separate bedrooms.

† **Leeds Union Infirmary**, Beckett Street, Leeds. Beds, 1017. MATRON; ASSISTANT MATRON; 1 Home Sister; 2 Night Superintendents; 14 Sisters; 14 Staff Nurses; 92 Probationers. Applications average 250, and vacancies 30 yearly.

After a personal interview (when possible) and 3 months' trial, suitable applicants are received for a course of 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character, education, health, and physique. LECTURES are given by the medical superintendent upon physiology, anatomy, medicine, surgery, and midwifery, and by the matron and assistant matron upon general nursing. A Course of Cookery Lectures have been arranged and probationers are now able to qualify for the certificate of Invalid Cookery. Examinations are held in December and April. A certificate is granted after passing examinations and satisfactorily completing engagement. Opportunity is given to probationers in their 4th year to take the C.M.B. training. RECREATION, daily 2 hours (sisters $2\frac{1}{2}$ hours); $8\frac{1}{2}$ hours weekly (after trial period); 1 day monthly; 2 weeks 1st year, afterwards 3 weeks; sisters also have $8\frac{1}{2}$ hours off weekly. SALARIES, £12, £15, £18; staff nurses, £25 to £30; sisters, £32 to £40; night superintendent, £45. Remuneration is given for the trial months. Laundry, indoor uniform, and text-books are provided. Separate bedrooms. Poor Law Officers Superannuation Act applies. Competent nurses on the completion of their training will be eligible for the post of charge nurse when vacancies occur.

Leicester Royal Infirmary and Children's Hospital. Beds, 300. MATRON; ASSISTANT MATRON; 1 Home Sister; 1 Night Superintendent; 1 Housekeeping Sister; 15 Sisters; 10 Staff Nurses; 90 Probationers. Applications average 150, and vacancies 30 yearly.

After a personal interview (if possible), candidates are received every 2 months (on 1st Saturday of the month) for a 2 months' preliminary course, and on satisfactorily completing this are received for 4 years (including trial period), 3 years being for training and the 4th as senior staff nurse. All candidates are required to pass through the Preliminary Training School, in which systematic teaching is given in elementary anatomy, physiology, nursing, and hygiene to those in training before they enter the wards as Staff Probationers. Age, 22 to 30, height not under 5 ft. 2 in. Satisfactory evidence required from 2 references (one being the candidate's own doctor) as to character, physique, sound general education and health; candidates must not have been in domestic service. LECTURES are given by the hon. physicians and surgeons on nursing, anatomy, physiology, medicine and surgery to senior nurses, and by the matron, assistant matron, and massage sister on anatomy, physiology and nursing to probationers. Examinations are held 3 times a year for 1st, 2nd, and 3rd year nurses. Books are given to 1st and 2nd year nurses, and a Gold Medal to 3rd year nurse who takes best place in final examination. A certificate is given at the end of 3rd year on passing examinations and satisfactorily discharging duties. RECREATION, $2\frac{1}{2}$ hours daily (nurses and sisters, 3 hours and 2 hours alternate days); $\frac{3}{4}$ day monthly (nurses and sisters, whole day monthly); 2 weeks' holiday 1st and 2nd years; 3 weeks' 3rd year; 4 weeks' 4th year. PREMIUM, £6 for preliminary course, £1 being for entrance fee, and £5 for board, residence, washing, and tuition. This £5 is refunded as a bonus at the end of 4th year. Should the matron terminate the engagement of the probationer during the 2 months' preliminary a due proportion of the £5 will be refunded. Special arrangements can be made for suitable candidates who may be unable to afford the £5 and for those who have had previous training. SALARY, 1st year, £10; 2nd year, £14; 3rd year, £18; 4th year, £25; with £5 bonus provided work and conduct have been satisfactory; nurses, £25 to £32; sisters, £38 to £50. Administrative posts up to £65. No remuneration given for trial months. Laundry, and in- and outdoor uniform provided, but the expense of the indoor uniform worn during the first 2 months, while on trial, is borne by the probationer. Separate bedrooms. There are a nurses' home, reference library, and 2 tennis courts.

Special course in massage instruction for a limited number of nurses specially selected by the matron and commencing after the completion of the 3rd year examination. The nurses selected may enter for the Diploma of the Incorporated Society of Trained Masseuses, London, the Society's Fees being paid by the Hospital Authorities.

Children's Hospital (in the grounds of the Infirmary).—Cots, 66. A limited number of young women of not less than 21 years of age or under 5 ft. in height can be taken in the Children's Hospital for training, either as pupils or on the regular staff on the same terms as above.

†x **Leicester.—North Evington Infirmary.** Beds, 580. MATRON; ASSISTANT MATRON; 1 Home Sister; 1 Night Superintendent; 7 Charge Nurses; 40 Probationers; 10 Attendants.

Applicants, after 3 months' trial, are received for 4 years' training (trial period included). Age, 21 to 30. LECTURES are given by the Doctors and Matron on anatomy, physiology, medicine, surgery, midwifery nursing, massage and invalid cookery. Examinations are held yearly (April). Certificates granted. Midwifery training during 4th year. RECREATION, 2 hours daily; 4 hours weekly; sisters, 9 hours; 1 day monthly; 2 weeks yearly; sisters, 3 weeks. SALARIES, £8, £12 10s., £15, £24; sisters, £32 to £38. Laundry and indoor uniform provided. Separate bedrooms, except for 3 probationers.

Lincoln County Hospital. Beds, 130. MATRON; ASSISTANT MATRON; 7 Sisters; 8 Staff Nurses; 17 Probationers. Applications average 160 and vacancies 16 annually.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Age, 23 to 32. Satisfactory evidence required as to character, education, health and physique. Examinations are held twice a year. LECTURES are given by the medical staff and matron in anatomy, physiology, and medical and surgical nursing. Prizes given to the 1st and 2nd in examination. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily, 4 hours twice a week, 1 day monthly. Probationers, 3 weeks' holiday, sisters and staff nurses, 4 weeks' holiday in the year. PREMIUM, *nil*. SALARIES, £6, £12, £18; sisters, £30 to £36. Laundry and indoor uniform are provided. Separate bedrooms.

Liverpool.—David Lewis Northern Hospital. Beds, 200. MATRON; 1 ASSISTANT MATRON; 1 Housekeeper Sister; 1 Night Sister; 1 Theatre Sister; 1 Out-patient Department Sister; 8 Ward Sisters; 1 Light Department Sister; 44 Nurses and Probationers. Applications average 380.

After a personal interview and 1 month's trial, suitable applicants are received for a further five months' training, paying a fee of £5 which is refunded to them at the expiration of the engagement if they are found eligible and remain the full term. After 6 months the candidate signs an engagement for the full term of 4 years, remaining either in the hospital or on the private staff. Age not less than 23. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the hon. medical and surgical staff and the matron upon anatomy, physiology, medical and surgical nursing, massage, etc. A certificate is granted upon satisfactory completion of engagement and passing examination. 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 (see above). When the nurses complete their 4 years the premium of £5 is returned to them. SALARY at rate of £12, begins 2nd 6 months; 2nd year, £15; remainder, if in hospital, £20. Salaries of Private Nursing Staff, 1st year, £25; 2nd year, £30. Laundry and indoor uniform are provided. Outdoor uniform is not provided.

There is a Private Nursing Staff attached to the hospital.

† **Liverpool.—Highfield Infirmary**, Knotty Ash. Beds, 432. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 8 Sisters; 43 Probationers. Applications average 100, and vacancies 14 yearly.

After a personal interview and one or two months' trial, applicants are received for three years' training. Age 21 to 35. Satisfactory evidence required as to character from a lady and a gentleman, education, and from a medical man for health and physique. LECTURES are given by the medical superintendent, assistant medical superintendent, matron and assistant matron, on medicine, surgery, anatomy, physiology, practical nursing and invalid cookery. Examinations are held twice yearly. Book prizes given for class examinations. Certificates given. RECREATION, 2 hours daily, $\frac{1}{2}$ day weekly, 1 day monthly, 3 weeks yearly. PREMIUM, *nil*. SALARY, £15; £18; £20; sisters £35 to £40. Remuneration given for trial period. Laundry and indoor uniform and text-books provided. Separate bedrooms.

†* **Liverpool.—Mill Road Infirmary**. Beds, 850. MATRON; ASSISTANT MATRON; 1 Home Sister; 2 Night Superintendents; 20 Sisters; 53 Probationers; 8 Male and 6 Female Attendants.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Age, 22 to 35. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the

medical superintendent, the matron and home sister, 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; 2 weeks yearly; night nurses from 10 A.M. till 12 noon the following day once a month. PREMIUM, *nil*. SALARY, £10, £14, £18; nurses, £30 to £35. Laundry, indoor uniform and text-books provided. Separate bedrooms.

Liverpool Royal Infirmary, Pembroke Place. Beds, 310. MATRON and LADY SUPERINTENDENT; 1 ASSISTANT MATRON; 2 Home Sisters; 1 Night Superintendent; 17 Sisters; 5 Certificated Special Nurses; 90 Nurses and Probationers; 35 to 45 Private Nurses. Ordinary applications average 800 to 1000, and vacancies 35 to 45 yearly.

After a personal interview, a medical examination, and 2 months' trial, applicants are received as vacancies occur for 4 years (trial period included), 3 years being for training and the 4th year either in hospital, or private nursing. Age 22 to 30. Height not under 5 ft. 3 in. Testimonials as to character and dentist's certificate required. Candidates are examined by a member of the hon. staff on day of interview and end of trial of 2 months. No domestic servants received. Education must be good, and appearance neat. LECTURES by the hon. staff, specialists and matron; classes by the home and special sisters; instruction in bandaging and sick cookery. There is a school of massage, the training being recognised by the Incorporated Society of Trained Masseuses. Housekeeping is taught during the 3rd year. Examinations are held after each set of lectures from October to May. Money for book prizes given. Certificate given on satisfactory completion of engagement. RECREATION, probationers, 2 hours daily (4 hours weekly contemplated); 1 day monthly (may sleep out the night before); 6 or 2 hours alternate Sundays; 3 weeks' holiday (1 week may be taken at the end of six months); nurses, as above with addition of half-day alternate weeks; sisters, 4 hours and 2 hours alternate days; 1 long evening weekly; half-day weekly; week-end monthly (may extend from 2 p.m. Saturday to mid-day Monday if spent away); 4 weeks' holiday yearly. PREMIUM, *nil*. SALARIES, £10, £16, £18, £25; sisters, £30 to £35. No remuneration for trial period unless accepted for full period of training. Laundry and indoor uniform and library (medical and circulating) provided. Outdoor uniforms for private staff only. Separate bedrooms.

This Infirmary is affiliated to the Royal National Pension Fund for Nurses, and probationers are required to become members after their

first year. The Infirmary at the same time takes out a policy for £10 annuity for each nurse.

Special Probationers are received after 2 months' trial for 1 year's training under same rules and conditions as ordinary probationers, but on payment of fee of £35, payable £5 on entering, £20 at end of 2nd month and £10 at end of 6th month. At the end of 1 year, if they desire and are approved, they may remain for a further period of 2 years, receiving a salary of £16 2nd year and £18 3rd year. A certificate is given at end of 3 years' service but not less. Board, lodging and washing provided.

There is a private nursing staff attached. Nurses are sent out to private cases.

Liverpool.—Royal Southern Hospital. Beds, 210. MATRON; 1 ASSISTANT MATRON; 1 Night Superintendent; 10 Sisters; 13 Staff Nurses; 41 Probationers; 18 Private Nurses. Applications average 300, and vacancies 20 yearly.

After a personal interview and 3 months' trial, applicants are received (usually on the 1st of the month) for 3 years' training in wards, and one year on private staff, if suitable. Age, 21 to 30. Satisfactory evidence required from two acquaintances as to character, and from doctor and dentist as to health and physique. Education must be higher grade or private. Candidates must be of good social position. LECTURES are given by hon. staff and matron and classes held by home sister, upon anatomy, physiology, medical and surgical nursing, etc. Examinations are held twice a year (Spring and Autumn). Two medals given. A certificate is granted after passing examination and satisfactorily completing engagement. After a certain length of service candidates are granted 3 months leave of absence to take the C. M. B. course. Lessons in sick-room cookery are also given by a certificated teacher, and preparation for the certificate of the Incorporated Society of Trained Masseuses. RECREATION, 2 hours daily (sisters 2 or 3 hours); 2 additional hours (sisters, $\frac{1}{2}$ a day) once weekly; 1 day monthly (sisters 1 week-end). Probationers receive 2 weeks' 1st year, and 3 weeks' 2nd year, staff nurses and sisters, 4 weeks' holiday in a year. PREMIUM, *nil*. SALARIES.—£8, £15, £20; remuneration for trial month if found suitable; private nurses, £25 to £35; bonus £5 yearly; sisters, £30 to £40 per annum. Laundry, text-books and indoor uniform are provided. Separate bedrooms. Federated to Royal National Pension Fund for nurses. Sick leave with salary granted; but Hospital claims sick pay.

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. Nurses are sent out to private cases.

Liverpool.—Stanley Hospital. Beds, 112. MATRON ; ASSISTANT MATRON ; 6 Sisters ; 1 Night Superintendent ; 4 Staff Nurses ; 26 Probationers. Applications average 100, and vacancies 12 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Age, 23 to 30. Satisfactory evidence required as to character, education, health and physique and a doctor's certificate. LECTURES given. Examinations after every course of lectures. Certificates are granted upon satisfactorily completing engagement and passing final examination. RECREATION, 2 hours daily ; half-day fortnightly ; 1 day each month ; 3 weeks yearly ; sisters, 4 weeks. PREMIUM, *nil*. SALARY, 1st year, *nil* ; 2nd year, £10 ; 3rd year, £15 ; staff nurses, £25 ; sisters, £30 to £35. Laundry and indoor uniform are provided. Separate bedrooms for sisters but not for probationers. A Nurses' Home is now in course of erection.

† **Liverpool.—Toxteth Park Poor Law Institution.** Beds, 705. SUPERINTENDENT NURSE ; 15 Charge Nurses ; 8 Nurses ; 20 Probationers. Training School for Probationers, 3 years' course, certificates granted.

†x **Liverpool.—Walton Workhouse Infirmary.** Beds, 1000. MATRON and LADY SUPERINTENDENT ; 13 Sisters ; 1 Night Superintendent ; 8 Staff Nurses ; 62 Probationers.

After a personal interview and 1 month's trial, suitable applicants are received for 4 years' training (trial period included). Age, 22 to 30. Education must be good and three testimonials required as to character. Medical examination by infirmary's doctor. LECTURES given by medical staff and superintendent nurse. Examinations annually. Certificate given at end of training. Probationers go to Mill Road Infirmary for 4 months' surgical training ; this completes their four years when they return for midwifery training should they desire. RECREATION, 4 hours once weekly and 5 hours once weekly ; 1½ days monthly ; 2 weeks yearly (nurses and sisters, 3 weeks). PREMIUM, *nil*. SALARIES, £14, £16, £18. Remuneration given for trial period. Nurses, £25 to £30. Sisters, £30 to £35. Laundry and indoor uniform provided. Separate bedrooms for nurses.

†x **Liverpool.—Workhouse Hospital, Brownlow Hill.** Beds, 1200. LADY SUPERINTENDENT OF NURSES ; 2 ASST. MATRONS ; HOME SISTER ; 1 Night Sister ; 10 Sisters ; 30 Staff Nurses ; 70 Probationers.

After a personal interview (if possible) and 1 to 3 months' trial, applicants are received for 3 years' training (trial period included). Age, 22 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the visiting staff upon surgery, anatomy, physiology, medicine, etc., by the lady superintendent and assistants in practical work, and candidates are prepared for the C.M.B. examinations. Examinations held twice yearly. Gold and silver medals awarded to the two most efficient nurses. A certificate is granted upon satisfactorily completing engagement and passing examinations. RECREATION.—2 hours (sisters, $2\frac{1}{2}$ hours) daily; $\frac{1}{2}$ day weekly; $\frac{1}{2}$ day (sisters, whole day) monthly; 3 weeks yearly. PREMIUM, *nil*. SALARY. £15, £18, £20; sisters, £30 to £40. Remuneration given for the trial months. Laundry and indoor uniform are provided. Outdoor uniform is not allowed to be worn. Separate bedrooms.

Manchester.—Ancoats Hospital, Mill Street. Beds, 120. MATRON; 1 ASSISTANT MATRON; 7 Sisters; 1 Night Superintendent; 28 Probationers. Applications numerous, and vacancies 9 annually.

After a personal interview and 3 months' trial, applicants are received as vacancies occur for 3 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the hon. staff upon physiology, anatomy, medicine and surgery, and by the matron on nursing generally and bandaging; instruction in sick cookery by certificated teachers. Examinations held. A silver medal given. A certificate is granted upon satisfactorily completing engagement and passing final examination. RECREATION, $2\frac{1}{2}$ hours daily; half-day alternate Sundays, 5 to 10 P.M.; 1 evening during week; 1 day monthly (sisters, week end every six weeks); 2 weeks yearly for probationers and nurses; 3 weeks for sisters. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £21. Nurses, £25. Sisters, £30 to £36; during war, £36-£40. Laundry and indoor uniform are provided. Outdoor uniform is not provided. No separate bedrooms except for Sisters and night staff.

†x Manchester. — Township of South Manchester Hospitals, West Didsbury. Beds, 1200. LADY SUPERINTENDENT; 3 ASSISTANT MATRONS; 2 Night Superintendents; 22 Sisters; 11 Staff Nurses; 113 Probationers. Applications average 200, and vacancies 25 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training (trial period included). Age, 21 to 33. Satisfactory evidence required as to character, education and health. LECTURES are

given by the medical superintendent on pathology and midwifery; visiting surgeon on surgery; by the lady superintendent on practical nursing, bandaging, etc.; and by the assistant matron on elementary anatomy and physiology. A course of sick cookery is given. Examinations are held 4 times yearly. A certificate is granted on satisfactorily completing engagement and passing examination. Nurses are permitted to remain after their three years for training in monthly nursing and massage. RECREATION, 2 hours daily; half-day weekly; 1 day monthly; 3 weeks' holiday annually (sisters, 4 weeks). PREMIUM, *nil*. SALARY, £12, £16, £20; staff nurses, £25; sisters, £30 to £35. Remuneration given for trial months. Laundry and indoor uniform provided. Each nurse and nearly every probationer has a separate bedroom.

A certain number of nurses are permitted to remain after their three years for training in midwifery.

†x **Manchester.—Crumpsall Infirmary.** Beds, 1350. LADY SUPERINTENDENT; FIRST ASSISTANT SUPERINTENDENT; SECOND ASSIST. SUPERINTENDENT; 1 Home Sister; 2 Night Superintendents; 20 Charge Nurses; 70 Probationers; 14 Paying Probationers.

After a personal interview and 3 months' trial, applicants are received at any time for 3 years' training (trial period included). Age, 22 to 32. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the resident medical officers and the superintendents. Examinations held every 6 months. A certificate is granted on satisfactorily completing engagement and passing final examination. RECREATION, 2 hours daily (sisters 3½ hours); 4 half-days monthly (sisters 1 long day in addition); 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £12, £14, £20. Sisters, £30 to £40. Laundry and indoor uniform provided. Separate bedrooms.

Paying Probationers are also received between the age of 22 and 36 years for 12 months' training, during which time they act as assistant nurses. Applicants have to come for 1 month on trial. A certificate is granted at end of year. PREMIUM, £20. SALARY, *nil*. Laundry, but not uniform provided.

†* **Manchester Poor Law Infirmary,** Booth Hall, Manchester.

Manchester Royal Infirmary. Beds, 554. LADY SUPERINTENDENT; ASSISTANT MATRON; 2 HOME SISTERS; 22 Sisters; 2 Night Superintendents; 10 Staff Nurses; 133 Probationers.

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

trial, applicants are received at any time for 3 years' training. Age, 23 to 30. Satisfactory evidence required as to character, education, health, physique. Height not less than 5 ft. 3 in. LECTURES are given by the honorary staff on anatomy, physiology, medical and surgical nursing; on nursing by the lady superintendent and assistant matron; on invalid cookery by the cooking mistress. Examinations are held every 6 months, and a prize valued at £1 11s. 6d. is given to the 1st in the examination by the medical staff. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, probationers, 2 hours daily; 4 hours Sundays; 1 day monthly; 3 weeks' yearly. Staff nurses and sisters, 2 and 4 hours alternate days; 4 hours Sunday; 1 day monthly; 3 weeks yearly (sisters, 4). PREMIUM, *nil*. SALARY, £10, £15, £18. Nurses, £22 to £26; sisters, £30 to £40. No remuneration given for trial month. Laundry and indoor uniform provided. Outdoor uniform is forbidden. Separate bedrooms.

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 attached.

Mansfield and District Hospital. Beds, 112. MATRON; 6 Sisters; 1 Night Superintendent; 6 Staff Nurses; 16 Probationers.

After a personal interview and 2 months' trial applicants are received for 3 years' training (trial period included). Age, 21 to 35. Satisfactory evidence required as to character, education, health and physique. Applicants must not have been in domestic service. LECTURES are given by the visiting staff and house surgeon on anatomy, physiology. Certificate granted. RECREATION, 2 hours daily; $\frac{1}{2}$ day every alternate Sunday (sisters, in addition, week-end); 1 day monthly; 3 weeks yearly. PREMIUM, *nil*. SALARY, £10, £12, £14; remuneration for trial period if engaged; nurses from £25; sisters, £32 to £36. Laundry and part indoor uniform provided. Separate bedrooms in new building.

† * **Medway Workhouse Infirmary.**

† **Merthyr Union Infirmary,** Merthyr Tydfil, Glam. Beds, 300. SUPERINTENDENT OF NURSES; 5 Sisters; 1 Night Superintendent; 4 Staff Nurses; 22 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 20 to 30. Satisfactory evidence required as to character from 3 persons. Applicant is examined as to health by the Infirmary Medical Officer. Applicants must be of good social position and education and are examined before they are accepted. LECTURES are given by the medical officer and superintendent nurse on medicine, surgery and midwifery. Examinations held yearly. Certificates granted. RECREATION, 12 hours weekly (sisters, 13 hours); 1 day monthly; 2 weeks yearly (nurses, 16 days; sisters, 3 weeks). SALARY, £7 10s., £10, £15; nurses, £30 to £35; sisters, £35 to £40. Indoor and outdoor uniform provided. Remuneration given for trial period.

Middlesbrough. — North Riding Infirmary.

Beds, 103. MATRON; 1 Night Superintendent; 6 Charge Nurses; 1 Staff Nurse; 17 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training (trial period included). Age 22 to 25. Satisfactory evidence required as to character, education, health and physique. LECTURES by the house surgeon and matron. Certificates upon satisfactorily completing engagement. RECREATION, 2 or 3 hours daily; 2 days monthly; 2 weeks yearly. Charge nurses 3 weeks yearly. SALARY, £6; £10; £15; nurses, £25, rising to £36. Probationers have to deposit £5, returnable on satisfactory completion of 3 years' training. Probationers have to remain on the staff as Staff Nurses for a year, if required to do so. Laundry and indoor uniform, material and caps, are provided. Nurses are cared for in the Infirmary during illness.

One probationer is occasionally received from nursing institutions to be trained for not less than 1 year. PREMIUM, £12. SALARY, *nil*.

† **Middlesborough Union Hospital**, Linthorpe. Beds, 282. SUPERINTENDENT NURSE; 7 Charge Nurses; 22 Probationers. Training School for probationers; 3 years' course; certificates granted. Training given in monthly and children's nursing.

Newcastle. — Royal Victoria Infirmary. Beds, 466. MATRON AND LADY SUPERINTENDENT OF NURSES; ASSISTANT MATRON AND HOME SISTER; HOUSEKEEPER ASSISTANT; 1 Linen Room and Class Assistant; 2 Night Superintendents; 21 Sisters; 22 Staff Nurses; 101 Probationers.

After a personal interview and 3 months' trial, applicants are received at any time for 4 years, 3 years of which are for training (trial period included). Age, 22 to 30. Satisfactory evidence required as to character, health and physique. Good general education. LECTURES on physiology, anatomy, medical, surgical and general nursing. Classes

are also held by the sisters in practical work, instruments, bandaging, etc. Sick-room cookery classes by a lady cook. Examinations three times yearly. One silver medal, prizes to the value of £35, and special certificates for proficiency in the examinations are given. A certificate is granted at the end of 3 years. RECREATION, 1st year, 2 hours daily; (nurses and sisters, 3 and 2 hours alternate days); one half-day and one whole day monthly; 3 weeks yearly (4 weeks 4th year), sisters, 4 weeks. PREMIUM, *nil*. SALARY, probationers, £10, £14, £20; remuneration given for trial period; nurses, £26 to £30; sisters, £35 to £50 (rising £2 10s. annually). Laundry and in-door uniform provided. Separate bedrooms. The Health Trustees pay one-third of premiums up to the value of £4 annually for all sisters who belong to the Royal National Pension Fund.

+ x **Newcastle-on-Tyne Poor Law Infirmary**, Westgate Road, Newcastle. Beds, 630. SUPERINTENDENT NURSE; ASSISTANT SUPERINTENDENT NURSE; 12 Charge Nurses; 6 Nurses; 50 Probationers. Training School for probationers; 3 years' course (or 4 years with C.M.B. training); certificates granted.

Newport.—Royal Gwent Hospital, Cardiff Road, Newport, Mon. Beds, 150. MATRON; 1 ASSISTANT MATRON; 1 Night Superintendent; 6 Sisters; 12 Head Nurses; 36 Probationers; 7 Private Nurses; 1 District Nurse.

After a personal interview and 2 months' trial, applicants are received for 3 years' training (trial period included), or four years if no premium is paid. Age, 22 to 32. Height not less than 5 ft. 2 in. Candidates must have been to school till 17 years' old. Certificate from two persons as to character, and from doctor as to health. LECTURES are given; Massage and sick-room cookery taught. Examinations are held yearly. Prizes are given. Two scholarships awarded yearly for monthly nursing and midwifery. A certificate is granted upon satisfactory completion of the 3 years' engagement and passing an examination. RECREATION, 3 hours daily (sisters, 2 to 3 hours daily and an additional half-day weekly); 1 day monthly; 3 weeks yearly (sisters, 4 weeks). PREMIUM £10. SALARY, £6, £8, £12; 4th year, £22 to £28 (Staff or Charge Nurses). Sisters, £30 to £35. Remuneration given for trial months. Laundry, text-books, and uniform provided. All but juniors have separate rooms.

Nurses are sent out to private cases.

+ * **Newport (Mon.) Workhouse Infirmary.**

Northampton General Hospital. Beds, 182 (53 extra beds for war patients). MATRON; 1 ASST. MATRON; 1 Home and O. P. Sister; 9 Sisters; 1 Night Superintendent; 1 Theatre Staff Nurse; 13 Head Nurses; 26 Probationers; 8 Private Nurses.

After a personal interview and 3 months' trial applicants are received for 3 years' training (trial period included), and if required must remain for 4th year on private staff. Age, 21 to 30. Certificates required as to character from 2 persons (one a lady), from medical practitioner as to health and from registered dental surgeon. LECTURES are given. Sick cookery taught. Six Probationers are prepared yearly for the examination of the Incorporated Society of Trained Masseuses. Examinations are held after each course of lectures. Medical books are given as prizes. A certificate is granted after passing examinations and satisfactorily completing engagement. RECREATION, 2 hours daily; half a day every other Sunday; 1 day monthly; 18 days yearly; Sisters, 3 weeks. Sisters, in addition, get half a day weekly and half day alternate Sundays. PREMIUM, *nil*. SALARIES, £5, £14, £18; 4th year (on private staff), £28 to £40. Sisters, £32 to £40. Remuneration given for trial months if the candidate is engaged. Laundry and indoor uniform provided. Separate bedrooms, but 12 probationers share bedrooms.

A Private Nursing Staff is attached under superintendence of Matron.

Norwich. — Norfolk and Norwich Hospital.

Beds, 220 (200 extra beds for war patients). MATRON; 1 ASSISTANT MATRON; 10 Sisters; 1 Night Supt.; 15 Staff Nurses; 30 Probationers.

After a personal interview, when practicable, and 2 months' trial, applicants are received for 3 years' training, and to serve on the Private Nursing Staff for a 4th year, if then deemed eligible for such duty. Age 23 to 30 (except under special circumstances), must be well educated, and give satisfactory references. LECTURES are given by the visiting staff and matron, and instruction is given in sick-room cookery. Examinations are held twice yearly. A certificate is granted on satisfactorily completing engagement and passing examinations. Medals are given to nurses certificated by the hospital. RECREATION, 2 hours daily; 1 day monthly; holiday 1st, 2nd and 3rd year, 3 weeks; sisters and private nurses, 4 weeks' holiday a year. PREMIUM, *nil*. SALARY, £8, £12, £16, 4th year, £24; Sisters, £35 to £50. Laundry and in- and out-door uniform are provided. Separate bedrooms. Federated to Royal National Pension Fund for nurses.

A *Pupil Housekeeper* is taken for a 4 months' course. No salary is given, but an honorarium of £1 per month.

A Private Nursing Staff is attached.

† **Norwich Poor Law Infirmary**, Bowthorpe Road, Norwich. Beds, 250. SUPT. NURSE. Training School for probationers; 3 years' course; certificates granted.

†x **Nottingham.—Bagthorpe Infirmary.** Beds, 730. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 12 Sisters; 62 Probationers. Vacancies 16 yearly. Applications average 50.

After a personal interview and 3 months' trial, applicants are received for 4 years' training (trial period included). Age, 21 to 30. Height, 5 ft. to 5 ft. 8 in. Satisfactory evidence required of character, health, physique and good education. Sound teeth are essential. LECTURES are given by the resident medical officer, matron, assistant matron on the usual subjects, and demonstration classes by the ward sisters. Examinations are held in May. Gold, silver and bronze medals are awarded and also book prizes. A certificate is granted on passing examinations and satisfactorily completing engagement. Training in monthly nursing and midwifery given. RECREATIONS, 2 hours daily; $\frac{1}{2}$ day fortnightly; (sisters, $\frac{1}{2}$ day weekly); 1 day monthly; 2 weeks' yearly; sisters, 3 weeks. SALARY, *nil.*, £15, £20, £25 (4th year); sisters, £32 to £36. PREMIUM, *nil.* Laundry, indoor uniform and text-books provided. Separate bedrooms for nurses. Nurses may if they desire come under Poor Law Officers' Superannuation schemes.

* **Nottingham General Hospital.** Beds, 242. MATRON; ASSISTANT MATRON; 8 Day Sisters; 1 Night Sister; 59 Nurses and Probationers. Vacancies average 13 yearly.

Ordinary Probationers.—After a personal interview and 2 months' trial, applicants are received for 3 years' training. Age, 21 to 35 (23 is considered most desirable). Satisfactory evidence required 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 twice yearly. A certificate is granted on passing examinations and satisfactorily completing engagement. RECREATION, 3 hours and 1 hour on alternate days; 2 weeks' holiday in the year; nurses have 3 weeks, sisters 4 weeks in the year. PREMIUM, £10 10s. SALARY, £6, £10, £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. Age, 22 to 40. Paying probationers are required to discharge the same duties and conform to the same regulations as the ordinary probationers and receive the same instruction. PREMIUM, £13 13s. quarterly, in advance. SALARY, *nil.* Uniform not provided.

Oldham Royal Infirmary. Beds, 142. MATRON; 1 ASSISTANT MATRON; 6 Sisters; 1 Night Superintendent; 1 Masseuse; 2

Staff Nurses; 33 Probationers. Applications average 100 yearly and vacancies 11 yearly. Applicants are admitted at any time.

After a personal interview and 4 to 8 weeks' trial, applicants are received for 3 years' training (trial period included). Age, 21 to 32. Applicants should be of average height. Two personal references by ladies as to character essential, a dentist's certificate and satisfactory evidence as to education and social position. LECTURES are given by Hon. Medical Staff upon medicine, anatomy, physiology, by the matron on general nursing and by an eye surgeon on eyes. Examinations held twice yearly. Two gold, two silver and 1 bronze medals given annually. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily (sisters 3 hours); half-day weekly; 4 hours Sunday; 3 weeks yearly (sisters 4 weeks); sisters get one week end monthly. PREMIUM, *nil*. SALARY, £6, £12, £16; remuneration given for trial period; staff nurses, £28; sisters, £40 to £50. Laundry, lending medical library and indoor uniform are provided. Separate bedrooms.

†* **Oldham Workhouse Infirmary.**

Oxford. — Radcliffe Infirmary and County Hospital. Beds, 175. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 9 Sisters; 56 Nurses and Probationers. Applications average 200 and vacancies 14 yearly.

After a personal interview and 2 months' trial, suitable applicants are received for 3 years' training. Age, 22 to 30. Satisfactory evidence required as to character, education, health and physique; also re-vaccination and references as to previous employment. LECTURES on physiology, anatomy, surgery and nursing generally are given, and examinations are held twice yearly. Classes for sick-room cookery are held. A certificate is given after completing training. RECREATION, 2 or 2½ hours daily; 1 day fortnightly; sisters also have 4½ hours weekly; probationers and nurses 3 weeks, sisters 4 weeks yearly. PREMIUM, *nil*. SALARY, £5, £10, £20; Nurses, £25; Sisters, £30 to £45. Laundry and materials for indoor uniform provided. Separate bedrooms.

† **Pendleton, near Manchester.—Salford Union Infirmary (Hope Hospital).** Beds, 900 (300 are for Imbecile and Epileptic cases). MATRON; 1 ASST. MATRON; 1 Night Superintendent; 11 Sisters; 2 Staff Nurses; 49 Probationers; 13 Male and 12 Female Attendants. Applications 200 to 300, and vacancies 18 yearly.

After a personal interview, if possible and 3 months' trial, suitable

applicants are received for 3 years' training (trial period included). Age over 21. Height not less than 5 ft. 1½ in. Candidates must be of sufficient education, and produce the names and addresses of two ladies and one clergyman as references. Examination as to physical fitness at end of trial period. LECTURES are given by the medical superintendent and medical staff and by the matron and assistant matron in anatomy, physiology, general nursing and sick cookery. Examinations are held twice a year. A gold medal awarded yearly to the best all round nurse. A certificate is granted upon satisfactorily completing engagement and passing examinations. RECREATION, 2 hours daily, 8 hours weekly, whole day monthly (sisters, additional 4 hours weekly); Sundays, 10 A.M. to 1 P.M., 2 to 4 P.M., 6 to 10 P.M. in rotation (staff nurses extra ½ Sunday once a month, sisters extra ½ Sunday weekly); 3 weeks' holiday yearly. SALARY, £12, £15, £18. Remuneration given for trial period. Staff nurses, £28; sisters, £35 to £40 (rising £2 yearly). Laundry and indoor uniform are provided. Lending medical library; nurses pay 6d. a quarter. Separate bedrooms.

*** Plymouth.—South Devon and East Cornwall Hospital.** Beds, 164. MATRON AND SUPT. OF NURSING; 1 Sister Housekeeper and 1 Pupil Housekeeper; 1 Night Sister; 10 Sisters; 4 Staff Nurses; 14 to 18 Private Nurses; 31 Probationers; about 8 paying Probationers. Applications very numerous; vacancies 11 annually.

After a personal interview (if possible) and from 1 to 3 months' trial, suitable applicants are received for 3 years' training (trial period included) and a fourth year of service. Age, 23 to 30 (in children's ward 20 years of age). Satisfactory evidence required as to character, education, health and physique, and also references to former employers if any. 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. Examinations held. Probationers are termed nurses in their 3rd year and act as staff in 4th year. A certificate is granted on passing examination and satisfactorily completing engagement at the end of 4th year. RECREATION, 2 hours at least daily; half-day fortnightly; 4 weeks' holiday yearly. PREMIUM, £1 1s. a week for 6 months, if candidates have had no previous training, £4 4s. being paid in advance. SALARY, *nil*, £15, with laundry and indoor uniform and making of dresses, £18, with the same allowances. Nurses, £25 (to £35 if on private staff); Sisters, £30 to £35 per annum. Separate bedrooms. Outdoor uniform is only provided to the private nurses. Nurses receive full pay for 3 months in the case of sickness, and are advised to join the Royal National Pension Fund for Nurses.

Nurses of previous training in small or special hospitals received on special terms for 3 years' training.

There is a Private Staff attached to the hospital to which nurses may be appointed as vacancies occur after the completion of 3 years' training, of which 3 months must be spent in the operating theatre. Nurses, owing to the generosity of a benefactor, may spend sick leave in a Home of Rest.

+ **Plymouth Workhouse Infirmary**, Greenbank. Beds, 300. LADY SUPERINTENDENT; ASSISTANT LADY SUPERINTENDENT; 8 Charge Nurses; 1 Nurse; 19 Probationers. Probationers trained; 3 years' course; certificates granted.

Portsmouth.—The Royal Portsmouth Hospital. Beds, 160. MATRON; 1 ASSISTANT MATRON; 1 Night Superintendent; 1 Housekeeper Sister; 8 Sisters; 3 Staff Nurses; 35 Probationers; 12 Private Nurses.

After a personal interview and 1 to 3 months' trial suitable applicants are received at any time for 3 years' training (trial period included). Age, 22 to 30. Height not under 5 ft. 5 in. Satisfactory evidence required as to character from a clergyman and a lady, education, health (from a doctor) and physique. LECTURES are given by the honorary staff and matron. Examinations held four times a year. A certificate is given after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily, 5 hours weekly (sisters $\frac{1}{2}$ day alternate weeks); 1 day monthly, sisters, 2 days' monthly; 3 weeks' holiday yearly (sisters 4 weeks). PREMIUM, *nil*. SALARY, £8, £10, £12; nurses from £25; sisters, £30 to £36. Laundry and indoor uniform provided. Text-books are lent. No remuneration for trial period. Separate bedrooms.

A Private Nursing Staff is attached.

+x **Portsmouth.—Parish of Portsmouth Infirmary**, Milton. Beds, 1000. MATRON; 1 ASSISTANT MATRON; 1 Home Sister; 2 Night Superintendents; 12 Sisters; 6 Staff Nurses; 1 Midwife; 62 Probationers. Applications average 100, and vacancies 15 yearly.

After personal interview, if possible, and 3 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 21 to 35. Height not under 5 ft. 2 in. Certificate as to character required from 2 ladies and a clergyman, and as to health from a medical man. Candidates are required to pass an educational test examination on 6th Standard lines. LECTURES given. Classes are also held by resident medical officers. Examinations yearly. Certificate given

on completion of training. Nurses remaining for a fourth year receive midwifery and massage training. RECREATION, 2 hours daily, alternate Sundays from 2 to 10, 1 day monthly, 2 weeks' yearly (nurses and sisters 3 weeks, the latter also have an evening fortnightly). PREMIUM *nil*. SALARIES.—£10, £14, £18; 4th year, £18 also. Remuneration for trial period. Nurses, £25; sisters, £34 to £38. Laundry, indoor uniform and text-books provided. Separate bedrooms with few exceptions.

+ Prescott Union.—Whiston Institution Infirmary, nr. Prescott. Beds, 536. SUPERINTENDENT NURSE; 1 Night Sister; 1 Home Sister; 12 Sisters; 40 Probationers. Applications average 20 yearly.

After a personal interview by committee and 2 months' trial suitable applicants are received for 3 years' training. Age 21 to 35. Satisfactory evidence required as to character, health and education. LECTURES are given by the resident medical officer, superintendent nurse and home sister. Examinations are held twice annually. Certificates are given on satisfactorily completing engagement and passing examination held by an independent examiner. Senior nurses have the opportunity of practical instruction in midwifery and monthly nursing. RECREATION, 2 hours daily, half-day fortnightly; 2 weeks annually; sisters, 3 weeks. Sisters have in addition 1 day monthly. SALARY, £12, £15, £18; sisters, £35 to £40. Remuneration given for trial period. Laundry and indoor uniform are provided and text-books as a loan from the library. Separate bedrooms as far as practicable.

Preston and County of Lancaster Queen Victoria Royal Infirmary. Beds, 142. MATRON and SUPERINTENDENT; ASSISTANT MATRON; 6 Sisters; 1 Night Superintendent; 6 Staff Nurses; 24 Probationers; 16 to 20 Private Nurses. Applications average 200, and vacancies 11 yearly.

After a personal interview and 3 months' trial, suitable applicants are received for 4 years' training and service (trial period included). Age 21 to 30. Height not less than 5 ft. 2 in. Satisfactory evidence required as to character, education, good health and physique. LECTURES are given by the matron on nursing, by the assistant matron on sick cookery, by the hon. assistant physician on medical nursing and by the hon. assistant surgeons on physiology, anatomy and surgery. Examinations are held in December and June. The chairman gives one prize. A certificate is granted on the satisfactory completion of engagement. RECREATION, 2 hours daily (sisters, 3 hours); 4 hours fortnightly (sisters, half-day); 1 day monthly; 2 weeks yearly; nurses, 3 weeks; sisters, 4 weeks.

PREMIUM, *nil*. SALARY, £12, £14, £16; 4th year, £20. Remuneration for trial period after first month. Sisters, £35 to £40. Laundry, textbooks and indoor uniform provided. Separate bedrooms.

There is a Private Nursing Staff in connection with the hospital. Nurses are sent out to private cases.

*** Reading.—Parish of Reading Workhouse Infirmary,** 344 Oxford Road, Reading. Beds, 180. SUPERINTENDENT NURSE; 2 Sisters; 5 Nurses; 11 Probationers.

Probationers trained; 3 or 2 years' course. Certificates granted.

Reading.—Royal Berkshire Hospital. Beds, 208. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 1 Home Sister; 10 Sisters; 20 Staff Nurses; 30 Probationers; 40 Private Nurses. Applications average 210, and vacancies 16 yearly.

After a personal interview and 3 months' trial, suitable applicants are received for 4 years' training (trial period included). Age 22 to 35. Height not less than 5 ft. 3 in. Evidence required as to character, education, health, physique and re-vaccination. LECTURES are given by the visiting staff on anatomy, physiology, hygiene, nursing, medicine, surgery, ventilation, etc. Examinations are held after each course of lectures. Prizes are given. A certificate is given on satisfactorily completing training. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, £2 2s. SALARY, £8, £15, £20, £28; nurses, £30; sisters, £35 to £45 per annum. Remuneration is given for the trial months. Laundry and indoor uniform provided. Each nurse and nearly every probationer has a separate bedroom. The hospital pays half the premium up to £7 a year for each nurse who insures in the Royal National Pension Fund for Nurses after the completion of her training.

A Private Nursing Staff is attached.

Rhyl.—Royal Alexandra Hospital and Convalescent Home. Beds, 160. LADY SUPERINTENDENT; 4 Sisters; 4 Charge Nurses; 18 Private Nurses; 8 Probationers.

After 1 month's trial, suitable candidates are received for training under an agreement for 3 years' work in hospital, district, fever or private nursing. Age, 21 to 32. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by one of the medical staff. If at the expiration of 1 year's probation, the probationer is found satisfactory, she is placed on the staff. Certificates are granted after 3 years' work on the staff. Opportunity for training in monthly nursing is given under trained midwife in the district. PREMIUM,

£5. SALARY, *nil*, £14, £17, £20, increasing by £2 and £4 yearly to £50. Laundry and in- and outdoor uniform (after 1st year) are provided.

Paying Probationers are received as pupils on payment of £1 1s. a week, or 30s. a week for 3 months or less. Washing, medical attendance or medicine not included. Age, 18 to 40.

There is a private nursing branch attached to the hospital.

Rochester and Chatham.—St. Bartholomew's Hospital. Beds, 105. MATRON; ASSISTANT MATRON; 7 Sisters; 1 Night Superintendent; 1 Masseuse; 5 Nurses; 2 Private Nurses; 20 Probationers. Applications average 30, and vacancies 8 to 10 yearly.

After a personal interview and 1 to 3 months' trial, applicants are received after the yearly examinations for 3 years' training (trial period included). Age 21 to 31. Satisfactory evidence required as to character, education (not board school), and health. Applicants should be of the middle or upper middle class. LECTURES by hon. medical staff, matron, and home sister upon anatomy, physiology, bandaging, etc. Training is given in ophthalmic work. Lectures and certificates are given by the Kent Education Committee each year. Examinations held yearly (April). Certificates given on completion of training. RECREATION, 2 hours daily; $\frac{1}{2}$ day fortnightly (sisters weekly); 1 day monthly; 2 weeks yearly (nurses 3, sisters 4 weeks). PREMIUM, *nil*. SALARY, £8, £12, £16. Remuneration given for trial period. Nurses from £20; sisters, £35 to £40; asst. matron, £40 to £45; night sister, £36 to £40. Laundry, uniform and text-books (library) provided. Each nurse and most of probationers have separate bedrooms. Every 6 months one nurse is sent to a London hospital for instruction in massage and electrical treatment, and after obtaining her certificate she returns for 6 months as masseuse and remains altogether 4 instead of 3 years. Trained nurses sent out to private cases.

† * Rochdale Workhouse Infirmary.

St. Helen's Hospital, Peasley Cross, St. Helen's, Lancs. Beds, 104; 2 Cots. MATRON; 3 Sisters; 5 Staff Nurses; 13 Probationers. Vacancies average 3 yearly.

After a personal interview (except when living at a distance) and 1 month's trial, applicants are received for 3 years' training. Age, not less than 22. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the visiting doctors and the matron on anatomy, physiology, and medical and surgical nursing. Nurses also receive a course of instruction in sick cookery. 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). PREMIUM, *nil*. SALARY, £6, £10, £20; nurses, £25; sisters, £30 to £40. Laundry and indoor uniform are provided. Separate bedrooms.

Salford Royal Hospital, Salford, Manchester. Beds, 208. MATRON; 1 Home Sister; 1 Night Sister; 9 Day Sisters; 52 Nurses and Probationers.

After a personal interview and 1 month's trial, suitable applicants are received for 3 and 4 years' training. Age 22 to 30. Evidence required as to character, education, health and physique. LECTURES are given by the visiting staff on anatomy, physiology, and medical and surgical nursing. Examinations are held annually in April. A certificate is granted on satisfactorily completing engagement and passing examinations. PREMIUM, *nil*. SALARY, £6, £15, £20, rising to £25 and £3 bonus at the end of the 4th year. Sisters, £30, increasing by £2 per annum to £38. Laundry, indoor and outdoor uniform are provided.

A Private Nursing Staff is attached.

Salford Union Infirmary.—See PENDLETON, page 115.

Salisbury.—General Infirmary. Beds, 120. MATRON; 1 Home Sister; 1 Night Superintendent; 1 Theatre Sister; 9 Ward Sisters; 12 Staff Nurses; 24 Probationers; 2 Paying Probationers. Applications for probationerships average 100 and 10 paying probationerships, and vacancies 12 and 2 paying probationerships yearly.

After a personal interview and 1 month's trial, suitable applicants are received (usually at the end of every month) for 3 years' training (trial period included). Age, 22 to 32. Satisfactory evidence required as to character (from 2 ladies), good education, health and physique. Medical and dental certificates required and of re-vaccination. Refinement of manner is essential. LECTURES by matron on nursing, by visiting surgeon on anatomy and surgical nursing, by visiting physician on physiology and medicine; classes (including invalid cookery) and 5 examinations (3 theoretical and 2 practical) are held yearly and certificates are granted after satisfactorily completing engagement. Prize given to nurse who is first in final examination. RECREATION, 2 hours daily; 4 hours once a week (sisters $\frac{1}{2}$ day weekly); Sundays, for morning service and afternoons and evenings alternately; 1 day monthly; 3 weeks' holiday yearly (sisters 4 weeks). SALARY, £8, £12, £14, with indoor uniform and laundry; nurses, from £24; sisters, £32 to £40, with uniform and laundry. Remuneration given for trial period. Separ-

ate bedrooms. There is a special endowment fund for pensions to nurses granted after 15 years' service. Library of medical books.

Nursing Students.—Nursing students are received for periods of not less than 3 months. They attend the lectures of the medical staff and the matron, and in the wards share the practical work with the probationers. FEE, £1 1s. per week. Students provide their own uniform.

Owing to the war the number of beds has been largely increased. The staff has also been increased by temporary staff nurses and members of V.A.D. (as junior probationers).

Sheffield Royal Hospital. Beds, 191 (excluding 42 beds at the country Annexe). MATRON; 1 Night Sister; 12 Day Sisters; 14 Staff Nurses; 23 Ordinary Probationers; 4 Paying Probationers. Applications average 240 and for 8 paying probationerships, and vacancies 24 yearly.

After a personal interview and 3 months' trial, suitable applicants are received as vacancies occur for 3 years' training (trial period included). Age, 20 to 35. Height not less than 5 ft. Certificate as to character required from two ladies, and as to health from doctor and dentist. Applicants must be able to write well and speak correctly and must be the daughters of gentlemen or of professional or business men. Domestic servants are not accepted. LECTURES are given by the assistant hon. physicians and surgeons on anatomy, physiology, medicine, surgery, diseases, treatment, instruments, bandaging, practical nursing and massage. Examinations are held at the end of each term—Christmas and May. Two prizes are given to the seniors and two to the juniors. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION.—Probationers, 2½ hours daily; nurses, 2½ hours on 3 afternoons, and 2 evenings from 4.30; sisters, 2½ hours on 2 afternoons, and 3 evenings from 4.30; all, ½ day on Sunday (sisters and nurses in addition an alternate ½ Saturday); 1 day monthly (sisters instead have 1 week-end monthly); 3 weeks' holiday in a year (sisters 4 weeks). PREMIUM, a few pay 25 guineas. SALARIES.—£6, £12, £18; nurses, £25 to £30; sisters, £30 to £35. Remuneration for trial period, if they stay to complete their training. Laundry and material for indoor uniform are provided. Outdoor uniform not worn. Separate bedrooms. Medical attendance, nursing and salary paid during sickness.

Special Probationers.—Special probationers are received for 1 year's training for a fee of 25 guineas, and on the same conditions as the ordinary probationers. A deposit of £5 is payable on entrance which

is retained if, after one month, candidates do not remain for one year's training. This deposit is included in the 25 guineas premium. At the end of the year a special probationer may extend her engagement for a further two years, receiving the same salary as an ordinary probationer for the 2nd and 3rd year respectively, and she will at the end of 3 years be entitled to receive her certificate. No certificate is given if she leaves at the end of the first year. Three weeks' holiday yearly. Laundry and material for indoor uniform are provided. Separate bedrooms.

Sheffield Royal Infirmary. Beds, 326. MATRON; ASSISTANT MATRON; 1 Housekeeper; 14 Sisters; 1 Night Superintendent; 85 Nurses and Probationers. Applications average 260, and vacancies 20 yearly.

After a personal interview and 3 months' trial, suitable applicants are received for 4 years' training (trial period included). Age, 21 to 30. Two certificates required as to character, education, health and physique. Medical and dental certificate necessary and also evidence of re-vaccination. Height not under 5 feet 2 inches. LECTURES are given by the home sister and registrar. Massage is taught to the staff nurses. Examinations are held four times a year. Gold medal for 4th year examination. Medical and surgical books are given as prizes. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 3 weeks and 2 days yearly. Nurses have an additional half-day and evening weekly. Sisters have half-day and evening weekly and 1 month yearly. Sunday leave. PREMIUM, *nil*. SALARY, £5, £10, £15, £25; nurses, £15 to £25; sisters, £30. Laundry and indoor uniform are provided. Remuneration given for trial months. Separate bedrooms for nurses; probationers after 1st few months.

†x* **Sheffield Union Hospital**, Fir Vale, Sheffield. Beds, 650. 1 MATRON; 1 ASSISTANT MATRON; 1 Night Superintendent; 12 Sisters; 6 Staff Nurses; 40 Probationers. Applications average 50, and vacancies 10 yearly.

Candidates are required to serve 3 months on trial before they are accepted for the regular training, which is for 3 years, or 4 years for those whom the Guardians agree to train for the C.M.B. examination. Age, 21 to 30. Satisfactory evidence as to character, education, health and physique. LECTURES are given by the medical staff and infirmary superintendent upon general nursing, anatomy and physiology, and midwifery during the 4th year. A certificate is granted upon satisfactorily

completing engagement and passing examination in April of each year. RECREATION, 2 hours daily (sisters, $2\frac{1}{2}$ hours); 1 evening a fortnight (sisters, 1 evening a week); Sunday alternate weeks, 4.30 to 10 P.M.; 1.30 to 10 P.M.; 9 A.M. to 4 P.M. and 1 day a month; 2 weeks' holiday, 1st year; 3 weeks' later years. PREMIUM, *nil*. SALARY, £10, £18, £20, £20. Staff nurses, £26, increasing £1 yearly to £30; sisters, £33 to £36. Remuneration given for trial months if suitable. Laundry and indoor uniform are provided. Separate bedrooms. There is a library where text-books are kept.

Shoreham.—Steyning Union Workhouse Infirmary, New Shoreham, Sussex. Beds, 260 (60 beds have been given up for wounded and 1 charge nurse and 4 probationers have been added to the staff in consequence). LADY SUPERINTENDENT; 3 Sisters; 1 Night Superintendent; 14 Probationers. Applications average 20 and vacancies 5 yearly.

After a personal interview (if possible) and 2 months' trial, suitable applicants are received as vacancies occur for 3 years' training (trial period included). Age, 21 to 30. Two certificates required as to character, and one from medical man as to health. LECTURES are given by the medical officer and the lady supt. upon physiology, anatomy and general nursing. A certificate is granted upon passing examination and satisfactorily completing engagement. Training and lectures in monthly nursing and midwifery are given, the medical officer being an approved C.M.B. teacher. RECREATION, 2 hours daily; half-day a fortnight; 1 day monthly; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARY, £10, £12, £15; sisters, £30 to £35 per annum. Remuneration is given for the trial month. Laundry, indoor and outdoor uniform are provided. Separate bedrooms. Opportunity given of joining Poor Law Officers' Superannuation Fund.

Shrewsbury.—Royal Salop Infirmary. Beds, 130. LADY SUPERINTENDENT; 1 ASST. MATRON; 4 Sisters; 1 Night Superintendent; 28 Nurses and Probationers. Applications average 150, and vacancies 10 yearly.

After a personal interview and 3 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 21 to 32. Height not under 5 ft. 2 in. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by hon. med. staff on medicine, surgery, anatomy and physiology; and by the matron on general nursing. Sick cookery and bandaging classes are also held. An examination is held yearly. One prize for each subject

yearly. A certificate is granted after satisfactorily completing engagement. RECREATION, 2 hours daily; 3 hours weekly (nurses 4 hours and sisters 5 hours); 4 hours Sunday (sisters $\frac{1}{2}$ a day); 1 day monthly; 3 weeks' holiday in a year (sisters 4 weeks). PREMIUM, £1 1s. (entrance fee). SALARIES, £5, £10, £18; nurses, £20; sisters, £35 to £40. Remuneration given for trial months. Laundry, text-books and indoor and outdoor uniform (for nurses) are provided. Separate bedrooms.

Paying Probationers.—Two paying probationers can be received, who pay a guinea a week and find their own uniform. Other regulations same as above.

Southampton.—Royal South Hants and Southampton Hospital. Beds, 130. MATRON; 1 Assistant Matron; 1 Night Superintendent; 8 Sisters; 35 Probationers. Applications average 200, and vacancies 10 or 12 yearly.

After a personal interview (if possible) and 3 months' trial, suitable applicants are received at any time for 3 years' training (trial period included). Age, 21 to 35 (but preference is given to those between 23 and 30). Height not less than 5 ft. 2 in. Satisfactory evidence required as to character, health and physique. Only well educated applicants are admitted and a clergyman's reference is necessary. LECTURES are given by the visiting staff upon anatomy and physiology, gynæcology, medicine and surgery; and by the matron on medical and surgical nursing. Examinations are held every 3 months. A certificate is granted after passing examinations and satisfactorily completing engagement. Two nurses are instructed annually in massage, and enter for the examination of the Incorporated Society of Trained Masseuses. RECREATION, probationers and nurses, 2 hours daily; $2\frac{1}{2}$ hours Sunday; 1 day monthly (nurses, 2 days monthly); sisters, 3 hours daily; half-day Sunday; 2 days monthly; probationers have 2, nurses 3 and sisters 4 weeks holiday. ENTRANCE FEE, £1 1s. SALARIES, £8 to £12. Remuneration given for trial period. Sisters, £30 to £40. Laundry and indoor uniform are provided. Third year probationers act as staff probationers. Separate bedrooms.

† **Southampton Parish Infirmary,** Shirley Warren. Beds, 450. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 1 Home Sister; 8 Sisters; 47 Probationers. Applications average 70 yearly and vacancies 12.

After a personal interview and 3 months' trial, suitable applicants are received as vacancies occur for 4 years' training (trial period included). Age, 21 to 30. Height, 5 ft. 3 in. to 5 ft. 7 in. Satisfactory

evidence required as to character from clergyman, and as to health from medical attendant. Applicants should (if possible) be up to the standard of Grammar School education. LECTURES are given by the medical superintendent, medical officer and matron on medical, surgical and general nursing, anatomy and physiology; home sister, on massage and sick cookery. Examinations are held yearly. Prizes given. The two nurses who obtain highest places in examination are offered the privilege of midwifery training. 2 pupils on an average trained yearly for C.M.B. Massage and Sick Cookery taught in 4th year. Certificates are given on satisfactorily completing training. RECREATION, 2 hours daily; $\frac{1}{2}$ day fortnightly; 1 day monthly; 2 weeks yearly. Sisters, 4 hours alternate days; $\frac{1}{2}$ day weekly; 1 day monthly; 3 weeks yearly. PREMIUM, *nil*. SALARY, £12, £14, £18, £24; sisters £36 to £42. Remuneration given for trial months. Laundry, indoor uniform and medical library provided. Separate bedrooms for nearly all. Nursed during illness. Opportunity given of joining Poor Law Officers' Superannuation Fund.

† **South Shields.—Harton Hospital**, South Shields. Beds, 366. SUPERINTENDENT; 1 Home Sister; 6 Sisters; 1 Night Superintendent; 1 Staff Nurse; 29 Probationers.

After a personal interview and 3 months' trial, suitable applicants are received as vacancies occur for 3 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character, health and physique. LECTURES are given by resident and assistant resident medical officers, Superintendent and Home Sister. Examinations held by an independent examiner. Certificates are given on satisfactorily completing training. Opportunities for monthly nursing and midwifery afforded. RECREATION, 2 hours daily; 1 evening weekly (nurses and sisters, $\frac{1}{2}$ day); 1 day monthly; 2 weeks yearly; Sisters, 3 weeks. SALARIES, £10, £15, £20; nurse, £34; sisters, £35 to £45. Laundry, indoor uniform and text-books provided. Separate bedrooms.

Stockport Infirmary. Beds, 118. MATRON; 1 Home Sister; 1 Theatre Sister; 4 Sisters; 1 Night Superintendent; 19 Probationers. Applications average 70 and vacancies 5 yearly.

After a personal interview and 2 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, from 23. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the house surgeon and matron upon anatomy, physiology, medical and surgical nursing. Examinations held. Certificates are granted upon satisfactorily completing engagement and passing examinations. RECREATION, 2 or 3 hours daily; 1

day monthly; 3 weeks' holiday yearly (sisters and nurses, 4 weeks). PREMIUM, *nil*. SALARY, £12, £15, £18. Laundry and indoor uniform are provided. Text-books are lent. Separate bedrooms.

†**Stockport.—Stepping Hill Poor Law Hospital**, Hazel Grove, near Stockport. Beds 390 (including those in the sanatorium for phthisis). MATRON; ASSISTANT MATRON; 9 Sisters; 1 Relief Nurse; 33 Probationers. Applications average 30, and vacancies 12.

After personal interview and 2 to 3 months' trial, suitable applicants are received as vacancies occur for 3 years' training (trial period included). Age, 21 to 30. Height, 5 ft. 4 in. to 5 ft. 10 in. Good physique. Certificate as to character required from two ladies and a clergyman. Standard of education should be Standard 7. LECTURES given by visiting and resident medical officer, matron, assistant matron and massage sister on physiology, anatomy, medical, surgical and general nursing, bandaging, cooking, massage and midwifery. Each probationer has 4 months' maternity nursing. Examinations held. Certificate given. RECREATION, 2 hours daily; 4 hours weekly; 1 day monthly; 2 weeks yearly; sisters 4 hours alternate days; 4 hours weekly; 2 days monthly; 3 weeks yearly. PREMIUM, *nil*. SALARIES, £10, £15, £18. Remuneration given for trial period. Relief nurses, £25 to £30; sisters, £30 to £35; massage and maternity, £35 to £40. Laundry, indoor uniform and text-books provided. Separate bedrooms. Opportunity given of joining Poor Law Officers' Superannuation Fund.

Stoke-upon-Trent.—North Staffordshire Infirmary and Eye Hospital, Hartshill. Beds, 250. MATRON; 1 Home Sister; 1 Night Supt.; 13 Sisters; 12 Staff Nurses; 44 Probationers. Applications average 250, and vacancies 12 yearly.

After a personal interview (when possible) and 3 months' trial, suitable applicants are received for 3 years' training. Age, 21 to 32. Must be well educated, active, industrious, thoroughly trustworthy, and of unexceptionable character. LECTURES are given by the honorary and resident staff and the matron on anatomy, physiology and nursing, and nurses have special advantages as regards training in surgical work, 136 beds out of the 250 being assigned to surgical cases. Lectures on invalid cookery by certificated teacher. There is also a certificated massage sister who prepares pupils for the examinations of the I.S.T.M. Examinations are held at the end of the 1st and 3rd years. A certificate is granted on satisfactorily completing engagement, and a gold medal is awarded on the results of the 3 years' reports and examinations to the nurse obtaining the highest place. RECREATION, 2 hours daily;

1 day monthly, and 1 half-day; 3 to 4 weeks' holiday in the year. PREMIUM, *nil*. SALARY, £8, £10, £18; staff nurses, £25; sisters, £30 to £40 by annual increments of £2. Laundry and indoor uniform are provided. Separate bedrooms.

† * **Stoke-on-Trent Workhouse Infirmary.**

Sunderland.—Royal Infirmary. Beds, 217. MATRON; Housekeeping Sister; 7 Sisters; 1 Night Superintendent; 8 Staff Nurses; 38 Probationers. Applications average 200, and vacancies 16 yearly.

After a personal interview and 3 months' trial, suitable applicants are received at any time for 3 years' training (trial period included). Age, 21 to 31. Height, 5 ft. 3 in. to 5 ft. 8 in. Must be well educated and refined (not domestic servant class). Certificate as to character required from intimate friends, employers and clergyman, and as to health from medical attendant. Dental and revaccination certificates must be produced. LECTURES are given by the honorary staff on anatomy, physiology and hygiene, and on practical nursing by the matron. Examinations are held at the end of each course, and 1 gold, 1 silver and 1 bronze medal and honours certificate are given. A certificate is granted on satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 2 weeks yearly; sisters 4 weeks, nurses 3 weeks yearly. PREMIUM, *nil*. SALARY, £10, £16, £18; staff nurses, £26 to £30; sisters, £35 to £50. Remuneration given for trial period. Indoor uniform and laundry are provided. Outdoor uniform not worn. Separate bedrooms for nurses but not for probationers.

† **Sunderland Union Infirmary**, Hylton Road, Sunderland. Beds, 330. LADY SUPERINTENDENT; 6 Sisters (for alternate day and night duty); 2 Staff Nurses; 22 Probationers. Since 1908 there have been about 5 vacancies.

After a personal interview and 3 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 21 to 30. Height, 5 ft. and over. Certificate as to character required from last employer or clergyman, and as to health from an independent doctor. Applicants must be up to the 7th standard in education. LECTURES are given by the medical officer, assistant resident medical officer and superintendent nurse. Examinations are held once or twice a year. A certificate is granted on satisfactorily completing engagement and passing examination. Midwifery training given to nurses who remain after completing the 3 years. RECREATION, 2 hours daily; 7½ hours weekly;

1 day monthly; 3 weeks yearly. PREMIUM, *nil*. SALARY, £10, £14, £18; staff nurses, £25 to £30; sister, £30 to £35. Remuneration given for trial period. Laundry and an allowance of £2 a year for indoor uniform provided. Separate bedrooms for nurses but not for all probationers. Lending Library. Opportunity given of joining Poor Law Officers Superannuation Fund.

The 2 new blocks (built specially for tuberculosis) containing 46 beds are being used for military purposes. One sister and 5 probationers have been added to staff for these beds.

Swansea General and Eye Hospital, Swansea, Glamorganshire. Beds, 141. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 9 Sisters; 38 Nurses and Probationers; 1 Masseuse. Applications average 170, and vacancies 12 yearly.

After a personal interview and 3 months' trial, suitable applicants are received at any time for 3 years' training (trial period included). Age, 21 to 35. Certificate required as to character from two people (one being previous employer if candidate has been employed), and as to health from medical practitioner and dentist. LECTURES are given by the medical staff on anatomy, physiology, medical and surgical nursing, and by the matron in general nursing. Classes for sick room cookery, bandaging and instruments are held. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION. — Probationers, 3 hours daily, 1 day monthly, 3 weeks' holiday in the year; nurses, 3 hours daily, $\frac{1}{2}$ day weekly, 1 day monthly, 3 weeks annually; sisters, 4 hours alternate days, $\frac{1}{2}$ day weekly, weekend monthly, 1 month yearly. PREMIUM, *nil*. SALARY, *nil*, £12, £18. No remuneration given for trial months. Nurses, from £24; sisters, £30 to £40. Laundry and indoor uniform are provided. Separate bedrooms with few exceptions.

†* **Swansea Workhouse Infirmary.**

Taunton and Somerset Hospital, Taunton. Beds, 107. MATRON; ASSISTANT MATRON; 5 Sisters; 1 Night Sister; 1 Theatre Sister; 1 Casualty Sister; 12 Nurses; 9 Probationers; 8 Private Staff Nurses. Applications average 45 (6 paying Probationerships) annually; vacancies, 6.

After a personal interview (when possible) and 3 months' trial, suitable applicants are received for 3 years' training in the wards and 1 year on the private staff. Age, 20 to 30. Height, 5 ft. 3 in. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the house surgeon and the matron

on anatomy, physiology and general nursing. Examinations are held twice yearly. Prizes of medical books given. A certificate is granted at the end of training. RECREATION, 2 hours daily, 2 additional hours weekly, 1 day a month (sisters, 3 hours daily, 1 additional hour weekly, and $2\frac{1}{2}$ days every other week); 4 weeks' holiday in a year. PREMIUM, *nil*. SALARY, £5, £10, £15, £25; 5th and subsequent years, £30 to £35. Sisters, £30 to £35 per annum. Remuneration given for trial period. Laundry and indoor uniform are provided. Outdoor uniform in 4th year only. Separate bedrooms. A nurse breaking her engagement before the expiration of the 4 years forfeits her certificate.

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 is a private nursing staff. During the fourth year nurses are employed as required upon the private staff or in the wards, and are sent out to private cases.

†* **Tynemouth Workhouse Infirmary.**

† **Warrington Workhouse Infirmary**, 99 Guardian Street. Beds, 200. LADY SUPERINTENDENT; 6 Charge Nurses; 14 Probationers. Probationers trained; 3 years' course; certificates granted.

†* **West Bromwich Workhouse Infirmary.**

Wigan, Lancs.—Royal Albert Edward Infirmary and Dispensary. Beds, 148. MATRON; ASSISTANT MATRON; 9 Sisters; 1 Out-patient Sister; 1 Night Superintendent; 5 Staff Nurses; 27 (12 in 1st year) Probationers.

After a personal interview (if possible) and 2 months' trial, suitable applicants are received for 3 years' training. Age, 22 to 30. Satisfactory evidence required as to character from persons of good social position, health and physique, and that candidates have not been domestic servants. Candidates must have had a High School education or its equivalent. LECTURES given. Each lecture is supplemented by a class held by the matron. A Light Department has been added to the above hospital with a sister in charge, and each probationer receives instruction for 2 months in this department. Examinations are held in the spring and autumn of each year. Three money prizes given. A certificate is granted upon satisfactorily completing engagement and passing examinations. RECREATION, 2 hours daily; $\frac{1}{2}$ day once a month; 1 day monthly; frequently leave is given

from 6 or 7 P.M. one evening until 10 P.M. next evening; sisters 4 weeks', nurses 3 weeks', probationers 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £12, £14, £16; staff nurses, £30 to £36; sisters, £36 to £46 per annum. No remuneration for 1st month of trial period. Laundry and indoor uniform are provided. Separate bedrooms. Nurses are nursed in the Infirmary.

*** Winchester.—Royal Hants County Hospital.**

Beds, 108. MATRON; 1 ASSISTANT MATRON; 1 Night Superintendent; 6 Sisters; 30 Nurses and Probationers; 24 Private Staff Nurses. Applications average 150 yearly, and vacancies 10.

After a personal interview and 3 months' trial, suitable applicants are received for 3 years' training with premium of £10, or for 4 years (3 training and 1 on private nursing staff either in wards or outside) without premium. Age, 21 to 33. Height not under 5 ft. 3 in. Satisfactory evidence required as to character, education, health and physique, and a certificate of recent vaccination. LECTURES are given by the medical staff on anatomy and physiology, and on nursing by the matron and sisters. Invalid cookery by a trained teacher. A certificate is granted at end of 3 years after passing examination and satisfactorily discharging their duties. An examination is held yearly about April. RECREATION.—2 hours daily (3rd year nurses, 2½ hours); 3½ hours Sunday; half-day monthly (3rd year nurses, 1 day); 3 weeks' yearly; 3rd year nurses, 4 weeks. PREMIUM, see above. SALARIES, £6, £12, £14, £25; for 3 year probationers paying a premium, £6, £10, £12; sisters, £30 to £36. No remuneration given for trial months. Laundry, medical attendance and indoor uniform are provided.

During the 3 years of their training all nurses will have the opportunity of obtaining 6 months' special training in hospitals affiliated with Winchester Hospital either in infectious or ophthalmic nursing or massage and electrical nursing. During training they will rank as probationers for 1st year; assistant nurses for 2nd year; staff nurses for 3rd year.

There is a Private Nursing Staff attached on which nurses are required to serve in their 4th year.

Wolverhampton and Staffordshire General Hospital, Wolverhampton. Beds, 210. MATRON; 1 ASSISTANT MATRON; 8 Sisters; 1 Night Superintendent; 1 Theatre Sister; 1 Out-patient Sister; 1 Sister (electrical department); 45 Staff Nurses and Probationers. Applications average 200, and vacancies 15 yearly.

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

received for 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. Promotion to the staff as assistant nurses after 2 years. LECTURES are given by the honorary staff and matron, and a certificate is granted at the end of the period of training. Examinations are held yearly. Prizes given to 1st and 2nd in each examination. RECREATION.—Probationers, 2 hours daily, a day off occasionally; assistant nurses, 4.30 to 9.30 P.M. once a week; sisters, 2 hours daily, half-day once a fortnight, 1 day monthly, 4 weeks' holiday in a year. PREMIUM, *nil*. SALARY, £8, £12, £16. Sisters, £30 per annum. Remuneration given for trial months if candidate is accepted. Laundry and indoor uniform are provided. Separate bedrooms. The nurses are cared for in sickness and convalescence. Nurses are advised to join the Royal National Pension Fund for Nurses.

†x **Wolverhampton Union Infirmary**, New Cross, Wolverhampton. Beds, 350. LADY SUPERINTENDENT; 5 Sisters; 1 Night Superintendent; 2 Staff Nurses; 27 probationers.

Probationers trained; 3 years' course; certificates granted.

Worcester General Infirmary. Beds, 132. MATRON; 1 ASSISTANT MATRON; 7 Sisters; 1 Theatre Sister; 1 Night Superintendent; 30 Probationers. Applications average 50 to 60, and vacancies 10 yearly.

After a personal interview (if possible) and 1 month's trial, suitable applicants are received for 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character from ladies known to applicants, education, health and physique from a medical man. LECTURES are given by the hon. staff and assistant matron upon anatomy, surgery, physiology and medicine. Examinations are held twice a year. A certificate is granted after passing examination. RECREATION, 1½ hours twice, 2 hours twice, and 3 hours twice weekly; 1 day monthly; sisters, 1½ hours twice, 2 hours twice, and 4 hours twice weekly; 1 day monthly; probationers, 23 days, sisters, 30 days' annual holiday. *Two Year Probationers.*—PREMIUM: £10 10s. SALARY, *nil*. Laundry and uniform provided. *Three Year Probationers.*—PREMIUM, *nil*. SALARY, £5, £10, £15. Laundry and uniform provided. Special terms for those with certificate of fever or children's training.

Probationers are eligible for promotion to the post of ward sister after 3 years' training if their work shows evidence of their fitness. Sisters' salary, £29 to £32 per annum. Separate bedrooms for nurses and for probationers after first months.

This institution is federated to the Royal National Pension Fund for Nurses.

x York County Hospital. Beds, 155. LADY SUPERINTENDENT; 1 ASSISTANT MATRON; 9 Sisters; 1 Night Sister; 1 Staff Nurse; 34 Nurses and Probationers. Applications average 124, and vacancies 12 to 16 yearly.

After a personal interview (if possible) and 3 months' trial, suitable applicants are received as vacancies occur for 3 years' training (trial period included). Age, 21 to 33. Satisfactory evidence from 2 ladies and medical man required as to character, education, health and physique. Dental and vaccination certificates required. LECTURES are given by the resident and hon. staff upon anatomy, physiology and nursing. A certificate is granted upon satisfactorily completing engagement and passing examination. Examinations are held in May and December. Medal awarded to senior nurse first in the final examination and books to junior nurse first in first examination. RECREATION, 2 hours daily; 4 hours on Sunday; 1 day monthly; 21 days yearly. Nurses, 2 hours daily, 4 to 10 once a month and 2 days monthly, 21 days yearly; sisters, 2 hours daily, 4 to 10 twice a month, 1 day monthly and week-end and 31 days yearly. PREMIUM, *nil*. SALARY, £6, £12, £16. Remuneration for trial months given if pupils remain on for training, not otherwise. Staff nurse, £25 to £30; sisters, £30 to £40 per annum. Laundry and in- and out-door uniform are provided. Separate bedrooms.

SCOTLAND.

Aberdeen Poorhouse Hospital, Oldmill, Aberdeen. Beds, 300. NURSE SUPERINTENDENT; 1 Night Superintendent; 10 Charge Nurses; 14 Probationers. Applications average 24, and vacancies 6 yearly.

After a personal interview and after passing the Local Government Board's examination in spelling, handwriting, English and arithmetic, and 3 months' trial (trial period included), applicants are received for 3 years' training. Certificates by a clergyman as to character and a doctor as to health required. Age, 20 to 35. LECTURES by the doctors and nurse superintendent. Examinations are held in May and November. Certificates of efficiency are granted by the Local Government after passing an examination in elementary anatomy and physiology, hygiene and dietetics, medical and surgical nursing and midwifery. A nurse will be permitted to divide this examination into 2 parts. A fee of

10s. required for the complete examination. RECREATION, 2 hours daily ; 17 and 21 hours alternately weekly ; 1 day monthly ; 3 weeks yearly. PREMIUM, *nil*. SALARY, £10, £15, £20 ; nurses, £30 to £35. Remuneration given for trial period. Laundry and indoor uniform provided. Separate bedrooms.

Aberdeen Royal Infirmary. Beds, 263. MATRON ; ASSISTANT MATRON ; 9 Sisters ; 1 Night Superintendent ; 75 Nurses and Probationers. Applications average 300, and vacancies 25 yearly.

After a personal interview and 3 months' trial, suitable applicants are received (on the first of any month) for 3 years' training, dating from entry on probation. Age, 23 to 30. Gentlewomen preferred. Satisfactory evidence required from a minister and doctor as to character, health, physique and education. Probationers breaking their engagement repay half the salary received. LECTURES on anatomy, physiology, cookery, surgery, and medicine, etc. An examination is held at the end of each course of lectures and the final examinations in April and October. Prizes for first place in each examination and the final. A certificate is granted after passing final examination and satisfactorily completing engagement. RECREATION, 2 hours daily (sisters, 3 hours) ; $\frac{1}{2}$ day fortnightly ; 1 day monthly ; probationers, 3 weeks', nurses, 4 weeks', sisters, 5 weeks' holiday in the year. PREMIUM, *nil*. SALARY, £10, £15, £18 ; nurses, £20 to £25 ; sisters, £30 to £45. Remuneration given for trial period. Laundry and part of the indoor uniform are provided. Nurses give and receive 1 month's notice.

Dumfries and Galloway Royal Infirmary, Dumfries. Beds, 104. MATRON ; 1 ASSISTANT MATRON ; 1 Night Superintendent ; 4 Sisters ; 18 Probationers. Applications average 60, and vacancies 6 yearly.

After a personal interview and 1 month's trial, suitable applicants are received at any time for 3 years' training (trial period included). Age, 22 to 30. Height not less than 5 ft. 2 in. Two certificates required as to character and one from medical man. LECTURES are given on anatomy, physiology, medical and surgical nursing, hygiene, massage and sick-room cookery. Examinations are held yearly in April or May. A gold medal is given to the nurse who obtains an average of 80 per cent. in all the examinations during the 3 years, and a silver medal if 80 per cent. is not reached. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily (sisters, 3 hours and 1 evening from 6 P.M. weekly) ; 1 whole and 1 half-day monthly ; 3 weeks' holiday a year (sisters, 4 weeks). PREMIUM,

nil. SALARY, £5, £10, £15; sisters, £35 to £40; night superintendent, £40 to £45. Laundry and part of indoor uniform are provided. Remuneration given for trial month. Nursing in hospital provided during illness. Separate bedrooms.

x Dundee Royal Infirmary. Beds, 400. MATRON; 4 ASSISTANTS TO THE MATRON; 1 Housekeeper; 1 Laundry Mistress; 20 Sisters; about 100 Nurses and Probationers. Applications average 400, and vacancies 25 yearly.

After a personal interview and 6 months' trial, suitable applicants are received twice yearly for 3 years' training (trial period included). Age, 21 to 32. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the medical superintendent and the medical staff. Nursing and bandaging classes by the matron's assistants; cookery classes by certificated teacher. There is a separate department for maternity nursing. Examinations are held once a year, and prizes and medals are awarded to the successful probationers. A certificate is granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; half-day weekly; 1 day monthly; 3 weeks' holiday yearly (sisters, 1 calendar month and week-ends). PREMIUM, £15. SALARY, £12, £18, £21. Nurses, £24; sisters, £30 to £50. No remuneration given for trial months. Indoor uniform and laundry are provided. Outdoor uniform not desired. Promotions are made from the staff. Separate bedrooms.

Pupils are trained for C.M.B. examinations. Fee for those with general training, £15 15s. for 3 months; for untrained pupils, £21 for 4 months.

Edinburgh.—The Royal Infirmary. Beds, 921; Cots, 42. LADY SUPERINTENDENT; 4 ASST. SUPERINTENDENTS; 31 Sisters; 2 Night Superintendents; 24 Certificated Staff Nurses; 213 Probationers. Applications average 750, and vacancies 76 yearly.

After personal interview and 3 months' trial, suitable applicants are received at beginning of each quarter for 4 years' training (trial period included). Age, 23 to 35 (preference is given to candidates under 30). Candidates must be of good education, sound constitution and thoroughly well recommended. LECTURES are given by the members of the medical and surgical staff upon medical, surgical and gynaecological nursing, bacteriology and materia medica; anatomy and physiology, by one of the superintendents on general nursing; instruction by the kitchen mistress in sick cookery, and by the dispenser in pharmacy. Examinations are held quarterly. A certificate is granted on the satisfactory completion of

the engagement. RECREATION, 2 hours daily; half a day and a whole day off duty each month; 1st year nurses, 3 weeks' holiday yearly (all others, 4 weeks; sisters, 5 weeks); night nurses have 1 night each month. PREMIUM, *nil*. SALARY, £8, £14, £18, £25. Remuneration given for trial period if satisfactory. Nurses, £30 to £34; sisters, £35 to £50. Laundry and part indoor uniform are provided. Separate bedrooms or cubicles.

The Infirmary pensions nurses retired on age limit.

x Glasgow.—Eastern District Hospital, Duke Street, Glasgow. Beds, 312. MATRON; ASSISTANT MATRON; 10 Sisters; 1 Night Superintendent; 33 Nurses and Probationers. Applications average 200, and vacancies 12 yearly.

After personal interview and 3 months' trial, suitable applicants are received at any time for 3 years' training (trial period included). Age, 21 to 35. Height, from 5 ft. 4 in. Merit certificate required as to education; doctor's as to health; clergyman's as to character, and also a certificate as to home training. LECTURES given by the medical superintendent and senior and junior resident medical officers on anatomy and physiology, hygiene and dietetics, medical and surgical nursing and midwifery. Examinations held twice yearly, May and November. Certificate given at end of training. There is a maternity ward, where 80 to 100 cases are received yearly. RECREATION, 2 hours daily; half of each Sunday; from 12 noon once monthly (sisters, whole day); 2 weeks' holiday 1st year; 3 weeks succeeding years. PREMIUM, *nil*. SALARIES, £10, £15, £20. (No salary or uniform for trial period.) Sisters, £35 to £40. Laundry and indoor uniform provided. Separate bedrooms for all but 10 probationers. Nurses are advised to join the Royal National Pension Fund.

Glasgow Royal Infirmary, Glasgow. Beds, 650. MATRON; ASSISTANT MATRON; 2 Day Superintendents; 2 Night Superintendents; 36 Sisters; 120 Assistant Nurses; 60 Probationers. Applications average 600, and vacancies 50 yearly.

After personal interview and 3 months' trial and preliminary training, suitable applicants are received at any time for 4 years' training (trial period included). Age, 21 to 30. Height, not less than 5 ft. 3 in. Certificate required from former employer, doctor or clergyman as to character; from the Infirmary's physician as to health, and school-leaving certificate as to education (failing this latter a preliminary examination must be passed). LECTURES are given by the medical staff, the matron and the housekeeper. Examinations are held at the end of preliminary course and at end of training. Certificates are granted at end of

training. RECREATION, $2\frac{1}{2}$ hours daily; $\frac{1}{2}$ day Sunday (nurses, 4 hours Sunday; sisters, $\frac{1}{2}$ day weekly); 1 day monthly (sisters, $1\frac{1}{2}$ days); 3 weeks' yearly (sisters, 1 month). PREMIUM.—Fees amounting to £5 5s. are charged for the instruction in the two preliminary courses, together occupying 3 months. SALARY, £12, £16, £20, £25; nurses, £25 to £30; sisters, £30 to £40. No remuneration during period of preliminary instruction, and probationers have to provide their own board and lodging during this time. Laundry and indoor uniform are provided. Separate bedrooms. Pensions for nurses retiring on age limit.

Glasgow.—Stobhill Hospital, Springburn.

Beds, 1922. MATRON; ASSISTANT MATRON; 3 Night Superintendents; 3 Day Superintendents; 20 Staff Nurses; 133 Probationers. Applications average 150.

After a personal interview (if possible) and 3 months' trial, suitable applicants are received for 3 years' training. Age, 21 to 35. Satisfactory references required as to character, education, health and physique. LECTURES are given by the medical staff, and examinations are held, certificates being granted at the satisfactory conclusion of the engagement. RECREATION, probationers, half-day and one evening weekly (nurses in addition every second Sunday from 9.30 A.M. to 9.30 P.M.); 3 weeks annually after second year. PREMIUM, *nil*. SALARY, £10, £15, £20; nurses, £30 to £35. Laundry and indoor uniform provided. Separate bedrooms.

Early in 1915 the War Office took over this hospital temporarily owing to the war.

Glasgow.—Victoria Infirmary. Beds, 265. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 13 Sisters; 15 Staff Nurses; 40 Probationers; 6 Paying Probationers. Applications average 500, and vacancies 18 yearly.

After a personal interview and 3 months' trial, suitable applicants are received, mostly in the spring, for 4 years' training (trial period included). Age, 24 to 30. Certificate required as to character, from the medical man as to health, and candidates must have a good general education. LECTURES are given by the physicians and surgeons, and medical superintendent. Examinations are held twice a year. A certificate is granted at the end of 3rd year after passing examination. RECREATION, $2\frac{1}{2}$ or $1\frac{1}{2}$ hours daily; one evening weekly; 1 day per month; 3 weeks for all nurses; 1 month for sisters and 1 week in the spring. PREMIUM, *nil*. SALARIES, £12, £16, £20, £25; sisters, £35, rising by £5 yearly to £50. Remuneration given for trial period if engaged. Laundry and indoor uniform are provided. Separate bedrooms.

This hospital is federated to the Royal National Pension Fund. Premium on pension of £7 10s. paid by the Committee for the benefit of nurses during sickness and old age.

Paying Probationers are also taken. PREMIUM, £20.

x Glasgow.—Western District Hospital, Oakbank. Beds, 230. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 6 Charge Nurses; 23 Probationers. Applications average 80 yearly.

After a personal interview (if possible) and three months' trial, suitable applicants are received as vacancies occur for 3 years' training (trial period included). Age, 21 to 35. Certificate required from clergyman as to character, and from doctor as to health; standard of education tested by L.G.B. examination. LECTURES are given by the med. supt., resident med. officers, and the matron, on anatomy and physiology, hygiene and midwifery, medical and surgical nursing, and invalid cookery. Lectures on midwifery and practical work in maternity ward are also provided. Examinations twice yearly. Certificate is granted at end of training. RECREATION, 2 hours daily, Sundays 9 to 2 and 2 to 9 alternate weeks, $\frac{1}{2}$ day monthly (charge nurses 1 day), 3 weeks yearly. PREMIUM, *nil*. SALARIES, £10, £15, £20. No remuneration for trial months. Charge nurses, £30 to £40. Laundry, text-books and indoor uniform provided. Separate bedrooms.

Glasgow Western Infirmary. Beds, 600. MATRON; 2 ASSISTANT MATRONS; 2 Night Superintendents; 16 Sisters; 69 Staff Nurses; 129 Probationers. Applications average 600, and vacancies 60 to 70 yearly.

After a personal interview and 3 months' trial, applicants are received for 4 years' training. Age, 22 to 32. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the physicians and surgeons on medical and surgical nursing, and practical instruction is given by matron, assistant matron and ward sisters. Demonstrations in sick-room cookery are given, and instruction in massage by a trained masseuse. Examinations are held in March and October, when prizes (books or surgical instruments) are given. A preliminary examination is held at the end of 3 months' service. Certificates are awarded after passing the prescribed examinations, and showing a satisfactory record during the course of training. RECREATION, $2\frac{1}{2}$ to 3 hours daily; 1 day monthly; 17 days yearly (nurses, 3 weeks). Sisters have $\frac{1}{2}$ day once a fortnight, $4\frac{1}{2}$ days at Christmas and Easter, and 1 month in the summer. PREMIUM, *nil*. SALARY, 1st year,

£10; 2nd and 3rd year, £15; 4th year, £25; nurses, £30; sisters, £35 rising £5 each year to £50. No remuneration for trial months. Laundry and indoor uniform are provided. Separate bedrooms.

Govan Parochial Hospital, Merryflatts, Govan, near Glasgow. Beds, 585. LADY SUPERINTENDENT; 1 ASSISTANT MATRON; 9 Sisters; 2 Night Superintendents; 18 Staff Nurses; 36 Probationers. Average vacancies 20 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training (trial period included). Age, 21 to 28. Height, 5 ft. Certificates required from clergyman and two others as to character, and from doctor as to health and school-leaving certificate or Local Government Board Preliminary Examination as to education. LECTURES are given by the medical officers (4) and the lady superintendent. Examinations are held during the winter sessions and the Local Government Board Examination in May and November. Two prizes given for each year. Certificates are granted after passing examination and satisfactorily completing engagement. Midwifery included in training. RECREATION, 1 day a week from 2 to 10 p.m.; 1 evening from 6 to 10 p.m.; 1 day monthly; 3 weeks' after 1 year's residence. PREMIUM, *nil*. SALARY, £10, £15, £25; nurses, £30 to £35; sisters, £30 to £40. Remuneration given for trial months. Laundry and indoor uniform are provided. Separate bedrooms for all except 6 probationers.

Greenock.—The Infirmary. Beds, 131, and Cots, 8. MATRON; 1 Night Superintendent; 4 Sisters; 25 Nurses and Probationers.

After a personal interview and 1 month's trial, applicants are received for a course of 4 years' training. Age, 22 to 30. Height, 5 ft. 3 in. (minimum). Satisfactory evidence required as to character, education, health and physique. Health and teeth must be perfect. LECTURES are given by members of the visiting staff and house surgeon and the matron. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; 4 or 5 hours Sundays (sisters, 6 or 7 hours); occasional week-ends. PREMIUM, *nil*. SALARY, £10, £14, £18; nurses, £24; sisters, £30 to £35. Laundry and material for indoor uniform are provided. Separate bedrooms.

Kilmarnock Infirmary, Kilmarnock, Ayrshire. Beds, 100. LADY SUPERINTENDENT; 1 Night Superintendent; 4 Sisters; 8 Nurses; 10 Probationers. Applications average 100, and vacancies 6 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training (trial period included). Age, 22 to 34. Height, 5 ft. 3 in. Satisfactory evidence (from lady who has known family for years and from family doctor) required as to character, education, health and physique. LECTURES are given by the staff upon medical and surgical nursing and the lady superintendent on hospital management, etc. A certificate is granted on passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; 4 hours Sundays; 1 day monthly; 3 weeks' holiday every year (sisters, 4 weeks). PREMIUM, *nil*. SALARY, £12, £16, £20; nurses, £20 to £32; sisters, £32 to £40. Laundry and indoor uniform are provided. Separate bedrooms for nurses.

Leith Hospital (Incorporated), Mill Lane, Leith. Beds, 110. LADY SUPERINTENDENT; 1 Assistant Matron; 1 Night Superintendent; 5 Sisters; 22 Staff Nurses; 10 Ordinary Probationers. Applications average 280, and vacancies 11 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 or 4 years' training (trial period included). Age 21 to 32. Two recommendations required as to character, and certificate as to health from the senior physician of the hospital. LECTURES are given by members of the medical staff. Examinations are held in March and October. Prizes are given to the 1st in each subject. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, $2\frac{1}{2}$ hours daily (sisters 3 hours); $\frac{1}{2}$ day Sunday when possible; 1 day once a month. Probationers receive 16 days' holiday, nurses 18 days, and sisters 4 weeks in the year. PREMIUM, £5. SALARIES, £8, £12, £15; no remuneration for trial period; nurses, £25, rising to £30; sisters, £30, rising to £40. Laundry and indoor uniform are provided. Separate bedrooms.

x Paisley.—Parochial Hospital, Craw Road, Paisley. Beds, 200. LADY SUPERINTENDENT; 1 Day Charge Sister; 1 Night Charge Sister; 6 Charge Nurses; 13 Probationers. Average number of vacancies 4 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received for 3 years' training (trial period included). Age, 21 to 40. Certificate required from a clergyman as to character, and from a doctor as to health; standard of education tested by L.G.B. Examination. LECTURES are given by the resident doctor on anatomy, physiology, hygiene and dietetics, maternity and medical and surgical nursing. Examinations are held twice yearly, May and November. Certificates are

granted and also a certificate from Local Government Board as the result of their independent examination. RECREATION, 2 hours daily; 1 day monthly; 3 weeks yearly. PREMIUM, *nil*. No remuneration for trial months. SALARY, £10, £15, £20; nurses, £32 to £36; sisters, £40 to £45. Laundry, indoor uniform and text-books provided.

*** Paisley.—Royal Alexandra Infirmary,** Barbour Park, Paisley. Beds, 144. MATRON AND LADY SUPERINTENDENT; 6 Sisters; 30 Nurses and Probationers; 5 Private Nurses. Vacancies average 10 ordinary yearly.

After a personal interview and 3 months' trial, suitable applicants are received, preferably in March and September, for 3 years' training (trial period included), and are required to remain a fourth year if asked to do so. Age, 22 to 34. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the visiting staff. Examinations are held twice a year. A certificate is granted upon satisfactorily completing engagement and passing examinations. RECREATION, 2 hours daily; half-day every week; 16 to 23 days' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £15; 3rd year, £20; 4th year, £24; nurses, £24 to £30; sisters, £32 to £36. Laundry and indoor uniform are provided. Outdoor uniform is provided for private nurses only. Each nurse has a separate bedroom, but probationers have not. Nurses are sent out to private cases.

Paying probationers are received for 6 months' training. Fee 20 guineas payable in advance, and they must provide their own personal laundry and uniform. The engagement may be broken at the end of 3 months on giving a fortnight's notice, and in that case if conduct had been satisfactory 5 guineas will be refunded. Other regulations, etc., same as for ordinary probationers.

Perth.—County and City of Perth Royal Infirmary. Beds, 141. MATRON; 1 ASSISTANT MATRON; 1 Night Superintendent; 6 Sisters; 18 Assistant Nurses and Probationers. Applications average 120, and vacancies 10 yearly.

After a personal interview, seeing certificates and 2 months' trial or more, suitable applicants are received for 3 years' training (trial period not included). Age 22 to 30. Height not under 5 ft. 3 in. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by resident and visiting surgeons and physicians upon elementary anatomy and physiology, the principles of surgery and medicine and on infectious fevers and a course of practical cookery. An examination is held after each course and also a final. Two prizes are

given for each examination. A certificate is granted after satisfactorily completing engagement. RECREATION, 2 hours daily; half-day once a month (nurses and sisters, 1 day once a month); probationers have 3 weeks' and sisters 1 month's holiday in the year. PREMIUM, *nil*. SALARIES.—Probationers, £12, £15, £20, £22; sisters receive from £35 to £45 per annum according to length of service and the duties required. No remuneration for trial period. Laundry and indoor uniform are provided. Outdoor uniform not used. Separate bedrooms.

IRELAND.

Belfast.—Mater Infirmorum Hospital, Crumlin Road. Beds, 250. Sisters of Mercy; 12 Sisters; 20 Nurses; 35 Probationers.

Probationers trained; 4 years' course.

Belfast.—Royal Victoria Hospital, Grosvenor Road, Belfast. Beds, 300. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 13 Sisters; 25 Staff Nurses; 50 Probationers. Applications average 380 and vacancies 30 yearly.

After a personal interview and 2 months' trial, applicants are received as vacancies occur for 3 years' training (trial period included). Age, 23 to 30. Height from 5 ft. 2 in. Two references required as to character, and doctor's certificate as to health. Education must be up to at least 6th standard National Board. LECTURES are given by the medical and surgical staff on anatomy, physiology, medical, surgical, gynaecological and ophthalmic nursing, electricity, and bacteriology. Examinations held. Certificate given at end of training. RECREATION.—Probationers, 2 hours daily; 1 day monthly; nurses, additional 2 hours weekly; 3 weeks' holiday annually; sisters, 2 hours daily; 1½ days monthly. PREMIUM, *nil*. SALARIES, *nil*, £10, £15. No remuneration for trial period. Nurses, £28 to £30; sisters, £32 to £40. Laundry and indoor uniform provided. Separate bedrooms. During sickness nurses are cared for in hospital.

x Belfast Union Infirmary, Lisburn Road, Belfast. Beds, 1,700. Lady Superintendent, 6 Asst. Superintendents; 5 Sisters; 1 Night Superintendent; 40 Charge Nurses; 180 Probationers. Applications average 250, and vacancies 50 yearly.

After a personal interview and 3 months' trial, applicants are received for 4 years' training (trial period included). Age, 21 to 33. Height, 5 ft. 2 in. to 5½ ft. Certificate by a Clergyman required as to character and a

certificate by the family doctor as to health. Each candidate must pass an examination in arithmetic, writing, English composition, and spelling held every 3 months before entrance. Birth certificate must be produced. Lectures by the House Surgeons, Lady Superintendent and Assistants. Examinations are held twice yearly—June and November. Certificates granted. Sixteen nurses in the course of the year only can receive Maternity training, the 16 shall be those nurses who obtain the highest marks at the two final examinations (8 from each examination) held at the end of 2 years' training. RECREATION, 2 days each week alternately, 1 till 4.30 p.m.; 1 day each week alternately, 4.30 to 10 p.m.; 1 evening each week, 6.30 to 10 p.m.; $\frac{1}{2}$ day and 1 day in each month; alternate Sundays from 9.30 a.m. till 2 p.m. and from 2 p.m. till 9.30 p.m.; two weeks yearly (Sisters, 3 weeks). PREMIUM, £5 5s. SALARY, £5, £6, £10, £18. Nurses, £30 to £35; Sisters, £35 to £45. Laundry, indoor and outdoor uniforms provided.

Cork.—North Charitable Infirmary, Mulgrave Road. Beds, 120. MATRON; SUPERINTENDENT; 8 Sisters; 1 Night Superintendent; 34 Probationers; 20 Private Nursing Staff.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Age, 20 to 30. Satisfactory evidence required as to education, health and physique. Instruction is given by the Medical staff and the Lady Superintendent. Examinations are held in February, June and November of each year. RECREATION, 2 hours on alternate days; 10 days' holiday yearly. PREMIUM, £30. SALARIES.—Probationers, *nil*, £10, £12. Laundry is provided; uniform is not provided. Nurses are sent out to private cases.

*** Cork.—North Infirmary and City of Cork General Hospital.** Beds, 112. MATRON; 9 Sisters; 12 Nurses; 30 Probationers.

After a personal interview and 3 months' trial, suitable applicants are received for 3 years' training. Age, 20 to 30, of average height, healthy and well educated. LECTURES and instruction given by the hospital staff and the supt. of nurses. 6 months' training given in a fever hospital, during which time training and board stand in place of salary, and any fees charged for fever training will be deducted from salary. An examination is held at end of 3rd year, and if it is passed and conduct has been satisfactory, a certificate is given. PREMIUM, £30. Salary, 1st year, *nil*; 2nd and 3rd years, £8.

Cork. — South Charitable Infirmary and County Hospital, Old Blackrock Road, Cork. Beds, 104,

MATRON ; 1 Staff Superintendent ; 2 Sisters ; 1 Night Superintendent ; 3 Staff Nurses ; 20 Private Nurses ; 29 Paying Probationers. Applications average 200 to 250, and vacancies 15 to 20 yearly.

After a personal interview and 3 months' trial applicants are received (in Spring and Autumn) for 4 years' training (6 months of which are spent in the North Fever Hospital, Cork). Age 21 to 30. Height, 5 ft. 3 in. to 5 ft. 8 in. Certificates required from Clergymen and non-relatives as to character and from Senior Physician of Institution as to health. Applicants should be up to the standard in education of the intermediate (middle) and King's Scholarships and Senior Grade of National Schools and should be the daughters of professional men, merchants or landowners. A test examination is given before application is considered by Nursing Committee. LECTURES are given by the Hon. medical staff, the matron and staff superintendent. Examinations are held twice yearly. Gold medals and book prizes are awarded. Certificates are granted after passing examination ; 2 years of the training are spent in hospital, 1 year in private nursing. RECREATION, 2 hours daily (sisters and nurses 3 hours), half-day weekly, half-day monthly, probationers have 2 weeks' holiday in the year, nurses, 3 weeks ; sisters, 4 weeks. PREMIUM, £40. SALARIES, *nil*, £8, £10, £15 ; nurses, £8 to £28 ; sisters, £35 to £40. Remuneration given for trial period. Laundry and outdoor uniform provided. Indoor uniforms are provided for staff superintendent, staff sisters and charge nurses. Separate bedrooms. Nurses are sent out to private cases.

Dublin.—Adelaide Hospital. Beds, 135. LADY SUPERINTENDENT ; ASSISTANT MATRON ; 7 Sisters ; 40 Nurses ; 25 Probationers.

After a personal interview and 3 months' trial, applicants are received for 4 years' training. Age, 22 to 33. Satisfactory evidence required as to 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 sisters. A certificate is granted after satisfactorily completing engagement. RECREATION, 2 hours daily ; half-day 2 days a week and on Sunday ; sisters in addition have from Saturday afternoon to 9 A.M. on Monday once a month. PREMIUM, £15. SALARY, £10, £12, £15 ; nurses, £20 to £26 ; sisters, £35 per annum, with an annual increase of £2 10s. to a maximum of £45. Laundry and indoor and outdoor uniform are provided.

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 3 years training are not sent out.

Dublin.—Dr. Steeven's Hospital. Beds, 200. MATRON ; 1 ASSISTANT MATRON ; 9 Sisters ; 1 Night Superintendent ; 12 Staff Nurses ; 40 to 50 Probationers ; 26 Private Nurses. Applications for probationer ship average 100, and vacancies 24 yearly.

After a personal interview and 3 months' trial, applicants are received for 4½ years' training. Age, 22 to 35. Average height and physique. Satisfactory evidence required as to character, education and health ; also birth and dental certificates. Probationers, if competent, serve their 2nd and 3rd years as assistant nurse and their 4th and final half-year on the private nursing staff of the hospital. LECTURES are given by Staff and Matron on anatomy, physiology, medical and surgical nursing, hygiene and invalid cookery, and by the superintendent of nurses on practical nursing. Probationers also attend the lectures of the Dublin Metropolitan Technical School for Nurses, and on passing the necessary examination receive the certificate of the school. A certificate is granted on satisfactorily passing examination. There are ten examinations during the 3 years. RECREATION, 4 hours every alternate day ; ½ day alternate Sunday ; 1 month's holiday yearly. PREMIUM, £31 10s. (a very limited number at a reduction under special circumstances). SALARY, 1st year, £4 ; 2nd, £6, 3rd and 4th years, £8 per annum ; nurses, £12 to £20 ; sisters, £30 to £40. Laundry and indoor uniform provided. Separate bedrooms. Nurses are encouraged to join the Royal National Pension Fund for Nurses.

There is a Private Nursing Staff attached to the hospital.

* **Dublin.—House of Industry Hospitals.** The hospitals included under this head are the Hardwicke Fever Hospital (77 beds), the Richmond Surgical Hospital (87 beds), and the Whitworth Medical Hospital (60 beds). Total number of beds, 224. MATRON ; ASSISTANT MATRON ; 13 Sisters ; 35 Nurses ; 20 Probationers. Vacancies average 10 yearly.

After a personal interview and 3 months' trial, applicants are received at any time for 4½ years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the lecturers of the Dublin Metropolitan Technical School for Nurses, by the physicians and surgeons

of the House of Industry Hospitals, and by the matron and assistant matron, and the subjects include anatomy, physiology, medical and surgical nursing, hygiene and invalid cookery. Examinations are held twice yearly, and medals are awarded. A certificate is granted after passing examination and satisfactorily completing engagement. PREMIUM, £50. SALARY, £6, £8, £10, £12. Remuneration given for trial period. Private Nurses, £20 to £24. Sisters from £40 per annum. Laundry and indoor uniform provided. Each nurse has a separate bedroom.

There is a private nursing staff attached to this hospital.

*** Dublin. — Jervis Street Hospital.** Beds, 100. Managed by the Sisters of Mercy. SUPERIORESS; 12 Sisters; 40 Nurses.

After a personal interview and 3 months' trial, applicants are received for not less than 2 years' training, which may be extended for a longer time, after which they enter into service, if required by the committee, as hospital, district or private nurses. Age, 22 to 35. PREMIUM, £40. A certificate is granted after 4 years' service to the hospital. SALARY, year of probation, *nil*; 1st year as nurse, £10; 2nd and 3rd years, £15. Candidates provide their own indoor uniform; out-door uniform is provided at the end of 2nd year's training.

*** Dublin.—Mater Misericordiae Hospital,** Eccles Street. Managed by the Sisters of Mercy. Beds, 336. LADY SUPERIOR; MATRON; 30 Sisters; 2 Night Superintendents; 6 Nurses; 30 Private Nurses; 45 Probationers. Applications average about 500, vacancies 30 yearly.

After a personal interview and 3 months' trial, applicants are received for 4 years' training and service. Age, 23 to 35. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the medical and surgical staff and by the matron. A certificate is awarded at the termination of the period of engagement. PREMIUM, £40. SALARY, *nil*, £8, £12, £16. 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.

Special probationers are received. PREMIUM, £52.

Nurses are sent out to private cases on passing the examinations, after at least 2 years' training.

Dublin.—Meath Hospital and County Dublin Infirmary, Heytesbury Street. Beds, 148. MATRON; ASSISTANT

MATRON ; 5 Staff Sisters ; 15 Nurses ; 16 Paying Probationers. Applications for Paying Probationers average 140, vacancies 12 yearly.

After a personal interview and 1 month's trial, suitable applicants are received, in January, April and October, for 3 years' training. Age, 20 to 30. Satisfactory evidence required as to character, education, health and physique. Certificates are granted at the end of the period of training on passing examinations and giving satisfaction in their practical work as nurses. LECTURES on anatomy, physiology, medicine and surgery are delivered to the nurses by the staff and matron and instruction in practical nursing and invalid cookery is given. Examinations held. RECREATION, 3 P.M. to 10 P.M. every alternate day ; 3 weeks' holiday in a year (nurses and sisters, 4 weeks). PREMIUM, £52 10s. SALARY, probationers, *nil* ; sisters, £30 to £45. Laundry and indoor uniform (for sisters) provided. Separate bedrooms.

This institution is federated to the Royal National Pension Fund.

Dublin.—Royal City of Dublin Hospital, Upper Baggot Street. Beds, 125. LADY SUPERINTENDENT ; 8 Sisters ; 29 Nurses. There is a Private Nursing Staff.

Dublin.—Sir Patrick Dun's Hospital, Grand Canal Street. Beds, 107, including separate wing with 20 beds for infectious diseases. LADY SUPERINTENDENT ; 1 Assistant Matron ; 1 Night Superintendent ; 6 Sisters ; 30 Probationers ; 30 Private Nurses. 18 of Staff have volunteered for Red Cross and Military Service. Vacancies average 8 to 12 yearly.

After a personal interview and 3 months' trial, applicants are received from October to June for 4½ years' training and service (trial period included). Age, 21 to 31. Certificate required from clergyman or lady friend as to character, and from doctor and dentist as to health. Education must be equal to 4th standard national school. LECTURES are given on anatomy, physiology, hygiene and cookery by teacher appointed by Technical School for nurses, on medical and surgical work by the hospital staff, and on nursing by the matron. Examinations held. Certificate is given on the satisfactory completion of the engagement. At the end of 3 years, probationers may be required to serve either in the hospital, or on the district or private nursing staff. RECREATION, 8 hours twice weekly (sisters, 9 hours) ; 4 hours Sunday ; 1 day monthly (sisters, 2 days) ; 2 weeks yearly (nurses, 4 weeks, sisters, 5 weeks). PREMIUM, £25. SALARY, £8, £9, £12. Laundry and indoor uniform provided.

Paying Probationers are received for not less than 3 months, but receive no certificate for less than 3 years' continuous training. Candidates must discharge the same duties and submit to the same regulations as the ordinary probationers. PREMIUM, £13 13s. a quarter for 18 months. After that period no further payment required. SALARY, *nil*. Uniform not provided. Nurses are sent out to private cases.

II.—INSTITUTIONS FOR PARTIAL NURSE TRAINING.

(i) GENERAL HOSPITALS AND POOR LAW INFIRM- ARIES WITH UNDER 100 BEDS, ALL SPECIAL HOS- PITALS OTHER THAN FOR INFECTIOUS DISEASES AND ALL OTHER INSTITUTIONS AND ASSOCIATIONS WHICH TRAIN PROBATIONERS.

	PAGE
London	151
England and Wales	188
Scotland	278
Ireland	291

(ii) HOSPITALS FOR INFECTIOUS DISEASES, WHICH TRAIN PROBATIONERS THEREIN.

	PAGE
London	303
England and Wales	307
Scotland	314
Ireland	316

- (i) **GENERAL HOSPITALS AND POOR LAW INFIRMARIES** WITH UNDER 100 BEDS, ALL SPECIAL HOSPITALS OTHER THAN FOR INFECTIOUS DISEASES AND ALL OTHER INSTITUTIONS AND ASSOCIATIONS WHICH TRAIN PROBATIONERS.
- (ii) **HOSPITALS FOR INFECTIOUS DISEASES**, WHICH TRAIN PROBATIONERS THEREIN.

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

Institutions marked with a cross (x) are training schools recognised by the Central Midwives' Board.

Institutions marked (a) issue a three years' certificate to Nurses trained in their establishment at the end of their training. Institutions marked (b) issue a certificate after less than three years' training.

- (i) GENERAL HOSPITALS AND POOR LAW INFIRMARIES WITH UNDER 100 BEDS, ALL SPECIAL HOSPITALS OTHER THAN FOR INFECTIOUS DISEASES, AND ALL OTHER INSTITUTIONS AND ASSOCIATIONS WHICH TRAIN PROBATIONERS.

Institutions marked (a) issue a three years' certificate to Nurses trained in their establishment at the end of their training. Institutions marked (b) issue a certificate after less than three years' training.

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

Institutions marked with a cross (x) are training schools recognised by the Central Midwives' Board.

LONDON.

(b) **Alexandra Hospital for Children with Hip Disease**, Queen Square, Bloomsbury, W.C. Cots, 68. MATRON; 1 ASST. MATRON; 2 Ward Sisters; 1 Night Sister; 2 Staff Nurses; 1 Out-patient Nurse; 12 Probationers.

Candidates after 2 months' trial are received for a course of 2 years. Age, 18 to 23. Candidates should not be from the elementary schools and should be ladies. LECTURES are given on elementary anatomy and physiology, etc., by a surgeon and on nursing by the matron. Examinations are held in March. First and second prizes of books. RECREATION, 2 to 3 hours daily; 1st year, 4 hours, afterwards 8 hours weekly; 1 day monthly. 1st year, 16 days yearly; 2nd year, 23 days yearly. PREMIUM, *nil*. SALARIES, probationers, £12, £16; ward sister, £35 to £40; staff nurses, £28. Indoor uniform and laundry provided. Probationers are also taken for one year instead of two, in which case they receive no salary. Separate bedrooms for sisters only, probationers have double rooms.

(a) * **Belgrave Hospital for Children**, Clapham Road, S.W. Cots, 40. MATRON; 3 Sisters; 17 Probationers (3 Paying).

After a personal interview and 2 months' trial, suitable applicants are received for 3 years' training. Age, 20 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the surgeons, physicians and matron. Examinations are held yearly. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; half-day weekly; a whole day monthly; 1st year, 3 weeks' holiday; 2nd year, 4 weeks. Third year probationers are staff nurses; they receive four half-days and one whole day a month. Sisters, alternate Sundays monthly; 5 weeks yearly. PREMIUM, £2 2s., which is returned at end of training. SALARY.—Probationers, £8, £12, £18, sisters, £30 to £40 per annum. Remuneration given for trial months. Laundry and indoor uniform provided. Each nurse and nearly every probationer has a separate bedroom. Nurses are cared for and paid during sickness.

Paying probationers are received between the ages of 18 to 40, paying £13 13s. for every 3 months' training. They provide their own uniform and washing and receive a letter to state what training they have had and how their work has been performed. They need not go on night duty and can take a fortnight's holiday at the end of each 3 months.

Blackheath and Charlton Hospital, Shooter's Hill Road, Blackheath, S.E. Beds, 26. MATRON; 3 Staff Nurses; 3 Probationers.

After a personal interview and 1 month's trial, suitable applicants are received for 2 years' training. Age, 21 to 23 years. Satisfactory evidence required as to character, education, health and physique. RECREATION, 2 hours a day; $\frac{1}{2}$ day every fortnight; 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, £6, £10; staff nurses, £27 to £30. Laundry is provided. Each nurse has a separate bedroom.

(a) **Bolingbroke Hospital**, Wandsworth Common, S.W. Beds, 60 (12 private patients). MATRON; 1 Home Sister; 5 Sisters; 6 Staff Nurses; 1 Masseuse; 14 Probationers. Applications average 50, and vacancies 5 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 21 to 30. Height, 5 ft. to 5 ft. 8 in. Satisfactory evidence required as to character from two persons (one a lady), education, health and physique. LECTURES are given by the visiting physician, matron and home sister. Examinations are held once a year. Certificates are granted upon satisfactorily completing engagement. RECREATION.—Probationers 2 hours daily, 4 hours weekly; 1 day monthly; 4 weeks' holiday yearly. Nurses and

sisters, 2 hours daily; $\frac{1}{2}$ day weekly; week-end monthly and 4 weeks yearly. PREMIUM, *nil*. SALARY, £8, £12, £16; staff nurses, £25 to £30; sisters, £36 to £40. Remuneration given for trial period. Laundry and indoor uniform provided. Separate bedrooms (probationers after 1st year). During sickness the nurses are medically attended and given sick leave if necessary.

x British Hospital for Mothers and Babies

(an amalgamation of the British Lying-in Hospital, Endell Street, W.C., and the Home for Mothers and Babies, Woolwich), Wood Street, Woolwich. Beds, 14. LADY SUPERINTENDENT; 3 Sisters; 1 Staff Nurse; 1 District Nurse; 9 Pupils. Rotherhithe Branch: 1 Sister; 1 Pupil.

Suitable women are received for training, in hospital and in the Woolwich and Rotherhithe districts, as midwives or as monthly nurses. Two references required, *viz.*, one from a lady who has known them for some years, and one from the hospital where they have trained.

To candidates who have previously received not less than 1 year's hospital training the *midwifery* course is for 6 months and includes lectures on sanitation and infant feeding, besides training in monthly nursing and midwifery. LECTURES are given by the doctor and matron, and pupils are expected to pass the C.M.B. examination. Fee for course, £21, which is reduced to £12 12s. to pupils intending to work as district midwives after training. Silver Acorn given after passing C.M.B. These pupils preferred. Pupils provide their own uniform and laundry (provided for staff). Candidates without previous training must remain for 1 year—fee, 24 guineas; district midwives and missionaries, 20 guineas.

The *monthly nursing* course is 3 months, and includes work in the wards of the hospital and practical instruction from the matron and sister in charge in the care of mothers and babies. LECTURES are given by the doctor and matron. Certificate is given at the end of the course. They are qualified to act under a doctor, but the monthly nursing course does not prepare them for C.M.B. Examination. Fee for course, £6 6s. Nurses pay their own laundry and may wear their own uniform. Separate bedrooms except pupils. The staff are members of the Royal National Pension Fund for Nurses.

Nurses who have had no previous hospital training may be received for 6 months to take the monthly nursing course at a fee of £12 12s.

RECREATION, 2 hours daily (Sisters, 4 hours); 4 hours weekly (Sisters, half-day); 2 weeks yearly (Sisters, 6 weeks).

(b) **Bury House, Training Home for Cottage Nurses**, Lower Edmonton. SUPERINTENDENT; 2 Sisters; 16 Staff Nurses; 45-50 Probationers.

The Cottage Benefit Nursing Association (*q.v.*) receives suitable applicants for training. Application to be made to the Central Office, 56 Denison House, Westminster. Age, 23 to 40. Satisfactory evidence required as to character, education, health and physique, and a knowledge of domestic work; candidates must not be afraid of hard work and some roughing it. LECTURES are given by the doctors, matron and midwives. Certificates are granted and are held by the Cottage Benefit Nursing Association until completion of service. Monthly nursing or midwifery training is given to candidates, as well as experience in general nursing. Laundry not provided. Outdoor and some indoor uniform provided.

All arrangements as to placing Nurses in branches after their training are made at the Central Office.

(b) * **Cancer Hospital** (Free), Fulham Road, Brompton, S.W. Beds, 105. MATRON; 1 ASSISTANT MATRON; 1 Night Superintendent; 11 Sisters; 30 Probationers.

Matron interviews candidates each Monday from 10 A.M. to 12 noon. After a personal interview and 2 months' trial, suitable applicants are received for 2 years' training. Age not under 21. Height not under 5 ft. 3 in.; must be well educated, and produce satisfactory references as to character, and a medical certificate of health. LECTURES are given by the matron and members of the staff, examinations held, and three prizes awarded by the committee. Certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily; $\frac{1}{2}$ day once a week; 1 day a month; fortnight's leave yearly. SALARIES.—Probationers, £10, £15; if they remain a third year, £20; Sisters, £36 to £40. Laundry, outdoor and indoor uniform provided. Each nurse has a separate bedroom.

(b) **Canning Town Women's Settlement Hospital**, Balaam Street, Plaistow, E. (in connection with Canning Town Women's Settlement and managed by same Committee). Beds, 26 (for women and children). MATRON; 3 Staff Nurses; 6 Paying Probationers. Probationers trained. Average yearly vacancies, 12 (for paying probationers).

After a personal interview (if possible) and 1 month's trial, suitable applicants are received for 6 months' or 1 year's training (trial period included). No age limit. Candidates must furnish two references and a

medical certificate. LECTURES by resident doctor and classes by matron. Practical instruction in wards in medical and surgical nursing, how to prepare for operations, and in the work of the O.P. department. Certificate given on leaving showing time spent in Hospital. RECREATION, 2 hours daily; 4 hours additional weekly or half-day; whole day monthly (Nurses, 2 days); 3 weeks at end of year. FEES, £4 4s. per month. SALARY, Nurses, £30. Missionary candidates and occasionally others received at a reduced fee. Laundry and indoor uniform provided for staff nurses. Separate bedrooms. Sick leave is not deducted from ordinary holidays.

(b) **Central London Ophthalmic Hospital**, Judd Street, St. Pancras, W.C. Beds, 28. MATRON; 2 Sisters; 4 Probationers. Applications average 20, and vacancies 4 yearly.

After a personal interview and 1 month's trial, applicants are received at any time for 1 year's training in ophthalmic nursing (trial period not included). Age, 20 to 23. Satisfactory evidence required as to character from two ladies, parentage, education, health and physique from doctor and dentist. Practical instruction is given by the matron, and certificate granted after satisfactorily completing engagement. RECREATION, 2 hours daily; 4 hours weekly, and 1 long evening and two $\frac{1}{2}$ days and 2 long evenings and one $\frac{1}{2}$ day alternate weeks; 1 day monthly (Sisters, 1 week end); Probationers, 1 week (at end of 6 months); Sisters, 4 weeks yearly. SALARY, £10; Sisters from £30. Laundry and indoor uniform (dresses, cap and 6 aprons) are provided. Separate bedrooms.

* **Central London Throat, Nose and Ear Hospital** (Incorporated), Gray's Inn Road, W.C. Beds, 22; cots, 9. MATRON; 1 Sister; 3 Nurses; 7 Probationers. 10 vacancies on an average yearly.

After a personal interview and 1 month's trial, applicants are received at any time for 1 year's special training (trial period included). Age, 21 to 24. Satisfactory references required as to character from previous employer, and a medical certificate of health. LECTURES given. Certificate not granted. RECREATION, 3 hours daily (Nurses and Sisters, 4 hours); 1 hour weekly (Nurses, 2 hours; Sisters, $\frac{1}{2}$ day); 1 day monthly; 2 weeks yearly (Nurses, 3; Sisters, 4). SALARY, £10, with board, laundry and indoor uniform. No remuneration given for trial month. Separate bedrooms for nurses but not probationers.

The appointment may be renewed after the first year for a further period of 12 months at a salary of £14.

(b) * **Chelsea Hospital for Women**, Fulham Road, S.W. Beds, 50. MATRON; 1 ASSISTANT MATRON; 1 Night Superintendent; 4 Sisters; 3 Staff Nurses; 1 Out-patient Nurse (non-resident); 1 Lady Pupil; 14 Probationers. Applications average 150, and vacancies 6 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Age, 21 to 34. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the honorary staff on anatomy, physiology, gynæcology and gynæcological nursing. Nursing lectures are given by the matron or assistant matron. There are 3 examinations yearly. Certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily; half-day alternate Sundays; 1 day monthly (from 6 P.M. night before); 4 weeks' holiday yearly if hospital is closed for painting and cleaning. PREMIUM, *nil*. SALARY.—Probationers, £5, £10; staff nurses, £20 to £25; sisters, £30 to £40; night sister, £30 to £45. Remuneration given for trial month. If conduct and work are good, probationers can be promoted to staff nurses, and staff nurses (if they have had general training previously) to sisters. Indoor uniform and laundry are provided. Each nurse has a separate bedroom; probationers have cubicles. Medical attendance is provided in sickness.

Probationers who have had previous training are occasionally taken as senior probationers at a salary of £15 for the first year.

Paying Probationers can also be received by special arrangement for 3 or 4 months on payment of £1 1s. weekly, or if they enter for one year the fee is £30. Uniform or laundry not provided.

(b) **Chiswick Hospital**, The Mall, Chiswick. Beds, 40. MATRON; 1 Day Sister; 1 Night Sister; 1 Staff Nurse; 1 District Nurse; 7 Probationers. Average number of vacancies, 4 yearly.

After a personal interview and 1 to 3 months' trial, applicants are received for 2 years' training (trial period not included). Age, 20 to 30. Satisfactory evidence as to character from two ladies and a certificate of health from a doctor. Must be well educated and of good social position. Applicants must be strong and active. Certificates are granted. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; 1 day monthly; 3 weeks yearly. PREMIUM, *nil*. SALARY, £12, £16; nurses, £30; sisters, £40. Laundry and indoor uniform provided. Separate bedrooms for nurses but not for probationers.

Church Army Mission-Sisters, 61 Bryanston Street, Marble Arch, W. Telegraphic address—"Battleaxe Edge," London. HON. SECRETARY; 450 Mission Sisters.

Applicants, who should be between 25 and 30 years of age, are received for 3 months' free training in mission work and simple sick nursing, during 6 weeks of which time certain morning hours are spent at one of the large London infirmaries, and the St. John Ambulance Association "First Aid" certificate has to be taken. The nurses are also instructed in evangelistic and rescue work. Nurses are sent out at the invitation of parochial clergy. RECREATION, 1 day in seven; 2 weeks' holiday in the year. SALARY, 18s., with anything over 10s. that they have to pay for board and lodging. Annual grant given towards uniform. Brotherhood funds available for sickness.

(b) **City of London Hospital for Diseases of the Chest**, Victoria Park, E. Beds, 178. Matron; 1 Home Sister; 4 Ward Sisters; 1 Night Superintendent; 6 Staff Nurses; 23 Probationers. Applications average 60 and vacancies 12 yearly.

After a personal interview (if possible), and 2 months' trial, applicants are received for 2 years' training (trial period included). Age, 19 to 26. Satisfactory evidence as to character required from a lady or a clergyman, education, health and physique. Applicants should be of the middle or upper classes. Lectures are given by one of the visiting staff on anatomy and physiology; by the Resident Medical Officer on Medicine; and elementary anatomy and nursing by the Matron. Examinations are held in March. Certificates are given. Recreations, 2 hours daily (sisters 4 hours alternate days); $\frac{1}{2}$ day a fortnight and 4 hours Sunday; 1 day monthly; 3 weeks yearly (sisters, 4 weeks).

Salary, £10, £15, £20 (if appointed Junior Staff Nurse). Nurses, £25 to £28; Sisters, £32 to £40. Laundry and indoor uniform provided. Separate bedrooms. Remuneration given for trial period. Nurses are nursed in hospital.

x **City of London Lying-in Hospital**, City Road, E.C. Beds, 61. MATRON; 4 Sisters; 3 Staff Nurses; 30 Pupils (average); 2 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 4 months, for certificated nurses 3 months, and for monthly nurses 2 months. Application should be made to the matron any day, except Wednesday, between 10 A.M. and noon. Age, 21 to 45. Satisfactory evidence required as to moral character and medical certificate of health. LECTURES are given by the medical staff and the matron upon midwifery and monthly nursing, and certificates are granted upon completion of training after a satisfactory examination. Pupils see all labours when

practicable. **PREMIUM.**—*Pupil midwives* who desire to be registered as midwives by the Central Midwives Board pay a fee of £26 5s., payable in advance, for which they receive instruction, board, and lodging for 4 months. In the case of fully trained nurses the fee is reduced to £21. *Pupil nurses* pay a fee of £10 10s. payable in advance, for which they receive instruction, board, and lodging for 2 months. All pupils are required to provide their own laundry expenses, and to wear the hospital uniform. Pupils coming from other hospitals may wear their uniform. A deposit of £2 2s. for pupil midwives, and £1 1s. for pupil nurses, 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.

x Clapham Maternity Hospital, Jeffreys Road, Clapham, S.W. Beds, 50. **MATRON**; 1 Sister; 2 Charge Nurses; 17 Paying Probationers. Letters of inquiry should be addressed to the hon. sec.

Monthly Nursing.—Probationers between 21 and 43 years of age are trained for monthly nursing under the supervision of the matron and resident staff. A personal interview is required. 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. Examinations are held on the completion of training. Laundry provided. Indoor uniform must be worn, which probationers are required to provide. **RECREATION.**—Probationers 3 hours (Nurses 4 hours) every other day. Nurses and Sisters have also half a day weekly. **SALARY.**—Nurses £30 to £36; Sisters £36 to £40. Nurses have separate but Probationers double bedrooms. **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.

Midwifery.—Special instruction for the C.M.B. 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 165 Clapham Road, S.W., or at St. John's House, 31 and 33 Albert Bridge Road, 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. District monthly nursing is included in the course.

Dispensing taught. **FEE**, £3 3s. for a class, or £4 4s. for 12 single lessons.

Cottage Benefit Nursing Association (formerly **Affiliated Benefit Nursing Associations**). Central Offices, Denison House, 296 Vauxhall Bridge Road, S.W.

The object of the Benefit Nursing Association, first instituted by Miss Broadwood at Ockley in 1883 (Holt-Ockley system), is to provide nursing for the poor in country districts at a reduced rate. Benefit Nursing Associations can become Branches of the Association on paying an entrance fee of £1 1s.; branch contribution of 30s. and associates' fees, 10s. There are at present 140 Branches, and the Central Office assists in forming new branches where cottage nursing is required.

Probationers.—"Cottage Nurses" have to be prepared to live in the cottages and be boarded by their patients, 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 to the Secretary at the Central Office. They must produce good testimonials as to character, and be prepared to undergo whatever training is considered advisable. An agreement to serve one of the Branches, after training, for 3½ years (if trained for 4 months), or 4 years (if trained for 6 months or longer) has to be entered into. SALARY, £18, rising £2 per annum after 2nd year to £22 with a bonus of £7 7s. if a nurse serve for 3½ years, and £8 8s. if for 4 years. Lodging and uniform are provided, but if the probationer fails to complete training or is dismissed, the uniform must be returned.

Ealing. — King Edward Memorial Hospital, West Ealing, Middlesex. Beds, 40; Cots, 12. MATRON; 1 Sister; 1 Night Superintendent; 2 Staff Nurses; 7 Probationers.

After a personal interview and 2 months' trial, suitable applicants are received at any time for 1, 2, or 3 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES given. Examinations held. Certificate granted. RECREATION, 2 hours daily; ½ day weekly; 1 day monthly; 2 weeks yearly; 4 weeks for nurses and sisters. PREMIUM, *nil*. SALARY, £6, £10, £15. Nurses, £28 to £30. Sisters, £30 to £35. Laundry and indoor uniform provided. Separate bedrooms. Nurses when sick are nursed in hospital.

x* East End Mothers' Lying-in Home, 396 Commercial Road, E. Beds, 29 and 3 Labour Wards. LADY SUPERINTENDENT; 1 Night Superintendent; 5 Sisters; 21 Pupil Nurses.

After a personal interview a limited number of suitable women are

received as vacancies occur for training as midwives or monthly nurses in the home. Age, 21 to 40. Two references (one from a lady) required as to character, and medical certificate of health and physique. Fair education. The course of training for pupil midwives is from 3 to 6 months, the shorter period in the case only of 3 years' trained nurses. LECTURES are given on midwifery and monthly nursing by the visiting medical officer and lady superintendent and coaching by the midwives. Pupil midwives are specially prepared for the examination of the C.M.B. 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. FEE (payable in advance) for pupil midwives £15 15s. for 3 months' training including 1 month's monthly nursing; 4 months' course £21; 5 months' course £25 4s.; 6 months' course £30, including 2 months' monthly nursing; in return for which pupils receive instruction, board and lodging (exclusive of beer or wine). Pupils must provide themselves with washing dresses, caps and aprons, and pay for their own washing. RECREATION for permanent staff, 2 hours daily; half-day every week; 1 day monthly; 3 weeks yearly. SALARY, staff nurses, £40 to £45. Laundry and indoor uniform provided for nurses. Separate bedrooms.

(a) **East London Hospital for Children**, Glamis Road, Shadwell, E. Beds, 124. LADY SUPERINTENDENT; 1 ASSISTANT MATRON; 1 Night Sister; 1 Home Sister; 5 Ward and O.P. Sisters; 15 Staff Nurses; 30 Probationers.

After a personal interview and 3 months' trial, applicants are received at any time for 3 years' training (trial period included). Age, 20 to 26. Satisfactory evidence required as to character, and medical and dental certificates. Education and social position must be good. LECTURES given. Examinations held. Certificates are granted after satisfactorily completing engagement. RECREATION, 3 hours daily; 1 day monthly; 4 weeks' holiday in the year; sisters, about 25 hours weekly; 1½ days monthly; 31 days yearly. PREMIUM, *nil*. SALARIES, £10, £12, £20; sisters, £30 to £40. Laundry and indoor uniform provided. Cubicle sleeping accommodation, and separate bedrooms for senior nurses.

(a) **Evelina Hospital for Sick Children**, Southwark Bridge Road, S.E. Beds, 76. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 3 Sisters; 8 Staff Nurses (1 trained annually in Massage and X-Ray); 15 Probationers Special Probationers.

Applications average 300 to 400 (3 or 4 paying), and vacancies 8 (2 or 3 paying) yearly.

After a personal interview (Tuesday mornings) and 1 to 2 months' trial, applicants are received at any time for a course of 3 years' training (trial period included). Age, 21 to 25. Certificates required from 2 ladies knowing candidates intimately as to character, and from family doctor and hospital physician as to health, also dental certificate by Reg. Dental Surgeon. Education must be average lady's, and servants or lower middle class are not accepted. LECTURES are given by the visiting medical staff, and certificates are granted to all probationers after completing satisfactorily a 3 years' engagement. Examinations held at the end of each course. Certificate given at the end of training. RECREATION, 3 hours daily; 4 hours on Sundays (Staff nurses, $\frac{1}{2}$ day every fortnight); 1 day every month (Staff nurses, 1 week-end); 4 weeks in the year; sisters, 2 hours and 6 hours alternate days; $\frac{1}{2}$ day weekly; $\frac{1}{2}$ Sunday fortnightly; week-end monthly; 1 month yearly. Premium, *nil*. SALARIES, £10, £12, £20, rising £2 each year for the next 3 years; sisters, £35 to £50. Laundry is provided. For the month of trial all probationers must furnish themselves with 2 cotton dresses, 12 linen aprons (uniform pattern), 4 caps, 12 linen collars, and 12 pairs of cuffs. Uniform is afterwards provided by the hospital. Separate bedrooms.

Ladies between 21 and 30 years of age are received after 1 month's trial 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 and third year. Certificate not granted for less than 1 year's consecutive training. If appointed staff nurses in 3rd year, they are paid salaries at same rate as ordinary staff nurses. PREMIUM, £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. SALARY, 1st and 2nd years *nil*.

Finchley Cottage Hospital, Bow Lane, North Finchley, N. Beds, 18. MATRON; 2 Staff Nurses; 3 Probationers. There is usually a vacancy every 6 months.

After a personal interview and 1 month's trial, applicants are received when vacancies occur for 18 months' training (trial period included). Age, 20 to 22. Satisfactory evidence required as to character from a former employer or a clergyman, education and health and physique from a medical man. LECTURES given by the matron on elementary anatomy and physiology. Certificates not granted. RECREATION, 3 hours alternate

days; $\frac{1}{2}$ day weekly; 1 day monthly; 2 weeks yearly (nurses, 4 weeks). SALARY, £10; nurses from £30. Remuneration given for trial month. Laundry, indoor uniform and text-books provided. Separate bedrooms.

*** Florence Nightingale Hospital for Gentlewomen**, 19 Lisson Grove, W. Beds, 32. LADY SUPERINTENDENT; 3 Sisters; 7 Nurses; 2 Probationers. Probationers trained.

x Fulham Midwifery Training School, St. Mary's Nursing Home, Parson's Green. Telephone, Putney, 83. SUPERINTENDENT.

Age, not under 21. Satisfactory evidence required as to health and character. After a personal interview (if possible) applicants are received for from 3 to 4 months' training in midwifery and monthly nursing. Certificates are given. FEES, midwifery and monthly nursing including preparation for C.M.B. examination, for trained nurses, £18 18s. for 4 months' training; £15 15s. for 3 months; for untrained nurses, £23 2s. for 4 months. Free training given in return for 9 months' service in the case of trained nurses, or 12 months in the case of untrained pupils. Monthly nursing, trained nurses, 3 months, £8 8s.; untrained nurses, 4 months, £10 10s. Nurses have cubicle sleeping accommodation. Laundry and uniform not provided.

Private nursing home attached where there are opportunities for training in monthly nursing and midwifery. Nurses sent out to private cases.

x General Lying-in Hospital, York Road, Lambeth, S.E. Beds, 36. MATRON; 5 Sisters; 1 Resident Midwife; 12 Pupil Midwives; 24 Pupil Nurses.

Pupils are received for training as midwives and as nurses. In either case a personal application must be made to the matron on any week-day 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 with training enter for a 4 months' course, and pay a fee of 28 guineas, which includes board, lodging, and instruction, but not washing. Untrained nurses enter for 5 months, and pay 35 guineas. A deposit of £3 must be paid by every pupil when her name is placed upon the register of pupils. 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 thermometer required for her

clinical work must be procured from the secretary, and when broken must be replaced from the same store. 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, 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 Central Midwives' Board, the course of instruction being specially adapted to that end.

Pupil Nurses are received into the hospital for 3 months' training, paying a fee of 18 guineas, or 6 months at 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.

Gordon Hospital for Fistula and other Diseases of the Rectum, 126 Vauxhall Bridge Road, S. W. Beds, 26. MATRON; 3 Nurses; 5 Probationers. Probationers trained; 2 years' course.

Great Ormond Street Children's Hospital.
See page 167.

(b) **Grosvenor Hospital for Women**, Vincent Square, Westminster, S.W. Beds, 37. MATRON; 2 Sisters; 1 Night Sister; 2 Nurses; 6 Probationers.

After personal interview and 2 months' trial, applicants are received for 2 years' training (trial period included). Age, 21 to 30. Evidence required as to character, education, health and physique. A

large amount of operative work is done at the hospital, and the nurses have opportunities of attending and nursing abdominal sections. LECTURES are given by the doctor and matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday every year. Nurses, 4 weeks' holiday. PREMIUM, *nil*. SALARY, £12, £16. No remuneration is given for the trial months. Laundry and part indoor uniform are provided. Separate bedrooms.

Hendon Cottage Hospital, Park Road, Hendon, N.W. Beds, 16. MATRON; 1 Assistant Nurse; 1 Probationer. Average number of applications 8 yearly, vacancies usually 1 every 2 years.

After a personal interview and 3 months' trial, applicants are received for 2 years' training (trial period included). Age, 20 to 22. Certificate of character required and a medical certificate from a doctor as to health; well educated and of good social position. Certificates not granted. RECREATION, 2½ hours daily when not too busy; 2 weeks yearly (assistant nurse, 1 night every 4 weeks; 3 weeks yearly). PREMIUM, *nil*. SALARY, £12; nurse, £20; staff nurse, £30. Laundry and indoor uniform (for probationers only) provided. Remuneration given for trial period. All insurance is paid by the committee and nurses are nursed in the hospital.

(a) **Her Majesty's Hospital** (Dr. Barnardo's), 13-19 Stepney Causeway, E. Beds, 84. MATRON; ASSISTANT MATRON; 3 Staff Nurses; 12 Probationers. Applications average 90, and vacancies 8 yearly.

After a personal interview and 2 months' trial, applicants are received for 2 or 3 years' training. Age, 20 to 30, in robust and vigorous health, attached members (communicants) of some Protestant Evangelical Church, and total abstainers. LECTURES are given on anatomy, physiology and nursing. Certificates are granted after third year on satisfactorily completing training and passing examination. RECREATION, 2 hours daily, and 4 hours or half-day on Sunday; week-end monthly, and 3 weeks' holiday in the year. PREMIUM, *nil*. SALARY, Probationers, £6, £8, £12. Nurses, £20 to £25 per annum. Remuneration given for trial months. Laundry, and in- and out-door uniform and medical attendances are provided. Separate bedrooms for nurses but not for probationers. Probationers are received for training in the Marie Hilton Crèche attached to the hospital.

(a) **Home and Infirmary for Sick Children** (with Out-patient Department for Women and Children), Sydenham Road, Lower Sydenham, S.E. Cots, 57. MATRON; 3 Sisters; 1 Night Superin-

tendent; 3 Staff Nurses; 13 Probationers. Applications average 200, and vacancies 3 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training (trial period included). Age, 18 to 30. Satisfactory evidence required as to character and education, medical and dental certificates. LECTURES are given by the visiting medical staff and the matron on anatomy, physiology, medicine and surgery and nursing. Examinations are held once a year in April. Book prizes given. Certificates are granted upon satisfactory completion of engagement. RECREATION, 2 hours daily; $\frac{1}{2}$ day and 1 day monthly; 2 weeks yearly. PREMIUM, *nil*. SALARY.—Probationers, £8, £10, £12; Sisters, £30 to £36. No remuneration is given for the trial months. Laundry, indoor and outdoor uniform are provided. Separate bedrooms. Sisters and probationers are nursed in the hospital, and attended by the medical staff when ill. Nurses are advised to join the Royal National Pension Fund for Nurses.

Paying Probationers are received for short periods. Terms £1 1s. weekly.

*** Home for Confirmed Invalids**, 36 Aubert Park, Highbury Park, N. Beds, 29. MATRON; 1 Trained Nurse; 5 Probationers.

Also at 1 and 2 Highbury Terrace, N. Beds, 40. MATRON; ASSISTANT MATRON; 1 Trained Nurse; 6 Probationers.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. Age, 18 to 28. Satisfactory evidence required as to character, education, health and physique. RECREATION, 2 hours daily; half-day every fortnight; 2 weeks' holiday. SALARY, 1st year, £10; 2nd year, £13. No remuneration is given for the trial months. Laundry and uniform are provided.

The training given here is specially of use for those who propose to devote themselves to nursing chronic cases in private, also for preparing for general training schools.

Hornsey Cottage Hospital, Park Road, Crouch End, N. Beds, 22. MATRON; 1 Sister; 2 Staff Nurses; 4 Probationers. Applications 20 and vacancies 4 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Age, 21 to 30. Certificate by two ladies as to character required and a medical certificate as to health. High school education. The training is preliminary only, probationers obtain good surgical experience for 1 year only. They usually go into a training school later. RECREATION, 2 hours daily (sisters, $2\frac{1}{2}$); 8 hours weekly (nurses

and sisters, 12 hours); 3 weeks yearly. PREMIUM, *nil*. SALARY, £12; Nurses, £30 to £32; Sisters, £32 to £40. Laundry provided. Separate bedrooms for nurses, double bedrooms for probationers.

(a) * **Hospital for Consumption**, Brompton, S.W. Beds, 426 (318 available). LADY SUPERINTENDENT; 1 Home Sister; 1 House-keeper Sister; 12 Sisters; 2 Night Superintendents; 36 Nurses; 25 Probationers. Vacancies average 17 yearly.

After a personal interview and 1 month's trial, nurses are received for 3 years' training. Age, 23 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by resident medical officer and by the lady superintendent upon anatomy and physiology and nursing. A year's training (generally the 2nd year) in a general hospital or infirmary is also given free of all expense to the nurse. Certificates are granted on satisfactory completion of engagement and passing examination. RECREATION, $2\frac{1}{2}$ to $3\frac{1}{2}$ hours daily; 1 day monthly (7 A.M. to 10 or 12 P.M.); 3 weeks' holiday in a year for nurses; sisters, 4. PREMIUM, *nil*. SALARIES, £10, £12, £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.

(b) **Hospital for Epilepsy and Paralysis and other Diseases of the Nervous System** (Incorporated), Maida Vale, W. Beds, 70. MATRON; 2 Ward Sisters; 1 Night Sister; 1 Massage Sister; 1 Theatre and Out-patient Sister; 2 Staff Nurses; 7 Probationers. Applications average 30, and vacancies 3 to 4 yearly.

After a personal application and 1 month's trial, applicants are received for 2 years' training (trial period included). Age, 19 to 21. Satisfactory evidence required as to character, 2 certificates (1 by last employer, if employed), good education and position, health, 2 certificates (1 medical and 1 dental), and physique. Lectures are given by (1) Medical Electricity by Hon. Physician in charge of Electrical Department; (2) Anatomy and Physiology by the Assistant Physician; (3) Massage (theoretical and practical), by Massage Sister, and Electrical treatment. Examinations are held twice yearly, February and July. A certificate is granted upon satisfactory completion of engagement. RECREATION, nurses and probationers, 2 hours daily; $\frac{1}{2}$ day fortnightly (sisters two $\frac{1}{2}$ days weekly); 1 day monthly; 3 weeks' holiday yearly; sisters, 2 hours daily, 2 half-days weekly, week-end quarterly, 4 weeks yearly. PREMIUM, *nil*.

SALARY, £10, £12; nurses from £25; sisters from £35 to £45. Remuneration is given for the trial month. Laundry and indoor uniform are provided. Separate bedrooms.

SPECIAL FEATURE—There is a school of massage and electrical treatment. Approved probationers are admitted free to the school and its examination, as also a few trained nurses for 15 months as staff nurses. Salary, £25 per annum. Certificates given.

(a) **Hospital for Sick Children, The**, Gt. Ormond Street, W.C. Beds, 240, and 30 beds at Convalescent Home. **MATRON**; 1 Assistant Matron; 1 Night Superintendent; 12 Sisters; 18 Staff Nurses; 60 Ordinary Probationers; 6 Paying Probationers; 30 Private Nurses. Applications average about 3000 yearly, and vacancies, ordinary, 26; paying, 6.

After a personal interview and 1 month's trial (which may be extended at the discretion of the matron to 2 months), suitable applicants are received at any time for 3 years' training. Age, 21 to 30. Satisfactory evidence required 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 in June and October there is an examination for nurses in their third year. Silver medal given. 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; nurses and sisters have $\frac{1}{2}$ day weekly extra and sisters have 1 calendar month yearly. **PREMIUM**, *nil*. **SALARY**, £10, £12, £18, with 1s. 8d. a week for washing; staff nurses, £30, with same allowance for washing; sisters, £35 to £50, and 2s. 6d. a week for washing. No remuneration given for trial month. 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.

Nurses, the 2nd and 3rd years' probationers, and all paying probationers, have separate bedrooms.

There is a Private Nursing Staff attached to the hospital. Nurses must have had at least 3 years' training.

*** Hospital for Women, The, Soho Square, W.** Beds, 67. MATRON; 1 Night Superintendent; 5 Day Sisters; 16 Staff and Probationer Nurses.

After a personal interview and 2 months' trial, applicants are received for 2 years' training in gynaecological and general nursing. Candidates must produce satisfactory evidence as to character, health and education. SALARY, *nil*, £15. Laundry and uniform are provided.

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.

(a) **Hospital of St. John and St. Elizabeth, 40 Grove End Road, N.W.** Beds, 119 (and 32 extra beds owing to the War). LADY SUPERINTENDENT; 10 Sisters; 1 Night Superintendent; 30 staff nurses; 20 Probationers; 10 Paying Probationers. Applications average 250, and vacancies, ordinary 15 and paying 6, yearly.

After a personal interview and 3 months' trial, applicants are received for 4 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. Lectures are given by the medical staff and lady superintendent. Examinations are held at the end of each course. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; (staff nurses), $\frac{1}{2}$ day a week; 1 day a month; 1st year, 2 weeks' holiday; succeeding years, 3 weeks. PREMIUM, *nil*.

SALARY, *nil*, £12, £18, £24. Laundry provided. A certain amount is given towards indoor uniform in the 3rd year. Outdoor uniform optional.

Infants Hospital (The), Vincent Square, Westminster, S.W. Beds, 50. MATRON; 2 Sisters; 1 Night Superintendent; 7 Staff Nurses; 10 Probationers; 1 Milk Laboratory Nurse; 2 Research Assistants. Applications average 240, vacancies 16 yearly.

After a personal interview and 1 month's trial, applicants are received for 18 months' training. Age 19 to 30. Candidates must be of good education, furnish two references and medical and dental certificates. LECTURES given by the physician. RECREATION, 2 hours daily (sisters 2½ hours); ½ day 2 to 10 alternate weeks (sisters, ½ day each week); 1 day monthly (sisters, 4.30 P.M. Saturday to 10.30 A.M. Monday); 3 weeks' annual holiday (sisters, 4 weeks). PREMIUM. SALARY, 1st year, *nil*; £8 to £12 per annum for last 6 months; after receiving certificate, £20; sisters, £30; 2nd year, £36; 3rd year, £40. Indoor uniform and laundry provided. Separate bedrooms.

Invalid Children's Convalescent Nursing Home, Winifred House, Wray Crescent, Tollington Park, N. Beds, 20. LADY SUPERINTENDENT; 3 Nurses. Applications average 40, and vacancies 2 yearly.

Young women 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. Age, at least 20. Satisfactory evidence required 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 one of the doctors upon physiology, anatomy, etc. Certificates are not granted, but testimonials of efficiency are given upon satisfactorily completing engagements. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday in the year. SALARY, £12 per annum. Laundry, material for uniform dresses and outdoor costume are provided. Separate bedrooms provided.

(b) **Kensington Dispensary and Children's Hospital**, 49 Church Street, W. Beds, 13. MATRON; 2 Staff Nurses; 1 Resident Probationer; 1 Non-Resident.

Suitable applicants are received for one year's training. Age not under 20. Certificate given. SALARY, *nil*. Laundry provided, but no uniform. Separate bedrooms.

(b) **Kensington and Fulham General Hospital**, Richmond Road, Earl's Court, S.W. Beds, 18. MATRON; 1 Sister; 2 Staff Nurses; 3 Probationers. Applications average 60, and vacancies 2 yearly.

After a personal interview and 1 month's trial, suitable applicants are received for 2 years' training (trial month included). Age, 19 to 23. Candidates must furnish a certificate as to character by a clergyman and a doctor's as to health, and must have had a good general education. Lectures are given by the surgeon on anatomy and the physician on physiology. Examinations are held once a year in April. Certificates are granted. RECREATION, 2 hours (sisters, 3 hours) daily; $\frac{1}{2}$ day weekly; 1 day monthly; 3 weeks yearly (sisters, 1 month). SALARY, £5, £8. PREMIUM, *nil*. Remuneration given for trial period. Laundry and, after 3 months, indoor uniform are provided. Nurses are cared for by the hospital during illness.

Leyton, Walthamstow, and Wanstead Children's and General Hospital, Orford Road, Walthamstow, N.E. Beds, 46. MATRON; 2 Sisters; 1 Staff Nurse; 8 Probationers.

After personal interview (if possible) suitable applicants are received for 3 years' training. Must be well educated. Age 21 to 30. LECTURES given by matron. RECREATION, 4 hours alternate days; $\frac{1}{2}$ day fortnightly; 16 days annually (staff nurse, 3 weeks; sisters, 4 weeks). PREMIUM, *nil*. SALARY, £5, £10, £16. Laundry provided and uniform after 1st year. Separate bedrooms.

London Throat Hospital, 204 Great Portland Street, W. Beds, 14. MATRON; 1 Staff Nurse; 3 Probationers. Applications average 20, and vacancies 3 yearly.

After a personal interview and 1 month's trial, probationers are received for 1 year's training. Age not less than 20. Satisfactory evidence required as to character, education and health. LECTURES are occasionally given by the matron on general nursing. Testimonials are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday. PREMIUM, *nil*. SALARY, £10. Laundry and uniform are provided.

x* **Maternity Charity and District Nurses' Home**, Howard's Road, Plaistow, E. Branch Homes at Lansdowne Road, Tidal Basin; 273 Katherine Road, 72-4 Burges Road, East Ham, and 35 Longbridge Road, Barking. MATRON; 10 Superintendent Nurses; 160 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 Central Midwives Board examination in midwifery; and (3) To instruct women in rural districts as village nurses. Applications average 600, and vacancies 170 yearly.

After 1 month's trial for long-time nurses, applicants are received for a course of 4, 6, 9, or 12 months' training in midwifery or monthly and district nursing. Age, 25 to 50. Satisfactory evidence required as to character, education, health and physique. No preference is given to trained nurses. 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 C.M.B. examinations. RECREATION, half-day weekly; superintendent nurses, 4 weeks' yearly. TERMS.—*Midwifery pupils*, 4 months, £21; 6 months, £26; 9 months, £33; 1 year, £39; *district pupils*, 6 months, £20. All fees and laundry payments to be paid in advance, or at the time of entering, to the secretary. It is strongly recommended that nurses for general work should be sent for 1 year's training, and where that is impossible for 9 months. There is a small hospital (12 beds) for maternity and surgical cases, but the greater part of the work is external among the poor. Federated to the Royal National Pension Fund for Nurses.

*** Maternity Nursing Association**, 63 Myddelton Square, E.C. (2 houses). MATRON; ASSISTANT MATRON; 5 Sisters; 6 Staff Nurses; 14 Pupil Nurses. (Branch House at Camden Town, W., 3 Nurses, and at Homerton, W., 4 Nurses.)

After a personal interview and 1 month's trial, pupils are taken for training in midwifery or monthly nursing for 4 or 6 months. Age, not under 23. Satisfactory evidence required as to character, education, health and physique. LECTURES are given at the Home on midwifery and monthly nursing by a medical officer approved by the C.M.B. There is a resident Coach at the Central Home. FEES, for midwifery, £20, or in case of trained nurses, £18. Midwifery pupils are entered for the C.M.B. examination. For monthly nursing, £11 for 3 months' training. A certificate for monthly nursing is given by the Association. SALARIES, Nurses, £30 to £35. Laundry and uniform allowance (£4 4s. to staff nurses) are provided. Each nurse has a separate bedroom, and each probationer a cubicle. Nurses are sent out to private cases.

(b) **Memorial Hospital**, Mildmay Park, N. Beds, 30. MATRON; 3 Sisters; 8 Nurse Probationers.

After personal interview and some weeks' trial, suitable applicants are received for 1, or preferably 2 years' training. Age, 20 years and upwards. Two references required, and a medical certificate. LECTURES given. Certificate granted RECREATION, 2 hours daily—longer on Sunday when work permits; 1 day monthly; 1 month annually. TRAINING FEES, 10s. 6d. weekly for the 1st year. Small salary given in special cases. Laundry and materials for indoor uniform provided. Separate bedrooms. Nurses are given medical and surgical treatment and nursing if they are ill.

(b) **Metropolitan, Ear, Nose and Throat Hospital**. Fitzroy Square, W. Beds, 21. MATRON; 5 Nurses.

Probationers trained; 12 months' course; certificates granted.

Metropolitan Nursing Association, 23 Bloomsbury Square, W.C. (Affiliated to the Q.V.J.I.N. SUPERINTENDENT; 7 Nurses.

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; and (3) To raise the standard of nursing and the social position of nurses. The nurses must possess a certificate of training of not less than 3 years in a recognised General Hospital. A 6 months' course of district nursing training is given to prepare the candidates for the Queen's Roll Examination. Special lectures for which are given at the offices of the Q.V.J.I.N. SALARY, £34, £36, £39. Federated to Royal National Pension Fund for Nurses. (See also Queen Victoria Jubilee Institute for Nurses, page 179.)

(a) **Mildmay Mission Hospital and Dispensary**, Austin Street, Bethnal Green, E. Beds, 50. MATRON; 4 Sisters; 1 Night Sister; 3 Staff Nurses; 11 Probationers. Out-Patient Department; 1 Sister; 1 Staff Nurse; 4 Probationers; 1 District Nurse.

After a personal application and 1 or 3 months' trial, applicants are received for 3 years' training. Age, 23 to 32. Satisfactory evidence required of character, education, health and physique. LECTURES are given in anatomy, physiology and nursing. Examinations are held after each course of lectures. Certificates are granted on the completion of three years' satisfactory service. FEES.—"It is hoped that applicants who are in a position to do so will realise the privilege of working at their own charges according to their means . . . although arrangements are made as follows:" For 1 year's training, £1 a week

and to provide own laundry and uniform ; 2 years' training, the same, but no fee is claimed ; 3 years' training, no fee claimed, but to provide own laundry and uniform ; exceptional circumstances are arranged for otherwise. RECREATION, 2 or 3 hours daily ; half-day fortnightly ; 4 weeks in the summer ; 10 days in the winter (not at Christmas). Separate bedrooms.

(a) **Miller General Hospital for South-East London**, Greenwich Road, Greenwich, S.E. Beds, 66. MATRON ; 3 Sisters ; 1 Night Superintendent ; 1 Theatre Nurse ; 20 Probationers. Average number of vacancies 4.

After a personal interview and 3 months' trial, applicants are received for 3 years' training, dating from the day probationers first enter the hospital. Age, 21 to 30. Satisfactory evidence required as to character, education (Secondary and High School), health and physique, and of recent re-vaccination. Systematic courses of lectures given by the visiting staff and matron. Four examinations are held during training. Certificates are granted upon satisfactorily completing engagement, and passing final examination by outside examiner. RECREATION, 2 hours daily ; 3 hours Sundays ; one and half-day fortnightly ; 2 weeks yearly 1st year ; 3 weeks' 2nd and 3rd years ; sisters, 2 hours daily ; half-day weekly ; 1 day fortnightly ; 3 weeks yearly. PREMIUM, *nil*. SALARY, £8, £12, £16 ; nurses, £24 ; sisters, £35 to £40. Remuneration given for trial months. Probationers take staff duty during 3rd year. Laundry and indoor uniform provided. Separate bedrooms, but a few double rooms for probationers. All nurses are strongly urged to join the Royal National Pension Fund for Nurses.

(b) **Mount Vernon Hospital for Consumption and Diseases of the Chest**, Northwood, Middlesex. Beds, 120. MATRON ; 1 ASSISTANT MATRON ; 3 Ward Sisters ; 1 Night Sister ; 4 Staff Nurses ; 14 Probationers. Applications average 70, and vacancies 3 yearly.

After a personal interview and 3 months' trial, applicants are received for 2 years' training (trial period included). Age, 18 to 21. Height, 5 ft. 4 in. Satisfactory evidence required as to character, education, health and physique, and that applicants intend to take up nursing as their life work. LECTURES are given on physiology and anatomy by the medical superintendent and on nursing by the matron. Certificates are given on passing examination and satisfactorily completing engagement. Examinations are held annually in May. Six prizes are awarded annually. After 2 years' training probationers may

be passed on to a General Hospital if found to be satisfactory. RECREATION, 2 hours daily; Sisters, week-end fortnightly; 2-10 weekly; 1 day monthly; 3 weeks yearly (Nurses and Sisters, 4 weeks). PREMIUM, *nil*. SALARY, £10, £20; Nurses, £20 to £28; Sisters, £36 to £45. Laundry, text-books, and indoor uniform provided. Separate bedrooms.

(a) **National Hospital for the Paralysed and Epileptic**, Queen Square, Bloomsbury, W.C. Beds, 160. MATRON; ASSISTANT MATRON; HOUSEKEEPER; 1 Night Sister; 10 Sisters; 38 Staff and Probationer Nurses; 2 Male Staff Nurses; 11 Male Probationers. Applications average 20 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training, one of which is spent at a General Hospital or Infirmary by special arrangement. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. INSTRUCTION is given by the sisters and medical officers. Examinations are held once 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 in addition get 1 evening fortnightly; sisters, 2 evenings and 1 morning weekly; 1 half-day and 1 afternoon fortnightly; 1 whole Sunday every 3 weeks. PREMIUM, *nil*. SALARY, £12, £16, £18; staff nurses with 3 years' general training, £24; sisters, £40 to £50. Laundry and indoor uniform are provided. Separate bedrooms. Sisters are nominated by Board of Management, and must have had 3 years' general training.

Male Nurses.—Men are also received as probationers for 2 years' training, the regulations being the same as for female probationers. SALARY, £10, £15.

(a) **x New Hospital for Women**, 144 Euston Road, N.W. Beds, 68. MATRON; 1 Home Sister; 1 Night Superintendent; 7 Night Nurses; 3 Day Sisters; 1 Theatre Sister; 1 O. P. Dept. Sister; 18 Day Nurses and Probationers. Applications average from 80 to 100 annually.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Age, 20 to 35. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the Medical Staff and the matron. Certificates are granted on the completion of 3 years' service. RECREATION, probationers, 3 weeks', sisters, 4 weeks' holiday in the year. SALARIES, £12, £16, £20; sisters, £35 to £40. Laundry and indoor uniform provided. Separate bedrooms.

(a) **Norwood Cottage Hospital**, Hermitage Road, Central Hill, Upper Norwood. Beds, 32. MATRON ; 1 Sister ; 2 Staff Nurses ; 6 Probationers. Applications average 40 and vacancies 4 yearly.

After personal interview and 1 month's trial, applicants are received for 3 years' training. Age, 20 to 25. Satisfactory evidence (clergyman and doctor) required as to character, education (High School), and health. Lectures are given by the Matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 and 3 hours daily ; Sisters, $\frac{1}{2}$ Sunday, 2-10 p.m. on Wed. ; 1 day monthly ; 3 weeks' (Sisters 4 weeks') holiday yearly. SALARY, £10, £12, £15 ; nurses, £25 to £28 ; Sisters, from £35. Laundry and indoor uniform provided. Separate bedrooms.

(a) * **Nursing Sisters (Institution for)**, 4 Devonshire Square, Bishopsgate, E.C. LADY SUPERINTENDENT.

The object of this association is the free training of nurses, who, after a personal interview and 1 to 3 months' trial, must sign an agreement to remain at work for 2 years after their training. Age, 22 to 32 (trained nurses between 25 and 35). Satisfactory evidence required as to health and character. Probationers are subject to the rules of whatever hospital they are sent to for training, which is for three years, and a certificate is given. There are no maternity nurses. RECREATION, after training, 2 hours daily. Laundry and in- and out-door uniform (except during training) are provided. There is a superannuation fund for sisters who have worked for 15 years after their training and have attained the age of 45.

(a) **Paddington Green Children's Hospital**, Paddington Green, W. Beds, 46. MATRON ; 5 Sisters ; 4 Nurses ; 7 Probationers ; 2 Paying Probationers. Applications for probationerships average 300 (ordinary) and 12 (paying), and vacancies 3 (ordinary) and 2 (paying) yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Age, 21 to 27. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the hon. staff and matron on anatomy, physiology and medical and surgical work. Examinations are held after the courses. Certificates granted on completion of the 3 years' service. RECREATION, 2 to 3 hours daily ; from 5 p.m. once a week ; a day monthly ; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £11, £13, £17 ; sisters, £30 to £40. Remunera-

tion is given for trial months. Laundry and indoor uniform provided. Each nurse and probationer has a separate bedroom.

Paying Probationers.—The above also applies to lady probationers except that they have 1 month's trial and are trained for 1 year. They have to provide their own laundry and uniform. Fee £6 and no salary given. Two weeks' holiday yearly.

The hospital is federated to the Royal National Pension Fund for Nurses.

Passmore Edwards Acton Cottage Hospital, Nursing Institution, Invalid Kitchen and Dispensary, Acton, W. Beds, 22; Cots, 8. MATRON; 1 Sister; 3 Staff Nurses; 3 Probationers; 1 Dispenser Nurse; 2 District Nurses.

After personal interview and 2 months' trial, suitable applicants are received for 2 years' training. RECREATION, 3 hours daily; $\frac{1}{2}$ day weekly; whole day monthly; 2 weeks yearly. PREMIUM, *nil*. SALARY, £5 10s., £10 10s. Laundry provided and £2 allowance for uniform. Separate bedrooms.

(a) **Passmore Edwards Hospital,** Bounds Green Road, Wood Green, N. Beds, 26; Cots, 4. MATRON; 4 Staff Nurses; 5 Probationers. Applications average 16, and vacancies 2 yearly.

After a personal interview (if possible) and 1 month's trial, suitable applicants are received for 2 or 3 years' training (trial period included). Age, 20 to 26. Satisfactory evidence required as to character, and from medical attendant as to health and physique. Probationers signing for 3 years attend a recognised training school for their course of lectures. Certificates granted at end of 3rd year. RECREATION, 2 hours daily; 2 hours weekly (nurses, $\frac{1}{2}$ day); 1 day monthly; 2 weeks yearly (nurses, 3 weeks). SALARY, £10, £15, £21; Nurses, £28 to £30. Laundry and indoor uniform provided. Separate bedrooms. Remuneration given for trial period.

(a) and (b) **Passmore Edwards Hospital for Willesden,** Harlesden Road, Willesden. Beds, 50. MATRON; 2 Staff Nurses; 7 Probationers. Applications average 80 and vacancies 1 yearly.

After a personal interview and 3 months' trial, applicants are received for 2 or 3 years' training (trial period included). Age 21 to 25. Height not below 5 ft. 3 in. Satisfactory evidence required from clergyman as to character, and from doctor as to health and physique. Must also pass hospital staff doctor. LECTURES are given by the doctors weekly on medical and surgical work and by the matron on nursing.

Examinations are held yearly in the Spring. 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. PREMIUM, *nil*. RECREATION, 2 or 2½ hours daily (staff nurse, additional 6 hours once weekly); 1 day and night monthly; 2 weeks' holiday yearly (staff nurse, 3 weeks). SALARY, £8, £10, £14; assistant nurses, £16 to £20; staff nurse, £28 to £30. Remuneration given for trial months. Laundry and indoor uniform provided. Separate bedrooms for nearly all.

(a) **Poplar Hospital for Accidents**, Blackwall, E. Beds, 103. MATRON; 1 Home Sister; 4 Day Sisters; 1 Night Sister; 28 Nurses and Probationers; 2 Paying Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Age, 22 to 30. Certificates required as to character, education, health and physique. LECTURES are given by the matron and house surgeon. A certificate is given at the end of three years. RECREATION, 2 hours daily; 3 half-days and 1 whole day monthly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £12, £20, £22; staff nurses, £25 1st year, rising £1 annually to £30; sisters, £35, rising £2 annually to £45. Laundry and indoor uniform are provided. Separate bedrooms.

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

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

x Queen Charlotte's Lying-in Hospital, Marylebone Road, N.W. Beds, 70. MATRON; 7 Sisters; 2 Sister-Midwives; 7 Staff Nurses; number of Pupils vary from 80 to 90.

The training is of two kinds, midwifery and monthly nursing.

Pupil Midwives.—Age, 21 to 45. Satisfactory evidence required 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 the first Monday in the month, as vacancies occur, for a course of not less than 5 months training, which is given chiefly within the hospital, and partly in the outdoor department. Trained nurses may enter for a 4 months' course. Theoretical and practical instruction is given by the visiting physicians, the resident medical officers, the matron and the sister midwives; 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 (usually reduced) will be charged for the additional training, according to the circumstances of the case. Pupils are specially prepared for the C.M.B. examination. RECREATION, 2 hours daily, and an occasional half-day fortnightly.

Pupil Monthly Nurses.—Candidates must comply with the regulations given above, and when accepted they are received on Mondays, as vacancies occur, for a term of not less than 16 weeks' training in the wards of the hospital. They serve in the wards and receive instruction from the matron and sisters, and monthly nursing certificates are granted on their satisfactorily passing an examination. Theoretical and practical instruction is given by the visiting physicians.

Preliminary Training School.—Candidates who desire to do so, may undergo 1 month's preliminary training under the supervision of a sister-in-charge before entering upon the ordinary training in the wards. During this month they will receive such preparation and instruction as will fit them to carry out the important duties which will devolve upon them in the wards, including lectures in elementary anatomy and physiology, instruction in sick-room cookery, and such details of practical nursing as can be taught before actual attendance on patients and infants. While in the Preliminary Training School, pupils will be required to perform such household duties as will subsequently fall to their share when they are on duty in the wards. These include sweeping, dusting, etc., but no cleaning of grates or scrubbing. A separate bedroom at the Nurses' Home is provided for each pupil.

FEES.—A registration fee of £1 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*, £35 for the 5 months' course, or including 1 month in Preliminary Training School, £40, payable to the secretary in advance for board, lodging, and instruction (including 3 months' monthly nursing); trained nurses taking the 4 months' course pay only £25, and are permitted, subject to the matron's approval, to wear the washing dresses worn by them at the hospital where they received their training; *pupil monthly nurses*, £24, for the 16 weeks' course, or including 1 month in Preliminary Training School, £29. In the event of either class of pupils leaving during or at the end of preliminary month £30 of the fee is returned in the case of pupil midwives and £19 in the case of pupil monthly nurses. Pupils of both classes provide their own uniform and pay for their own washing. Separate bedrooms.

In connection with the hospital there is a private nursing staff which

a certain number of selected nurses on completion of their training are allowed to join.

(a) * **Queen's Hospital for Children (formerly North-Eastern Hospital for Children)**, Hackney Road, Bethnal Green, E. Beds, 125. MATRON; ASSISTANT MATRON; 1 Home Sister; 7 Sisters; 14 Nurses; 28 Probationers.

After a personal interview and 6 weeks' trial, applicants are received for 3 years' training. Age, 21 to 28. Satisfactory evidence required as to character, education, health and physique. A course of LECTURES is given at the 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; 1 day monthly; 3 weeks' holiday every year. SALARY, £12, £14, £16. Laundry and indoor uniform are provided.

Queen Victoria's Jubilee Institute for Nurses.

Founded, 1887. 58 Victoria Street, S.W. Applications should be addressed to the General Superintendent. Telegraphic address—"Talented, Sowest, London". Telephone No.: 685 Victoria.

The primary object of the Institute is to give training in district nursing to women for the purpose of nursing the sick people in their own homes. Nurses thus trained and employed are known as "Queen's" nurses, and wear a special badge and brassard. This badge and brassard must be returned when the nurse ceases to be employed in nursing the sick people in their own homes under an association affiliated to the Institute or when employed as a Queen's nurse in any other position with the sanction of the Institute. One month's notice on either side. Certificates and leaving badges are awarded on resignation after not less than 2 and 6 years' satisfactory service, respectively.

The qualifications for a Queen's nurse are as follows: (a) training for not less than 3 years, to include at least 2 years at an approved general hospital or infirmary (it is, however, desirable that wherever possible Queen's nurses should hold a three years' certificate from some approved general hospital or infirmary); (b) approved training in district nursing for not less than 6 months, including the nursing of mothers and infants after childbirth; and (c) nurses to be employed in midwifery must in addition receive the training required by the Central Midwives' Board and be certified under the Midwives Act, 1902. Qualified candidates, desirous of becoming Queen's nurses, can receive the necessary district training either: (1) Under agreement to the Institute;

selected candidates will, after a trial month, be required to sign an agreement to serve the Institute, wherever required, for 1 year after the completion of their district training. The nurse receives the training in one of the training homes approved by the Institute, and is paid salary at the rate of £30 a year, with board, lodging, laundry and uniform during the six months of district training. The nurse is also required to find two sureties for the due performance of the agreement. (2) On behalf of a local nursing association, whose Home is approved by the Institute, in which case the nurse enters into an agreement with the Home. (3) At the nurse's own expense, by arrangement with one of the affiliated Homes approved by the Institute. In this case the nurse enters into no agreement as to future work.

On the completion of their training Queen's nurses are entitled to receive a minimum inclusive salary of £90 per annum, or its equivalent in clear salary and allowance. In the more responsible posts the clear salaries vary from £40 to £100 per annum with full allowances, or as inclusive salaries from £100 to £180.

The Institute is federated to the Royal National Pension Fund for Nurses, and is willing to take out a policy for any Queen's Nurse who is insured with the Fund and pays a premium of at least 5s. a month, providing that the Association for which she is working will pay 5s. a month premium on the policy. The Institute has also Sick and Benefit Funds.

(b) **Royal Eye Hospital**, St. George's Circus, Southwark, S.E. Beds, 40. SISTER-MATRON; 3 Charge Nurses; 6 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Age, 21 to 24. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the medical staff on ophthalmic work and treatment of cases and by the sister-matron on general and ophthalmic nursing. Examinations are held after each course. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 evening weekly; 1 day monthly; 2 weeks yearly. PREMIUM, *nil*. SALARY, £10, £15. Laundry and indoor (but not outdoor) uniform provided. Separate bedrooms.

(b) **Royal Hospital for Diseases of Chest**, City Road, E.C. Beds, 80. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 4 Sisters; 6 Nurses; 10 Probationers.

After 1 month's trial, applicants are received for 2 years' training. Age, not less than 20. Satisfactory evidence required as to character.

LECTURES are given by the medical staff on anatomy, physiology and bacteriology, and by the matron and assistant matron on nursing. Examinations are held once a year. Certificates given. RECREATION, 3 hours daily; 1 day monthly; 3 weeks' holiday in the year; sisters, 5 and 2 hours alternate days; 1 day monthly; 4 weeks' holiday in the year. SALARIES, probationers, £12, £18; nurses, £25 to £28; sisters, £30 to £40 per annum. Laundry and indoor uniform are provided. Separate bedrooms.

Trained nurses are taken for 1 year's post graduate course. Lectures and demonstrations are given by members of the honorary and visiting staff on all branches of tuberculosis work, also practical experience in the Tuberculosis Dispensary. Examinations held and certificates granted.

(b) **Royal London Ophthalmic Hospital (Moorfield's Eye Hospital)**, City Road. Beds, 120. MATRON and LADY SUPERINTENDENT; 6 Sisters; 6 Nurses; 14 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training (trial period included). LECTURES are given by the surgeon on ophthalmology, and general nursing by the lady superintendent. Examinations are held twice a year. Medal awarded at Christmas Examination for the best work in 2nd year. Certificates granted. RECREATION, 2 hours daily (sisters, 2½ hours); 3 hours Sunday; 1 day monthly; 2 weeks yearly; nurses, 3 weeks; sisters, 4 weeks. SALARY, £12, £20; nurses, £25 to £30; sisters, £35 to £40. Laundry and indoor uniform provided. Separate bedrooms.

(b) ***Royal National Orthopædic Hospital**, 234 Great Portland Street, W. Beds, 200. MATRON; ASSISTANT MATRON; 7 Sisters; 1 Night Superintendent; 7 Staff Nurses; 25 Probationers. Applications average 40 yearly, and vacancies 16.

After a personal interview and 1 month's trial, applicants are received at any time for 2 years' training (trial period included). Age, 20 to 30. Two references required as to character, and a dental and vaccination certificate. LECTURES are given by the honorary surgeons on massage; by the matron on nursing and bandaging, and by the assistant matron on physiology. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 2 days monthly; 3 weeks' holiday yearly; nurses, 2 hours daily; ½ day weekly; 1 day monthly; 4 weeks yearly; sisters, 3 hours daily; ½ day weekly; 1 day monthly; 1 calendar month yearly. PREMIUM, *nil*. SALARY, £12, £16; nurses, £25 to £27; sisters, £30 to £40. Laundry provided, also uniform (to

2nd year probationers and sisters). Separate bedrooms. Medical attendance is given during sickness.

There is a massage school in the Out-patient Department. The course of instruction is for five months. Probationers may enter during the 2nd year on paying £4 4s. for the course; fee for staff nurses, £6 6s.

Royal Waterloo Hospital for Children and Women, Waterloo Bridge Road, S.E. Beds, 106. MATRON; 1 ASSISTANT MATRON; 1 Night Superintendent; 6 Sisters; 23 Probationers; 2 Paying Probationers. Applications average 100, and vacancies 6 ordinary and 2 pay yearly.

After a personal interview and 1 month's trial, applicants are received, at any time, for 3 years' training, including 1 year at the Seamen's Hospital, Greenwich. Age, 22 to 30. Satisfactory evidence required as to character, good sound education, and a medical and dental certificate. LECTURES are given by the honorary staff and matron upon gynæcological, medical, surgical and practical nursing. Examinations are held. Hospital badge is given after 1st year, and retained by the nurse when she leaves if she has been satisfactory. RECREATION, 3 hours daily; 1 day monthly; 3 weeks' holiday yearly; sisters, 2 to 4 hours daily; $\frac{1}{2}$ day weekly; 1 day monthly; 1 month's holiday yearly. PREMIUM, *nil*. SALARY, £10, £12, £18. Remuneration given for trial month. Laundry and indoor uniform (after 1st year) are provided. Text-books in the library. Separate bedrooms for nearly all.

Paying Probationers.—Conditions as above, except that candidates are received at 20 years of age and are taken over 30. Fees, £13 13s. per quarter. Separate bedrooms.

(b) **Royal Westminster Ophthalmic Hospital**, King William Street, West Strand, W.C. Beds, 40. MATRON; 1 Sister; 3 Staff Nurses; 3 Probationers. Applications average 20, and vacancies 1 yearly.

After a personal interview and 2 months' trial, applicants are received for not less than 2 years' training (trial period included), at the expiration of which period, if their work has been satisfactory, they may be appointed staff nurses or receive a certificate on leaving. Age, 19 to 25. Satisfactory evidence required as to character, fair social position, education, health and physique. LECTURES given by surgeons and matron. Examinations held once yearly. Certificates given. RECREATION, 2 hours daily; 6 hours weekly (sister, 7 hours); 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARIES: £10, £12; staff nurses,

£30, rising to £35 per annum; sisters, £35, rising to £40 per annum. Remuneration given for trial months. Laundry and indoor (but not outdoor) uniform provided. Separate bedrooms.

*** St. Clement's Midwifery Training School,** 300-302 Fulham Palace Road, Fulham, S.W. Beds, 4. MATRON; 1 Assistant Matron; 2 Sisters; 8 to 10 Monthly Nurses; 8 Midwifery Pupils. Applications average 70 to 80, and vacancies 2 yearly.

Candidates are received for 3 to 6 months' training in midwifery and monthly nursing. The courses commence 1st January, 1st April, 1st July and 1st October. Age, 23 to 40. Satisfactory evidence required as to character and health. Certificates are granted upon satisfactorily completing engagement and being found proficient. LECTURES are given weekly by a medical man and the matron on midwifery and maternity nursing. Examinations held at end of each course. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; late leave once a month. FEES.—*Pupil midwives*, £18 18s., for board, lodging and instruction for 3 months; £29 8s. for 6 months; *pupil monthly nurses*, £10 10s. for 8 weeks. A reduction on these fees is made to trained nurses. Eight free pupils (3 years' certificated nurses) taken each year for 9 months; entrance fee, £3 3s. SALARIES, nurses, £30 to £40 per annum. Pupils of both classes provide their own uniform. Laundry is not provided. The matron is a teacher approved by Central Midwives Board for practical work. Nurses are sent out to private cases.

*** St. John's Hospital,** Morden Hill, Lewisham, S.E. Beds, 44. SISTER-IN-CHARGE; 6 Sisters; 13 Nurses; 4 Probationers. Probationers trained; 3 years' course. This hospital is under the management of the Community of Nursing Sisters of St. John the Divine.

St. John's Hospital for Diseases of the Skin (Incorporated), 262 Uxbridge Road, W. Offices and Out-patients' Department, Leicester Square, W.C. Beds, 36. MATRON; 3 Sisters; 3 Probationers. Applications average 20 yearly.

After a personal interview and 1 month's trial, suitable applicants are received at any time for 1 year's training. Age, 19 to 25. Satisfactory evidence required as to character, education, health and physique. A certificate is given for special work only. RECREATION, 2 hours daily; 1 whole day and $\frac{1}{2}$ day monthly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, probationers, £10; if remaining after 1 year, £12 2nd year, £15 3rd year; sisters, £28 to £35 per annum. Laundry and indoor uniform are provided.

(b) **St. Mary's Hospital for Women and Children**, Plaistow, E. Beds, 43. MATRON; 4 Sisters; 2 Staff Nurses; 15 Probationers. Applications average 75 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Age, 18 to 30. Satisfactory evidence required as to character, education and health. LECTURES are given by the resident medical staff and matron upon physiology, hygiene, medical and surgical nursing, etc. General examination on year's work is held twice yearly. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; 1 day monthly; 2 weeks' holiday in the first year and 3 weeks in the second year. SALARY, £6, £12. Laundry and indoor uniform provided. Nurses are encouraged to join the Royal National Pension Fund for Nurses. Separate bedrooms.

(b) **St. Monica's Home Hospital for Sick Children**, Brondesbury Park, N.W. Beds, 26. MATRON; 1 sister; 6 Paying Probationers. Vacancies average 3 (paying) yearly.

After personal interview and 1 month's trial, suitable applicants are received as paying probationers for 2 years' training. Age, 19 to 25. LECTURES are given by the medical officers in elementary anatomy, physiology, medical and surgical nursing, and instruction by the matron in bandaging, sick cookery and the management and nursing of sick children. Certificate given on satisfactory completion of training. RECREATION, 3 hours daily; once weekly from 1 to 10; 1 day and night monthly; 3 weeks yearly. FEES, £30, payable, £5 on entry (forfeited if probationer leaves at end of trial month); £10 at end of first month; £15 at end of six months. Part indoor uniform and laundry allowed. Separate bedrooms.

Under certain conditions probationers can be received for 3 months on payment of 1 guinea a week payable in advance.

* **St. Saviour's Hospital and Nursing Home for Ladies of Limited Means**, Osnaburgh Street, Regent's Park, N.W. Beds, 27. LADY SUPERINTENDENT; 4 Sisters; 7 Nurses; 1 Probationer. Probationers trained.

(b) **Samaritan Free Hospital for Women**, Marylebone Road, N.W. Beds, 67. LADY SUPERINTENDENT; 3 Sisters; 1 Night Superintendent; 2 Staff Nurses; 19 Probationers. Applications average 30, and vacancies 9 yearly.

After a personal interview (when possible) and 2 months' trial, appli-

cants are received for two years' training. Age, 19 to 35. Two certificates required as to character (one from a clergyman) and a doctor's certificate as to health. LECTURES are given by the medical staff on anatomy and gynæcology. Certificates are granted. RECREATION, 2 hours daily; 4 hours on Sunday, and $\frac{1}{2}$ a day weekly (Sisters, 2 half-days); 2 days monthly (Sisters, 1 day and 1 week end); 3 weeks yearly. PREMIUM, *nil*. SALARY, £8, £10; Nurses, £25; Sisters, £40 to £50. No remuneration for trial period. Laundry and indoor uniform provided. Separate bedrooms.

(a) **The Anti-Vivisection Hospital, Battersea General Hospital (Incorporated)**, Prince of Wales' Road, Battersea Park, S.W. Beds, 50. MATRON; 3 Sisters; 1 Night Superintendent; 3 Staff Nurses; 8 Probationers. Applications average 50 to 60, and vacancies 5 to 6 yearly.

After personal interview and three months' trial, suitable applicants are received for three years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character (3 references), good social position, education and health. LECTURES are given by the resident medical officers and the matron on all subjects bearing on the training of nurses. Examinations are held at or about the end of 3 years' training by an "outside" examiner. Certificates are granted. RECREATION, 2 hours daily; 6 hours (nurses, $\frac{1}{2}$ day weekly, 4 hours Sundays; (sisters, $\frac{1}{2}$ day and $\frac{1}{2}$ Sundays); 1 day monthly; 2 weeks yearly (nurses, 3 weeks; sisters, 4 weeks). PREMIUM, *nil*. SALARY, £8, £12, £18. Nurses, £25 to £27; sisters, £30 to £35, or more. Remuneration given for trial period. Laundry, indoor uniform and usual text-books provided. Separate bedrooms.

(a) **Victoria Hospital for Children**, Tite Street, Chelsea, S.W. Beds, 104. MATRON; 7 Sisters; 14 Staff Nurses; 12 Private Nurses; 16 Probationers. Applications average 500, and vacancies 10 yearly.

After a personal interview and 2 months' trial, suitable applicants are received for 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character, education, health, physique, and of having been vaccinated since attaining the age of 15 years. 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 $2\frac{1}{2}$ hours daily; 1 day monthly; 3 weeks' holiday in the year. SALARIES.—Probationers, £10, £16, £18; sisters, £30 to £40 per annum. Laundry and indoor uniform provided.

Special Probationers.—A limited number of ladies are also received as paying probationers. They must be over 21 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 paying 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. Nurses may be sent to private cases at the discretion of the matron after 3 years' 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.

(b) West-End Hospital for Diseases of the Nervous System, Paralysis and Epilepsy, 73 Welbeck Street, W. Beds, 58. MATRON; 4 Sisters; 1 Night Superintendent; 2 Staff Nurses; 15 Probationers. Vacancies average 8 yearly.

After a personal interview and 2 months' trial, applicants are received for 2 years' training (trial period included). Age, not under 21. Satisfactory evidence required as to character (2 certificates), education, health (medical and dental certificates) and physique. LECTURES are given on massage and electrical work by the massage teachers; on general nursing and bandaging by the matron; and on nervous diseases and their nursing by the medical staff. Certificates are granted after satisfactorily completing engagement and passing examination. RECREATION, probationers, 2 hours daily; $\frac{1}{2}$ day and 3 hours Sunday weekly; 1 day monthly; 2 weeks' holiday 1st year; (2nd year, 3 weeks), nurses and sisters, 2 hours daily; $\frac{1}{2}$ day weekly; 1 Sunday every fortnight (week-end); 4 weeks' holiday yearly. SALARY, £8, £10; nurses, £28 to £30; sisters, £35 to £50. Remuneration given for trial months. Laundry and part indoor uniform provided. Nurses only have separate bedrooms,

(a) **Wimbledon Hospital, Thurstan Road, S.W.** Beds, 36. MATRON; 1 Sister; 2 Staff Nurses; 5 Probationers.

After a personal interview and 2 months' trial, suitable applicants are received for 3 years' training. Age, 22 to 28. Height, 5 ft. 6 in. Satisfactory evidence as to character (clergyman's certificate), position of parents, education, health (certificates by doctor and dentist) and physique. Applicants must be re-vaccinated if necessary. LECTURES are given by the visiting surgeon and physician on anatomy and physiology and also by the matron. Examinations are held once a year in May. Certificates are granted. RECREATION, 2 hours daily (nurse and sister, 2½ hours); 6 hours weekly (nurse, 8 hours; sister, 10 hours); 1 day monthly; 3 weeks yearly (sister, 4 weeks). PREMIUM, *nil*. SALARY, £10, £13, £18; nurse, £28 to £30; sister, £33 to £40. Laundry, indoor uniform, and text-books provided. Separate bedrooms for nurses and night probationers.

(a) **Wimbledon.—Nelson Hospital** (late South Wimbledon, Merton and District Cottage Hospital), Merton Road, S.W. Beds, 35; MATRON; 1 Sister; 2 Staff Nurses; 6 Probationers.

After a personal interview and 1 month's trial, suitable applicants are received for 3 years' training (trial period included). Age, 19 to 25. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the medical staff and matron on anatomy, physiology, diseases and nursing. Examinations are held yearly. Certificates granted. PREMIUM, *nil*. SALARY, £6, £12, £15; nurses, from £28; sisters, from £35. Laundry and indoor uniform provided. Holidays, 1 week during the winter in addition to the summer holidays. Separate bedrooms for nurses only.

* **x Woolwich.—Military Families Hospital.** Beds, 22. MATRON; 2 Charge Nurses; 3 Midwifery Pupils.

Midwifery pupils are received after a personal interview for 4 months' training and preparation for C.M.B. examinations. Preference is given to fully trained nurses. Copies of certificates of training, with names and addresses of two references (one from the training school matron), and a medical certificate of health and a dental certificate must be produced. Selected candidates must deposit £2 2s. as a booking fee, which is refunded only if engagement is punctually begun and completed. Practical instruction given in the wards and labour rooms by the medical officer, matron and staff. A certificate is granted to pupil midwives who are successful at the C.M.B. examinations. RECREATION, ½ day fortnightly; 2 or 3 hours daily. FEE for 4 months' course, £12 12s. Pupil midwives may wear their own uniform. Separate bedrooms.

ENGLAND AND WALES.

* **Aberdare Cottage Hospital** (Glamorganshire). Beds, 14. MATRON; 2 Nurses; 1 Probationer. Probationers trained.

(a) **Aberystwyth Infirmary and Cardiganshire General Hospital.** Beds, 30. MATRON; 2 Staff Nurses; 2 Probationer Nurses.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Age, 21 to 30. Satisfactory evidence required 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; 4 hours every Sunday; 2 weeks' holiday every year. PREMIUM, £5. SALARY, *nil*, £16, £18. Laundry and indoor uniform are provided.

* **Abingdon Cottage Hospital**, Abingdon, Berks. Beds, 11. MATRON; 1 Staff Nurse; 1 Probationer.

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. Age, 20 to 24. Satisfactory evidence required as to character, education, health and physique. RECREATION, 2 hours daily; 4 hours twice weekly; 1 day monthly; 2 weeks yearly. PREMIUM, *nil*. SALARY, £8, £10. Laundry and indoor uniform are provided. Separate bedrooms.

(a) **Accrington Victoria Hospital**, Beds, 32; Cots, 13 MATRON; 3 Sisters; 9 Probationers.

After personal interview where possible and 2 months' trial (which may be extended), suitable applicants are received for 3 years' training. Age, 20 to 25. Satisfactory evidence required as to character, education, health and physique. Training given in all branches of general hospital work, including X-Rays. On satisfactory completion of term of engagement probationers are granted certificates. RECREATION, 2 hours daily; 1 evening weekly; 1 day monthly; 3 weeks yearly. SALARY, £10, £12 10s., £15; sisters, £30. Laundry and indoor uniform provided. Separate bedrooms.

Aldershot Hospital. Beds, 18. MATRON; 2 Nurses; 3 Probationers.

Suitable applicants are received after 1 month's trial for 1 year's training (trial period included). Age, 20 to 32. No certificates given.

Probationers receive 1 day monthly, and 2 weeks' and nurses 3 weeks' annual holiday. PREMIUM, *nil*. SALARY, £10. Indoor uniform and laundry provided. Separate bedrooms.

(a) **Altrincham. — General Hospital,** Altrincham, Cheshire. Beds, 68. LADY SUPERINTENDENT; 1 Night Sister; 2 Day Sisters; 9 Probationers.

After personal interview and 1 month's trial, suitable applicants are received for 3 years' training (trial period included). Age, 20 to 28. Satisfactory evidence as to character required from clergyman, and from doctor as to health. Candidates must be gentlewomen. LECTURES are given and examinations are held at the close of each course. A certificate is given upon satisfactory completion of term of engagement. RECREATION, 2 hours daily (sisters, 3 hours); 3 hours Sunday; 1 day monthly; 3 weeks yearly (sisters, 4 weeks). PREMIUM, *nil*. SALARY, £8, £12, £16; sister, £35. Laundry and uniform provided. Separate bedrooms. There is a private nursing staff attached to the hospital.

Andover Cottage Hospital. Beds, 13. MATRON; 1 Staff Nurse; 3 Probationers. Average vacancies, 2 yearly.

After 2 months' trial applicants are received for 1 or 2 years' training. Age, 21 to 27. Satisfactory evidence required as to character, education health and physique. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £5, £10, £15. Remuneration given for trial months. Laundry, but not uniform, is provided.

* **Ascot.—Benefit Nursing Association and Royal Victoria Cottage Nursing Home.** Beds, 10. MATRON; 1 Staff Nurse; 16 Cottage Nurses; 1 Visiting Nurse; 3 Probationers. Probationers trained.

Ashford Cottage Hospital (Kent). Beds, 15; Cots, 7; MATRON; 1 Staff Nurse; 4 Probationers.

After interview and 1 month's trial, suitable applicants are received for 3 years' training. Age, over 20. Must be well educated. No certificate given. RECREATION, 2 hours daily; 1 month yearly. PREMIUM, *nil*. SALARY, 1st year, £7 to £10; 2nd year, £15; 3rd year, £20. Laundry and uniform provided.

(a) **Aylesbury.—Royal Buckinghamshire Hospital.** Beds, 60. MATRON; 2 Sisters; 1 Night Charge Nurse; 3 Staff Nurses; 6 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Age, 20 to 30. Satisfactory evidence required as

to character, education, health, and physique. LECTURES are given by the house surgeon. Certificates at expiration of training are given by the Board. RECREATION, 2 hours daily; 1 day monthly; 2 weeks yearly (Nurse, 3 weeks; Sister, 4 weeks). SALARY, *nil*, £5, £10, £15; Nurse, £28 to £30; Sister, £32 to £35. Laundry and indoor uniform are provided. Outdoor uniform is optional.

(a) **Banbury.—Horton Infirmary.** Beds, 40. MATRON; 3 Sisters; 8 Probationers. Vacancies 2 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received at any time for 3 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character, health and physique. Candidates must be well educated and lady-like. LECTURES are given by the honorary medical staff. Examinations are held once a year. Certificates are only given after 3 years' training and service. RECREATION, 2 hours daily (nurses, 3 hours; sisters, 3½); 1 day monthly; 1st year, 2 weeks' holiday, 2nd year, 2 weeks (nurses, 3 weeks). SALARIES, £6, £12, £15; nurses, £28 to £30. Laundry and indoor uniform are provided. Nurses, but not probationers, have separate bedrooms.

(b) **Bangor, N. Wales.—Carnarvonshire and Anglesey Infirmary.** Beds, 30. 1 Private Ward. LADY SUPERINTENDENT; 2 Sisters; 2 Staff Nurses; 3 Probationers. Applications average 24, vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received as vacancies occur for 2 years' training (trial period included). Age, 20 to 30. Height from 5 ft. Satisfactory evidence required as to character from two ladies who have known candidate personally, and as to health from family medical attendant. Candidates must have higher or secondary education and be gentlewomen. LECTURES are given by the house surgeon upon anatomy, physiology, surgery and practical ward-work by the lady superintendent. Examinations held. Certificate given at end of training. RECREATION, 2 hours daily; ½ day fortnightly; 1 day monthly; 2 weeks' holiday yearly; sisters, 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £5, £8, £12. No remuneration given for trial period. Nurse, £20 to £25; sisters, £30 to £35. Laundry and uniform (indoor and outdoor) provided. Sisters and nurses, but not probationers, have separate bedrooms.

(b) **Barnet (Herts).—Victoria Cottage Hospital.** Beds, 17; Cots, 2. MATRON; 1 Sister; 1 Night Nurse; 2 Probationers. Probationers trained; 2 years' course; Certificates granted.

(a) **Barnstaple.—North Devon Infirmary.** Beds, 65. MATRON; 1 Day Sister; 1 Sister; 2 Staff Nurses; 11 Nurses and Probationers. Applications average 15, and vacancies 4 yearly.

After 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 19 to 28. Satisfactory evidence from two ladies and a doctor required as to character, education, health and physique. LECTURES are given by the resident medical officer, the matron and sister, whose special duty it is to teach the probationers. Examinations are held in December and May. A certificate is granted after passing examination and satisfactorily completing engagement. Prizes are given—1st, value, £1 1s.; 2nd value, 10s. RECREATION: Probationers, 2 to 4 hours daily (nurses, 2 to 6, sisters, 6 to 8 hours), an average of 20 hours weekly; nurses, 22, sisters, 25 hours weekly (1 morning a week to rest, going on duty at 11 A.M.); probationers and nurses, 1 day and 2 half days monthly; sisters, 1 day and 6 half days monthly; 30 days annually. Extra days off are also given when the work is not heavy. PREMIUM, *nil*. SALARIES, £5, £12, £17; nurses, £30; sister, £35, rising to £45. Laundry and indoor uniform are provided. Outdoor uniform not worn. Nurses have separate rooms and probationers cubicles.

Special Features.—1. Long off duty hours. 2. Each probationer has 3 months' theatre experience. 3. Each nurse is expected to pass 4 examinations—anatomy and physiology, nursing, bandaging and first aid; in the 3rd year on organisation and emergency ward management.

(a) **Barrow-in-Furness.—North Lonsdale Hospital.** Beds, 60. MATRON; 5 Sisters; 6 Nurses; 6 Probationers. Applications average 20, and vacancies 3 yearly.

After a personal interview, if possible, and 2 months' trial, applicants are received for 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character, education and health. LECTURES are given by the assistant honorary surgeons on elementary anatomy, physiology and nursing. Certificate granted on completing 3 years' engagement. RECREATION, 2 to 3 hours daily; probationers, 1st year, 2 weeks, others 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, £12 10s., £15, £18; sisters, £35, rising £2 10s. annually to £45. Laundry and indoor uniform provided.

* **Basingstoke Cottage Hospital** (Hants). Beds, 18; MATRON; 1 Staff Nurse; 2 Probationers. Probationers trained.

(a) **Batley and District Hospital** (Yorkshire). Beds, 50. MATRON; 3 Sisters; 9 Probationers. Average number of vacancies 3 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received for 3 years' training (trial period included). Age, 20 to 30. Height, 5 ft. 6 in. Satisfactory evidence required as to character, education, health, and physique. LECTURES are given by the members of the medical staff and matron. Examinations held once a year at Easter. Certificates are granted. RECREATION, 2 hours daily; 1 day and night monthly (sisters, a week end once in 6 weeks); 3 weeks yearly. PREMIUM, *nil*. SALARY, £8, £12, £18; sisters, £35. Remuneration for trial month given. Laundry, indoor uniform, and text-books provided. Separate bedrooms for nurses and, as far as possible, for probationers.

*** Beckenham Cottage Hospital.** Beds, 32. MATRON; 3 Nurses; 4 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. Separate bedrooms.

Bedfordshire Rural Nursing Association.

ORGANISING SECRETARY, Lansdowne House, Bedford; 3 District Nurses (30 being Midwives).

Applicants must be recommended by a medical man and nominated by the County Councillor or Alderman of the district. They must have some taste for nursing and be of high moral character. Age, 25 to 40. Satisfactory evidence required as to character, education, health, and physique. After 1 month's trial, a 9-months' course of instruction must be attended at a nurses' training home (Howards Road, Plaistow and Victoria Docks). Maternity nurses must hold the C.M.B. certificate. SALARIES, £30 to £40 (minimum). Laundry, uniform and text-books, and board and lodging provided during training. The County Council grants 6 nursing scholarships to suitable candidates, who receive free training, after which they serve the association for 3 years at the usual salary, with uniform, boots and shoes.

Berkeley Hospital, Berkeley, Gloucestershire. Beds, 11. MATRON; 1 Probationer. Applications average 20, and vacancies 1 in 2 years.

After a personal interview (if possible) and 1 month's trial, applicants are received for 2 years' training. Age, 21 to 27. Satisfactory evidence required as to character, education, health and physique. INSTRUCTION is given by the matron upon medical and surgical nursing. Certificates

are not given. RECREATION, 2 hours daily; half-day fortnightly; 2 weeks yearly. PREMIUM, *nil*. SALARY, £8, £12. Laundry, but not uniform, provided.

Berwick Dispensary and Infirmary. Beds, 25. MATRON; 4 Probationers.

After 3 months' trial applicants are received (every 6 months) for 2 years' training (trial period included). Age, 18 to 26. Satisfactory evidence required as to character, education, health and physique. RECREATION, 2 hours daily; half-day fortnightly; 1st year 2 weeks; 2nd year, 3 weeks. SALARY, £10, £15. Remuneration given for trial month. Laundry and indoor uniform provided. Separate bedrooms.

Beverley Dispensary and Hospital (Yorkshire). Beds, 17. MATRON; 2 Staff Nurses; 1 Probationer. Applications average 6, and vacancies 1 yearly.

After a personal interview and 1 month's trial, suitable applicants are received for 1 year's training (trial month included). Age, 19 to 21. Probationers on leaving are sent to larger hospitals for general training. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly. SALARY, £12; nurses, £30. Remuneration given for trial month. Laundry and indoor uniform provided. Separate bedrooms. Nurses are nursed during sickness.

Bideford and District Dispensary and Infirmary (N. Devon). Beds, 23. MATRON; 2 Nurses; 2 Probationers. Probationers trained.

Bingley Cottage Hospital, Bingley, Yorks. Beds, 21. MATRON; 2 Staff nurses; 1 Probationer. Vacancies average 2 yearly.

After a personal interview and 3 months' trial, applicants are received for two years' training (trial period included). Age, 20 to 24. Height, 5 ft. 3 in. Satisfactory evidence required as to character, education, health, and physique. Certificate not given. RECREATION, 2 hours daily; $\frac{1}{2}$ a day weekly; 1 day monthly; 3 weeks yearly. PREMIUM, *nil*. SALARY, £12, £15. Remuneration given for trial period. Laundry and indoor uniform provided. Separate bedrooms. In case of sickness salary and sick pay given.

(a) * **Birkenhead Borough Hospital**, Conway Street. Beds, 76. MATRON; ASSISTANT MATRON; 3 Sisters; 1 Night Superintendent; 17 Probationers. Applications average 100, and vacancies 6 yearly.

After a personal interview and 2 months' trial, suitable applicants are received as vacancies occur for 3 years' training (trial period included). Age, 21 to 30. Height, 5 ft. 3 in. to 6 ft. Certificate required from teacher or last employer as to character, and from doctor as to health and physique. Information must be supplied as to where educated and social position of father or nearest living relative. LECTURES are given by the honorary staff, the house surgeon and the matron and assistant matron upon anatomy, physiology, dentistry, general nursing, bandaging, and aseptic surgery. Examinations held. Two prizes given. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; 4 additional hours once a week (sisters, 2 evenings); 1 day monthly; 4 weeks' holiday in the year (sisters, 30 days). PREMIUM, *nil*. SALARY, *nil*, £13, £16; sisters, £30 to £32. No remuneration for trial period. Laundry provided. Indoor uniform provided for 1st year probationers and sisters. Separate bedrooms.

Birkenhead Ladies' Charitable Institution and Maternity Hospital, Grange Mount. Beds, 15. MATRON; 2 Sisters; 1 District Midwife; 20 Pupil Midwives and Monthly Nurses. Applications from pupils average 250, and vacancies 20 yearly.

After a personal interview, applicants are received for midwifery and monthly nursing. Age, 21 to 40. Satisfactory evidence required as to character, education, health and physique. LECTURES on midwifery and monthly nursing are given by one of the hon. med. staff and the matron. Pupils are all prepared for the C.M.B. examination. Monthly Nursing Certificates are granted upon satisfactorily completing engagement and passing examination. FEES, midwifery pupils, being trained nurses, £15 15s. for 4 months and laundry; midwifery and monthly nursing pupils, £21 and £2 2s. for laundry for 6 months. Some pupils have separate rooms.

(b) **Birkenhead. — Wirral Hospital and Dispensary for Sick Children**, Woodchurch Road. Beds, 38. LADY SUPERINTENDENT; 3 Sisters; 12 Probationers. Applications average 100 and vacancies 5 yearly.

After a personal interview and 2 months' trial, applicants are received for 2 years' training (trial period included). Age, 18 to 26. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the resident medical officer and lady superintendent. Certificate granted if the training has been passed through

satisfactorily. RECREATION, 2 or 3 hours daily; 1 day monthly; 3 weeks' holiday in the year. PREMIUM, £2 2s. SALARY.—Probationers, £5 bonus; £10 bonus for 2nd year when their entrance fee is returned; sisters from £28.

(b) **Birmingham and Midland Ear and Throat Hospital**, Edmund Street. Beds, 41. MATRON; 2 Sisters; 8 Nurses.

After a personal interview and 1 month's trial, suitable applicants are received at any time for 2 years' training (trial period included). Age, 20 to 27. Satisfactory evidence required as to character, education and health. LECTURES are given by the matron and house surgeon upon general nursing, and the special diseases treated by the hospital. Certificate is granted upon satisfactorily completing engagement. RECREATION, 2 hours daily (sisters, $2\frac{1}{2}$ hours); $\frac{1}{2}$ day weekly; 2 weeks' holiday in the year (sisters, 3 weeks). PREMIUM, *nil*. SALARY, £10, £15; sisters, from £35 to £40. Remuneration is given for the trial month. Laundry and indoor uniform are provided. This hospital is federated to the Royal National Pension Fund for Nurses, and the committee pays 10 per cent. and 50 per cent. respectively of the premiums for any annuities, commencing at the ages of 55 or 60, which nurses may purchase. This allowance continues during their whole period of service.

(b) **Birmingham and Midland Eye Hospital**, Church Street, Birmingham. Beds, 110. MATRON; 5 Sisters; 4 Staff Nurses; 11 Probationers.

After a personal interview and 1 month's trial, suitable applicants are received for two years' training (trial period included) in ophthalmic nursing. Age, 20 to 24. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the Hon. Surgeons and Matron, and certificate of training in ophthalmic nursing is granted at the end of 2 years' satisfactory work. Examinations are held yearly. RECREATION, 2 hours daily; $\frac{1}{2}$ day fortnightly (sisters, $\frac{1}{2}$ day weekly); 3 weeks yearly; sisters, 1 month. PREMIUM, *nil*. SALARY, £10, £15; Nurses, £25; sisters, £35, rising £2 annually to £41. Laundry and indoor uniform are provided. Separate bedrooms for nurses.

(a) **Birmingham and Midland Free Hospital for Sick Children**, Broad Street, Birmingham. Beds, 62. MATRON; 4 Sisters; 1 Night Superintendent; 20 Probationers (senior and junior). Applications average 200, and vacancies 7 yearly.

After a personal interview and 3 months' trial, applicants are received at any time for 3 years' training (trial period included). Age, 20 to 26. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the medical and surgical staff upon minor surgery and physiology. Examinations are held once a year. Certificate granted on satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. Sisters have an additional half-day weekly and 1 month's instead of 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £9, £11, £14. Remuneration given for trial months. Laundry and dresses, aprons and caps provided.

(a) **Birmingham and Midland Homœopathic Hospital and Dispensary**, Birmingham. Beds, 50. LADY SUPERINTENDENT and MATRON; 3 Sisters; 2 Staff Nurses and 8 Probationers.

After 1 month's trial, applicants are received for a course of 3 years' training. Age, 20 to 34. Satisfactory evidence required 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, 2 hours daily; 5 hours alternate morning or afternoon every Sunday; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARIES, £6, £10, £15. Laundry and indoor uniform provided.

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.

(a) x **Birmingham and Midland Hospital for Women** (with which is incorporated the Birmingham Maternity Hospital and Lying-in Charity), Out-Patient Department, Upper Priory; In-Patient Department, Sparkhill, Birmingham. Beds, 100. MATRON; 1 ASST. MATRON; 6 Sisters; 5 Staff Nurses; 34 Probationers. Applications average 60, and vacancies 9 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received for 3 years' training and are expected to go in for general training on leaving. Age, 19 to 22. Satisfactory evidence

required as to character, education, health and physique. LECTURES are given by the surgeons and matron upon anatomy, physiology, general and gynæcological nursing. A certificate is given upon satisfactorily completing engagement and passing examination. RECREATION, 3 hours daily; half-day fortnightly; sisters, 1 day monthly; 3 weeks yearly; (sisters, 4 weeks). SALARY, £8, £12, £16, sisters, £40 to £50 per annum. Remuneration is given for the trial months. Laundry, and in- and out-door uniform are provided. Separate bedrooms.

Post-graduate nurses are received for six months or less. Fee, £5.

The Maternity Hospital receives pupils for training as Midwives. Clinical instruction is also given to medical students. The course of Midwifery training is 4 months for trained nurses and 6 months for untrained pupils, and includes district and hospital work, attendance at lectures and operations. FEES for the 4 months' course, 16 guineas; for the 6 months' course, 25 guineas. Board, lodging and laundry included.

(b) **Birmingham and Midland Skin and Urinary Hospital**, John Bright Street, Birmingham. Beds, 22. Weekly average out patients, 800. MATRON; 2 Sisters; 1 Staff Nurse; 8 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training in the wards, out patient department and electrical department. Age, 19 to 22. Satisfactory evidence required as to character, education, health and physique. LECTURES given by a member of the medical staff and matron. Certificate granted at end of training. RECREATION, 2 hours daily; 2 additional hours weekly; 1 day monthly; probationers, 2 or 3 weeks yearly; staff nurses, 3 weeks; sisters, 4 weeks. PREMIUM, *nil*. SALARY, £10, £14, £16; staff nurse, £25 to £30; sisters, £30 to £40. Laundry and indoor uniform are provided. Outdoor uniform not allowed. Nurses, but not probationers, have separate bedrooms.

Fully trained nurses received as pupils in the *Electrical Department*. Small salary given.

(b)* **Birmingham.—Royal Orthopædic Hospital**. Newhall Street. Beds, 30. LADY SUPERINTENDENT; 1 Sister; 1 Staff Nurse; 1 Asst. Nurse; 7 Probationers; 2 Masseuses. Vacancies average 5 yearly.

After 2 months' trial, applicants are received at any time for surgical training, and must sign an agreement for 2 years (trial period included). Age, 18 to 30. Satisfactory evidence required as to character, educa-

tion, health and physique. LECTURES are given by the medical staff. Special instruction is given in the management of cases of bodily deformities, etc., and certificates are granted after satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; $\frac{1}{2}$ day every alternate Sunday; 2 weeks' holiday yearly. SALARY.—Probationers, £10, £12; assistant nurse, £15 to £20; staff nurse, £26 to £30; sister, £30 to £35. Remuneration usually given for trial months. Laundry and indoor uniform are provided. Nurses, but not probationers, have separate bedrooms.

(a) **Blackpool.—Victoria Hospital.** Beds, 80. MATRON; 3 Sisters; 1 Night Superintendent; 3 Staff Nurses; 14 Probationers. Applications average 40, and vacancies 4 yearly.

After a personal interview, if possible, and 2 months' trial, applicants are received for 3 years' training. Age, 20 to 30. Satisfactory evidence required from 2 persons who have known applicant and from a clergyman as to character, education, health and physique. LECTURES are given on anatomy, physiology, and medical and surgical nursing by the hon. medical staff. Examinations are held annually about March, and a medal is awarded at the end of training; also a matron prize for highest marks at each examination. Certificates are granted upon satisfactorily completing engagement. RECREATION, probationers, $2\frac{1}{2}$ hours daily; 4 hours Sunday (sisters, $\frac{1}{2}$ day); 1 day monthly; 3 weeks yearly (sisters, 4 weeks.) PREMIUM, *nil*. SALARY, £5, £10, £15; nurses, from £30; sisters, £35 to £40. Remuneration is given for the trial months. Laundry and in- and out-door uniform are provided. Nurses and some of the probationers have separate bedrooms.

Nurses are sent out to private cases.

Blandford Cottage Hospital (Dorset). Beds, 13; Cots, 2. MATRON; 2 Nurses; 1 Probationer.

(a) **Boston Hospital**, Boston, Lincs. Beds, 30. MATRON; 1 Sister; 2 Staff Nurses; 6 Probationers. Vacancies average 3 yearly.

After 1 month's trial, applicants are received for 3 years' training. Age, 21 to 35. Satisfactory evidence required as to character, education, health and physique. LECTURES are given on nursing. Certificate granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 4 hours Sunday; 1 day off monthly; staff nurses in addition 1 evening weekly; 3 weeks yearly. PREMIUM, *nil*. SALARY, £5, £8, £12. Nurses, from £27. Laundry and uniform not provided. Separate bedrooms.

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

After a personal interview (if possible) and 3 months' trial, applicants are received for 1 year's training. Age, 20 to 23. Satisfactory evidence required as to character, education, health and physique. Instruction is given in ward work, sick cookery, and the nursing of consumptive cases. RECREATION, 2 hours daily; 7 to 8 weeks' holiday in the year. SALARY.—Probationers, £10 per annum; Staff nurses (who must be certificated), £30. Laundry and indoor uniform are provided.

Bournemouth.—Royal Boscombe Hospital, Ashley Road, Boscombe (now amalgamated with the Royal Victoria Hospital, see below).

Bournemouth.—Royal National Sanatorium for Consumption and Diseases of the Chest. Beds, 97. MATRON; 3 Sisters; 2 Staff Nurses; 6 Probationers. Applications average 50, and vacancies 5 yearly.

After a personal interview (if possible, otherwise a photograph must be sent) applicants are received for at least 1 year's training. Age, over 18. Satisfactory evidence required as to character, education, health and physique. Preference is always given to those who intend afterwards to enter a general hospital for complete training. LECTURES are given by the doctor and the matron on elementary physiology, anatomy and nursing. Certificates are not granted, but if probationers' work is satisfactory they are passed on to a general hospital for 3 years' training. RECREATION, 3 hours daily; 1 day monthly; 4 weeks' holiday in the year. PREMIUM, *nil*. SALARY, £12, £15, £18; sisters, £36 to £45. Laundry is provided. The sisters receive an allowance of £5 per annum (paid quarterly) for indoor uniform. Full indoor uniform is provided for staff nurses and probationers. There is 1 double-bedded room, the rest single.

(a) **Bournemouth.—Royal Victoria and West Hants Hospital,** Poole Road, Bournemouth (amalgamated with Royal Boscombe Hospital, 1911). Beds, 60 in each building. Staff at Ashley Road:—MATRON; 1 Night Superintendent; 5 Sisters; 2 Nurses; 15 Probationers. At Poole Road:—MATRON; 1 Night Sister; 4 Sisters; 14 Probationers. Applications average 30, and vacancies 1 or 2 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received for 3 years' training (trial period included). Age, 20 to 30.

Height from 5 ft. 2 in. Satisfactory evidence required as to character and education, and medical and dental certificates. LECTURES on anatomy, medicine and surgery, physiology and medical and surgical nursing are given by the resident medical officer and visiting staff and by the matron. Examinations are held at the end of each course of lectures. Certificates and silver medal are granted upon satisfactorily completing engagement and passing examinations. RECREATION, Probationers, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly; sisters, $3\frac{1}{2}$ hours daily; $1\frac{1}{2}$ days monthly; 4 weeks yearly. PREMIUM, £5 (returnable). SALARY, £5, £12, £16; nurses, £24 to £30; sisters, £30 to £36; night sisters, £34-£40; senior sister, £40. No remuneration for trial period. Laundry and indoor uniform provided. There is a Nursing Home where sisters and nurses have sitting rooms and separate bedrooms.

(a) **Bradford Children's Hospital**, Bradford. Beds, 60. MATRON; 4 Sisters; 4 Staff Nurses; 9 Probationers. Applications average 100, and vacancies 4 yearly.

After personal interview (if possible) and 3 months' trial, suitable applicants are received for 3 years' training. Age, 18 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the matron, house surgeon and 2 of the medical staff on anatomy, physiology and general nursing. Certificates are granted upon satisfactorily completing engagement. Examinations are held yearly, and gold, silver and bronze medals awarded. RECREATION, 3 hours daily; 1 day monthly; 3 weeks' yearly; sisters 2 days monthly and 4 weeks' yearly. PREMIUM, £5. SALARY, £5, £10, £15; nurses, £20 to £25; sisters, £32 to £40. No remuneration for trial months. Laundry and indoor uniform provided. Each nurse has a separate bedroom, probationers do not.

(a) **Bradford.—Royal Eye and Ear Hospital**, Hallfield Road. Beds, 57; Cots, 7; MATRON; 2 Sisters; 12 Probationers.

After a personal interview and 1 month's trial, suitable applicants are received for 3 years' training (trial period included). Two certificates are required as to character, certificates from a doctor and a dentist as to health and teeth and High School standard as to education. Applicants should, if possible, be the daughters of professional men. LECTURES are given by the assistant surgeons on ophthalmology, otology and rhinology. Certificates granted. RECREATION, $2\frac{1}{2}$ hours daily; $\frac{1}{2}$ day or 4 hours weekly (sisters, 2 half-days); 1 day monthly; 3 weeks yearly. SALARY, £15, £20, £25. Remuneration given for trial period. Laundry and indoor uniform provided. Separate bedrooms, except the four juniors.

(b) **Brentwood District Cottage Hospital.** Beds, 8. Cots, 4. LADY SUPERINTENDENT; 1 Staff Nurse; 2 Probationers. Applications average 12 yearly, and vacancies 1 in 2 years.

After a personal interview and 1 month's trial, applicants are received for 2 years' training (trial period included). Age, 18 to 20. Satisfactory evidence required as to character, health, education and physique. Certificates granted. RECREATION, 3 hours daily; $\frac{1}{2}$ day weekly; 1 day monthly; 4 weeks yearly. SALARY, £10, £12: nurses, from £20. Remuneration given for trial month. Laundry provided.

(b) **Bridgend Cottage Hospital,** Glamorganshire. Beds, 8. MATRON; 1 Nurse; 1 Probationer. Applications average 25, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Age, 20 to 22. Satisfactory evidence required as to character, education, health, and physique. Certificates are granted upon satisfactorily completing engagement. PREMIUM, *nil*. SALARY, £5; after probation, £15. Laundry and indoor uniform provided.

(a) * **Bridgnorth and South Shropshire Infirmary,** Bridgnorth, Shropshire. Beds, 20. MATRON; 2 Assistant Nurses; 3 Paying Probationers. Applications average 6, and vacancies 1 yearly.

After a personal interview (if possible) and 1 month's trial, a suitable applicant is received when vacancy occurs for 3 years' training (trial period included). Age 20 to 28. Satisfactory evidence required as to character, health and physique. Candidates (gentlewomen preferred) must be well educated. LECTURES are given in elementary anatomy and physiology, and practical instruction is given in ward work, sick cookery and nursing by the matron. Certificates are granted at end of training. RECREATION, 2 hours daily; 4 hours, or half-day, Sunday; half-day or longer if possible monthly; 3 weeks' holiday in the year. PREMIUM, £1 1s. SALARY, *nil*, £10, £14; nurses, from £16 to £28. Remuneration is given for the trial month. Laundry and indoor uniform are provided. Outdoor uniform is provided after 1st year. Separate bedrooms. Assistant nurses are sent out to private cases and to district when required.

(a) **Bridgwater Hospital.** Beds, 42. MATRON; 2 Sisters; 7 Probationers. Applications average 6, and vacancies 2 or 3 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received for 3 years' training. Age, 21 to 32. Satis-

factory evidence required as to character, education, health and physique. LECTURES are given by the house surgeon upon anatomy and physiology, and by the matron upon nursing. A course of massage lectures is given by a certificated masseuse. Examinations are held. A certificate is given upon satisfactorily completing engagement and passing final examination. RECREATION, 2½ hours daily; 1 day monthly; 3 weeks' holiday yearly; sisters, 4 weeks' holiday. PREMIUM, *nil*. SALARY, £5; £10; £15. Sisters, £30 per annum. No remuneration is given for the trial months. Laundry and indoor uniform are provided. Separate bedrooms. Nurses are cared for in hospital when ill.

The Hospital is under reconstruction and will be increased to 52 beds.

(a) * **Bridlington.—Lloyd Hospital**, Quay Road. Beds, 25. MATRON; 1 Staff Nurse; 2 Probationers; 2 Private Nurses. Applications average 38, and vacancies 1 annually.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Age, 21 to 25. Satisfactory evidence required 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, 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, £15 (£5 retained till completion of engagement), £15, £20. Laundry and in- and outdoor 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.

Bridport Hospital (Dorset). Beds 11 (to be increased to 14). MATRON; 3 Probationers. Probationers trained.

Brighton and Hove Hospital for Women, 76 West Street. Branches, 10 Richmond Terrace and 9 Portland Road, Hove. Beds, 8. MATRON; 2 Staff Nurses; 2 Probationers; 3 Midwives; 2 Assistant Midwives; 15 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 matron, and instruction by the midwives under the direction of the medical officers. The course includes outdoor midwifery and after visiting. FEE for 3 years' certificated nurses, £15 15s.; 4 months' course, £22 1s.

There is a private nursing staff.

Brighton.—Carr Burton Memorial Hospital.

Beds, 14; Cots, 2. MATRON; 2 Nurses; 3 Probationers. Probationers trained.

(b) Brighton, Hove and Preston Dispensary

(Western Branch), Sackville Road, Hove. Beds, 14; Cots, 2. MATRON; 2 Staff Nurses; 3 Probationers. Applications average 50, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Age, 22 to 25. Satisfactory evidence required 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, £8, £12. Laundry, and part uniform, provided. Separate bedrooms.

Brighton, Hove, and Sussex Throat and Ear Hospital, Church Street, Brighton. Beds, 20. MATRON; 1 Staff Nurse; 3 Probationers. There are 3 vacancies annually.

After 1 month's trial, applicants are received for 1 year's training. Candidates must produce evidence as to character, education, health and physique. No certificate is given. PREMIUM, *nil*. SALARY, £8. Laundry, but not uniform, provided.

Brighton.—Lady Chichester Hospital and Dispensary for Women and Children, 70 Brunswick Place, Hove, and 4 and 6 Ditching Road, Brighton. Beds, 33. MATRON; 3 Staff Nurses; 1 Masseuse; 3 Probationers.

After a personal interview and 1 month's trial, suitable applicants are received for training. RECREATION, 2½ hours daily; ½ day weekly; 4 weeks yearly. PREMIUM, *nil*. SALARY, nurses from £12 to £45. Laundry provided. Nurses are not as a rule sent out to private cases.

Brighton.—Royal Alexandra Hospital for Sick Children, Dyke Road. Beds, 70. MATRON; 5 Sisters; 1 Staff Nurse; 15 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Age not under 19. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the medical staff and matron. PREMIUM, *nil*. RECREATION, 2 hours daily; 1 day monthly. Laundry is provided. Separate bedrooms.

Bristol Eye Hospital, Lower Maudlin Street, Bristol. Beds, 40. MATRON; 1 Sister; 2 Assistant Nurses; 1 Night Nurse; 4 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 surgeon. RECREATION, 2 hours daily; sister and nurses, half-day during week and on Sundays; 3 weeks' holiday in the year. SALARY, 1st year, *nil*; 2nd year, £10 10s.; assistant nurses, £25 to £28; sisters, £35 to £40. Laundry and uniform (indoor and outdoor) provided.

Bristol Private Hospital for Women and Children, 34 Berkeley Square, Clifton. Beds, 9. NURSE-MATRON; 2 Probationers. Probationers trained.

(a) **Bristol Royal Hospital for Sick Children and Women**, St. Michael's Hill, Bristol. Beds, 108. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 2 Sisters; 30 Nurses and Probationers. Vacancies for ordinary probationers average 10 yearly.

After application, made personally or by letter in candidate's own handwriting, and 1 month's trial, applicants are received for 3 years' training. Age, 19 to 28. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the hon. physicians and surgeons on anatomy, physiology, medicine and surgery. Examinations are held yearly. Prizes given. A certificate is granted on satisfactorily completing engagement. RECREATION, 2 hours daily; 2 or 3 hours weekly (sisters, $\frac{1}{2}$ day once a fortnight); 1 day monthly; probationers, 2 weeks yearly; nurses, 3 weeks' yearly; sisters, 1 month yearly. Nurses and sisters also receive 2 and 4 hours weekly respectively alternate weeks. PREMIUM, £10. SALARY, probationers, 1st and 2nd year, *nil*; 3rd year, £25; nurses, £20 to £25; sisters, £35 to £40. Laundry and indoor uniform (dresses, caps, aprons) provided. Each nurse has a separate bedroom; cubicles for probationers. 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. Uniform not provided.

There is a private nursing staff. Staff nurses may be promoted from the hospital to the private staff.

Brixham Cottage Hospital and District Nursing Association. Beds, 9 and 1 Cot. MATRON and Superin-

tendent of the District Nurses; 1 Charge Nurse; 1 District Nurse; 2 Probationers; 1 District Midwife.

After 1 month's trial applicants are received for 1 or 2 years' training. Age 21 to 30. Satisfactory evidence required as to character, education, health, physique and fairly good adaptability. RECREATION, 2 hours daily including Sunday; $\frac{1}{2}$ day fortnightly; 3 weeks' holiday yearly (nurses, 4 weeks). Nurses have an additional $\frac{1}{2}$ day weekly. PREMIUM, *nil*. SALARY, £6, £8; nurses, £30. Laundry and indoor uniform provided. Separate bedrooms.

Bromley Cottage Hospital, Cromwell Avenue, Bromley, Kent. Beds, 42. MATRON; 3 Sisters; 1 Staff Nurse; 7 Probationers. Applications average 60 and vacancies 1 in 2 years.

After a personal interview (when possible) and 2 months' trial, suitable applicants are received at any time for 2 years' training (trial period included). Age, 21 to 25. Satisfactory evidence required as to character, education, health and physique. RECREATION, probationers' 2 hours daily; half-day fortnightly; 1 day monthly; 3 weeks yearly. Sisters, 4 hours daily; half-day weekly; 1 day monthly; 3 weeks yearly. SALARY: probationers, £10 a year; nurses, from £30 (rising £2 annually); sisters, from £33 (rising £2 annually). Laundry and part of indoor uniform are provided. Each sister has a separate bedroom, probationers do not.

(a) **Bromley, Kent.—Lady Margaret Hospital**, London, S.E., and Bromley, Kent. Beds, 40 at Bromley; 20 in London, S.E. MATRON; 3 Sisters; 3 Staff Nurses; 2 Private Nurses; 14 Probationers. Applications average 20, and vacancies 6 yearly.

After a trial of one month, applicants are received for 3 years' training. Age, 18 to 35. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the medical staff and sisters on anatomy, physiology and nursing. Examinations are held when required. Medals given to all who pass their training. Certificates granted. RECREATION, 2 hours daily; additional leave for theatre or social functions; 1 day monthly; 3 weeks yearly (nurses and sisters, 4 weeks). PREMIUM, *nil*. SALARY, £5, £10, £15; nurse and sisters, £20 to £30. No remuneration for trial period. Laundry provided. Separate bedrooms for nurses and sisters; cubicles for probationers. There is a private nursing staff.

Bromley, Kent.—Phillips Memorial Homœopathic Hospital. Beds, 18. MATRON; 1 Sister, 3 Probationers. There is 1 vacancy yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Age, 21 to 28. Satisfactory evidence required as to character, education, health and physique. Probationers receive instruction from the sister. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly. PREMIUM, *nil*. SALARY, £8. Laundry is provided.

(b) **Bromsgrove, Worcestershire.—The Cottage Hospital.** Beds, 13; 1 Cot. MATRON; 1 Sister; 1 Staff Nurse; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received, on certain dates, for 2 years' training (trial period included). Age, 20 to 26. Satisfactory evidence required as to character and health. Lectures on practical nursing by the matron. Certificate granted upon satisfactorily completing engagement. RECREATION, 2 hours' daily; 4 hours weekly (nurse and sister, 6 hours); 1 day monthly; 2 weeks' holiday yearly (nurse and sister, 3 weeks). PREMIUM, *nil*. SALARY, £5, £10; nurses, £20. Laundry, indoor uniform and text-books provided.

Brotton, R.S.O. (Yorks.).—Cleveland Cottage Hospital. Beds, 18. MATRON; 1 Nurse; 1 Probationer.

Probationers trained; 1 year's course. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; 1 day monthly; 3 weeks yearly (nurse, 4 weeks). SALARY, £10; nurse, £30 to £35. Laundry provided. Separate bedroom.

Buckhurst Hill, Essex.—Forest Hospital for Buckhurst Hill, Loughton, Epping, Chigwell, Theydon, Abridge, and High Beech, Roebuck Lane. Beds, 20, and 2 private wards. SISTER-IN-CHARGE; 2 Staff Nurses; 2 Probationers. Probationers trained. Age from 18. RECREATION, 2 hours daily; 1 day monthly; 2 weeks yearly. SALARY, £10; nurse from £25. Laundry and indoor uniform provided. Separate bedrooms for nurses.

* **Builth Cottage Hospital and Convalescent Home** (Breconshire). Beds, 12. MATRON; 1 Probationer. Probationers trained.

(a) **Burnley.—Victoria Hospital.** Beds, 82. LADY SUPERINTENDENT; 6 Sisters; 1 Night Sister; 14 to 16 Nurses and Probationers; 4 Private Nurses.

After a personal interview and 2 months' trial suitable applicants are received for 3 years' training. Age, over 20. Satisfactory evidence required as to character, education, health and physique. LECTURES

and practical instruction are given by the hon. visiting medical staff and the matron; examinations are held, and a certificate granted if the nurse proves satisfactory. RECREATION, $2\frac{1}{2}$ hours daily; 6 to 10 P.M., weekly; 1 whole day monthly; 3 weeks' holiday yearly. SALARY, £10, £15, £18. Laundry and indoor uniform provided. Junior nurses share a double-bedded room. Sisters and night superintendents are trained and appointed according to capability. Nurses are encouraged to join the Royal National Pension Fund for Nurses.

(a) **Burslem.—Haywood Hospital**, Moorland Road, Burslem. Beds, 35. MATRON; 1 Sister; 1 Staff Nurse; 5 Probationers. Applications average 10, and vacancies 2 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Age, 21 to 25. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the resident medical officer upon anatomy, physiology, surgery and medicine. Certificates are granted upon satisfactorily completing engagement and passing examinations. Examinations are held yearly. RECREATION, 2 hours daily; sisters in addition $\frac{1}{2}$ day weekly; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £10, £10, £18. The trial months, if the candidate proves satisfactory, form part of the 3 years' training. Laundry, in- and outdoor uniform and textbooks provided. Separate bedrooms.

(a) **Burton-on-Trent General Infirmary**. Beds, 77 MATRON; 4 Sisters; 1 Night Superintendent; 1 Staff Nurse; 16 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 21 to 25. Satisfactory evidence required as to character, education, health and physique. LECTURES given. Certificate granted after passing examination and satisfactorily completing engagement. PREMIUM, *nil*. SALARY, £8, £12, £16; Sisters, £30 to £35. Laundry and in- and outdoor uniform are provided. Separate bedrooms.

There is an Eye Department attached to this Infirmary with an Eye Specialist in attendance twice a week.

(a) **Bury Infirmary (General)**. Beds, 62. Cots, 9. MATRON; 1 ASST. MATRON; 3 Sisters; 1 Night Sister; 11 Probationers. Applications average 30, and vacancies 4 yearly.

After a personal interview and 1 month's trial, suitable applicants are received at any time for 3 years (trial period included). Age, 21 to 35.

Satisfactory evidence required as to character, education, health and physique. Instruction is given by the house surgeon and matron in medical and surgical nursing. Certificates are given on the satisfactory completion of the 3 years' service. RECREATION, 2 hours daily; Sundays, 9 A.M. to 1 P.M. and 2 to 10 P.M.; 1 day monthly; 14 days' holiday 1st year (21 days 2nd and 3rd years); sisters, 2 hours daily; $\frac{1}{2}$ day weekly; 1 day monthly; 3 weeks' holiday yearly. SALARY, £10, £15, £20; sisters, £30 to £35. Laundry, text-books and indoor uniform (consisting of material for 3 print dresses, 8 aprons, and 3 caps) provided. Separate bedrooms.

(b) **Bushey Heath Cottage Hospital**, near Watford. Beds, 20; Cots, 2. MATRON; 2 Staff Nurses; 3 Paying Probationers.

After a personal interview and 1 month's trial, applicants are received when vacancies occur for 1 year's training. Age, 23 to 35. Satisfactory evidence required as to character, education, health and physique. A certificate is given after 1 or more years' training. RECREATION, 2 hours daily; 1 day monthly; 2 to 3 weeks' holiday yearly (staff nurses, 4 weeks). PREMIUM, £13 13s. SALARY, staff nurses, £30 and £5 for uniform. Laundry, but not uniform, provided. Separate bedrooms.

(a) * **Canterbury.—Kent and Canterbury Institute for Trained Nurses.** 62 Burgate Street, LADY SUPER-INTENDENT; 32 Private Nurses; 3 District Nurses; 9 Monthly Nurses; 13 Probationers.

Applicants, without previous hospital experience, who should be between 20 and 30 years of age, are received. After a personal interview such applicants are sent to the York County Hospital, the General Kent and Canterbury Hospital, or the Radcliffe Infirmary, Oxford, for 2 months' trial, and if approved they receive a course of 3 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 institute for 2 years after the completion of their training. A certificate is granted. PREMIUM, £1 10s. (10s. being returned on the signing, and £1 at the close of the agreement). SALARY, during training, £5, £10, £15. 1st year as nurse, £20 or £22 10s. Laundry provided.

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 Nurses for assisting those nurses who desire to make provision for sickness or old age: £4 per annum, is paid towards the premiums of all

satisfactory nurses in the service of the Institute for a policy which is assigned to them after 5 years' service. Bonuses are occasionally given to the nurses.

(b) **Cardiff.—Royal Hamadryad Seamen's Hospital,** Cardiff Docks. Beds, 54. MATRON; 2 Sisters; 1 Night Superintendent; 5 Probationers.

After 2 months' trial, applicants are received, when vacancies occur, for 2 years' training (trial period included). Age, 20 to 30. LECTURES are given by the medical superintendent and the matron. Final examination at the end of 2 years. Certificates are granted. RECREATION, 2 hours daily; 4 hours once a week 2nd year; 1 day monthly; 2 weeks yearly. PREMIUM, *nil*. SALARY, £10, £16. Remuneration given for trial period. Laundry provided. Nurses have separate bedrooms.

(a) * **Carmarthen.—Carmarthenshire Infirmary.** Beds, 32. MATRON; 3 Nurses; 5 Probationers.

After a personal interview and 3 months' trial, applicants are received for 4 years (3 years' training in the hospital wards and 1 year on the private nursing staff). Age, 23 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the medical officer upon anatomy and physiology and by the matron on nursing work. Certificates are granted after passing examination and satisfactorily completing engagement. PREMIUM, *nil*. SALARIES, *nil*, £14, £16, £24. Indoor uniform is provided.

(a) * **Chelmsford General Hospital and Dispensary.** Beds, 43. MATRON; 3 Sisters; 1 Night Sister; 8 Probationers. Applications average 40, and vacancies 2 yearly.

After a personal interview and 3 months' trial, suitable applicants are received, when vacancies occur, for 3 years' training (trial period included). Age, 20 to 30. Height, 5 ft. to 6 ft. Satisfactory evidence required as to character from two people other than relatives, and from medical man as to vaccination and health. Education and social position must be good. LECTURES are given by the honorary medical staff on anatomy, physiology and general diseases, and by the matron or senior sister on general nursing. Examinations are held at the end of March. Certificates granted. RECREATION, 2 hours daily (sisters, 4 hours); Sundays, 10-2, 2-6, 6-10 alternately (sisters, 10-2, 2-10 alternately); sisters, $\frac{1}{2}$ day fortnightly; 1 day monthly; 3 weeks yearly. PREMIUM, *nil*. SALARY, £6, £12, £18. Remuneration given for trial period. Laundry and indoor uniform provided. Each nurse and probationer

has a separate bedroom (with the exception of two junior probationers who share room).

Two private wards are attached to this hospital.

Cheltenham District Nursing Association, Victoria Home, St. James' Square. Maternity Beds, 4. LADY SUPERINTENDENT; ASSISTANT SUPERINTENDENT; 6 Nurses; 4 Midwives; 6 District Nurses; 5 Pupil Midwives.

Five pupils who must hold a 3 years' general training certificate are received for 4 months' training in midwifery. Fee, £15 15s. This institution is affiliated to the Q.V.J.I.N.

* **Cheltenham.—Sick Children's Hospital,** Battle-down. Beds, 26. MATRON; 2 Charge Nurses; 4 Probationers. Probationers trained.

(a) **Chichester.—Royal West Sussex Hospital.** Beds, 65. MATRON; 4 Sisters; 8 Staff Nurses; 16 Probationers; 12 Private Nurses. Applications average 45 and vacancies 11 yearly.

After 2 months' trial, applicants are received for 3 years' training. Age, 22 to 35. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the house surgeon and matron. Certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks yearly; sisters, $\frac{1}{2}$ day fortnightly; 1 day monthly; 4 weeks yearly. PREMIUM, *nil*. SALARY, 1st and 2nd year, £10 per annum; 3rd year, £16; nurses (private nursing staff), £35 to £40; sisters, £30 to £40, by yearly increase of £2. Laundry and in-door uniform are provided. Separate bedrooms. Nurses are sent out to nurse private cases.

* **Chippenham Cottage Hospital.** Beds, 12, Cots, 3. MATRON; 2 Probationers. Probationers trained.

Chislehurst, Orpington and Cray Valley Hospital, St. Paul's Cray (Kent). Beds, 30. MATRON; 1 Sister; 4 Staff Nurses; 4 Probationers.

After a personal interview and two months' trial, applicants are received for 2 years' training (trial period included). Age, 18 to 25. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the matron. RECREATION, 1 day monthly; 3 weeks yearly (nurses and sisters, 4 weeks). PREMIUM, *nil*. SALARY, £8, £12; nurse, £28 to £30; sister, £32 to £35. Laundry and material for indoor uniform provided. Nurses, but not probationers, have separate bedrooms.

*** Chorley Dispensary and Rawcliffe Hospital.**

Beds, 22, and 1 Cot. MATRON; 1 Staff Nurse; 1 Probationer.

After a personal interview, and 1 month's trial, applicants are received for 1 year's training. Age, 19 to 25. Satisfactory evidence required as to character, education, health and physique. A certificate is not given. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday in the year. PREMIUM, £10 10s. SALARY, *nil*. Staff nurse, £20 per annum. Laundry, but not uniform, is provided.

*** Cirencester Cottage Hospital.**

Beds, 9; 2 Cots. MATRON; 1 Staff Nurse; 2 Probationers. There is on an average 1 vacancy every year. Applications average 6 yearly.

After a personal interview and 1 month's trial, an applicant is received in October for two years' training. Age, 20 to 30. Satisfactory evidence required as to character, education, health and physique. No certificate given. RECREATION, probationers, 3 hours alternate days; 2 weeks' holiday yearly; nurses, 3 hours alternate days; 3 weeks annually. PREMIUM, *nil*. SALARY, *nil*, £10. Nurse, £30. No remuneration given for trial month. Laundry is provided. Uniform is provided to probationers. Separate bedrooms.

*** Clacton-on-Sea and District Cottage Hospital.**

Beds, 10. MATRON; 1 Nurse. Probationers trained.

Clevedon Cottage Hospital,

Clevedon, Somerset. Beds, 8; Cots, 1. MATRON; 1 Staff Nurse; 1 Probationer. Average vacancies, 2 yearly.

After 1 month's trial, suitable applicants are received for 1 year's training. Satisfactory evidence required as to character, education, health and physique, and candidates must be ladies by birth. LECTURES given by the medical staff. No certificate given. RECREATION, 2 hours daily; 1 day monthly; a fortnight's holiday in the year. SALARIES, Probationers, at the end of 6 months, at the rate of £10 per annum; staff nurse, £25. Laundry and indoor uniform are provided. Separate bedrooms.

Coldash, Newbury, Berks.—Children's Cottage Hospital.

Beds, 29; MATRON; 1 Sister; 4 Probationers. Applications average 10 and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for a course of 2 years' training (trial period included) in diseases of the hip, spine and of the bones generally, and other tubercular cases. Age, 18 to 22. Satisfactory evidence required as to character, education, and

health (from a doctor). NURSING LECTURES are given by the matron. Examinations are held annually. No certificate given. RECREATION, 2 hours daily; 1 day monthly; 2 weeks 1st year and 3 weeks 2nd year (sister, 4 weeks yearly). PREMIUM, *nil*. SALARY, *nil*, £10. Uniform and laundry provided during 2nd year. Each nurse and probationer has a separate cubicle.

* **Colne (Lancs.) Jubilee Cottage Hospital.** Beds, 14. MATRON; 2 Nurses; 1 Probationer. Probationers trained; 2 years' course; certificates granted.

* **Colwyn Bay and District Jubilee Cottage Hospital.** Beds, 10; Cots, 2. NURSE-MATRON; 1 Nurse; 1 Probationer. Probationers trained; 2 years' course.

(a) **Crewe Memorial Cottage Hospital.** Beds, 35. MATRON; 1 Sister; 2 Staff Nurses; 6 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Age, not over 30. Satisfactory evidence required as to character, health and physique. LECTURES are given during winter months. Upon satisfactory completion of engagement, a certificate as to service is given to each probationer. RECREATION, 2 hours daily, and arrangements are made for 2 days off when work permits. SALARY, £5, £5, £10; sister, £30 to £35. Laundry, and during 2nd and 3rd year of training part of uniform, are provided. There are a few separate bedrooms. A large proportion of the beds at this hospital are used for surgical cases.

Cromer Cottage Hospital (Norfolk). Beds, 20. MATRON; Nurses; 2 Probationers. Probationers trained.

* **Darley Dale.—The Whitworth Hospital** (Nr. Matlock). Beds, 13; Cots, 2. MATRON; 1 Sister; 2 Probationers. Probationers trained; 1 year's course.

* **Darlington Hospital and Dispensary.** Beds, 72. LADY SUPERINTENDENT; 2 Sisters; 3 Staff Nurses; 14 Probationers. Applications average 20, and vacancies 4 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training (trial period not included). Age, 22 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the medical staff, and matron on practical nursing, elementary anatomy and physiology, and general lectures on various diseases and their treatment. Examinations are

held once a year. RECREATION, 2 hours daily; 4 hours once weekly; 1 day monthly (sisters a week-end); 2 weeks' holiday yearly for probationers, 3 weeks for nurses and sisters. PREMIUM, *nil*. SALARY, £8, £12, £18; nurses, £22 to £28; sisters, £30 to £38. Laundry and indoor uniform are provided. Each nurse has a separate bedroom but not all the probationers.

A large number of surgical cases received at this hospital. There is a children's ward.

(a) * **Dartford.—Livingstone Hospital for Dartford and District.** Beds, 34. MATRON; 1 Sister; 2 Staff Nurses; 5 Probationers.

After a personal interview, and 1 month's trial, applicants are received for 3 years' training (trial period included). Age, 21 to 26. LECTURES are given by the medical superintendent and matron. A certificate is given on satisfactorily completing engagement. RECREATION, 2 hours daily; 4 hours Sundays (nurses and sisters, $\frac{1}{2}$ day alternate Sundays); 1 day monthly; 3 weeks yearly (nurses and sisters, 1 month). SALARY, £8, £10, £12. No remuneration for trial month. Staff nurses £30 per annum. Sisters, £30, £35. Laundry, but not uniform, provided. Separate bedrooms.

* **Deal and Walmer Victoria Hospital,** Wellington Road. Beds, 12. MATRON; 1 Sister; 4 Nurses; 2 Probationers.

Probationers trained; 2 years' course.

(a) and (b) * **Denbigh.—Denbighshire General Infirmary.** Beds, 27. LADY SUPERINTENDENT; 1 Sister; 3 Probationers. Applications and vacancies vary yearly.

After a personal interview and 2 months' trial, suitable applicants are received as vacancies occur for 1, 2, or 3 years' training (trial period included). Age, 20 to 25. Satisfactory evidence required from 2 ladies and clergyman as to character, from family doctor or physician as to health, and education must be good; knowledge of Welsh language desirable. LECTURES are given upon elementary anatomy, physiology, dispensing and practical nursing by the house surgeon and matron. Certificates are granted at end of the period of training if the work done has been satisfactory. RECREATION, 2 hours daily; long evening weekly and extra on Sunday; 1 day monthly; 2 weeks 1st year; 3 weeks 2nd and 3rd years. PREMIUM, returnable deposit of £5. SALARY, £6, £9, £12. Remuneration for trial period if candidate satisfactory. Sister, £25 to £35. Laundry and indoor uniform are provided. Sick leave (as recom-

mended by medical man in charge) on full pay is allowed to nurses during sickness. Separate bedrooms.

Paying Probationers received for 1 year's training. PREMIUM, £10.

(a) **Derby.—Derbyshire Hospital for Sick Children**, North Street, Duffield Road. Beds, 40. LADY SUPERINTENDENT; 2 Sisters; 1 Night Superintendent; 2 Staff Nurses; 10 Probationers (1 paying as an extra Probationer). Applications average 50 (2 paying), and vacancies 5 yearly (1 paying).

After a personal interview (if possible) and 2 months' trial, suitable applicants are received at any time for 3 years' training (trial period not included). Age, 19 to 25. Height, 5 ft. 4 in. Satisfactory evidence required as to character, and a medical and dental certificate. Candidates must be ladies and well educated. LECTURES are given on anatomy and physiology by the honorary staff, and nursing by the matron, and examinations are held yearly (February and March), prizes given. Certificate granted at end of training. RECREATION, 2 to 3 hours daily (nurses and sisters, 3 to 4 and 3 to 6 hours); 4 hours Sundays; 1 day monthly (nurses and sisters, week-end monthly); 2 weeks 1st year, 3 weeks thereafter; sisters, 4 weeks. PREMIUM, *nil*. SALARY, £6, £12, £16. No remuneration for trial period. Nurses, £25 to £30. Sisters, £30 to £35. Laundry and indoor uniform (to Nurses and Sisters) provided. Separate bedrooms.

Paying Probationers are received for 1 year's training by special arrangement.

(b) * **Derby.—Derbyshire Hospital for Women**, 20 Bridge Street. Beds, 20. MATRON; 1 Sister; 2 Staff Nurses; 3 Probationers.

Candidates are received for 1 year's training. Certificates are granted upon satisfactorily completing engagement. SALARY, probationers, *nil*.

x **Derby.—Nightingale Nursing Home** (in-patient department of the Royal Derby and Derbyshire Nursing and Sanitary Association), 1 Trinity Street, London Road. Beds, 30. LADY SUPERINTENDENT; Assistant Superintendent; 2 Sisters; 2 Staff Nurses; 8 Pupils in; 10 Pupils out. Average number of vacancies yearly—for midwifery on district and in the Home, pupils 36; for monthly nurses 12.

Age, 21 to 45. Satisfactory evidence required as to character, education, health and physique. Trained nurses are received for 4 months midwifery training, and untrained nurses for 6 to 12 months' training. LECTURES are given by the hon. medical staff, sister-in-charge and dis-

strict superintendent on midwifery and general nursing, massage and sick cookery. Examinations are held at the end of each course. Certificates are given to 12 months' pupils who have 6 months' general district training for village nursing. RECREATION, 2 hours daily. FEES.—Trained nurses, £12 12s. for the 4 months' course; untrained nurses, £15 15s. for 6 months' course; £20 for the 12 months' course. Separate bedrooms.

(a) **Derby.—Royal Derby and Derbyshire Nursing Association**, 2 Trinity Street, London Road. LADY SUPER-INTENDENT; District Superintendent; 2 Assistant Superintendents; 19 District Nurses; 10 Monthly Nurses; 30 Midwives; 65 Private Nurses; 20 Probationers. Vacancies for nurses average from 8 to 10 yearly; from probationers applications average 70, and vacancies 8 yearly.

After a personal interview and 3 months' trial, applicants are engaged for 5 or 6 years, of which 3 or 4 years are 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. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. Candidates must also be total abstainers. There is a fine of £10 for breaking engagement. A certificate is granted at end of training. RECREATION, 2 or 3 hours daily; $\frac{1}{2}$ day weekly; 2 or 3 weeks yearly. Nurses and sisters 3 or 4 weeks. PREMIUM, £1 1s. (entrance fee). SALARY.—£8, £10, £16; 1st year of service, £25; 2nd year, £30; subsequent years, £40, with bonus. Trained nurses commence at £30 on joining. Sisters, £35 to £50. Laundry, indoor and outdoor uniform provided. Separate bedrooms. At end of 7 years' service a Bible is presented to the nurse, at end of 14 years a silver badge, and at end of 20 years a purse with £20. Bonuses of from £12 to £20 are given to enable nurses to join the Pension Fund, and there is also a contingency fund out of which nurses receive grants.

Pupils trained in midwifery on the District and in the Nightingale Home (see above).

(a) **Devizes Cottage Hospital and Dispensary**. Beds, 23. MATRON; 1 Staff Nurse; 5 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 20 to 28. Satisfactory evidence required as to character, education, health and physique. LECTURES are given on physiology and nursing by the matron. Examinations are held at the end of each course. A certificate is given on satisfactorily completing engagement. RECREATION, 2 hours daily; 3 hours

on Sundays; 1 day monthly; 3 weeks' holiday in the year. SALARY, £10, £14, £18. Remuneration given for trial months. Laundry, in- and out-door uniforms provided. Separate bedrooms after 1st year.

(a) **Devonport.—Royal Albert Hospital.** Beds, 65. MATRON; 1 Night Superintendent; 4 Sisters; 15 Probationers (paying Probationers are taken); 10 Private Nurses. Applications average 40 and vacancies 5 yearly.

After a personal interview if possible and 6 months' trial, suitable applicants are received for 3 years' training (trial period included), signing an agreement to serve the hospital for a further term of $2\frac{1}{2}$ years. A nurse or probationer breaking her engagement has to forfeit a quarter's wages and does not receive a certificate. Age 20 to 30. Satisfactory evidence required as to character (two references and clergyman's reference) and from doctor as to health. Candidates must be well educated, and give particulars of employment during the preceding five years. LECTURES are given by the hon. medical staff and resident medical officer on medical and surgical subjects and on nursing by the matron. Examinations are held yearly. Certificates are given at the end of training. RECREATION, 2 to 3 hours daily (sisters, 2 hours on 2 days, 4 hours on 5 days); 1 day monthly; 3 weeks' holiday yearly; sisters and private nurses, 4 weeks. PREMIUM, *nil*. SALARY, *nil*, £12, £15; no remuneration for trial period; Sisters, from £30. Laundry is provided, and, except during the first 6 months, indoor uniform is supplied. Separate bedrooms.

There is a Private Nursing Staff attached to the hospital.

(a) **Dewsbury and District General Infirmary.** Beds, 56. MATRON; 3 Sisters; 8 Probationers. Applications average 20 and vacancies 3 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 21 to 30. Height 5 ft. 3 in. to 5 ft. 8 in. Certificate as to character required from two ladies who have known applicant, and medical and dental certificates. Education and social position must be good. LECTURES are given by the house surgeon on physiology, and anatomy, and by the hon. medical staff on surgery and medicine. Examinations held. Certificate granted. RECREATION, 2 hours daily (sisters, additional 4 hours weekly); 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £12, £14, £16; Sisters, £26 to £35. Remuneration is given for the trial months. Laundry and indoor uniform are provided. Separate bedrooms.

(a) **Doncaster.—Royal Infirmary and Dispensary.** Beds, 65. MATRON; 2 Sisters; 1 Night Charge Nurse; 2 Staff Nurses; 12 Probationers.

Suitable applicants are received for 3 years' training (trial period included) after 1 month's district nursing experience. Age, 21 to 28. Good education a necessity. LECTURES given in anatomy, physiology and general nursing. Certificate granted at end of training. RECREATION, 2 hours daily; Sundays, 10 to 4 and 5 to 10 alternately; 1 day monthly; 2 weeks 1st year, 3 weeks yearly subsequently. Sisters and nurses 1 month. PREMIUM, *nil*. SALARY, £12, £14, £16; nurses, £28 to £35; sisters, £40 to £45. Laundry and part uniform provided. Sisters and staff nurse have separate bedrooms; probationers share rooms. Nurses when ill are cared for in hospital and get medical attendance free.

(b) **Dorchester.—Dorset County Hospital.** Beds, 50. MATRON; 2 Day Sisters; 1 Night Sister; 8 Probationers.

After a personal interview (if possible) and 2 months' trial, applicants are received for 2 or 3 years' training. Age, not less than 21. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by house surgeon and night sister on anatomy, physiology and nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 4 hours weekly; whole day monthly; 3 weeks holiday yearly; (sisters, 4 weeks). PREMIUM, *nil*. SALARY, £5, £10, £15; sisters, £30 per annum. Remuneration is given for the trial month if candidate is accepted. Laundry and indoor uniform are provided.

(a) **Douglas.—Noble's, Isle of Man, General Hospital.** Beds, 60 (7 in Private Wards). MATRON; 3 Sisters; 6 Nurses; 8 Probationers. Vacancies 4 yearly.

After a personal interview and 1 month's trial or longer, applicants are received for 3 years' training, but may leave at end of second year if intending to have special training elsewhere. Age, 20 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the hon. medical staff, house surgeon and matron on physiology, management of the sick and general nursing. Certificates granted. RECREATION, 2 hours daily; $\frac{1}{2}$ day fortnightly; 1 day monthly; 3 weeks' holidays yearly (sisters, 4 weeks). Premium, *nil*. SALARY, *nil*, £10, £12. Laundry and indoor uniform provided. Separate bedrooms.

(a) * **Dover.—Royal Victoria Hospital.** Beds, 40. MATRON; 3 Sisters; 9 Probationers. Vacancies average 12 yearly.

After personal interview if possible and 1 month's trial, applicants are received as vacancies occur for 3 years' training (trial period included). Age, 20 to 30. Satisfactory evidence required as to character, education and health. LECTURES are given on anatomy, physiology and nursing by the medical officers and matron. Certificates are granted on satisfactorily completing engagement. RECREATION, 3 hours daily; 1 day monthly; 3 weeks yearly (sisters, 4 weeks). PREMIUM, £10. SALARY, *nil*, £10, £15; sisters, £30 to £32. Laundry and indoor uniform are provided. Separate bedrooms. Nurses are cared for in sickness.

(b) **Dunster and Minehead Village Hospital,** Dunster, Somerset. Beds, 11; Cot, 1. MATRON; 1 Staff Nurse; 1 Probationer. Applications average 4 and vacancies 1 yearly.

After a personal interview and 1 month's trial, an applicant is received for 1 or 2 years' training. Age, 20 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the matron on nursing. Certificates granted. RECREATION, 3 and 4 hours alternate days; alternate Sundays, 2-10; 3 or 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £8. Nurse, from £30. Remuneration given for trial month. Laundry and indoor uniform provided. Separate bedrooms.

(a) **Durham County Hospital,** Durham. Beds, 70. MATRON; 4 Sisters; 4 Nurses; 7 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Age, 22 to 25. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the house surgeon, honorary staff, and matron 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 the year. SALARIES, £8, £12, £20. Laundry and indoor uniform are provided.

(b) **East Grinstead.—Queen Victoria Cottage Hospital.** Beds, 19. MATRON; 1 Staff Nurse; 2 Probationers. On an average there is 1 vacancy for probationers yearly.

After a personal interview and 1 month's trial, applicants are received for a course of 2 years' training (trial period included). Age, 20 to 23,

Satisfactory evidence required as to character, education, health and physique. LECTURES are given in elementary anatomy and physiology by a member of the medical staff. A certificate is granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks yearly. PREMIUM, *nil*. SALARY, £5, £10. Remuneration given for trial month. Nurses, from £30. Laundry and indoor uniform are provided. Separate bedrooms.

(a) * **Eastbourne. — Princess Alice Memorial Hospital.** Beds, 50. MATRON; 3 Sisters; 2 Staff Nurses; 10 Probationers. Applications average 75, and vacancies 2 yearly.

After sending a photograph, or a personal interview (Tuesdays and Thursdays, 2.30 to 4) and 1 month's trial, applicants are received for 3 years' training. Age, not less than 20. Satisfactory evidence required as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day every 4 weeks; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, *nil*, £10, £15; nurses, £25; sisters, £30 to £36. Laundry allowance provided. Uniform supplied to sisters and nurses and to 3rd year probationers.

Eltham, Kent.—Eltham and Mottingham Cottage Hospital. Beds, 22. MATRON; 1 Sister; 2 Staff Nurses; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received when there is a vacancy for 2 years' training (trial period included). Age, 20 to 23. Height from 5 ft. 5 in. Certificate required as to character from 2 ladies who have known applicant for some years, and from medical officer as to health. LECTURES are given by the medical officers on medical and surgical nursing, etc. Examinations are held once a year. No certificate is given. RECREATION, 2 hours daily; extra on Sundays (staff nurses, an additional evening weekly; sisters, half-day); 1 day monthly; 2 weeks in the year (nurses and sisters, 3 weeks). PREMIUM, *nil*. SALARY, £5, £7. Remuneration given for trial period. Nurses, £27 to £30; sister, from £32. Laundry and indoor uniform are provided. Nurses and night probationers have separate bedrooms.

Enfield Cottage Hospital, 27 Chase Side. Beds, 25. MATRON; 3 Staff Nurses; 2 Probationers. Probationers trained.

* **Erith, Crayford, Belvedere and Abbey Wood Cottage Hospital** (Kent). Beds, 13. MATRON; 2 Probationers, Probationers trained.

(a) and (b) **Evesham Cottage Hospital.** Beds, 14. Cots, 2. MATRON; 1 Staff Nurse; 3 Probationers. There is a vacancy for a probationer yearly.

After a personal interview and 1 month's trial, applicants are received for 2 or 3 years' training. Age, not less than 23. Satisfactory evidence required as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks yearly. PREMIUM, *nil*. SALARY, £5, £16, £22. No remuneration for trial month. Laundry, but not uniform, provided. Separate bedrooms for nurses.

(b) **Exmouth Cottage Hospital** (formerly Mrs. Hume Long's Maud Hospital). Beds, 16. MATRON; 1 Staff Nurse; 2 Probationers. Applications average 6 (1 paying), and vacancies 2 every 2nd year.

After a personal interview (if possible) and 1 month's trial, applicants are received for 2 years' training (trial period included). Age, 20 to 28. Two references required as to character, and a medical certificate as to health. LECTURES are given by the medical officer on anatomy, physiology, medical and surgical appliances. Examinations are held during the winter. Certificate and prize given. RECREATION, 2 hours daily; 3 hours Sunday (nurse, half a day); 1 day monthly; 2 weeks' holiday yearly (nurse, 3 weeks). SALARY, £5, £10; nurse from £30. Laundry and materials for indoor uniform (2nd year) provided. Separate bedrooms.

Fairford Cottage Hospital (Gloucestershire). Beds, 9; 1 Cot. MATRON; 1 Probationer. Probationers trained.

* **Falmouth Hospital and Dispensary.** Beds, 9. MATRON; 2 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Age, 20 to 30. Satisfactory evidence required as to character, education, health and physique. No certificate is given. RECREATION, 2 hours daily; 2 weeks' holiday in the year. SALARY, *nil*, £8. Laundry and indoor uniform are provided.

Fleet Cottage Hospital (Hants.). Beds, 12 (1 private ward). MATRON; 1 Staff Nurse; 3 Probationers. Applications average 10, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training (trial period included). Age, 20 to 30. A certificate from a friend or a relative required as to character, good education, and the applicant should be a gentlewoman. RECREATION, 2 or 2½ hours

daily; 4 hours Sunday; 1 day monthly (nurse, $1\frac{1}{2}$ days); 2 weeks yearly (nurse, 3 to 4 weeks). PREMIUM *nil*. SALARY, £8, £12; nurse, £32. Remuneration given for trial period. Laundry provided. Separate bedrooms.

(a) **Folkestone.—Royal Victoria Hospital.** Beds, 60. MATRON; 1 Night Superintendent; 2 Day Sisters; 1 Dispenser Sister; 13 Probationers. Applications average 60, and vacancies 2 yearly.

After a personal interview (if possible) and 2 months' trial, applicants are received for 3 years' training. Age, 22 to 35. Satisfactory evidence required as to character, education and health. LECTURES are given. Certificate granted upon satisfactorily completing engagement and passing examination. RECREATION, probationers, 2 to 4 hours daily; $\frac{1}{2}$ day fortnightly; 1 day monthly; 3 weeks' holiday yearly; sisters, 4 hours daily; $\frac{1}{2}$ day weekly; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £6, £8, £12; sisters, £30. Remuneration given for trial months. Laundry and indoor uniform provided. Separate bedrooms.

Frimley District Cottage Hospital (Surrey). Beds, 12. MATRON; 1 Staff Nurse; 2 Probationers. Applications average 6, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received when there is a vacancy for 1 or 2 years' training (trial period included). Age, 20 to 30. Certificate required as to character from a clergyman, and from a doctor as to health; good education. If any previous training applicants must produce matron's reference. A testimonial is given at end of training by the Committee signed by Chairman and Secretary. RECREATION, $2\frac{1}{2}$ hours daily; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £12, £18; nurse, £36 to £40. Laundry provided. Separate bedrooms.

Frome Victoria Hospital. 14 Beds, 3 Cots, 4 Emergency Beds. MATRON; 1 Sister; 3 Probationers.

Candidates aged from 21 are engaged after 1 month's trial for 3 years' training. Satisfactory evidence required as to character, education, health and position. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; 2 weeks yearly. SALARY, £10, £12, £16. Laundry, indoor and outdoor uniform provided.

(b) **Gateshead.—Children's Hospital**, Durham Road. Beds, 40. MATRON ; 1 Sister ; 2 Staff Nurses ; 4 Probationers. 2 Paying Probationers. Applications average 30, and vacancies 2 yearly.

After a personal interview and 3 months' trial, suitable applicants are received at any time for two years' training (trial period included). Age, 20 to 22. Height from 5 ft. 3 in. Satisfactory evidence required as to character, education, health and physique. LECTURES given. Examinations held annually. Certificates granted. RECREATION, 4 hours daily ; 1 day monthly ; 2 weeks' holiday yearly (nurses, 3 weeks, sisters, 4 weeks). PREMIUM, *nil*. SALARY, *nil*, £10, £16 ; nurses, £20 ; sisters, £35 to £50. Laundry and indoor uniform provided. Separate bedrooms for nurses but not all probationers.

* **Gloucester.—Free Hospital for Children of the Poor**, Kingsholm. Beds, 28. SISTER-IN-CHARGE ; 2 Nurses ; 8 Probationers. Probationers trained.

Personal interview and 3 months' trial. Age, not under 21. Candidates must have passed 7th standard. RECREATION, 4 hours and 2 hours alternate days ; 3 weeks yearly. SALARY, £8, £10. Uniform and laundry provided.

(b) **Goole.—Bartholomew Hospital** (Yorks). Beds, 24. MATRON ; 2 Staff Nurses ; 2 Probationers.

Two years' training, certificate granted at end of training. SALARY, £12. Remuneration given for trial period. Separate bedrooms.

* **Gorleston Cottage Hospital**, Great Yarmouth. Beds, 13. MATRON ; 1 Nurse ; 2 Probationers.

Personal interview (direct or indirect) ; 1 month's trial ; 1 year's training. PREMIUM, 10 guineas.

Grantham Hospital. Beds, 30. MATRON ; 2 Sisters ; 4 Probationers.

After a personal interview (if possible) and 1 month's trial, candidates are received for 3 years' training. LECTURES by medical staff, classes by matron. RECREATION, 2 hours daily ; 1 day monthly ; 2 weeks yearly. PREMIUM, *nil*. SALARY, £5, £12, £18. Laundry provided.

(a) **Gravesend Hospital**. Beds, 60. MATRON ; 1 Night Superintendent ; 4 Sisters ; 2 District Nurses ; 6 Private Nurses ; 13 Probationers. Applications average 60 and vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are re-

ceived for a course of 3 years' training. Age, 20 to 32. Satisfactory evidence required as to character, education, health and physique. LECTURES are given on anatomy, physiology and practical nursing by the house surgeon and matron. Certificates are granted upon satisfactorily completing engagement and passing examination. Examinations are held every 3 months. RECREATION, 2 hours daily; 1 day monthly; 1st year, 15 days' holidays; 2nd year, 21 days; 3rd year, 1 month. Sisters, 2 hours daily; $\frac{1}{2}$ day monthly; Saturday to Monday once a month. PREMIUM, *nil*. SALARIES, £8, £12, £16; sisters, £30 to £35. No remuneration given for trial month. Laundry and indoor uniform are provided. Separate bedrooms. Nurses are not placed upon the private staff until after the completion of 3 years' training.

Great Malvern, Worcestershire.—Great Malvern Hospital. Beds, 24. MATRON; 1 Staff Nurse; 2 Assistant Nurses; 2 Probationers.

After a personal interview, if possible, and 1 month's trial, a suitable applicant is received for 1 years' training (trial period included). If the probationer desires to stay longer and is suitable she can do so. Age, 20 to 22. Satisfactory evidence required as to character, education, health and physique. Bedside lectures are given by the matron. Testimonial given if satisfactory, but no certificate. RECREATION, 2 hours daily; 4 hours Sundays; 1 day monthly; 2 weeks' holiday in a year (staff nurses, 3 weeks). PREMIUM, *nil*. SALARY—£5; Assistant Nurses £25; Staff Nurse, £30. Laundry and indoor uniform provided. Separate bedrooms.

(a) **Grimsby and District Hospital,** Lincolnshire. Beds, 50. MATRON; 3 Sisters; 1 Night Superintendent; 2 Staff Nurses; 10 Probationers. Applications average 30, and vacancies 3 yearly.

After a personal interview (if possible) and 2 months' trial, applicants are received for 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the house surgeon and the matron on elementary anatomy, physiology and nursing. The examination is held in March. Prizes given (medical book). Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; half-day fortnightly; 1 day monthly; 2 weeks' holiday yearly; 3rd year, 3 weeks; sisters, 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £6, £10, £15; nurses, £25; sisters £30 to £40. Remuneration

given for trial months. Salary paid during sickness. Laundry and indoor uniform provided. Separate bedrooms.

Guernsey.—Victoria Cottage Hospital, Amherst. Beds, 25. MATRON; 2 Assistant Nurses; 3 Probationers.

Personal interview; 1 month's trial; 2 years' training. Age, 20 to 21. Must be well educated. RECREATION, 3 hours daily; 1 day monthly; 3 weeks yearly. SALARY, £10, £12. Laundry and indoor uniform provided.

(a) **Harrogate Infirmary.** Beds, 60. MATRON; 4 Sisters; 12 Probationers. Probationers trained; 3 years' course; certificate granted.

Harrow Cottage Hospital, Roxeth Hill. Beds, 20. SISTER-IN-CHARGE; 1 Sister; 3 Probationers. Applications average 25 yearly.

After a personal interview and 1 month's trial, applicants are received for a course of 2 years' practical training in ward work and such nursing as a small hospital affords opportunity for acquiring. Age, 19 to 25. Satisfactory evidence required as to character, education, health and physique. RECREATION, 2 hours daily; 4 hours weekly; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, *nil*, £10. Laundry provided.

(a) **Hartlepool Hospital, Friar Street, Hartlepool.** Beds, 50. MATRON; 1 Night Superintendent; 4 Sisters; 10 Probationers. One vacancy yearly.

After a personal interview and 3 months' trial (during which they find their own uniform) suitable applicants are received at any time for 3 years' training (trial period included). Age, 21 to 35. Certificates required as to character from a clergyman and from medical officer as to health. Education and position must be good. LECTURES given by visiting honorary staff on medicine and surgery, by the house surgeon on anatomy and physiology, and by the matron on practical nursing. Examinations held. Certificate granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily (sisters 2 and 4 hours); 3 hours weekly (sisters 4 hours); 1 day monthly; 3 weeks' holiday yearly (sisters 3 weeks and 2 days). PREMIUM, *nil*. SALARY, *nil*, £12, £20. No remuneration for trial period. Sisters £30 to £35. Laundry and indoor uniform are provided. Separate bed rooms for sisters; cubicles for probationers.

Haslemere and District Cottage Hospital

(Surrey). Beds, 12; Cots, 2. MATRON; 2 Nurses; 1 Probationer. Probationers trained.

(a) **Hastings. — East Sussex Hospital.** Beds, 84. MATRON; HOME SISTER; 1 Night Superintendent; 6 Sisters; 19 Probationers. Applications average 100, and vacancies 4 yearly.

After a personal interview and 3 months' trial, applicants are received as vacancies occur for 3 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. Applicants must be ladies. LECTURES by members of medical staff and matron. Examinations about every 18 months. A gold medal and several prizes given. Certificate granted upon satisfactorily completing engagement. RECREATION, 2 hours daily (a week-end every fortnight for sisters); 1 day monthly; 3 hours Sundays; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £5, £12, £15. Remuneration for trial period. Sisters, £30 to £40. Laundry and indoor uniform are provided. Each sister has a separate bedroom, but not each probationer. Nurses are urged to join R.N.P.F. for Nurses.

A new Hospital is in course of erection, containing 100 beds and a Nurses' Home in a separate building.

(a) **Haverfordwest.—Pembrokeshire and Haverfordwest Infirmary.** Beds, 20. MATRON; 1 Sister; 3 Probationers. Applications average 6 and vacancies 1 yearly.

After 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 20 to 25. Height, 5 ft. 2 in. to 5 ft. 8 in. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the Matron on medical and surgical nursing, anatomy, and physiology. Examinations are held yearly. A certificate is given upon satisfactorily completing engagement. RECREATION, 2 hours daily; 4 hours Sundays and holidays (sister 5 hours); 1 day monthly; 2 weeks' holiday yearly (sister, 3 weeks). PREMIUM, *nil*. SALARY, *nil*, £14, £16. Laundry and in- and outdoor uniform provided. Separate bedrooms.

Haydock Cottage Hospital. Beds, 16. 1 Sister-in-Charge; 3 Probationers.

After a personal interview (when possible) and 1 month's trial, applicants are received for 1 year's training. Age, 20 to 30. Satisfactory evidence required as to character, education, health and physique.

RECREATION, 2 P.M. to 4 P.M. and 6 to 9 P.M. alternate days; 1 day monthly. PREMIUM, *nil*. SALARY, £12. Sister, £40 to £45. In- and outdoor uniform are provided. Separate bedrooms.

Hayward's Heath. — King Edward VII. Memorial Eliot Cottage Hospital, Cuckfield Road. Beds, 22. MATRON; 1 Sister; 2 Staff Nurses; 2 Probationers. Average vacancies, 1 yearly.

After a personal interview and 3 months' trial, applicants are received when there is a vacancy for 1 to 2 years' training (trial period included). Age, from 20. Certificate required as to character, from a lady. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; 1 day monthly (nurses and sister, with week-end, Friday to Monday every 2 months); 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £6, £14; nurse, £25 to £30; sister, from £30. Laundry and £5 allowance for indoor uniform, after 3 months' trial, provided. Separate bedrooms.

Hednesford Accident Home (Staffs.). Beds, 14; 1 cot. MATRON; 1 Staff and District Nurse; 1 Probationer.

Personal interview, if possible. Age, 19 to 21. Training given in surgical work. No lectures, examination or certificate. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; alternate Sundays from 2 P.M. till 10 and morning 10 to 12.30; 2 to 3 weeks yearly (staff nurse, 1 month). PREMIUM, *nil*. SALARY, £6. Staff Nurse, £35. Laundry and uniform provided (staff nurse receives £4 in lieu of uniform). Separate bedrooms.

(a) **Hemel Hempstead.—West Herts Hospital.** Beds, 50. MATRON; 2 Sisters; 1 Night Superintendent; 1 Staff Nurse; 9 Probationers; 1 Paying Probationer. Vacancies average 3 yearly (1 paying).

After a personal interview and 3 months' trial, suitable applicants are received, usually in the spring, for 3 years' training (trial period included). Age, 20 to 30. Minimum height 5 ft. 3 in. Satisfactory evidence (2 references) required as to character, education, health (certificate from medical attendant and dentist), and physique. LECTURES given, and classes on practical work held. Massage taught by masseuse. Examinations held after each course. Certificate granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; $\frac{1}{2}$ day fortnightly (sisters, $\frac{1}{2}$ day weekly); 1 day monthly; 3 weeks' holiday yearly; sisters, 4 weeks. SALARY, £8, £12, £15. Remuneration given for trial period.

Sisters, from £35. Laundry and indoor uniform* are provided. Probationers sleep two in a room.

(a) * **Hertford County Hospital.** Beds, 56. MATRON; 2 Sisters; 5 Private Nurses; 10 Probationers.

After personal interview and 2 month's trial, suitable applicants are received for 3 years' training. No special age or qualifications. LECTURES given. Examinations held. Certificate granted at end of training. RECREATION, $\frac{1}{2}$ day and $3\frac{1}{2}$ hours alternately on Sundays (sisters an additional $\frac{1}{2}$ day weekly); 1 day monthly; 3 weeks yearly; sisters and head nurses 1 month. PREMIUM, *nil*. SALARY, £10; £15; £20; £25; maximum, £30. Laundry and uniform provided. Cubicle sleeping accommodation. Salary during holidays and sick-pay not exceeding 3 months allowed to the regular staff. The nurses are sent out to private cases.

Heswall, Cheshire.—Royal Liverpool Country Hospital for Children. Beds, 146. MATRON; 6 Sisters; 3 Nurses; 27 Pupils and Probationers. Probationers received at 18 years of age.

High Wycombe and Earl of Beaconsfield Memorial Cottage Hospital (Bucks.). Beds, 12; 2 Cots. MATRON; 2 Nurses; 2 Probationers. Probationers trained. 2 years' course. SALARY, £12, £18; nurse, £23 to £30. Laundry and indoor uniform provided. Separate bedrooms for nurses.

(b) * **Hitchin—North Herts and South Beds. Hospital.** Beds, 26. MATRON; 2 Nurses; 3 Probationers.

After personal interview and 1 month's trial, applicants are received for 1 or 2 years' training. Age, 20 to 30. Certificate required from clergyman or minister and two ladies as to character, and from doctor as to health and physique. Candidates' social position must be good, such as a farmer's daughter, and they must have had good home training and be sensible Christian women. LECTURES are given. Certificates are granted on satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks in the year. PREMIUM, *nil*. SALARY, 1st year small salary, increasing 2nd year. Laundry and indoor uniform provided. Separate bedrooms.

Horsham Cottage Hospital, Hurst Road. Beds, 12. (2 private rooms). MATRON; 2 Staff Nurses; 1 Probationer. Applications average 10, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training (trial period included). Age 19 to 26. Education and social position must be good. RECREATION, 2 hours daily; 2 hours weekly; 1 day monthly; 2 weeks' holidays yearly (nurses, 3 weeks). PREMIUM, *nil*. SALARY, £6, £10. Remuneration given for trial period. Nurse, £30 to £35. Laundry provided. Separate bedrooms.

Hounslow Hospital, Staines Road, Hounslow. Beds, 27. MATRON; 1 Sister; 2 Staff Nurses; 3 Probationers.

Satisfactory evidence as to character, education, and health. Applicants come on trial for 1 month. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday 1st year; 3 weeks, 2nd year; nurses and sister, 2 hours daily; $\frac{1}{2}$ day weekly; 4 weeks yearly. SALARY, £16; nurse, £30; sister, £35. Laundry and indoor uniform provided. Separate bedrooms.

Hoylelake.—Queen Victoria Memorial Cottage Hospital, Birkenhead Road. Beds, 15; Cots, 1. MATRON; 1 Staff Nurse; 1 District Nurse; 1 Probationer. Average vacancies 1 yearly.

After personal interview and 1 month's trial, applicants are received for training. SALARY, £6. Nurses have separate bedrooms.

Hull.—Hospital for Women and Orthopædics, Wright Street. Beds, 14; Cots, 3. MATRON; 2 Staff Nurses; 2 Probationers. Applications average 12, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training (trial period included). Age 20 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given at one of the local infirmaries, which the nurses attend. RECREATION, 2 hours daily; 4 hours weekly (nurses, $\frac{1}{2}$ day); 1 day monthly; 2 weeks yearly. PREMIUM, *nil*. SALARY, £10; nurses, from £25. Laundry and indoor uniform provided. Cubicle sleeping accommodation.

(b) **Hull. — Victoria Hospital for Sick Children**, Park Street. Beds, 77. MATRON; 4 Sisters; 1 Night Superintendent; 2 Staff Nurses; 16 Probationers. Applications about 80, and vacancies 8 yearly.

After a personal interview and 1 month's trial, suitable applicants are received at any time for 2 years' training (trial period included).

Age 18 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given during the winter months by the house surgeon on elementary anatomy and physiology, and classes on medical and surgical nursing, bandaging, and first aid are held by the matron. Examinations held yearly. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily (sisters, 2½ hours); nurses and sisters additional 8 hours weekly and week-end every month; 2 weeks' holiday every year; nurses and sisters, 3 weeks. SALARY, *nil*, £6. Nurses, £25. Sisters, £30 to £40. Laundry and indoor uniform (dresses and caps) are provided. Separate bedrooms for all but 1st year probationers who share rooms. Sisters are fully trained hospital nurses. Nurses may be promoted to post of staff nurses 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*.

(a) **Huntingdon County Hospital.** Beds, 56. MATRON; 1 Sister; 3 Staff Nurses; 7 Probationers. Applications average 30 and vacancies 2 yearly.

After a personal interview and 3 months' trial, suitable applicants are received at any time for 3 years' training (trial period included. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the visiting staff, doctor and matron on anatomy and physiology and practical nursing. Examinations are held. Certificate granted after passing examination and satisfactorily completing engagement. RECREATION, 2½ hours daily; 1 day monthly; 2 weeks' holiday yearly (nurses, 3 weeks). PREMIUM, *nil*. SALARIES, £10, £12, £14; nurses, £20 to £30. Sisters, £30 to £35. Laundry, but not uniform, provided.

(b) **Ilkeston Hospital.** Beds, 30. MATRON; 1 Staff Nurse; 3 Assistant Nurses; 1 Probationer. Applications average 10, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. Certificate granted at end of training. RECREATION, 2 hours daily; 1 day monthly; 2 weeks yearly (nurses, 3 weeks). PREMIUM, *nil*. SALARY, £5, £10. Laundry and indoor uniform provided. Separate bedrooms.

× **Ipswich Nurses' Home and Training School for Midwifery and Massage**, 7 Lower Brook Street. MATRON; Assistant Matron; 24 Private Nurses; 7 District Nurses.

Pupils are trained in midwifery for 3 and 4 months. FEES, including board and lodging, £16 16s. for 3 months; £21 for 4 months. Extras, in both cases, bag, laundry and examination fees. None but fully-trained nurses taken for shorter period. Monthly nursing, £8 8s. for 2 months. LECTURES given.

Pupils are prepared for the examination of the Incorporated Society of Trained Masseuses. Terms of training on application.

This institution is federated to the Royal National Pension Fund for Nurses.

(b) **Jersey General Dispensary and Infirmary.** Beds, 14 (1 private ward). MATRON; 1 Sister; 2 Probationers.

After 1 month's trial, applicants are received for 1 year's training (trial period included). Age, 18 to 30. Certificate from a clergyman required as to character, and from a doctor as to health. Gentlewomen preferred. LECTURES are given by the matron on elementary anatomy and physiology. Examinations are held yearly. Certificate granted. RECREATION, 2 hours daily (sisters, 3 hours); $\frac{1}{2}$ day Sundays; 1 day monthly; 4 weeks' holidays yearly. PREMIUM, *nil*. SALARY, £16. Remuneration given for trial period. Sisters, £30 to £40. Laundry provided. Separate bedrooms.

(a) **Keighley. — Victoria Hospital**, Highfield Lane (York.). Beds, 50. MATRON; 3 Sisters; 1 Night Superintendent; 12 Probationers. Applications average 10, and vacancies 4 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 20 to 30. Height, from 5 ft. 2 in. Certificate from late employer or clergyman required as to character, and from a doctor as to health. High school standard of education and refined social position. LECTURES are given by the visiting doctors and matron on anatomy, physiology, medical, surgical and practical nursing. Examinations are held at the end of each course. Prizes given. Certificates granted. RECREATION, 2 hours daily; sisters, 6 hours fortnightly; $1\frac{1}{2}$ days monthly (sisters, week end, 2 days); 3 weeks' holidays yearly. SALARY, *nil*, £10, £15; sisters, £30 to £36. Laundry and indoor uniform provided. Separate bedrooms.

(a) **Kendal. — Westmoreland County Hospital.** Beds, 42; Balcony, 10. MATRON; 1 ASSISTANT MATRON; 3 Staff Nurses; 8 Probationers.

After 3 months' trial, applicants are received for 3 years' training. Age, 20 to 30. Satisfactory evidence required as to character, education, health and general suitability and disposition. LECTURES are given by the doctor and matron. Certificate granted after satisfactorily passing examinations. RECREATION, $2\frac{1}{2}$ hours daily; 1 day every month; 2 weeks' holiday yearly (nurses, 3 weeks). SALARY, 1st year, £8; 2nd year, £10; 3rd year, £15. Laundry and indoor uniform provided. Separate bedrooms.

*** Keswick (Cumberland).—Mary Hewetson Cottage Hospital.** Beds, 10; MATRON; 1 Nurse; 1 Probationer. Probationers trained.

(a) **Kettering and District General Hospital.** Beds, 60. MATRON; 4 Sisters; 8 Probationers.

After a personal interview, when possible, and 2 months' trial, applicants are received for 3 years' training (trial period included). Age, from 21. Satisfactory evidence required as to character (certificates from a clergyman and 2 ladies), education, health and physique. LECTURES are given by the house surgeon. Examinations are held yearly. One medal given every year. Certificates given. RECREATION, 2 hours daily; alternate $\frac{1}{2}$ day Sunday, 9 a.m. to 1 p.m.; sisters have also $\frac{1}{2}$ evening Sunday; 1 day monthly; 16 days' holiday yearly (sisters, 3 weeks). PREMIUM, *nil*. SALARY, 1st year, *nil*; 2nd year, £10; sisters, £30 to £35 per annum. Remuneration is given for the trial months if engaged. Laundry and indoor uniform provided. Sisters have separate bedrooms, Probationers double bedrooms. The hospital is federated to the Royal National Pension Fund for Nurses, and nurses have attention when unwell.

(a) **Kidderminster Infirmary and Children's Hospital.** Beds, 60. MATRON; 2 Sisters; 6 Staff Nurses; 8 Probationers; 1 Paying Probationer. Applications average 35, and vacancies 4 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 or 4 years' training (trial period included). Age, 20 to 35. Certificate as to character required from clergyman or employer and from medical attendant as to health; education and social position must be good. LECTURES are given by the medical staff and matron. Examinations are held. A prize is generally given. Certificate granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. Sisters, 1 evening, 1 afternoon

and 1 half-day weekly; one week-end monthly; 4 weeks yearly. **PREMIUM**, for 3-year probationers, £12 12s.; 4-year probationers pay no premium. **SALARY**, *nil*, £14, £18, £20; sisters, £30 to £36. No remuneration for trial period. Laundry and indoor uniform (after 1st year) and text-books provided. Each nurse has a separate bedroom, but not all the probationers.

(a) **King's Lynn.—West Norfolk and Lynn Hospital.** Beds, 60. **MATRON**; 1 Night Sister; 3 Sisters; 10 Probationers; 4 Private Nurses. Applications average 40, and vacancies 3 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training (trial period included). Age, 20 to 30. Height from 5 ft. Satisfactory evidence required as to character (certificates from 2 ladies and a clergyman), education (High School), health and physique. **LECTURES** are given by the matron and staff upon physiology and nursing generally. Examinations are held once a year. Two prizes given. Certificates are granted upon satisfactorily completing engagement and passing examination. **RECREATION**, 2 hours daily; $\frac{1}{2}$ day fortnightly; sister, 1 day monthly; 4 weeks' holiday every year. **PREMIUM**, *nil*. **SALARY**, £5, £10, £15; sisters, £35 to £50. Laundry and indoor uniform are provided, and outdoor uniform for private nurses.

There is a private nursing staff attached to the hospital.

Kingston - upon - Thames. — Victoria Hospital. Beds, 22; Cots 2. **MATRON**; 2 Charge Nurses; 1 Night Charge Nurse; 3 Probationers. Applications average 12 (6 paying) and vacancies 4 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 to 2 years' training (trial period included). Satisfactory evidence required as to character, education, health and physique. Age, 19 to 23. No Board School candidate admitted as probationer. Testimonial given at conclusion of training. **RECREATION**, 2 hours daily; 2 hours weekly; 1 day monthly; 3 weeks' holiday yearly. **PREMIUM**, *nil*. **SALARY**, £10, £15; nurses, £20 to £25. Laundry and part indoor uniform provided. Separate bedrooms. Nurses are advised to join the R.N.P.F.N.

(a) **Lancaster Royal Infirmary.** Beds, 60 (only 50 available, 30 extra beds for wounded and extra nurses have been engaged). **MATRON**; 5 Staff Nurses; 7 Ordinary Probationers. Applications average 40 yearly.

After a personal interview (if possible) and 2 months' trial, applicants

are received for 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the honorary medical staff, and practical instruction by the matron and staff nurses. Examinations are held at the end of each course. Certificate granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 3 and 6 hours alternate Sundays; nurses and probationers have a day and week-end occasionally by arrangement; 2 weeks' holiday yearly; staff nurses, 4 weeks' yearly. SALARY, £10, £14, £18; assistant nurses, £25 to £30; staff nurses, £30 to £40 per annum. Laundry and indoor uniform are provided. Each nurse and senior probationer has a separate bedroom. Nurses are advised to join the Royal National Pension Fund for Nurses.

Ledbury Cottage Hospital. Beds, 11. MATRON; 1 Staff Nurse; 2 Probationers. Applications average 3 and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for a course of 1 year's training (trial period included). Age, 20 to 28. Satisfactory evidence required as to character, education and health. Classes on general nursing subjects by matron. Certificate not granted. RECREATION, 2 hours daily (nurse, 2½ hours); additional hours weekly when convenient; 1 day monthly; 2 weeks yearly (nurse, 3 weeks). PREMIUM, *nil*. SALARY, £6, £10. Remuneration is given for the trial month. Laundry and indoor uniform are provided.

Leeds.—Hospital for Women and Children. Beds, 54. MATRON; 1 Home Sister; 4 Sisters; 1 Night Superintendent; 3 Staff Nurses; 10 Probationers. Applications average 60, and vacancies 4 to 5 yearly.

After a personal interview and 1 to 2 months' trial, applicants are received for 2 years' training (trial period included). Age, 19 to 21. Height, from 5 ft. 3 in. Satisfactory evidence required as to character (from clergyman), education, health (doctor's and dentist's certificates) and physique. LECTURES are given by the matron on elementary anatomy, physiology and gynæcology. RECREATION, 2 hours daily; 4 hours Sundays; 1 day monthly; 1st year 2 weeks, 2nd year 3 weeks yearly. Nurses and sisters, 2 hours daily; 1 afternoon (2-5) and 1 evening (4-10) weekly; alternate Sundays (1-10, 2-10); 1 day monthly; 3 weeks yearly. PREMIUM, *nil*. SALARY, £10, £12; nurses, £25 to £27; sisters, £30 to £40. Remuneration given for trial period. Laundry and indoor uniform (after trial period) provided. Sisters and nurses have separate rooms, probationers have two-bedded rooms.

* **Leek (Staffs).—Memorial Cottage Hospital.** Beds, 22; Cots, 2. MATRON; 1 Sister; 3 Probationers. Probationers trained. Two years' course. Salary in second year.

(b) **Lewes Victoria Hospital and Dispensary,** Lewes. Beds, 19. MATRON; 1 Sister; 3 Probationers. Vacancies average 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 or 2 years' training. Age, not under 19. Satisfactory evidence required 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; 1 week's holiday at the end of six months. Small salary given. Laundry and part uniform, provided.

* **Lincolnshire Nursing Association.** (Affiliated to Q.V.J.I.N.). Selected candidates for training as rural maternity nurses receive 3 months' training in midwifery and 9 months' in monthly and district nursing. They must enter into an agreement to serve the Association for 3 years from end of training.

* **Liscard.—Victoria Central Hospital.** Beds, 42. MATRON; 2 Sisters; 3 Nurses; 5 Private Nurses; 5 Probationers. Probationers trained; 3 years' course.

Liverpool Eye and Ear Infirmary, Myrtle Street, Liverpool. Beds, 65. MATRON; 2 Sisters; 2 Staff Nurses; 7 Probationers.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. Age, 21 to 24. Satisfactory evidence required as to character, education, health and physique. RECREATION, 2 hours daily; 7 hours weekly; nurses, 2 weeks' holiday yearly (sisters, 3 weeks). PREMIUM, *nil*. SALARY, £10, £14. Laundry and indoor uniform provided.

(a) **Liverpool Hahnemann Hospital,** Hope Street. Beds, 52. LADY SUPERINTENDENT; 1 Night Superintendent; 2 Sisters; 10 Probationers; 8 Private Staff Nurses. Applications average 30, and vacancies 6 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES given by the lady superintendent and doctors upon elementary physiology and anatomy. Certificates granted upon passing examination

and satisfactorily completing 3 years' training. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £10, £14, £18, rising to £28. Sisters, £30 to £40. Laundry and indoor uniform provided.

Probationers, after 2 years' training, are placed on the private nursing staff from whence they are promoted to posts as charge nurses.

*** Liverpool Hospital for Cancer and Skin Diseases**, Myrtle Street. Beds, 28. MATRON; 1 Sister; 4 Probationers. Probationers trained.

Liverpool. — Hospital for Consumption and Diseases of the Chest, Mount Pleasant. Beds, 30. MATRON; 5 Nurses; 1 Probationer.

After personal interview and one months' trial, suitable applicants are received for 3 years' special chest training. Age, from 19. Well educated. Occasional lectures. RECREATION, 2 hours daily; 4 hours twice a week; 3 weeks yearly. PREMIUM, *nil*. SALARY, £10, £12, £14. Laundry and uniform provided. Double-bedded rooms. If sick nurses are cared for at the hospital. The seniors are members of the R.N. Pension Fund.

(a) **Liverpool Infirmary for Children**, Myrtle Street. Beds, 116. LADY SUPERINTENDENT; 1 ASST. MATRON; 8 Sisters; 1 Night Superintendent; 8 Staff Nurses; 20 Probationers (1 paying). Applications average 400 and vacancies 9 yearly.

After personal interview and 1 to 3 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 19 to 25. Height, 5 ft. 2 in. to 5 ft. 8 in. Satisfactory evidence (2 references) as to character, good education, health and physique. (Certificate by medical attendant, and dentist, and medical form to fill in.) LECTURES by physician, surgeon, and lady superintendent on surgery, medicine and nursing. Examinations held (Spring and Autumn). Certificate given on completion of training. RECREATION, 2 hours (sisters 4) daily; 6 hours (nurses 4) weekly; 1 day (sisters 2) monthly; 3 weeks (sisters 4) yearly. In addition all have $\frac{1}{2}$ day every alternate Sunday. PREMIUM, £5 (deposit). SALARY, £11, £13, £17. Nurses, £17 to £25; Sisters, £35 to £45. No remuneration for trial period. Laundry and indoor uniform (material and making) provided. Separate bedrooms.

Liverpool Maternity Hospital, and Ladies' Charity, Brownlow Hill. Beds, 23. MATRON; ASST. MATRON (Dist. Supt.); 3 Sisters; 8 District Midwives.

Pupil Midwives.—Application should be made by letter in own hand-

writing to the matron at the hospital when application form will be supplied. Applicants are received for 16 weeks' training. Pupils are resident at one of the District Nurses' Homes. Bi-weekly LECTURES on midwifery are delivered at the hospital by the medical officer in charge, the courses commencing in February, June and October. At the conclusion of each course pupils go in for C.M.B. examinations. FEES.—Resident pupils, £15 15s. Laundry and uniform extra.

Maternity Nurses.—Applicants are admitted for 8 months' training in monthly nursing, the first half of which (spent in the Hospital) is devoted to instruction in nursing and the management of the sick-room, the last half to training in midwifery is on the district. Certificates are granted on satisfactorily completing engagement. FEES.—£26 5s. Laundry and uniform extra.

(b) **Liverpool.—St. Paul's Eye Hospital**, Oldhall Street. Beds, 68. MATRON; 3 Sisters; 3 Staff Nurses; 6 Probationers. Applications average 6 and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training (trial period included). Age, 19 to 24. Certificate required from clergyman as to character, and from doctor as to health. Candidates must be ladies of ordinary education. LECTURES are given by the honorary surgeons in rotation for three months on ophthalmic nursing and general nursing in relation to ophthalmic nursing. Examinations held. Certificate granted at end of training. RECREATION, 2 hours daily; 5½ hours weekly (sisters, 7½); 2 weeks yearly (nurses, 3 weeks; sisters, 4 weeks). PREMIUM, *nil*: SALARY, £12, £14, 3rd year according to post held. Remuneration given for trial month. Nurses, £16 to £20; sisters, £30 to £40. Laundry and indoor uniform are provided. Outdoor uniform not used. Separate bedrooms.

(a) **Liverpool.—Samaritan Hospital for Women**, 36 Upper Parliament Street. Beds, 20. MATRON; 1 Sister; 4 Nurses; 2 Probationers. Average number of vacancies, 1 yearly.

After a personal interview and 1 month's trial, applicants are received for three years' training (trial period included). Age, 18 to 23. LECTURES are given. Certificate granted at end of training. RECREATION, 3 hours daily; ½ day every alternate Sunday; 1 day monthly; 2 weeks' holidays yearly (Sister, 3 weeks). SALARY, £10, £14, £18; nurses, £20 to £24; sisters, £30 to £40. Laundry and indoor uniform provided.

Llandrindod Wells Hospital and Convalescent Home (Radnorshire). Beds, 22. MATRON; 1 Nurse; 2 Probationers.

* **Llandudno Cottage Hospital.** Beds, 22. MATRON; 1 Nurse; 1 Assistant Nurse; 1 Probationer.

(a) **Llanelly Hospital,** Llanelly, Carmarthenshire. Beds, 42; Cots, 7. MATRON; 1 Sister; 2 Nurses; 8 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Age, 20 to 35. Satisfactory evidence required as to character, education and health. Certificates are granted upon completing engagement. RECREATION, 2 hours daily; 3 weeks yearly. PREMIUM, *nil*. SALARY, *nil*, £10, £15. Laundry and indoor uniform provided. Nurses, but not probationers, have separate bedrooms.

(a) **Longton Cottage Hospital,** Stoke-on-Trent. Beds, 42. MATRON; 1 Sister; 8 Private Nurses; 9 Probationers.

After a personal interview and 2 months' trial, applicants between 21 and 30 years of age are received for 3 years' training (2 years in hospital and 1 year private nursing, trial period included), and must produce evidence as to character, education and health. Lectures are given. Examinations held yearly. Certificates are granted. RECREATION, 2 hours daily (sister, 3 hours); 3 hours weekly (sister, 5 hours); 1 day monthly; 3 weeks' holiday yearly (nurses and sister, 4 weeks). PREMIUM, *nil*. SALARY, £10, £14, £18; £25 and bonus on earnings. Nurses, £25 to £30; sisters, from £35. Laundry and indoor uniform provided. Nurses are sent out to private cases in the fourth year (outdoor uniform provided).

(a) **Loughborough and District General Hospital and Dispensary** (Leicestershire). Beds, 33; Cots, 9. MATRON; 3 Charge Nurses; 5 Probationers. Applications average 60, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training (trial period included). Age, 21 to 28. Satisfactory evidence required (from 2 ladies, clergyman and doctor) as to character, education and health. Lectures by Matron. Examinations after each course. Certificate granted. RECREATION, 2 hours daily; Sunday, 4 or 8½ hours alternately; 1 day monthly (nurses, 1½ days); 2 weeks (1st and 2nd years) and 3 weeks yearly. PREMIUM, *nil*. SALARY, £5, £10, £15. Nurses, £28 to £32 10s. Remuneration for trial period. Laundry and indoor uniform provided. Separate bedrooms for nurses and most probationers.

(a) **Lowestoft and North Suffolk Hospital,** Suffolk. Beds, 64. MATRON; 1 Night Superintendent; 3 Sisters; 1 Staff Nurse; 9 Probationers. Applications average 40 and vacancies 3 yearly.

After a personal interview (if possible) and 6 weeks' trial, applicants are received for 3 years' training (trial period included). Age, 20 to 30. Three references required as to character from ladies who know applicant personally and socially, and from a doctor as to health and physique. LECTURES are given by the resident medical officer upon anatomy, physiology, medicine and surgery and on nursing by the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; $\frac{1}{2}$ day twice monthly (nurses and sisters 2nd Sundays); nurses and sisters 4 hours Sundays; 3 weeks' holiday every year (nurses and sisters 4 weeks). PREMIUM, *nil*. SALARY, £8, £12, £14. Remuneration given for trial period if accepted. Nurses, from £25; sisters, £30 to £35. Laundry and indoor uniform provided. Separate bedrooms.

Ludlow Cottage Hospital, Ludlow. Beds, 9. MATRON; 1 Probationer; 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. Satisfactory evidence required as to character, education, health and physique. A personal interview is required. 3 years' course. No certificate granted. RECREATION, 2 hours daily; 2 weeks yearly. SALARY, £12, £16, £20. Laundry and in- and outdoor uniform provided.

The hospital is federated to the Royal National Pension Fund.

* **Luton (Bute) Hospital.** Beds, 45. MATRON; 4 Staff Nurses; 6 Probationers. Applicants are received for 1 year's training. Age 20 to 25. No certificate granted.

(a) **Macclesfield General Infirmary.** Beds, 66. MATRON; 5 Sisters; 10 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training. Age, 20 to 30. Satisfactory evidence required 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; 1 day monthly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £8, £10, £15; sisters, £30. Laundry and indoor uniform are provided.

(a) **Maidstone.—West Kent General Hospital.** Beds, 67. LADY SUPERINTENDENT; 1 Night Superintendent; 5 Sisters; 5 Staff Nurses; 9 Probationers; 2 District Nurses; 6 Private Nurses. Applications average 30, and vacancies 5 yearly.

After a personal interview, when practicable, and 2 months' trial, applicants are received at any time for 3 years' training (trial period included). Age, 21 to 30. Candidates must produce medical certificate, be well recommended by two referees, be well educated and of good home training. LECTURES are given by the honorary medical staff and lady superintendent. Examinations held. A certificate is granted upon passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily (sisters, $2\frac{1}{2}$); 2 additional hours weekly; 1 day monthly; 3 weeks' holiday yearly (sisters, 1 month). PREMIUM, *nil*. SALARY, £8, £12, £16. Remuneration given for trial period. Sisters £30 to £36. Laundry and indoor uniform provided. Separate bedrooms for sisters but not probationers.

A Private Nursing Staff is attached.

Manchester and Salford Hospital for Skin Diseases, Quay Street. Beds, 30. MATRON; 2 Day Sisters; 2 Staff Nurses; 8 Probationers.

After 1 month's trial suitable applicants are received for 2 years' training. SALARY, £12, £15. Indoor uniform and laundry provided. Separate bedrooms.

(a) **Manchester Children's Hospital**, Pendlebury. Beds, 188. LADY SUPERINTENDENT; Asst. Matron; 8 Sisters; 1 Night Superintendent; 7 Staff Nurses; 40 Probationers. Applications average 350, and vacancies 16 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training (trial period included). Age, 19 to 26. Satisfactory evidence required of character, education, health and physique and also a dental certificate. LECTURES are given on elementary anatomy, physiology, medical and surgical nursing and diseases of children by the medical and surgical staff; and instruction by the medical officers, the lady superintendent, and the sisters in the management and nursing of patients. Examinations are held twice a year, March and November. Prizes (medical or surgical books) are given. Certificates are granted after satisfactorily completing engagement. RECREATION, 3 hours daily; $\frac{1}{2}$ day weekly; 1 day and night monthly; 3 weeks' holiday in the year. Sisters have time off duty daily in afternoon and evening; Saturday to Monday once a month; 4 weeks' holiday yearly. PREMIUM, £6 6s. SALARY, £5, £10, £15; sisters, from £32, rising £2 yearly to £40. Laundry and material for indoor uniform are provided for probationers; for staff nurses and sisters dresses, aprons and caps are provided. Separate bedrooms.

Special Probationers are received for 1 year's training. PREMIUM, £50. Age, 21 to 30. Laundry is provided. Their duties and training are the same as above.

Manchester.—Christie Hospital (Cancer Pavilion and Home), Lorne Street, Upper Brook Street. Beds, 30. MATRON; 1 Sister; 6 Probationers.

Candidates for the post of probationer should be between 19 and 21 years of age, and are taken for 2 years preparatory to entering a General Hospital; they must produce satisfactory evidence as to character, health and physique. 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, £14; 2nd year, £18. Laundry and indoor uniform are provided.

*** Manchester Hospital for Consumption and Diseases of the Throat and Chest.** Beds.—Delamere, 100; Bowdon, 50; Delamere:—MATRON; 5 Nurses; 5 Probationers, Bowdon:—MATRON; 3 Nurses; 3 Probationers. Probationers trained.

(a) **Manchester.—Northern (late Clinical) Hospital for Women and Children,** Park Place, Cheetham Hill Road. Beds, 70. MATRON; 3 Sisters; 1 Night Sister; 5 Staff Nurses; 12 Probationers. Applications average 150 and vacancies 8 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 20 to 25. Satisfactory evidence required 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, 2½ hours one day (afternoon), 3 hours next day (evening); 1 day and night monthly; 2 weeks' holiday every year. PREMIUM, nil. SALARY, £10, £16, £21. Sisters, £34 to £40. Laundry and indoor uniform are provided.

(a) **Manchester Royal Eye Hospital,** Oxford Street. Beds, 169. MATRON; 3 Sisters; 1 Night Sister; 5 Nurses; 10 Probationers. Applications average 100, and vacancies 5 to 6 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training if desired (trial period included). Age, from 19. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the Resident Surgeon and Hon. Sur-

geons on anatomy of the eye, diseases and treatment. Examinations are held yearly. Certificates are granted for ophthalmic nursing after completing 3 years' training. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; 1 day monthly; nurses, 2 weeks; sisters, 3 weeks' holiday yearly on completing 1 year's service. PREMIUM, *nil*. SALARY, £9, £15, £20, rising £2 yearly to £28; sisters £35 to £40. No remuneration is given for the trial month, unless the candidate is accepted. Laundry and indoor uniform are provided. Separate bedrooms.

Manchester.—St. John's Hospital of Manchester and Salford for the Ear, 25 St. John Street. Beds, 12. MATRON; 1 Sister; 1 Nurse; 2 Probationers.

Probationers trained; 3 years' course.

(b) * **Manchester.—St. Mary's Hospitals for Women and Children (formerly the St. Mary's, Manchester Southern and Manchester Maternity Hospitals)**, Whitworth Street, West. Beds, 100. MATRON; 5 Sisters; 15 Nurses; 20 Maternity Pupils; 2 Resident Maternity District Sisters and 1 Nurse.

Probationers.—After a personal interview and 1 month's trial applicants are received on the permanent nursing staff for 2 years' training. Age 21 to 25. Satisfactory evidence required 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; 1 day monthly; 3 weeks' holiday yearly. SALARY, £10, £12. Laundry and indoor uniform provided.

Pupil Midwives and Monthly Nurses.—Pupils must reside in the hospital for 4 months. FEE for the course, £24, washing extra. There are three courses of LECTURES yearly.

A register of monthly nurses is kept at the hospital for the convenience of the public and the medical profession.

* **Margate Cottage Hospital.** Beds, 21. MATRON; 1 Sister; 2 Staff Nurses; 1 Probationer. Probationers trained.

(a) and (b) **Margate.—Royal Sea-Bathing Hospital.** Beds, 170. MATRON; ASSISTANT MATRON; 1 Night Superintendent; 1 Theatre Nurse; 6 Sisters; 6 Staff Nurses; 24 Probationers. Applications average 50, and vacancies 8 yearly.

After a personal interview (when possible) and 1 or 2 months' trial, applicants are received for 2 or 4 years' training. Age, 20 to 30. Satis-

factory evidence required as to character, education, health and physique. LECTURES are given by the visiting and resident staff upon surgical and general nursing. Examinations are held three times annually. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 3 hours weekly; 1 day and night every month; 3 weeks' holiday in the year. Nurses and sisters, 2 or 3 hours daily; 5 hours weekly; 1 day and night monthly and 3 and 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £12, £14, £18, £27. Nurses, £27; sisters, £35 to £40. Remuneration given for trial period. Laundry, text-books, and indoor uniform are provided. Each nurse has a separate bedroom, probationers two in each room. Nurses during sickness are nursed in the hospital.

Margate.—Victoria Home for Invalid Children, Canterbury Road. Beds, 46. SISTER-IN-CHARGE; 2 Nurses; 6 Probationers. Applications average 20, and vacancies 4 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Age, 18 to 25. Satisfactory evidence required as to character, education, health and physique. RECREATION, 2 hours daily; extra leave on Sundays; 3 weeks' holiday in the year. SALARY, Probationers, £8, £16; nurses, £20 to £35. Laundry and uniform provided. Separate bedrooms.

Maryport.—Victoria Cottage Hospital (Cumberland). Beds, 14. MATRON; 1 Nurse; 2 Probationers. Applications average 6, and vacancies 1 yearly.

After a personal interview and 2 months' trial, applicants are received for 2 years' training (trial period included). Age, 19 to 30. Certificate not granted. RECREATION, 2 hours daily; 4 hours weekly (nurse, 6 hours); 1 day monthly; 3 weeks' holiday yearly (nurse, 4 weeks). SALARY, £12, £16. Remuneration given for trial month. Nurse, £30 to £35. Laundry and indoor uniform provided. Free nursing in illness.

(a) **Merthyr - Tydfil General Hospital.** Beds, 45. MATRON; 2 Sisters; 1 Asst. Matron; 1 Night Superintendent; 2 Staff Nurses; 1 Private Nurse; 14 Probationers. Average number of applications 100, and vacancies 5 yearly.

After a personal interview (if possible), and 3 months' trial, applicants are received at any time for 3 years' training (trial period included). Age, 20 to 30. Height from 5 ft. 4 in. Satisfactory evidence from 2 ladies and a doctor required as to character, education, health and physique. LECTURES are given by the Hon. Medical Staff, the Matron, and

Asst. Matron. Examinations are held yearly. Certificate granted. RECREATION, 2 hours daily; 4 hours weekly (sisters, 4 hours Sunday and once weekly); 1 day monthly; 3 weeks' holiday in the year. PREMIUM, *nil.* SALARY, £7, £9, £10; remuneration given for trial period; nurses, £25 to £35; sisters, £35 to £40. Laundry and indoor uniform provided. Nurses, but not probationers, have separate bedrooms.

Nurses are sent out to private cases.

Metropolitan Convalescent Institution, Children's Branch, Broadstairs. Beds, 118. LADY SUPERINTENDENT; 1 Sister; 2 Staff Nurses; 2 Assistant Nurses; 6 Probationers. Applications average 40 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. Age, not less than 19. Satisfactory evidence required as to character, education, health and physique. RECREATION, 2 afternoons a week; on Sunday, off duty morning or evening; 1st year probationers, 2 weeks' holiday in the year; 2nd year probationers, 3 weeks. PREMIUM, *nil.* SALARY, £10, £13, £16. Laundry and in- and out-door uniform provided. Separate bedrooms.

* **Middlesbrough.—Eston Hospital,** Eston, R.S.O., Yorks. Beds, 60. MATRON; 1 Sister; 2 Staff Nurses; 6 Probationers. Vacancies occur on an average every 12 months.

Probationers are appointed after 1 month's trial, and must be between 19 and 30 years of age. They are received for one year's training but may remain longer by arrangement. RECREATION, 3 hours daily (afternoon and evening alternately); one day monthly; 2 weeks' holiday 1st year (subsequent years, 3 weeks). SALARY, Probationers, £10, £12, £18; Nurses, £25 to £28; Sister, £40. Remuneration given for trial month. Laundry and indoor uniform are provided. Separate bedrooms.

(a) * **Mirfield.—Memorial Hospital.** Beds, 18 MATRON; 1 Staff Nurse; 3 Probationers.

After 2 months' trial, applicants are received for 3 years' training. Age 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by one of the hon. medical staff and practical instruction by the matron. Examinations are held after each course. Certificates are granted after satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday yearly; (staff nurse, 3 weeks). PREMIUM, *nil.* SALARY,

£10 per annum, after the 1st 6 months; an extra £5 is given after satisfactorily completing the 2nd and 3rd years; staff nurse, £25. Laundry and indoor uniform are provided.

(a) ***Monkwearmouth and Southwick Hospital.** Beds, 43. MATRON; 3 Sisters; 7 Probationers.

After a personal interview and 1 month's trial, suitable applicants are received for 3 years' training (trial period included). Age, over 22. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the honorary surgeons and physicians and house surgeon. Examinations held. Gold medal given. Certificate granted upon satisfactorily completing engagement and passing examination. RECREATION, 4 hours alternate days; 1 day monthly; probationers, 2 weeks yearly; sisters, 3 weeks. PREMIUM, *nil*. SALARY, £8, £10, £12. Sisters, £30 to £35. Laundry, text-books and indoor uniform provided. Separate bedrooms for sisters but not probationers.

* **Moreton-in-Marsh, Gloucestershire. — Cottage Hospital.** Beds, 12 and 1 private ward. MATRON; 1 Staff Nurse; 2 Probationers.

After a personal interview when possible and 1 month's trial, applicants are received at any time for 1 or 2 years' training (trial period included). Age, 19 to 25. Satisfactory evidence required as to character, education, health and physique. LECTURES by matron on elementary anatomy, physiology and nursing. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday yearly (nurses, 3 weeks). SALARY, 1st year, *nil*; 2nd year, £10. Laundry and indoor uniform are provided.

(a) **Newark Hospital.** Beds, 35. LADY SUPERINTENDENT; 1 Night Superintendent; 2 Sisters; 7 Probationers. Applications average 20 and vacancies 1 yearly.

After a personal interview (when possible) and 1 month's trial, applicants are received when vacancy occurs for 3 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required from two ladies as to character; education must be good. LECTURES are given by the hon. medical staff on anatomy, physiology, etc., and on practical nursing by the matron. Examinations held. Certificates are granted. RECREATION, 2 hours daily; 1 evening weekly (4.30 to 10 P.M.); 1 day monthly; 3 weeks' holiday yearly. Sisters, 3 weeks yearly. PREMIUM, *nil*. SALARY, £5, £10, £18. Remuneration given for trial month. Sisters, from £30. Laundry and indoor uniform provided. Each nurse has a separate bedroom, juniors share.

(b) **Newbury District Hospital**, Berks. Beds, 65. MATRON; 1 Sister; 3 Staff Nurses; 4 Red Cross Nurses; 8 Probationers. Average vacancies 3 yearly.

After a personal interview (if possible) and 2 months' trial, suitable applicants are received for 2 years' training. Age, 21 to 35. Certificate granted. RECREATION, 2 hours daily (sister and nurses, 3 hours); 3 hours Sundays (sister and nurses, 4 hours); whole day monthly; 3 weeks yearly (sister, 4 weeks). PREMIUM, *nil*. SALARY, £5, £10, £20; nurses, from £34; sister, from £36. Laundry and indoor uniform provided. Nurses have separate bedrooms.

Paying probationers received for 3, 6, or 12 months' training. FEES, 15s. a week for 3 or 6 months; 10s. 6d. a week for 12 months.

(a) **Newcastle-upon-Tyne Hospital for Sick Children**. Beds, 72 in Hospital, 4 in Isolation Cottages, 14 in 2 open-air shelters, total, 90. LADY SUPERINTENDENT; 2 Sisters; 1 Theatre Charge Nurse; 2 Staff Nurses; 15 Probationers. Applications average 50; vacancies 6 yearly.

After a personal interview (if possible) and 3 months' trial, applicants are received at any time for 3 years' training. Age, 20 to 35. Candidates must be well educated, and fond of children, and must produce a medical certificate of good health. LECTURES are given during winter months by the resident medical officer and matron. Examinations are held in March or April. Certificates are granted upon satisfactorily completing engagement. Prizes to the value of £10 yearly from Heath's Trust Fund for Nurses. RECREATION, 3 hours daily; 4 hours Sunday; 1 day monthly; 3 weeks' holiday yearly (sisters, 4 weeks). PREMIUM, £5 5s., to be paid at end of the trial months. SALARY, *nil*, £10, £20; nurses, £25 to £30; sisters, £30 to £40. The trial months are reckoned in the first year if the applicant is engaged. Laundry provided, also indoor uniform after 1st year of training. Separate bedrooms.

x **Newcastle - upon - Tyne Maternity Hospital and Out-door Charity for Poor Women**. Beds, 16. MATRON; 3 Staff Nurses; 6 Paying Probationers; 10 Private Nurses. Applications average 50 and vacancies 18 yearly.

After a personal interview applicants are received in January, May and September for 6 months' training in midwifery. Age, 22 to 40. Certificate required as to character from 2 ladies, as to health from doctor. Board school education. LECTURES given by the obstetric physicians on all subjects covered by C.M.B. examinations. Examina-

tions held thrice yearly. Prizes given, £5, £3, £2. Certificate given on result of examination. TRAINING FEE, £21.

Nurses sent out to private cases.

(a) **Newton-Abbot Hospital.** Beds, 31; Cots, 6. MATRON; 1 ASSISTANT MATRON; 5 Probationers; 3 Private Nurses.

After 3 months' trial, applicants are received for 3 years' training, Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the doctors. Certificates are granted. RECREATION, 2 and 2½ hours daily; 1 day monthly; 3 weeks' holiday in the year. PREMIUM, *nil*. SALARY, £8, £10, £20. Remuneration is given for the trial months. Laundry and indoor uniform are provided. Nurses are sent out to private cases.

(b) * **Newtown.—Montgomeryshire County Infirmary.** Beds, 30; Cots, 1. MATRON; 1 Staff Nurse; 2 Probationers.

After personal interview and 2 months' trial, suitable applicants are received for 2 years' training. Age, from 21. Satisfactory evidence required as to character, education and health. Certificate granted on satisfactorily completing engagement. SALARY, *nil*, £10. Laundry and uniform provided.

Northallerton.—Rutson Hospital. Beds, 12; Cots, 2. MATRON; 1 Nurse; 1 District Nurse; 2 Probationers.

Northallerton.—North Riding Rural Nursing Association. LADY SUPERINTENDENT; 1 ASSISTANT SUPERINTENDENT (temporary); 22 Private Nurses; 5 District Nurses; 7 Probationers. Vacancies average 12 yearly.

After 3 months' trial, suitable applicants are required to sign an agreement to serve the Association for 1 year as probationers and for 3 years as nurses, or for 3 years as probationers and for 2 years as nurses. Age, 21 to 25. Satisfactory evidence (from two ladies and doctor) required as to character, education, health and physique. LECTURES are given during training in hospitals to which probationers are sent. Free midwifery training is given to all nurses who are suitable. Candidates who take midwifery training must obtain the C.M.B. certificate. There is a special 2 years' agreement under which nurses, with not less than 2 years' training, can obtain free midwifery training. SALARY, £25. Probationers are trained in the Sheffield Royal Hospital. Certificates are granted after the completion of the 4 years. RECREATION, 2 hours daily; whole day monthly; 3 weeks yearly. PREMIUM, £5 (returnable

at end of agreement). SALARIES, £8, £12, £16; nurses (according to qualifications), £16 to £36. Remuneration given for trial period. Laundry, text-books, and in- and outdoor uniform (which must always be worn when on duty) are provided. Cubicles. Nurses are sent out to private cases.

(a) * **North Shields. — Tynemouth Victoria Jubilee Infirmary.** Beds, 34. Cots, 8. MATRON; 2 Nurses; 6 Probationers.

Three years' course. Certificates are granted. LECTURES are given. SALARY, *nil*, £14, £16. Nurses, £25 to £30 per annum. Laundry and indoor uniform are provided. Nurses, and some of the probationers, have separate bedrooms.

(b) **Northwich, Cheshire.—Victoria Infirmary.** Beds, 25; MATRON; 1 Sister; 1 Staff Nurse; 1 Assistant Nurse; 4 Probationers. Average vacancies 2 yearly.

After a personal interview and 2 months' trial applicants are received for 2 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the hon. medical staff on anatomy and physiology. Examinations held once yearly. Certificates given. RECREATION, 2 hours daily; $\frac{1}{2}$ day alternate Sundays; 1 day monthly; 2 weeks' holiday yearly. Nurses, 2 and $2\frac{1}{2}$ hours daily; $\frac{1}{2}$ day weekly; 1 day monthly; 3 weeks' holiday yearly. Sisters, $2\frac{1}{2}$ hours daily; $\frac{1}{2}$ day weekly; week-end monthly; 3 weeks yearly. PREMIUM, *nil*. SALARY, £10, £12; nurse, from £30; sister, from £35. Laundry and indoor uniform are provided. Separate bedrooms for nurses but not for probationers.

(a) **Norwich.—Jenny Lind Infirmary for Sick Children.** Beds, 50. MATRON; 4 Sisters; 2 Staff Nurses; 12 Probationers. Applications average 80 to 90, and vacancies 4 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Age, 20 to 30. Satisfactory evidence required as to character, education, health and physique, and of vaccination within 7 years. LECTURES are given by the resident medical officer and matron on anatomy, physiology, medical and surgical nursing. Certificates are granted upon satisfactorily completing engagement. RECREATION, $2\frac{1}{2}$ hours daily; 1 day monthly; 3 weeks' holiday every year. PREMIUM, £5. SALARY, Probationers, *nil*; 2nd year, £8; 3rd year, £12; staff nurses, £18; sisters, £35 to £40. Laundry and indoor uniform are provided. Each nurse has a separate bedroom, and all the probationers except the two juniors.

(a) **Nottingham. — Children's Hospital.** Beds, 37. LADY SUPERINTENDENT; 2 Sisters; 1 Night Supt.; 2 Staff Nurses; 11 Probationers. Applications average 80 and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received at any time for 3 years' training (trial period included). Age, 19 to 20. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the hon. physician and surgeon. Examinations are held yearly. RECREATION, 2 hours daily (nurses and sisters, 3 hours); 1 hour weekly; 1 day monthly (sisters, Saturday to Monday); 4 weeks' holiday yearly (sisters, 1 month). SALARY, £5 10s., £10 10s., £12 10s. Remuneration given for trial month. Nurses, from £30; sisters, from £35. Laundry and indoor uniform are provided; nurses have separate bedrooms, probationers double rooms.

Special Probationers, who must be between 21 and 30 years of age, are received for periods of 3 or 6 months on payment of 20 to 30 guineas in advance. They provide their own uniform.

(a) **Nottingham Hospital for Women**, Castlegate. Beds, 24. MATRON; 1 Sister; 2 Staff Nurses; 6 Probationers. Vacancies average 2 yearly.

After a personal interview and 2 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. Probationers receive practical instruction in the wards and attend the lectures provided by the Committee. Certificates granted. RECREATION, 2 hours daily; 3 additional hours weekly (sisters, $\frac{1}{2}$ day weekly); 1 day monthly; 3 weeks yearly. PREMIUM, *nil*. SALARY, £7, £12, £18. Nurses, £25 to £30; sisters, £30 to £40. Remuneration given for trial period. Laundry, indoor uniform, and text-books are provided. Separate bedrooms for nurses but not for probationers.

(b) **Nottingham and Midland Eye Infirmary**, Rope Walk, Nottingham. Beds, 22; Cots, 2; Cradles, 2. MATRON; 1 Sister; 2 Nurses; 4 Probationers. Average number of vacancies, 2 yearly.

After a personal interview and 2 months' trial, applicants are received for 2 years' training. Age, 20 to 23. Satisfactory evidence is required as to health, and applicants must be of good education and social position. LECTURES are given by the matron on practical nursing. Certificate given at end of training. RECREATION, 2 hours daily (sisters, 3 hours); Sunday, $\frac{1}{2}$ day when possible; 1 day monthly (nurses, $\frac{1}{2}$ day weekly); 2 weeks yearly (2nd year, 3 weeks); nurses, 3 weeks; sisters, 4

weeks. PREMIUM, *nil*. SALARY, £12, £14; nurses, from £25; sisters, £30 to £35. Remuneration given for trial period. Laundry and indoor uniform provided. Nurses, but not probationers, have separate bedrooms.

*** Nottinghamshire Nursing Federation.** HON. SECRETARY, Lenton Hall, Nottingham; 1 County Superintendent; 45 District Nurses.

Formed to promote the interests and further the development of district nursing in Nottinghamshire. Training given for 9 months' in midwifery and general district work. Age, 22 to 32. SALARY, *nil*. Any nursing association in the county employing one or more nurses (minimum training allowed—9 months at a recognised training institution) may join the Federation. The Central Fund gives help in training nurses, supplies nurses for epidemics or during illness or holidays of regular district nurses, grants aid to poor districts, and assists in organising districts. The Federation now includes 42 Associations, *viz.*: Arnold and Daybrook Aslockton, Babworth, Balderton, Bawtry, Beeston, Blyth, Blidworth, Bramcote, Burton Joyce, Calverton, Carlton-on-Trent, Carlton-in-the-Willows, Clayworth, Clifton, East Bridgford, Eastwood, Edwinstowe, Everton, Gedling, Greasley, Grove and Rampton, Harworth, Huthwaite, Hucknall, Torkard, Kimberley, Kingston, Lambley, Lowdham, Oxtun and Eppersbone, Pleasley, Rufford, Serlby, Skegby, Stanford-on-Soar, Sutton-cum-Lound, Thoresby, Thurgarton, Warsop, Wheatley, Wollaton and Woodborough. Federated to the Royal National Pension Fund for Nurses.

(a) *** Nottingham.—Samaritan Hospital for Women,** Raleigh Street (in-patients), Broad Street (out-patients). Beds, 14. MATRON; 1 Sister; 1 Nurse; 2 Probationers. Applications average 12, and vacancies 1 yearly.

After a personal interview and 3 months' trial, applicants are received for a course of 3 years' training (trial period included). Age, 18 to 25. Satisfactory evidence required as to character, education, health and physique, and candidates are preferred without previous hospital experience. 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 the year. PREMIUM, *nil*. SALARY.—Probationers, £10, £15, £20; nurses, £25 to £35; sisters, £40 to £50. Laundry, but not uniform, provided.

Nuneaton and District General Hospital.

Beds, 30. LADY SUPERINTENDENT; 2 Nurses; 2 District Nurses; 4 Probationers.

After a personal interview (if possible) and 2 months' trial, applicants are received for 1 or 3 years' training. Age, 20 to 30. RECREATION, 2 hours daily; 1 day monthly. SALARY, £8, £12, £16 (no salary 1st year). Laundry provided.

Oxford Eye Hospital, Walton Street. Beds, 33. MATRON; 1 Sister; 1 Nurse; 4 Probationers.

After personal interview (when possible) and 3 months' trial (or 1 month by special arrangement) suitable applicants are received for 2 years' training. RECREATION, 2 hours daily; $\frac{1}{2}$ day fortnightly; 3 weeks yearly. SALARY, £5, £10. Laundry and part uniform provided.

Paulton, near Bristol.—Memorial Cottage Hospital. Beds, 12; Cots, 3 (Private Ward). LADY SUPERINTENDENT; 1 Nurse; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received for 1 or 2 years' training. Age, not less than 20. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the lady superintendent on physiology, anatomy and practical nursing. Examinations are held every 3 months. RECREATION, $2\frac{1}{2}$ hours daily; 3 hours on Sunday; 1 day monthly; 2 weeks' holiday yearly. SALARY, £6, £8. Laundry and part uniform provided. Separate bedrooms.

(a) **Penzance.—West Cornwall Dispensary and Infirmary.** Beds, 27. MATRON; 2 Sisters; 1 Staff Nurse; 4 Probationers. Applications average 12 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received at any time for 3 years' training (trial period included). Age, 20 to 30. Height, 5 ft. 2 in. to 5 ft. 6 in. Satisfactory evidence required as to character, good education, health and physique. LECTURES are given by the visiting physicians and surgeons upon physiology and anatomy, and by the matron upon general nursing. Examinations are held. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; $\frac{1}{2}$ day fortnightly; a fortnight's holiday at the end of 1st year, subsequent years, 3 weeks. PREMIUM, *nil*. SALARY, £6, £14, £18; sisters, from £30. No remuneration given for trial months. Laundry and indoor uniform are provided. Sisters have separate bedrooms; two probationers share a room.

(a) **Peterborough General Infirmary and Dispensary.** Beds, 62. MATRON; 2 Sisters; 1 Night Superintendent; 2 Staff Nurses; 7 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 21 to 30. Certificate as to character required from two ladies. Education must be good. LECTURES are given by the honorary medical staff and matron. Examinations held. Certificate given at end of training. RECREATION, 2 hours daily; 8 hours weekly; 1 day monthly; 2 weeks yearly (nurses 3 weeks, sisters 4 weeks). PREMIUM, *nil*. SALARY, £5, £10, £15; nurses from £25; sisters, £30 to £35. Laundry and indoor uniform are provided. Separate bedrooms.

Plymouth Royal Eye Infirmary. Beds, 30. MATRON; 1 Sister; 1 Nurse; 2 Probationers.

Probationers trained; 2 years' course; certificates granted. SALARY, 2nd year, £14. Indoor uniform provided.

(a) **Pontypool and District Hospital,** Leigh Road. Beds, 40. MATRON; 1 Sister; 3 Staff Nurses; 4 Probationers.

After personal interview and 6 weeks' trial, suitable applicants are received for 3 years' training. Age, not under 22. Must be tall, strong, and well educated. LECTURES given by the medical staff and matron. Certificates granted. RECREATION, 3 hours and 2 hours alternate days; 1 day monthly; sister and staff nurses have in addition, $\frac{1}{2}$ day weekly; 3 weeks yearly (matron and sister, 4 weeks). SALARY, £5, £10, £16. Laundry and out- and indoor uniform provided. Separate bedrooms. Alterations are likely to be made.

Pontypridd and District Cottage Hospital. Beds, 28. MATRON; 1 Staff and 1 Charge Nurse; 4 Probationers. Applications average 15, and vacancies 2 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received for 2 years' training (trial period included). Age, 20 to 30. Certificates from clergyman, lady and doctor as to character and health. Certificates are not granted at end of training. RECREATION, 2 hours (Nurses, $2\frac{1}{2}$ hours) daily; 4 hours Sunday and 5 hours one evening in the week (Nurses, Sunday, 10 a.m. to 2 p.m., or 2 p.m. to 10 p.m. alternately and half day a week); 1 day monthly, 2 weeks yearly (Nurses, 3 weeks). PREMIUM, *nil*. SALARY, £6, £12; Nurses (Staff) from £30; Charge Nurses, £32 10s. to £35. Remuneration given for trial period. Laundry and indoor uniform provided. Nurses have separate bedrooms, but Probationers share rooms.

* **Poole.—Cornelia Hospital.** Beds, 21; Cots, 3 (54 extra beds for wounded and extra staff employed for these beds). **MATRON**; 1 Sister; 2 Staff Nurses; 3 Probationers. Average number of vacancies 3 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received for 1 year's training. Age, over 19. Satisfactory evidence required as to character, education, health and physique. Certificates are not granted. **RECREATION**, 2 hours daily; half-day fortnightly, 1 day monthly; 2 weeks' holiday yearly (nurses, 3 weeks). **PREMIUM**, *nil*. **SALARY**, probationers, *nil*; nurses, from £28; sisters, from £35. Laundry and indoor (but not outdoor) uniform (to probationers only) are provided. Separate bedrooms.

* **Porth Cottage Hospital** (Glamorganshire). Beds, 20. **MATRON**; 1 Nurse; 4 Probationers.

Probationers trained; 2 years' course.

* **Portsmouth and South Hants Eye and Ear Infirmary**, Pembroke Road. Beds, 18. **MATRON**; 1 Sister; 3 Probationers.

* **Ramsbottom.—Aitken Memorial and Jubilee Cottage Hospital and District Nurse Association** (Lancs). Beds, 10. **MATRON**; 1 District Nurse; 1 Probationer. Probationers trained.

(a) **Ramsgate.—General Hospital and Seamen's Infirmary.** Beds, 36; 4 Private Wards. **MATRON**; 2 Day Sisters; 1 Night Sister; 7 Probationers. Applications average 30, vacancies 3 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 19 to 20. Certificates from last employer and from 2 ladies and doctor as to character and health. Applicants must not have been in domestic service. **LECTURES** by visiting staff and matron. Examinations at end of 2nd and 3rd years. Certificates given. **RECREATION**, 2 hours (sisters, 2½ hours); 4 hours twice weekly (sisters, 3 times weekly); 1 day monthly; 3 weeks yearly (sisters, 3½ weeks); sisters have occasional week ends. **PREMIUM**, *nil*. **SALARY**, £10, £15, £20. Sisters from £30. Laundry provided. Nurses and all except 2 junior probationers have separate bedrooms.

(a) * **Redditch.—Smallwood Hospital.** Beds, 19; Cots, 4. **MATRON**; 1 Staff Nurse; 3 Probationers. Applications average 4 yearly.

After a personal interview (if possible) and 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day fortnightly; 2 weeks' holiday in the year. PREMIUM, for 1 year, £15; for 3 years, *nil*. SALARY, £8, £10, £15. Remuneration given for trial month. Nurse, £30. Laundry and indoor uniform provided. Cubicle sleeping accommodation.

(a) **Redruth. — West Cornwall Miners' and Women's Hospital.** Beds, 50. MATRON; 3 Sisters; 2 Staff Nurses; 7 Probationers.

After a personal interview when possible and 2 months' trial, suitable applicants are received for 3 years' training. Age, not under 20. LECTURES given on anatomy, physiology and surgical and medical nursing. Examinations held. Certificate given on satisfactory completion of training. RECREATION, 2 hours daily; 4 hours Sunday (Sunday morning once a month); 1 day monthly; 3 weeks annually (sisters, 1 month). PREMIUM, *nil*. SALARY, £12, £12, £16. Uniform and laundry provided. Separate bedrooms for seniors; junior probationers and night nurses have double-bedded rooms.

(a) **Reigate and Redhill Hospital,** Redhill, Surrey. Beds, 40. MATRON and Superintendent of Nursing; 3 Sisters; 3 Staff Nurses; 5 Probationers. Applications average 25, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received at any time for 3 years' training (trial period included). Age, 20 to 30. Satisfactory evidence required as to character from two persons who know candidate, and from a doctor as to health. Must be well educated and a gentlewoman. LECTURES are given by the visiting medical staff on anatomy, etc., and upon nursing and hygiene by the matron. Examinations are held yearly. Certificate granted upon satisfactorily completing training. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; 1 day monthly (sisters, 2 days); 3 weeks' holiday yearly (sisters, 4 weeks). PREMIUM, *nil*. SALARY, £8, £12, £15. Nurses, £25; sisters, £35 to £40. Laundry and part indoor uniform are provided. Separate bedrooms.

(a) **Retford Hospital and Dispensary,** Retford, Nottinghamshire. Beds, 14; Cots, 6. 1 Private Ward. MATRON; 1 Sister; 1 District Nurse; and 3 Probationers.

After 3 months' trial, applicants are received for 3 years' training.

Satisfactory evidence required as to character, education, health and physique. LECTURES on elementary subjects are given by the matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily (sister, 3 hours); 6 hours weekly (sister, 18 hours); two half days or 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £5, £12, £18; nurses, £25; sisters, £28 to £30. Laundry and in- and outdoor uniform provided. Separate beds.

(a) **x Richmond, Surrey.—Royal Hospital.** Beds, 72. MATRON; 6 Sisters; 1 Night Superintendent; 12 Probationers. Applications average 70, and vacancies 2 yearly.

After a personal interview and from 4 to 6 weeks' trial, applicants are received for 3 years' training. Age, 21 to 35. Satisfactory evidence required as to character, health and physique. Applicants must be well educated, and be of the upper middle class. LECTURES are given on nursing by the hon. medical and surgical staff, and an examination is held yearly. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 to 3 hours daily; 1 day monthly; 3 weeks' holiday annually; sisters, 2 to 6 hours daily; half-day every week; 1 day monthly; 3 weeks' holiday annually. PREMIUM, *nil*. SALARY, £6, £12, £20; charge sisters, from £30. Laundry and indoor uniform provided (outdoor uniform not worn). Separate bedrooms.

Ripon Dispensary and Cottage Hospital. Beds, 16. MATRON; 1 Nurse; 2 Probationers. Probationers trained for 1 year.

(Building operations are now in progress.)

* **Ripon.—Victoria Nursing Association.** Firby Lane. LADY SUPERINTENDENT; 2 District Nurses; 10 Cottage Nurses; 2 Probationers.

Candidates for training as cottage nurses received. Age, 23 to 34. One month's trial. Course 16 months, 4 of which are spent in maternity training and qualifying for C.M.B. certificate. They have to serve for 4 years after training. Salary, £18, £18, £20, £22.

(a) **Rochdale Infirmary,** Lancs. Beds, 84. MATRON; 4 Sisters; 16 Probationers. Applications average 15.

After a personal interview (when possible) and 1 or 2 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 22 to 27. Satisfactory evidence required as to character, education and health. Applicants must be educated women. LECTURES

are given by the house surgeon on anatomy, physiology, and general nursing. A bronze badge is given. Certificate granted upon satisfactorily completing training. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday in the year; sisters have an additional $\frac{1}{2}$ day weekly. PREMIUM, *nil*. SALARY, £10, £14, £18; no remuneration for trial period; sisters, from £35. Laundry and indoor uniform provided. Separate bedrooms. When ill, nurses are treated in the infirmary.

Romford.—Victoria Cottage Hospital. Beds, 20. MATRON; 2 Nurses; 2 Probationers. Average number of vacancies 1 yearly.

After a personal interview and 2 months' trial, applicants are received for 2 years' training (trial period included). Age, 18 to 30. Satisfactory evidence from a lady, clergyman and doctor as to character, education and health. A testimonial is given by the Matron at the end of training. RECREATION, 3 hours daily; nurses, half-day weekly; 1 day monthly; 3 weeks yearly. PREMIUM, *nil*. SALARY, *nil*, £10. Nurses, from £30. Laundry and indoor uniform provided. Nurses have separate bedrooms, but probationers share rooms.

(a) **Rotherham Hospital and Dispensary.** Beds, 80. MATRON; 4 Sisters; 1 Staff Nurse; 17 Probationers. Applications average 60 and vacancies 12 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training (first month of trial period not included). Age 20 to 30. Certificates required from last employer, etc., as to character, and from medical man as to health and physique. Must be well educated. LECTURES are given by the honorary surgeon, house surgeon, and matron. Certificates and badge granted upon satisfactorily completing training. RECREATION, 2 hours daily; 7 hours weekly (sisters, 9 hours); 1 day monthly; 3 weeks yearly (nurses, 3 weeks, sisters, after 1st year, 4 weeks). PREMIUM, *nil*. SALARY, £5, £12, £16; staff nurses, £25; sisters, £30 to £35. No remuneration for the first trial month. Laundry and indoor uniform provided. Separate bedrooms.

(a) and (b) **Rugby.—Hospital of St. Cross.** Beds, 62. MATRON; Home Sister; 3 Sisters; 1 Night Sister; 12 Probationers. Applications average 9, and vacancies 3 yearly.

After 3 months' trial, suitable applicants are received at any time for 3 years' training (trial period included). Age, 20 to 25. Satisfactory evidence required as to character, good education, health and physique. LECTURES are given on physiology, medical and surgical nursing, first-aid and massage. Examinations are held after each course. Certificate

granted upon satisfactorily completing 2 or 3 years' training. RECREATION, 2 hours daily (sisters, 3 hours); nurses have 4 hours on Sunday; 1 day monthly; 2 weeks' holiday 1st year, 2½ weeks 2nd year, 3 weeks 3rd year; sisters, 4 weeks. PREMIUM, *nil*. SALARY, £10, £12, £14. Remuneration for trial period. Sisters, £30 to £40. Laundry and indoor uniform provided. Each sister and all but junior probationers have separate bedrooms.

There is a Nursing Home with a staff of 1 Charge Sister; 2 Nurses and 2 Probationers.

*** Rugeley District Hospital.** Beds, 15. MATRON; 1 Trained Nurse for district work; 2 Probationers.

After a personal interview (if possible) applicants are received for 1 month's trial. Age, about 21. Satisfactory evidence required as to character and health. If suitable, the probationer is retained for a year or longer; she receives practical instruction from the matron, 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, 2 hours every other day; half-day weekly; about 2 weeks' holiday in the 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, £10 per annum after 1st 3 months; district nurse, £33 per annum. Laundry is provided. When not engaged among the poor, the district nurse is employed in the wards.

(a) **Ryde.—Royal Isle of Wight County Hospital.** Beds, 64. MATRON; 1 ASSISTANT MATRON; 3 Sisters; 1 Night Superintendent; 14 Probationers. Applications vary, and vacancies average 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training (trial period included). Age, 22 to 28. Satisfactory evidence required (from last employer) as to character, education, health and physique. LECTURES are given by the house surgeon, matron and assistant matron. Examinations are held yearly. A medal is given. Certificate granted upon satisfactorily completing training. RECREATION, 2 hours daily (3 hours on Sunday); sisters, ½ day alternate Sundays; 1 day monthly; 3 weeks yearly. PREMIUM, *nil*. SALARY, £8, £14, £16. Laundry and indoor uniform are provided.

(a) * **Saffron Walden Hospital**, Saffron Walden, Essex. Beds, 37. MATRON; 2 Nurses; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Age, 22 to 30. Satisfactory evidence required as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday yearly. SALARY, *nil*, £10, £17. Laundry and indoor uniform provided.

(a) **St. Albans and Mid Herts Hospital and Dispensary**. Beds, 40. MATRON; 1 Sister; 1 Staff Nurse; 5 Probationers (2 paying); 4 paying vacancies yearly.

After a personal interview and 2 months' trial, applicants are received after 3 years' training. Age from 20. Applicants should be of average height, gentlewomen, and have 2 personal references as well as a medical and dental certificate. LECTURES are given by the matron. Examinations yearly. Certificates are given on completing course. RECREATION, 2 hours daily (sisters, 3 hours); $\frac{1}{2}$ day fortnightly (sisters weekly); 1 day monthly (sisters, 1 week-end monthly); 3 or 4 weeks yearly. PREMIUM, *nil*. SALARY, £5, £10, £15; nurses, £24 to £28; sisters, £30 to £40. Remuneration given for trial period. Laundry and indoor uniform provided. Nurses, but not all the probationers, have separate bedrooms.

***St. Alban's Diocesan Institution for Trained Nurses**. Chipping Hill, Witham. MATRON; 25 Nurses; 8 Probationers.

Probationers are received for 3 years' training in a general hospital. Candidates must be churchwomen, aged between 21 and 30, and must produce evidence of character, education and health. 1 to 3 month's trial required. A nurse agrees to serve the institution for 3 years after completion of her training. There is a £10 penalty for breaking agreement. PREMIUM (if any) is paid by the institution. SALARY (during training), £7 10s., £8 (minimum), £12; after training £22 to £27. Uniform is provided. There is a convalescent home attached to the institution and a private nursing staff.

(a) **St. Leonards.—Buchanan Hospital**, Springfield Road. Beds, 33; Cots, 10. MATRON; 1 Sister; 2 Staff Nurses; 7 Probationers. Applications average 50, and vacancies 2 yearly.

After personal interview and 3 months' trial, applicants are received for 3 years' training. Age, 22 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by

the doctors and matron on anatomy, physiology and general nursing. Certificate granted on completing training. RECREATION, 2 hours daily; 4 hours weekly; 1 day monthly; 3 weeks' holiday in the year; nurses have an additional half-day on Sundays. PREMIUM, *nil*. SALARY, £8, £12, £18; nurses, £25 to £28. No remuneration given for trial months. Full uniform and laundry provided. Separate bedrooms.

*** St. Leonards.—Eversfield Hospital for Diseases of the Chest and Throat.** West Hill Road. Beds, 53. MATRON; 3 Nurses; 3 Probationers. Probationers trained. Two years' course. SALARY, £10, £12.

*** St. Paul's Cray, Kent.—The Cottage Hospital.** Beds, 30. MATRON; 4 Nurses; 4 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Age, 20 to 24. Satisfactory evidence required as to character, education, health and physique. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly (nurses, 1 month). SALARY, *nil*, £12; staff nurses, £28 to £30 per annum. Material for uniform and caps, and laundry provided.

*** Salisbury Institution for Trained Nurses.** LADY-SUPERINTENDENT; 30 Nurses; 2 Probationers.

After a personal interview and 3 months' trial, applicants are received for 3 years' training, and enter into an engagement to serve for 3 years after training is completed. After this 6 years' service 1 month's notice is required and given. Age, 23 to 33. Satisfactory evidence required of character and health. SALARY, 1st and 2nd years, £5 per annum; 3rd year, £20; 4th year, £22; 5th year, £24, rising by £2 every 3 years to £30. Nurses receive in addition 2½ per cent. on their earnings and bonus. Board, lodging, medical attendance and £5 for uniform are provided. There is a nurses' pension fund.

*** Saltash (Cornwall).—St. Barnabas Cottage Hospital and Nursing Home.** Beds, 12. LADY SUPERINTENDENT; Sister-in-Charge; 1 Sister; 1 Probationer.

Probationers trained; 1 year's course.

Savernake Cottage Hospital, Marlborough, Wilts. Beds, 21. MATRON; 1 Sister; 2 Nurses; 2 Probationers.

Probationers trained; 1 year's course.

(a) Scarborough Hospital and Dispensary.

Beds, 55. MATRON; 3 Sisters; 9 Probationers; average number of applications about 30 yearly.

After personal interview (if possible) and 2 months' trial, suitable applicants are received for 3 years' training. Age, 22 to 28. Doctor's certificate and references required. Certificate granted at end of training. RECREATION, 2½ hours daily; sisters, 3 hours; 4 hours Sunday; 1 day monthly; 3 weeks yearly; sisters, 4 weeks. SALARY, £5, £10, £15; sisters, from £25. Remuneration given for trial period. Laundry and indoor uniform provided. Separate bedrooms (as a rule). Nurses are sent out to private cases if urgent.

Sevenoaks Hospital for Children with Hip Disease. Beds, 38. HON. LADY SUPERINTENDENT; HON. NURSING SUPERINTENDENT; 2 Staff Nurses; 4 Lady Probationers.

After personal interview and 6 weeks' trial, applicants are received as vacancies occur for 1 or 2 years' training. Age, preferably 20 to 25. They must be ladies by birth and education, and produce certificate of health. Training is given to prepare candidates for a larger hospital. RECREATION, 2 hours daily. PREMIUM, £17. If applicants cannot pay premium they must agree to serve for 2 years without salary, laundry being paid by the hospital during the second year. SALARY, *nil*, 2nd and 3rd year, £15; staff nurses, £25. All candidates pay 10s. per week during trial and provide uniform and own laundry during training. Separate bedrooms.

(b) Sheffield Children's Hospital, Western Bank, Sheffield. Beds, 60. MATRON; 1 Sister; 9 Nurses; 9 Probationers. Applications average 90 and vacancies 2 or 3 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received as vacancies occur for 2 years' training (trial period included). Age, 19 to 25. Satisfactory evidence required as to character, education, health and physique (doctor's certificate). 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; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £8, £12, £20. If retained the salary is increased by £2 yearly up to £25. Laundry and indoor uniform provided. After a year of service, satisfactory probationers are usually promoted.

Paying Probationers are received for 1 year's training. PREMIUM, £15, paid quarterly in advance.

(b) x **Sheffield.**—**Jessop Hospital for Women**, Gell Street. Beds, 57 (Gynæcological), 17 (Maternity). **MATRON**; House-keeper; 3 Day Sisters; 1 Night Sister; 4 Staff Nurses; 21 Probationers (Maternity Department). 1 Sister; 4 Staff Nurses; 5 Pupil Midwives (Gynæcological Department).

After personal interview (when possible) and 2 months' trial, suitable applicants are received for 2 years' training. Age, 19 to 35. Satisfactory evidence is required as to character, education, health, and physique. **LECTURES** are given by house surgeon and matron upon anatomy, physiology, general and gynæcological nursing. Examinations yearly. A certificate is given upon satisfactory completion of engagement and passing examination. **RECREATION**, 2 hours daily; 3 hours Sundays; sisters, $\frac{1}{2}$ day weekly, every 3rd Sunday, and 24 days yearly; staff nurses, $\frac{1}{2}$ day weekly, 1 day monthly, and 3 weeks yearly; probationers, 1 day fortnightly and 3 weeks yearly. **PREMIUM**, *nil*. **SALARY**, £8, £14; nurses, £25 to £35; sisters, £35 to £45. Laundry and indoor uniform provided. Probationers have double bedrooms, sisters and nurses single rooms. In sickness nurses are nursed in hospital.

Maternity Department.—5 pupil midwives are received for training. The course of midwifery training is 3 months for trained nurses at a fee of 15 guineas, and 4 months for untrained pupils at a fee of 20 guineas, and includes district and hospital work, attendances at lectures and operations. Board, lodging, and laundry are included. **RECREATION**, 2 hours daily; 3 hours Sunday; $\frac{1}{2}$ day weekly; 1 day monthly; 3 weeks yearly. **SALARY**, staff nurses, £30; sisters, £40. Indoor uniform and laundry provided. Probationers who have satisfactorily completed their two years' training in the gynæcological wards are given their midwifery training in return for 6 months' free service in the hospital.

* **Shepton-Mallet District Hospital and Dispensary** (Somerset). Beds, 18. **MATRON**; 1 Nurse; 2 Probationers.

After 1 month's trial suitable applicants are received for 1 year's training. Age, from 20. **RECREATION**, 2 hours daily; $\frac{1}{2}$ day weekly. **SALARY**, *nil*. Uniform and laundry provided. Separate bedrooms.

(a) and (b) * **Sherborne, Dorset.**—**Yeatman Hospital**. Beds, 24. **MATRON**; 2 Staff Nurses; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received for 1, 2 or 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. **RECREATION**, 2 or 3 hours daily; 1 day monthly; 2 weeks' holiday yearly (Nurses, 4 weeks).

PREMIUM, £10. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £16; nurses, £20 to £35. Laundry and indoor uniform provided. Separate bedrooms. Nurses are occasionally sent out to private cases.

Shipley.—Sir Titus Salt's Hospital, Shipley, Yorks. Beds, 17. MATRON; 1 Sister; 3 Probationers. Average number of vacancies 6 yearly.

Probationers are received in their 3rd year from the North Bierley Union Infirmary for 6 months' practical surgical training. Uniform provided and salary paid by the Guardians. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; sisters, 3 weeks yearly. SALARY, sisters, £35 to £40. Laundry provided. Probationers share a room.

* **Sidcup Cottage Hospital** (Kent). Beds, 13. MATRON; 1 Nurse; 2 Probationers. Probationers trained.

After personal interview (if possible) and 2 months' trial, suitable applicants are received for 2 years' training. Matron's and doctor's testimonial given. Age, 20 to 35. RECREATION, 2 hours daily; 1 day monthly. SALARY, £6, £10. Laundry provided.

(b) * **Southampton Free Eye Hospital**, Carlton Road. Beds, 15. MATRON; 1 Sister; 2 Probationers.

Probationers trained; certificate granted at end of year's training.

Southend-on-Sea.—Victoria Hospital and District Nursing Institution. Beds, 25; Cots, 16. MATRON; 5 Nurses; 6 Probationers. Probationers trained.

(a) **South Shields.—Ingham Infirmary.** Beds, 70. MATRON; 3 Sisters; 2 Staff Nurses; 14 Probationers. Average number of vacancies 4 to 6 yearly.

After a personal interview (if possible) and 2 months' trial, applicants are accepted for 3 years' training. Age, 22 to 28. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the honorary and resident doctors on anatomy, physiology, medicine and surgery. Examinations are held twice yearly. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 evening every alternate week; 1 day monthly; 16 days' holiday yearly (sisters, 4 weeks). PREMIUM, *nil*. SALARY, £10, £14, £18; theatre nurse, £25 to £27; staff nurses, £32 to £35; sisters, £35 to £40. Remuneration given for trial months. Laundry and indoor uniform are provided. Separate bedrooms.

Paying probationers are received for 3 or 6 months. Fee, £15.

(a) **Southport Infirmary.** Beds, 76. MATRON; 4 Sisters; 1 Night Sister; 2 Staff Nurses; 16 Probationers. Applications average 40, and vacancies 4 yearly.

After a personal interview and 2 months' trial, applicants are received as a vacancy occurs for 3 years' training. Age, 23 to 30. Satisfactory evidence required of age, health, character, physique and education. LECTURES are given by the hon. medical officers on anatomy, physiology and hygiene, and class instruction by the matron. Instruction in invalid cookery is given by a certificated teacher. Examinations at end of course. A certificate is granted on passing examinations and satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 1st year, 2 weeks' holiday (subsequent years, 3 weeks). SALARY, £8, £10, £14; sisters, £32 to £35. Remuneration given for trial months if applicant is accepted. Laundry and indoor uniform provided. Separate bedrooms for nurses and senior probationers.

There is a Private Nursing Staff.

Southwold Cottage Hospital. Beds, 14. MATRON; 1 Staff Nurse; 1 Probationer.

After personal interview suitable applicants are received for 2 years' training. RECREATION, 2½ hours daily; 2 weeks 1st year, 3 weeks 2nd year. SALARY, *nil*, £10. Staff nurse, £25. Uniform and laundry provided. Separate bedrooms.

Spalding.—Johnson Hospital. Beds, 23; Cots, 5. MATRON; 1 Staff Nurse; 4 Probationers. Average number of vacancies 4 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 or 2 years' training (trial period included). RECREATION, 2 hours daily; 1 day monthly; 3 weeks yearly. PREMIUM, *nil*. Laundry and indoor uniform provided.

(a) **Stafford.—Staffordshire General Infirmary.** Beds, 80. MATRON; 2 Day Sisters; 1 Night Sister; 4 Staff Nurses; 11 Assistant Nurses and Probationers. Vacancies average 4 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received when vacancies occur for 3 years' training. Age, 20 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the hon. medical staff on anatomy, physiology, and medical and surgical nursing. Examinations are held twice a year and prizes given (1 by the committee and 1 by the medical staff). Certificates are granted upon satisfactorily

completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly (Sisters, 4 weeks). PREMIUM, *nil*. SALARY, £8, £10, £18; sisters, £35 rising to £40 yearly. Laundry and indoor, but not outdoor, uniform provided. Each nurse has a separate bedroom and most of the probationers.

(a) **Stamford, Rutland and General Infirmary** (Lincs). Beds, 60 (30 general, 30 isolation). MATRON; 2 Sisters; 3 Nurses; 8 Probationers. Average number of vacancies 2 yearly.

After a personal interview and 1 month's trial applicants are received for 3 years' training. Satisfactory evidence required as to character, education, and health as well as medical and dental certificates. Gentlewomen are preferred. LECTURES are given by the House Surgeon and Matron. Examinations are held in the spring. Certificate given at end of training. RECREATION, 2½ (sisters 3) hours daily; 1 day monthly; 3 weeks yearly (nurses and sisters, 4 weeks). PREMIUM, *nil*. SALARY, £8, £10, £20; nurses, £25 to £33; sisters, £30 to £36. REMUNERATION given for trial period. Laundry and indoor uniform provided. Sisters have separate rooms. Nurses are nursed during sickness.

(a) * **Stockton and Thornaby Hospital.** Beds, 72. MATRON; 4 Sisters; 1 Night Sister; 1 Staff Nurse; 9 Probationers. Vacancies average 3 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received for 3 years' training. Age, 22 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the doctors and matron on ward instruction. Examinations are held once a year. Certificate granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly (sisters, 1½ days); 2 or 3 weeks' holiday yearly (sisters, 4 weeks). PREMIUM, *nil*. SALARY, *nil*, £12, £14; nurses, £20 to £25; sisters, £28 to £30. Laundry and indoor uniform are provided. Separate bedrooms for nurses.

(a) **Stoke-on-Trent.—Staffordshire Institution for Nurses and Nursing Home.** Beds, 8. LADY SUPERINTENDENT; 2 Assistant-Superintendents; 110 trained nurses; 30 Probationers. Applications average 40 and vacancies 10 yearly.

Candidates are received and trained for private nursing. Age, 22 to 35. After a personal interview and 2 months' trial, applicants are sent to the Ancoats Hospital, Manchester; Salop Infirmary, Shrewsbury; County Hospital, Lincoln; General Infirmary, Worcester; or Notting-

ham General Hospital, for 3 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 2 years after the completion of training. The institution grants a certificate. PREMIUM, *nil*. SALARY, on the staff, £20, £25, £30, with bonus. There is a sick fund, nurses being cared for in illness and sent to convalescent homes when necessary.

(a) and (b) **Stourbridge.—Corbett Hospital.** Beds, 30 (8 extra beds for wounded). MATRON; 3 Staff Nurses; 5 Probationers.

After personal interview and 2 months' trial, suitable applicants are received for a course of 2 or 3 years' training (trial period included). Age, from 20. Satisfactory evidence required as to character, education and health. Classes held by the matron in bandaging, physiology and nursing. Examinations held. Certificate granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; Sundays alternately, 10 A.M. till 1 P.M. or 2 P.M. till 10 P.M.; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £10, £12, £16. Nurses £30 to £32 (night nurse). Remuneration given for trial period. Laundry and indoor uniform are provided. Separate bedrooms or cubicles.

(a) **Stratford-on-Avon Hospital.** Beds, 32 (including 4 cots, also 6 extra beds for wounded). MATRON; 1 Sister; 3 Staff Nurses; 4 Probationers. Applications average 12, and vacancies 2 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received at any time for 1 or 2 years' preliminary training (trial period included). Age, 18 to 30. Satisfactory evidence with good references required as to character, health and physique. Good education essential. Instruction is given in medical, surgical and ophthalmic work. Certificates granted at the end of the 3rd year. RECREATION, 3 and 2 hours daily alternately; sisters, 3 and 2½ hours; 6 hours alternate Sundays; 1 day monthly; 2 weeks' holiday yearly (nurses, 3 weeks); sisters, 4 weeks. PREMIUM, *nil*. SALARY, £5, £10, £16. No remuneration for trial period. Nurses, £28 to £32; sisters, £37 to £40. Indoor uniform and laundry and text-books provided. Separate bedrooms.

(a) * **Stroud General Hospital.** Beds, 35. MATRON; 2 Sisters; 1 Night Charge Nurse; 4 Probationers.

After a personal interview (when possible) and 1 month's trial, applicants are received for 3 years' training (trial period included). Age, 20 to 30. Satisfactory evidence required as to character, education

and health. Gentlewomen preferred. LECTURES are given by the house surgeon and matron upon anatomy, physiology and nursing. Examinations are held twice yearly and certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; sisters, 4 hours weekly; 1 day monthly; probationers, 2 weeks' holiday in a year (sisters, 4 weeks). PREMIUM, *nil*. SALARY, *nil*, £10, £15; night charge nurse, £25; sisters, from £30. Laundry and indoor uniform are provided. Sisters and senior probationers have separate bedrooms, junior probationers 2 in a room with division.

Sudbury (Suffolk).—St. Leonard's Hospital.

Beds, 14; Cots, 4. MATRON; 2 Staff Nurses; 1 Night Nurse; 2 Probationers. Probationers trained.

* **Sutton Hospital** (Surrey). Beds, 18; Cots 2. MATRON; 2 Nurses; 2 Probationers. Probationers trained.

(a) **Swindon.—Victoria Hospital.** Beds, 28. MATRON; 1 Sister; 4 Probationers.

After a personal interview and 2 months' trial, suitable applicants are received at any time for 3 years' training (trial period included). Age 21 to 30. Three references are required (one from a clergyman) as to character. Must show evidence of satisfactory education and social position. LECTURES are given by the matron on anatomy and physiology, and medical and surgical nursing. Examinations held. Certificate granted on completion of training. RECREATION, 2 hours daily (sister, 2½ hours); 1 day monthly; 2 weeks and 2 days yearly (sister, 3 weeks and 2 days). PREMIUM, *nil*. SALARY, £4, £8, £12; sisters, from £30. Remuneration given for trial months. Laundry and uniform (indoor and outdoor) provided.

(a) **Tamworth Hospital.** Beds, 30. MATRON; 1 Nurse; 4 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. Age, 23 to 28. 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, £10, £14, £18. Laundry and in- and outdoor uniform provided.

(a) **Tavistock Cottage Hospital and Dispensary,** New Launceston Road. Beds, 32; Cots, 2. MATRON; 2 Nurses; 5 Probationers.

After a personal interview (if possible) and 2 months' trial, suitable applicants are received for 3 years receiving a good grounding preliminary to general training in a large hospital. Age from 20. Must be strong and well educated. LECTURES by hon. staff. Certificate given. RECREATION, 2 hours daily; nurses, $2\frac{1}{2}$; sisters, 3 hours; alternate Sundays, 3 hours and 7 hours; 1 day monthly; 2 weeks yearly. PREMIUM, *nil*. SALARY, £5, £10, £15. Indoor uniform and laundry provided. Staff nurses only have separate bedrooms.

Teignmouth Hospital. Beds, 17 (9 extra beds for wounded). MATRON; 2 Probationers. Applications average 6 and vacancies 2 yearly.

After a personal interview (10 to 12 a.m.) and 1 month's trial, applicants are admitted for one year's training (trial period included). RECREATION, 2 hours daily; 1 day monthly; 2 weeks yearly. PREMIUM, *nil*. SALARY, £8. Laundry and part indoor uniform provided. Separate bedrooms.

Tenbury.—St. Mary's Cottage Hospital, Tenbury Wells, Worcestershire. Beds, 12. MATRON; 1 Staff Nurse; 1 Probationer. Applications average 20 (10 paying) and vacancies 1 yearly.

After a personal interview and one month's trial, applicants are received for 1 year's training (trial period included). Age, 20 to 22. Height, 5 ft. 2 in. to 5 ft. 11 in. Satisfactory evidence required as to character and health. Applicants should be of the upper middle class and Church of England. LECTURES by the matron on anatomy. Examinations twice yearly. RECREATION, 3 hours daily; 4 hours weekly; 1 day monthly; 4 weeks holiday yearly. PREMIUM, *nil*. SALARY, £8. Nurses, from £30. Remuneration given for trial period. Laundry and text-books provided. Separate bedrooms.

*** Tetbury Cottage Hospital** (Gloucester). Beds, 9. MATRON; 1 Staff Nurse; 1 Probationer. Two vacancies on an average yearly.

After a personal interview and 1 month's trial, applicants are received for 6 months to 1 year's training (trial period included). Age, 20 to 25. Satisfactory evidence required as to character from personal friends and as to health from medical man. Good average education, ladies, and must be domesticated and fond of country. LECTURES are given by matron in practical and theoretical nursing. No certificate is granted. RECREATION, 2 hours daily; 3 hours Sundays; 1 day monthly; 2 weeks

yearly (nurses, 3 weeks). PREMIUM, *nil*. SALARY, 1st 6 months, *nil*; 2nd 6 months, £14 per annum. Nurses, from £28. Laundry, but not uniform, provided.

***Tewkesbury Rural Hospital** (Gloucestershire). Beds, 25. MATRON; 1 Staff Nurse; 3 Probationers. Probationers trained. One year's course. Age, from 20. PREMIUM, *nil*. SALARY, *nil*. Indoor uniform and laundry provided.

(b) **Tiverton Infirmary and Dispensary**. Beds, 17; Cots, 6. MATRON; 1 Sister; 1 Night Sister; 3 Probationers (1 paying). Applications average 20 and vacancies 3 yearly.

After an interview (if possible) and 1 month's trial, applicants are received for 1, 2 or 3 years' training (trial period included). Age, 19 to 28. Satisfactory evidence required as to character, education, health and physique. LECTURES on elementary anatomy, physiology and general nursing by the visiting staff and matron. Certificate granted on satisfactorily completing 2 years' training. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly; 2nd and 3rd years, 4 weeks. SALARY, £8, £12. Remuneration given for trial months. Laundry and indoor uniform are provided.

Torquay.—Rosehill Hospital for Sick and Incurable Children. Beds, 32; Cots, 7 (free). MATRON; 1 Sister; 1 Nurse; 3 Probationers.

Probationers trained; 1 year's course. Age, 18 to 30. SALARY, *nil*.

(a) **Torquay.—Torbay Hospital**. Beds, 65 (45 extra beds for wounded). MATRON; 4 Day Sisters; 1 Night Superintendent; 3 Staff Nurses; 13 Probationers. Applications average 60 and vacancies 4 yearly.

After a personal interview and 3 months' trial, applicants are received as vacancies occur for 3 years' training (trial period included). Age, 21 to 30. Daughters of professional men preferred. Certificate as to character required from last employer or two ladies (not relatives) and as to health from medical man on Hospital Form. LECTURES are given by the honorary staff, resident medical officer and matron upon anatomy, physiology, general treatment of diseases, medical and surgical nursing, diseases of the eye, massage and electricity. Examinations held. Certificate granted upon satisfactorily completing training and passing examination. RECREATION, 2 hours daily; 4 hours weekly (staff nurses and sisters, 5 hours); 1 day monthly; 3 weeks'

holiday yearly (sisters, 4 weeks). PREMIUM, *nil*. SALARY.—£6 10s., £10, £15. Remuneration given for trial period if accepted. Staff nurses from £28; sisters, £35 to £45. Laundry and indoor uniform are provided. Separate bedrooms except for four juniors who have cubicles. Free medical attendance granted when ill.

*** Tredegar Hospital, Monmouthshire.** Beds, 25. MATRON; 1 Sister; 1 Staff Nurse; 1 Assistant Nurse; 2 Probationers.

After a personal interview, and 2 months' trial, applicants are received for 2 years' training. Age, 19 to 30. Satisfactory evidence required as to character, education and health. Certificate of efficiency given. Laundry provided.

(a) **Truro.—Royal Cornwall Infirmary.** Beds, 52 (exclusive of isolation blocks). MATRON; 3 Sisters; 9 Probationers. Average number of vacancies 3 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received for 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the house surgeon and matron. Examinations are held once a year. Certificates are granted upon satisfactorily completing training and passing examination. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly (sisters, 4 weeks). PREMIUM, *nil*. SALARY, £9, £14, £15; sisters, from £30. Remuneration given for trial months. Laundry, in- and out-door uniform provided. Separate bedrooms.

(b) *** Tunbridge Wells Eye, Throat, and Ear Hospital,** Mount Sion. Beds, 15. MATRON; 1 Nurse; 3 Probationers. A vacancy occurs generally twice a year.

After a personal interview and 1 month's trial, applicants are received as vacancies occur for 1 year's practical instruction in such nursing as a small special hospital affords. Age, 19 to 22. Satisfactory evidence required as to character, very good education, health and physique. LECTURES given by the matron on general nursing. A certificate is granted at end of course showing instruction received. RECREATION, 2 or 3 hours daily; $\frac{1}{2}$ day Sundays; 2 weeks yearly. PREMIUM, *nil*. SALARY, £10; £14. Remuneration given for trial month. Laundry and uniform are provided. Cubicle sleeping accommodation.

(a) **Tunbridge Wells General Hospital.** Beds, 70 (26 extra beds for wounded). MATRON; 1 ASSISTANT MATRON; 1 Night Superintendent; 4 Day Sisters; 22 Probationers.

After a personal interview and 1 month's trial, candidates are received for 3 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character, good education, capacity, and a medical certificate of health. LECTURES are given by the house surgeons and matron on elementary anatomy, physiology and general nursing, and practical instruction by the ward sisters. Training is given in all branches of general hospital nursing and a course of massage lessons is given. Nurses gain experience in the X-Ray and Electrical Department. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly (sisters, 4 weeks); sisters have an extra half-day fortnightly. PREMIUM, *nil*. SALARY, 1st and 2nd years, £6; 3rd year, £8; sisters, £32 to £40. No remuneration is given for the trial month. Laundry and indoor uniform provided. Separate bedrooms, cubicles for probationers.

(b) * **Tunbridge Wells Homœopathic Hospital.**

Beds, 9; Cots, 2. MATRON; 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. Age, 20 to 24. Satisfactory evidence required as to character, education, health and physique. Certificates are granted upon satisfactorily completing training. RECREATION, 1 hour daily; on an average 1 day off duty monthly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, *nil*, £10. Laundry and indoor uniform are provided.

(b) **Ventnor.—Royal National Hospital for Consumption and Diseases of the Chest** (on the separate principle). Beds, 163. MATRON; 1 ASSISTANT MATRON; 5 Sisters; 1 Night Superintendent; 2 Staff Nurses; 16 Probationers.

After a personal interview (when possible) and 1 month's trial, applicants are received for 1 year's training. Age, 20 to 30. Satisfactory evidence required as to character, education, health and physique. Special lectures are given by the senior resident medical officer and the matron. Certificates are granted, and if probationers' work is satisfactory, they are passed on to a general hospital for 3 years' training. RECREATION, probationers, 2 hours daily; 2 half-days monthly; 2 weeks' holiday yearly; sisters, 3½ hours on alternate days; alternate Sunday evenings; ½ day fortnightly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £10, £15; sisters, £30 to £40. Remuneration is given for the trial month. Laundry and indoor uniform are provided. Probationers

sleep in two-bedded rooms with access to a balcony where their beds can be carried out if they so wish. Federated to the Royal National Pension Fund for Nurses.

The hospital is divided into 5 divisions, and each division has a sister.

(a) **Wakefield.—Clayton Hospital.** Beds, 71. MATRON ; 1 Night Superintendent ; 4 Sisters ; 3 Staff Nurses ; 14 Probationers. Vacancies average 5 yearly.

After a personal interview and 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 22 to 28. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the matron and house surgeon upon medical and surgical nursing, anatomy, and physiology. Examinations held. Prizes given. Certificate granted upon satisfactorily completing training and passing examination. RECREATION, 3 hours alternate days ; 1 day monthly ; 16 days' holiday yearly (sisters, 23 days). PREMIUM, *nil*. SALARIES, £12, £14, £18. Remuneration given for trial period. Nurses, from £25 ; sisters, £35 rising to £40. Laundry and materials for indoor uniform are provided.

* **Walker Accident Hospital,** Walker-on-Tyne. Beds, 16. MATRON ; 2 Nurses ; 1 Nurse-Probationer. A vacancy for the post of nurse occurs about once in 4 years, and is advertised.

After 3 months' trial probationers are received for 2 years' training. Age, 20 to 25. Satisfactory evidence required as to character, health and physique. RECREATION is allowed as may be convenient to hospital requirements ; 4 weeks' holiday in a year. SALARIES.—£5, £10 ; nurses. £30 ; Matron, £60. Laundry and uniform provided.

(b) **Wallasey Cottage Hospital.** Beds, 22. MATRON ; 1 Sister ; 1 Staff Nurse ; 2 Probationers. Applications average 12 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training (trial period included). Age, 20 to 25. Satisfactory evidence required as to character, education, health and physique (from a doctor). LECTURES by the matron on physiology and anatomy. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily ; nurses, 4 hours ; sisters, no fixed time ; occasional evening (nurses and sisters weekly evening) ; 1½ days monthly (sisters, 1 week-end) ; 3 weeks yearly. PREMIUM, *nil*. SALARY, £10, £14 ; nurses, from £26 ; sisters, from £30. Laundry and indoor uniform are provided. Separate bedrooms,

(a) **Walsall and District Hospital**, Walsall, Staffs. Beds, 84. MATRON; 5 Ward and 1 Massage Sisters; 1 Staff Nurse; 15 Ordinary Probationers. Applications average 30, and vacancies 6 yearly.

After a personal interview, when possible, and 1 to 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 22 to 30. Height, 5 ft. 2 in. to 5 ft. 8 or 9 in. Satisfactory evidence required as to character, from friends or late employer, from medical attendant as to health and physique, and a dental certificate. LECTURES are given by the hon. medical staff upon elementary anatomy, physiology, and medical and surgical nursing and on practical nursing and ward work by the matron. Examinations are held at the end of each course. Certificate granted upon satisfactorily completing training and passing examination. RECREATION, 2 hours daily; 6 to 8 hours weekly (nurses, 8 to 10, sisters, 14); 1 day monthly; holiday—1st year, 2 weeks; 2nd year, 18 days; 3rd year, and staff nurses, 3 weeks; sisters, 4 weeks. PREMIUM, *nil*. SALARY, £10, £15, £20; staff nurses, £28 to £30; sisters, £35 rising to £40. Laundry and material for indoor uniform are provided. Separate bedrooms.

* **Walton-on-Thames, Walton, Hersham, and Oatlands Cottage Hospital**, Sidney Road. Beds, 10; Cots, 2; MATRON; 2 Nurses; 2 Probationers. Probationers trained.

* **Wantage. — The Cottage Hospital**. Beds, 12; Cots, 2. MATRON; 1 Nurse; 2 Probationers. When a vacancy for MATRON or Nurse occurs, it is advertised.

Probationers come on trial for 2 months and are trained for 1 year. No salary. No certificates are granted. SALARIES.—Matron, £45 to £50; nurse, £25 per annum. Laundry and indoor uniform provided.

(b) **Warminster, Wilts.—Cottage Hospital**. Beds, 15; cots, 2. MATRON; 1 Sister; 3 Probationers. Vacancies, 3 every 2 years.

After personal interview and 2 months' trial, applicants are received for 2 years' training (trial period included). Age, 20 to 25. Satisfactory evidence required as to character, education, health and physique. Certificate granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; half-day on Sunday; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £5, £10. Remuneration given for trial period. Laundry provided. £3 uniform allowance yearly. Probationers on day duty share a large bedroom divided by curtains.

(a) * **Warrington Infirmary and Dispensary.** Beds, 80. MATRON; 4 Day Sisters; 1 Night Sister; 1 Staff Nurse; 14 Probationers. Applications average 60 and vacancies 4 yearly.

After a personal interview and 3 months' trial candidates are received as vacancies occur for 3 years' training (trial period included). Age, 22 to 32. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the house surgeons and matron on physiology, medicine, surgery and nursing. Examinations held. Certificate given on satisfactory completion of training. RECREATION, 2 hours daily; half-day alternate Sundays and once fortnightly (sisters, $\frac{1}{2}$ day weekly); 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £10, £12, £18. Remuneration for trial period given at end of training. Nurses from £26; sisters from £28 to £30. Laundry and indoor uniform are provided. Separate bedrooms.

(a) **Watford District Hospital, Watford.** Beds, 30; Cots, 4. MATRON; 4 Sisters; 6 (2 paying) Probationers.

After a personal interview and 2 months' trial, an applicant is received for 3 years' training. Age, 20 to 30. Satisfactory evidence required as to character, fair education, health and physique. LECTURES are given upon nursing by the matron and by hon. medical staff. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; 1 day monthly; 2 weeks' holiday yearly (nurses, 3 weeks; sisters, 1 month). PREMIUM, *nil*. SALARY, £10, £12, £14; sisters, £30 to £40. Remuneration is given for the trial month. Laundry and part indoor uniform provided. Separate bedrooms.

Wellingborough Cottage Hospital. Beds, 13 (and 4 private beds). LADY SUPERINTENDENT; 1 Nurse; 1 District Nurse; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received for 1 year's training (trial period included). Age, 18 to 23. RECREATION, 3 hours daily; 1 day monthly; 2 weeks (nurses, 3 weeks) yearly. PREMIUM, *nil*. SALARY, £6, £15; nurses, from £30. Laundry and indoor uniform provided. Separate bedrooms.

(a) **West Bromwich and District Hospital.** Beds, 86. MATRON; 3 Day Sisters; 1 Night Superintendent; 14 Probationers (2 paying). Vacancies average 6 yearly.

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

received at any time for 3 years' training (trial period included). Age, 21 to 32. Satisfactory evidence required as to character, education, health and physique (medical and dental certificates). LECTURES and practical demonstrations are given by the medical staff and matron on anatomy, physiology, medicine, surgery, ophthalmic nursing and gynæcology. Classes also are held on bandaging, practical nursing and cookery. Examinations are held yearly. A gold medal and book prizes given. Certificate granted upon satisfactorily completing training and passing examinations. RECREATION, probationers and nurses, 2 hours daily; long evening weekly; 1 day monthly; 1st year, 7 to 9 days' holiday after first 6 months and 14 days at end of year; 2nd and 3rd year, 3 weeks' holiday. Sisters, 2 to 3 hours daily; 5 to 10 P.M. once a week; week-end monthly; 1 month's holiday. PREMIUM, *nil*. SALARIES, £5, £10, £15; nurses from £24. Remuneration given for trial period. Sisters, £30 to £40. Laundry and indoor uniform are provided. Separate bedrooms. Free treatment, salary, and insurance paid during sickness. Federated to the Royal National Pension Fund for Nurses.

(b) **Weston-super-Mare Hospital.** Beds, 40. MATRON; 3 Sisters; 1 Staff Nurse; 6 Probationers. Vacancies average about 2 annually.

After a personal interview (when possible) and 2 months' trial, applicants are received for 2 years' training. Satisfactory evidence required as to character (two references), education and health. Applicants are generally the daughters of professional men or of tradesmen. LECTURES are given by the matron and house surgeon, and on hygiene by the sanitary inspector. Examinations at end of course of lectures. Certificate granted upon satisfactorily completing the 2 years' course and passing examination. RECREATION, 2½ hours daily; 3 hours on Sunday; ½ day and 1 day a month; sisters, ½ day and 1 day fortnightly; 2 weeks' holiday yearly (nurses, 4 weeks; sisters, 4 weeks). PREMIUM, *nil*. SALARY, Probationers, *nil*; staff nurses, from £26; sisters, £30 to £35. Laundry and uniform is provided. Separate bedrooms.

There is an isolation block in the grounds, special nurses being employed when necessary.

The Norland Institute sends a pupil for 3 months' training in the children's ward, 4 being trained each year. (This is in abeyance during the War, as the Children's Ward is being used for troops.)

Weymouth and Dorset County Royal Eye Infirmary, 6 King Street. Beds, 17. MATRON; 1 Probationer. Probationers trained.

(a) * **Weymouth.—Princess Christian Hospital and Sanatorium**. Beds, 50. MATRON; 3 Sisters; 2 Nurses; 12 Probationers.

Probationers trained; 3 years' course; certificates granted.

* **Weymouth Royal Hospital and Dispensary**. Beds, 17. MATRON; 2 Staff Nurses; 2 Probationers.

After 1 month's trial, applicants are received for 2 years' training. Age, 21 to 30. LECTURES are given during the winter. SALARY, £6, £10; staff nurses, £25 per annum and uniform. Laundry and separate bedrooms are provided.

(a) **Whitehaven and West Cumberland Infirmary**. Beds, 58. MATRON; 3 Sisters; 2 Staff Nurses; 10 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 20 to 30. Satisfactory evidence required as to character and education. LECTURES are given by the Hon. Med. Officers, House Surgeon and Matron. Examinations yearly (April and December). Certificate given at end of training. RECREATION, Probationers and Nurses 2 hours daily (sisters, $2\frac{1}{2}$); Sunday, 3 hours (Nurses and Sisters, $\frac{1}{2}$ day weekly); 1 day monthly; 3 weeks yearly (sisters, 4 weeks). PREMIUM, *nil*. SALARY, £6, £12, £18. Nurses, from £25; Sisters, £30 to £40. Laundry and indoor uniform provided. Separate bedrooms for sisters only.

* **Willingham-by-Stow, Gainsboro' (Lincs.)—Reynard Cottage Hospital**. Beds, 10. Matron; 1 Probationer. Probationers trained.

(a) **Windsor.—King Edward VII. Hospital** (formerly Windsor and Eton Royal Infirmary and Dispensary). Beds, 66. MATRON; 1 ASSISTANT MATRON; 6 Sisters; 24 Probationers. Vacancies average 6 yearly.

After a personal interview and 3 months' trial, suitable applicants are received as vacancies occur for 3 years' training (trial period included). Age, 20 to 30. Certificate as to character required from two persons, either clergyman, former employer, or other responsible person, and from qualified practitioner as to health and physique and re-vaccination

within 7 years. Teeth must be in good condition. Education must be ordinarily good. LECTURES are given by the honorary staff and matron upon elementary anatomy, physiology, medical and surgical nursing and the general qualities required for hospital work. Examinations held. Certificate granted upon satisfactorily completing training and passing examination. RECREATION, 2 hours daily; Sunday, 4 hours (sisters, 4 and 8 hours alternately weekly; 1 whole day monthly; sisters, additional hours alternate Sundays; 16 days' holiday in the year (sisters, 4 weeks). PREMIUM, *nil*. SALARY, £8, £12, £16. Sisters, £30 to £40. Ordinary salary given for trial period. Laundry and indoor uniform are provided. Separate bedrooms, except in 3 cases.

* **Winsford (Cheshire).—Albert Infirmary.** Beds, 16. Matron; 2 Probationers.
Probationers trained; 2 years' course.

(a) **Wisbech, Cambridgeshire.—North Cambridgeshire Hospital.** Beds, 33. Cots, 3. MATRON; 1 Sister; 2 Staff Nurses; 6 Probationers.

After 2 months' trial, applicants are received for 3 years' training. Age, 21 to 30. Candidates must produce satisfactory evidence as to character, education and health. LECTURES are given by the matron. Probationers gain experience with private cases in special wards. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday in the year. PREMIUM, *nil*. SALARY, £5, £10, £15. Laundry is provided. Indoor uniform is provided for nurses.

Woking.—Victoria Cottage Hospital, Chobham Road. Beds, 13 (4 extra beds for wounded). 1 Private Ward. MATRON; 2 Staff Nurses; 2 Probationers.

Probationers trained for 1 year for Royal Victoria Nursing Association, Ascot.

(b) **Wolverhampton Eye Infirmary.** Beds, 40. MATRON; 1 Sister; 2 Assistant Nurses; 2 Probationers. Applications average 10 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received for 2 years' training. Age, 18 to 23. Satisfactory evidence required 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, $2\frac{1}{2}$ hours (minimum) daily; 1 evening weekly; Sundays, 10 A.M. to 1 P.M. or 2 P.M. to 10 P.M.; 1 day monthly; 3 weeks' holiday yearly (sister, 4 weeks). PREMIUM, *nil*. SALARY, 1st year, £12; 1st 6 months of 2nd year at the rate of £13; 2nd 6 months, £14 per annum. Assistant Nurses, from £20. Sister, £36 per annum. Laundry and indoor uniform are provided. Separate bedrooms.

*** Wolverhampton Queen Victoria Nursing Institution.** Educated women (preferably trained nurses) are received for midwifery training.

Woodford Jubilee Hospital (Essex). Beds, 17. MATRON; 2 Nurses; 2 Probationers. Probationers trained.

*** Worcester City and County Nursing Institution,** Holyrood House, Tything, Worcester. LADY SUPERINTENDENT; Assistant Matron; 1 Sister; 1 Night Nurse; 7 Probationers.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Age, 22 to 30. Candidates must agree to serve the institution for 3 years after the completion of training which is undergone at the Worcester General Infirmary, Guest Hospital, Dudley, Kidderminster Infirmary and Children's Hospital, Salisbury General Hospital, or the Salop Infirmary, Shrewsbury. PREMIUM, *nil*. SALARY, *nil*, £6, £10, £20. Laundry and indoor uniform provided during training.

Midwifery pupils are trained for the Central Midwives Board certificate.

*** Workington Infirmary (Cumberland).** Beds, 30. MATRON; 2 Nurses; 3 Probationers. Probationers given preliminary training for 1 year. No certificate. SALARY, £10.

(b) *** Worthing Hospital.** Beds, 21; Cots, 8. MATRON; 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. Age, 21 to 25. Satisfactory evidence required as

to character, education, health and physique. Certificate granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 day a month; charge nurses, 3 weeks' holiday every year. PREMIUM, *nil*. SALARY, Probationers, *nil*; nurses from £25. Laundry and indoor uniform are provided. Separate bedrooms.

(a) * **Wrexham Infirmary.** Beds, 40. MATRON; 2 Sisters; 1 Staff Nurse; 6 Probationers. Applications average 12, and vacancies 2 yearly.

After a personal interview (when possible) and 3 months' trial, suitable applicants are received at any time for 3 years' training (trial period included). Age, 20 to 30. Height, 5 ft. to 5 ft. 6 in. or 8 in. Certificate required from 2 ladies as to character, and from medical man and dentist. Education must be average and social position as good as possible. LECTURES are given by the house surgeon on anatomy, physiology, medicine and surgery, and by the matron on nursing. Probationers are instructed in massage by a masseuse who attends twice weekly. Examinations held. Certificate granted upon satisfactorily completing training. RECREATION, 2½ hours daily; 2 to 9 P.M. every alternate Sunday; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £8, £12, £18; nurses, from £24; sisters, from £30 per annum. No remuneration given for trial period. Laundry, in- and outdoor (for probationers only) uniform provided. Sisters, night nurses and staff nurse have separate bedrooms, probationers have not.

(a) * **Yarmouth.—Great Yarmouth General Hospital.** Beds, 74. MATRON; 3 Sisters; 1 Night Sister; 15 Staff Nurses and Probationers. Applications average 70, and vacancies 5 yearly.

After a personal interview (if possible) and 1 to 2 months' trial, applicants are received as vacancies occur for 3 years' training (trial period included). Age, 20 to 30; average height and weight; good education; upper middle class preferred. Two references required as to character, and medical certificate as to health and condition of teeth. LECTURES are given by the house surgeon and matron upon anatomy and physiology, nursing of accidents, emergencies, general nursing, asepsis, etc. Examinations held. Certificates are granted upon satisfactorily completing training. RECREATION, 3 hours daily; sisters only, 5 to 10 P.M. once weekly; 1 day monthly (sisters instead Friday to Monday night quarterly); 2 weeks holiday at end of 1st 9 months; 3 weeks at end of 2nd and of 3rd 9 months (sisters, 3 weeks). PREMIUM, deposit of £5 returned on completion of training. SALARY, £5, £10, £18. Remunera-

tion given for trial period. Sisters, from £30. Laundry, and material for indoor uniform, is provided. Separate bedrooms.

Yeovil District Hospital, Somerset. Beds, 20. MATRON; 1 Staff Nurse; 1 Theatre Nurse; 2 Assistant Nurses; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Satisfactory evidence required as to character, education, health and physique. INSTRUCTION in the management and nursing of patients is given by the matron. RECREATION, 2 hours daily; 3 weeks' holiday yearly (staff nurses, 4 weeks). PREMIUM, *nil*. SALARY, *nil*, £10, £15, £20; nurses, £32, rising £2 annually to £36. Laundry and in- and out-door uniform provided.

There is a private Nursing Home and staff attached. Sister in charge and 12 nurses.

* **York Home for Nurses**, 37 Monkgate, York. LADY SUPERINTENDENT; ASSISTANT MATRON; 62 Nurses; 15 Probationers.

After a personal interview and at least 1 month's trial, women desirous of being employed by this Home are received for training, being sent to York County Hospital and other hospitals for 3 years. Age, 23. Satisfactory evidence required as to character, education, health and physique. PREMIUM for probationers, *nil*. SALARY, while in training, £8.

SCOTLAND.

(a) **Aberdeen.—Royal Hospital for Sick Children**, Kepplestone, Aberdeen. Beds, 80. LADY SUPERINTENDENT; 1 Assistant Matron; 3 Sisters; 1 Night Superintendent; 5 Staff Nurses; 19 Probationers. Applications average 120 and vacancies 6 yearly.

After a personal interview and 2 months' trial, applicants, who must not have worked in any other hospital, are received at any time for 3 years' training (trial period included) in medical, surgical and ophthalmic nursing. Age, 19 to 24. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the visiting staff and lady superintendent. Examinations are held after each course of lectures and at the end of the 3rd year. Certificates are granted upon passing examination. RECREATION, 2½ to 3 hours daily; 6 hours weekly; a day monthly; 3 weeks' holiday yearly (sisters, 4 weeks). PREMIUM, *nil*. SALARY, £8, £12, £16. Staff nurses, from £20;

sisters, £35 to £40. Remuneration given for trial period. Laundry and indoor uniform provided. Nurses have separate bedrooms but not probationers.

*** Alloa.—Clackmannan County Hospital.** Beds, average number occupied 20. MATRON; 2 Nurses; 5 Probationers.

Probationers trained; no certificates granted.

(a) **Arbroath Infirmary.** Beds, 40. LADY SUPERINTENDENT; 1 Sister; 2 Night Nurses; 3 Probationers. Applications average 45, and vacancies 3 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training. Age, 20 to 34. Satisfactory evidence required as to character, education, health and physique. Certificate granted upon satisfactorily completing engagement. RECREATION, 1st and 2nd year probationers, 2 hours daily, half-day fortnightly; 3 weeks' holiday yearly; 3rd year probationers, 2 hours daily; $\frac{1}{2}$ and 1 day alternate fortnights; 4 weeks yearly. Sister, 2 and 3 hours alternate days; $\frac{1}{2}$ and 1 day alternate fortnights; 1 month's holiday yearly. PREMIUM, *nil*. SALARY, £8, £12, £16. Laundry and indoor uniform are provided.

(a) **Ayr County Hospital.** Beds, 76. MATRON; 4 Sisters; 1 Night Superintendent; 2 Staff Nurses; 15 Probationers. Applications average 100, and vacancies 4 yearly.

After a personal interview and 3 months' trial, suitable applicants are received quarterly for 3 years' training, with a certificate on satisfactorily completing engagement. Age, 24 to 32. Height, 5 ft. 2 in. to 6 ft. Certificate by clergyman as to character, by medical man as to health, and leaving certificate of Board School as to education. LECTURES are given by the visiting staff. Examinations are held yearly. Certificate granted at end of training. RECREATION, 2 hours daily; on Sundays, nurses 3 hours (sisters 5 hours); $1\frac{1}{2}$ days monthly; 2 weeks yearly (nurses 3 weeks, sisters 4 weeks). PREMIUM, *nil*. SALARY, £5, £10, £15. Nurses, £24; sisters, £30 to £40. Laundry, indoor and outdoor uniform provided. Separate bedrooms.

(a) *** Banff.—Chalmers' Hospital.** Beds, 80. MATRON; 1 Staff Nurse; 3 Probationers. Applications average 31, vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for a period of 3 years' training. Age, 22 to 32. Satisfactory evidence required as to character, education, health and physique. Certificates

are granted to efficient nurses at the close of period of training. RECREATION, 2 hours daily, besides 1 day or more off duty when work will permit; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 1st year, £10; 2nd year, £12; 3rd year, £14. Indoor uniform and laundry provided.

(b) * Bridge of Weir Consumption Sanatoria of Scotland. Beds, 140. MATRON; 4 Sisters; 13 Probationers.

Candidates between the ages of 20 and 22 are admitted after an interview and 3 months' trial for two years' training. Certificate given. Recreation, 4 hours every other day, 1 day monthly from previous night; 1 week first, 2 weeks second year; sisters, 3 weeks. SALARY, £12, £15; thereafter, £18. Sisters, £35 to £40 (£2 each year). Laundry and medical attendance provided. Single and double bedrooms.

(b) Campbeltown and District Cottage Hospital. Beds, 10; Cots, 2. MATRON; 2 Probationers. Average number of vacancies, 1 yearly.

After a personal interview and 1 month's trial, suitable applicants are received for 2 years' training before going into a large training school. Age, 19 to 21. Height, 5 ft. 4 in. Certificates from minister and last employer as to character, and from a doctor as to health. Applicants must be of good education and social position. Reference or certificate given at end of 2 years. RECREATION, 2 hours daily; additional hours on Sunday; 1 day monthly when possible; 2 weeks yearly. PREMIUM, *nil*. SALARY, £5, £10. Uniform and laundry provided. Separate bedrooms for Probationers. Federated to the Royal National Pension Fund for Nurses.

Castle Douglas Hospital (Galloway).—Diamond Jubilee Memorial Hospital. Beds, 12. NURSE-MATRON; 1 Staff Nurse; 1 Probationer.

Probationers trained; 1 year's course; testimonial given.

Coldstream Cottage Hospital. Beds, 12. MATRON; 2 Probationers. Applications average 4 yearly.

After 1 month's trial, applicants are received for 2 years' training. Age, 22 to 35. Satisfactory evidence required as to character. RECREATION, 3 hours daily; $\frac{1}{2}$ day (2-10 p.m.) weekly; 3 weeks yearly. PREMIUM, *nil*. SALARY, £12, £16, £18. No remuneration is given for the trial month. Laundry and part uniform are provided. Nurses sent out to private cases. Federated to Royal National Pension Fund for Nurses.

Denny (Stirling).—Denny and Dunipace Cottage Hospital. Beds, 13; Cots, 1. MATRON; 1 Private Nurse; 1 District Nurse; 1 Probationer.

After personal interview suitable applicants, aged not less than 21, are received for 1 or 2 years' training. Satisfactory evidence required as to character, education and health (from doctor). Probationers are taught by the matron, and as each fresh case comes in the nature of the patient's illness is explained to them, so that they may know exactly what they are nursing. Height at least 5 ft. 2 in. LECTURES by the matron. RECREATION, 2 to 3 hours daily; 4 to 5 hours, Sundays; $\frac{1}{2}$ day fortnightly; a week-end every 6 weeks; 2 weeks yearly. Extra days off when possible. SALARY, £9, rising after 1st year according to ability. Laundry and text-books provided. Federated to Royal National Pension Fund for Nurses.

The District Nurse in addition to her salary receives in- and out-door uniform, bicycle and district bag. RECREATION, every alternate week-end; 3 weeks yearly.

*** Dufftown (Banffshire).—The Stephen Cottage Hospital.** Beds, 10; Crib, 1. MATRON; 1 Probationer; 1 District Nurse. Probationers trained.

Dumbarton Cottage Hospital. Beds, 21. MATRON; 1 Sister; 2 Probationers. Applications average 6, and there is 1 vacancy yearly.

After a personal interview and 3 months' trial, applicants are received for 2 years' training (trial period not included). Age, 21 to 25. Satisfactory evidence required as to character, education, health and physique. Occasional ambulance lectures are given. A reference is given on completing training. RECREATION, $1\frac{1}{2}$ hours daily; 1 day monthly; 2 weeks' holiday yearly; 2nd year, 3 weeks (nurses, 4 weeks). PREMIUM, *nil*. SALARY, £10, £14, £18; nurses, from £30. Remuneration is given for the trial months. Laundry and indoor uniform provided. Separate bedrooms.

x Dundee Maternity Hospital (under same management as Royal Infirmary, Dundee). Beds, 30. MATRON; Sister in Charge; 1 Night Sister; 25 Staff Nurses; 2 or more Certificated Midwives; 15 Pupil Midwives. Vacancies average 32 yearly.

After personal interview applicants are received for 3 months' midwifery training or 4 months if they have not had any previous general training. Age, 23 to 45. Satisfactory evidence of character, education,

health and physique. LECTURES are given by the obstetric physicians. Candidates with former general training preferred. Certificates are granted after passing examination. Examinations held. RECREATION, 2 hours daily. Laundry, but not uniform, provided. FEE, £15 15s. for 3 months; £21 for 4 months. Each nurse has a separate bedroom.

*** Dunfermline Cottage Hospital.** Beds, 56. MATRON; 3 Sisters; 2 Nurses; 6 Probationers.

After a personal interview and 6 months' trial, applicants, who must not be under 20 years of age, are received for 2 years' training. They must produce evidence of character, education, health and physique. 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, after trial, £10, £15; nurses from £25 per annum. Laundry and indoor uniform provided. Separate bedrooms.

(a) *** Edinburgh. — Chalmers' Hospital,** Lauriston Place. Beds, 44. MATRON; 1 Assistant Matron; 3 Sisters; 1 Night Superintendent; 13 Probationers. Applications average 70 and vacancies 4 yearly.

After a personal interview and 3 months' trial, applicants are received at any time for 3 years' training. Age, 23 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the medical staff, matron and sisters, upon physiology, anatomy, medical and surgical nursing and bandaging. Examinations are held. Certificate granted upon satisfactorily completing training. RECREATION, 2 hours daily (sisters, 2 and 3 hours alternate days); 1 day monthly (sisters, week-end); 3 weeks' holiday yearly (sisters, 4 weeks). PREMIUM, *nil*. SALARY, 1st and 2nd years, *nil*; 3rd year, £16; sisters, £30 to £40. Laundry and indoor uniform are provided. Each sister has a separate bedroom, and 2 probationers share a room.

Probationers, after completion of their 1st year's training, must be prepared, if required, to take service on the nursing staff of a fever hospital for a period of not less than 6 months.

(a) **Edinburgh. — Church of Scotland Deaconess' Hospital** (Lady Grisell Baillie Memorial), 142 The Pleasance. Beds, 42 (for men, women and children; extra beds for wounded in adjoining Mission Hall). LADY SUPERINTENDENT; 1 Assistant Superintendent; 4 Charge Nurses; 1 District Midwife; 11 (2 Paying) Probationers; 2 District Nurses. Vacancies average 8 yearly.

After a personal interview (when possible) and 1 month's trial, applicants are received at any time for 3 years training (trial period included) as deaconess or missionary nurses. Age, 21 to 32. Certificate required from doctor and minister as to character, and must pass hospital physician. Education good, and candidates must intend to devote themselves to Christian mission work at home or abroad (not necessarily Church of Scotland). LECTURES and classes are given by the visiting staff and superintendent upon anatomy, physiology, surgical nursing, hygiene and midwifery; also on tropical diseases and sanitation for those going abroad. Four months' training in midwifery is also given on the district to probationers on the end of their training, and they are prepared for the C.M.B. examination. Examinations are held at the end of each course of lectures. Certificate granted on satisfactory completion of training. RECREATION, 2 hours daily; half-day fortnightly; occasional days monthly when work permits; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, *nil*, £15, £20; staff nurses, £30 to £40. Laundry and uniform provided. Separate bedrooms. There is a Pension Fund for Deaconesses.

Paying Probationers.—A limited number are received for 3 to 12 months. Fee for board and training, £4 4s. per month.

Edinburgh Hospital and Dispensary for Women and Children, Whitehouse Loan. Beds, 44. MATRON; 3 Sisters; 1 Night Superintendent; 1 Staff Nurse; 10 Probationers. Applications average 30 (some paying), vacancies 6 yearly.

After a personal interview where possible and 1 month's trial, suitable applicants are received for 1 or 2 years' training (trial period included). Age from 18. Must be well educated and of fair social position (medical certificate required). LECTURES by medical and surgical staff and by visiting doctors. Examinations at Christmas and Easter. Book prizes given. RECREATION, 3 hours and 1½ hours alternate days; half-day weekly and occasional days off; 2 weeks first year, 3 weeks, second; sisters, 4 weeks. PREMIUM, *nil*. SALARY, £6, £15. Laundry and material for dresses and aprons provided. Single rooms for nurses, juniors 2 in a room.

(b) **Edinburgh.—Longmore Hospital for Incurables (including Liberton Cottage Hospital).** Beds, 205; MATRON; Assistant Matron; 6 Sisters; 1 Night Superintendent; 26 Probationers. Applications average 40 and vacancies 15 yearly.

After a personal interview, if possible, and not more than 3 months' trial, suitable candidates are received for two years' training. Age should

not be less than 22. Satisfactory evidence required as to character, education, health and physique. LECTURES are given on practical nursing, bandaging, physiology, pathology, clinical medicine, and surgery. Examinations are held and prizes given. A certificate is given on satisfactorily completing training. RECREATION, 2 hours daily; 1 day monthly; 2 weeks first, 3 weeks second year; Sisters, $2\frac{1}{2}$ and 3 hours' alternate days; half day fortnightly; whole day monthly; 1 month yearly. PREMIUM, *nil*. SALARY, £12, £18. Remuneration given for trial period. Nurses, £24; Sisters, £36. Laundry and indoor uniform provided. Separate bedrooms.

Edinburgh.—Queen Victoria's Jubilee Institute, Scottish Branch, 26 Castle Terrace, Edinburgh. SUPERINTENDENT; 3 Assistant Superintendents; 3 Permanent Queen's Nurses; 25 Queen's Candidates. Applications average 60, and vacancies 50 yearly.

About 40 Queen's Candidates, who must be fully trained nurses, are received annually at the Edinburgh Home for training in district nursing under the supervision of the superintendent. After a personal interview and 6 weeks' trial, candidates are received for 6 months' training (trial period included). Age 24 to 45. Certificate required from a training school of not less than 100 beds. LECTURES given on hygiene, foods, social economics, midwifery, etc. Examinations are held at the end of each course. Certificate given after 2 years' service. PREMIUM, *nil*. SALARY at the rate of £30 (6 months) afterwards £35, 2nd year, £40 (generally). Remuneration given for trial period. Laundry, in- and outdoor uniform, and text-books provided.

For further particulars see under Q.V.J.I.N., p. 179.

(a) **Edinburgh.—Royal Hospital for Sick Children.** Beds, 120. MATRON; ASSISTANT MATRON; 1 Housekeeping Sister; NIGHT SUPERINTENDENT; 7 Sisters; 7 Nurses; 26 Probationers; 5 Paying Probationers. Applications average 200 to 225 (8 to 10 paying), and vacancies 8 to 10 yearly (5 to 10 paying).

After a personal interview and 3 to 6 months' trial, applicants are received for 3 years' training. All probationers have to deposit £15 in the hands of the treasurer. This deposit is returned upon the satisfactory completion of their engagement. Age, 19 to 30, 18 to 35 (for paying probationers). Satisfactory evidence required as to character, education, health and physique (from doctor). Applicants must at least have had a secondary school education and must not have been in domestic service. LECTURES are given by the visiting doctors and the matron

upon hygiene, anatomy, physiology, and medical and surgical nursing, diseases and nursing of children, etc. Examinations are held twice a year about May and December. A silver medal is given to the 1st third-year probationer and books to the 1st first-year probationer. Certificate granted upon satisfactorily completing engagement and passing examination. RECREATION, probationers, 2 hours daily; a whole day monthly; 3 weeks' holiday yearly; sisters and staff nurses, 1 and 3½ hours alternate days; 3 P.M. Saturday to 10 P.M. Sunday, sisters, 9.30 A.M. Monday fortnightly; staff nurses, 3 weeks' holiday yearly; sisters, 4 weeks. SALARIES, £8, £12, £16; nurses, £25 to £30; sisters, £30, rising £5 annually to £45. Laundry and indoor uniform provided. Each nurse and all the 2nd and 3rd year probationers have separate bedrooms.

Paying Probationers are taken for 6 months' training; age 19 to 30 years. FEE, £26 5s.

There is a Convalescent Home at Gullane. Beds, 24. 1 Sister-in-Charge; 1 Staff Nurse; 1 Day and 1 Night Probationer who are sent from the Royal Hospital for Sick Children, and are changed every 2 months.

Edinburgh Royal Maternity Hospital, 79 Lauriston Place, Edinburgh. Beds, 44. MATRON; 2 Sisters; 2 Day Staff Nurses; 1 Night Staff Nurse; 3 Night Nurses; 30 Probationers. There are vacancies for 16 Probationers every quarter.

Pupils are received into the hospital on the 1st of each month for a course of training in midwifery and monthly nursing, the course being 6 months for untrained nurses, and four months for trained nurses. Age, 24 to 40. Personal interview any afternoon or application in own handwriting. Satisfactory evidence required as to character, education, health and physique. On securing a vacancy they must lodge a deposit of £2, which is forfeited if they fail to keep their appointment. The rest of the fee is payable on entry. Pupils attend a course of lectures and practical instruction is given by one of the physicians. Nurses take duty by turn in the labour ward. FEES, 6 months for untrained nurses—£22 1s.; 4 months for trained nurses—£15 15s. Board, lodging and lecturer's fee provided but not laundry or uniform. Washing dresses, caps, aprons, collars, cuffs, and soft shoes must be worn in the wards. Pupils must also provide their own text-book, bag with fittings, clinical thermometer and blunt-pointed scissors.

— * **Edinburgh.—Royal Victoria Hospital for Consumption**, Craigleith. MATRON; 4 Nurses; 7 Probationers. Probationers trained.

a) **Elgin.—Dr. Gray's Hospital.** Beds, 40. MATRON ; 2 sisters ; 7 Probationers. Applications average 40 and vacancies 3 yearly.

After personal interview (when possible) and 1 month's trial, suitable applicants are received as a vacancy occurs for 3 years' training (trial period included). Age, 22 to 30. Certificate as to character required from two ladies and a medical certificate of health. They must pass a general knowledge examination unless they have taken an intermediate school leaving certificate. LECTURES given by the visiting medical staff. 3rd year nurses have lectures in midwifery. Examinations held. Certificate granted on satisfactory completion of training. RECREATION, 2 hours daily (sisters, 2½ hours) ; ½ day every second Sunday (sisters, ½ day every Sunday) ; one day monthly ; 3 weeks yearly (sisters, 4 weeks). PREMIUM, *nil*. SALARY, £8, £12, £18. Sisters, £30 to £36. Remuneration given for trial period. Laundry and indoor uniform provided. Separate bedrooms.

Forfar Infirmary. Beds, 44. LADY SUPERINTENDENT ; 1 Sister ; 3 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Satisfactory evidence required as to character, education, health and physique. Certificates are not granted. PREMIUM, *nil*. SALARY, £10, £15. Laundry and part indoor uniform are provided.

* **Forres Leancoil Cottage Hospital.** Beds, 16 ; Cots, 2. MATRON ; 2 Probationer Nurses. One year's course.

Instruction is given by the matron. SALARY, £5 per annum. Laundry and material for indoor uniform provided.

* **Galashiels Cottage Hospital,** Tweed Road. Beds, 14 ; Cots, 1. MATRON ; 3 Probationers.

Probationers trained ; 3 years' course.

(a) **Glasgow Cancer Hospital,** Hill Street, Garnethill, Glasgow. Beds, 42. MATRON ; 1 Assistant Matron ; 2 Staff Nurses ; 9 Probationers ; 1 District Nurse. Vacancies average 2 yearly.

After a personal interview and 3 months' trial, applicants are received as vacancies occur for 3 years' training (trial period included). Age, 20 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by one of the surgeons, and classes are held by the matron. Certificate granted upon satisfactorily completing engagement. RECREATION, 15 hours weekly ; 1 day monthly ; 16 days holiday 1st year ; 3 weeks 2nd and 3rd year ; matron and assistant, 1 month. PREMIUM, *nil*. SALARY, £10, £15, £20 ; nurses, from £30 ;

district nurses, £30. Laundry and indoor uniform are provided. Outdoor uniform is provided for the district nurse only. Separate bedrooms. Nursing provided in the institution during sickness.

*** Glasgow Eye Infirmary**, 174 Berkeley Street and 80 Charlotte Street, Glasgow. Beds, 100. MATRON; 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. Age, not less than 21. Satisfactory evidence required as to character, education, health and physique. LECTURES are given. RECREATION, 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARIES, £12, £14, £16, rising to £26. Remuneration is given for the trial month. Laundry and indoor uniform are provided. Nurses have separate bedrooms; probationers have not.

(a) **Glasgow.—McAlpine Nursing Home**, 121 Hill Street. Beds, 40. LADY SUPERINTENDENT; 3 Sisters; 6 Nurses: 24 Private Nurses; 38 Probationers. Applications average 56 and vacancies 12 yearly.

After a personal interview and 1 month's trial, candidates are received for 3½ years' training. Age, 20 to 30. Satisfactory evidence required as to character, education and health. After the expiration of the 3½ years' engagement, nurses may be re-engaged for private nursing; 3 months' notice is then required before leaving. The nurses must be total abstainers. Two Courses of Lectures yearly by the doctor. Examination after each course and at end of training. Certificate given. RECREATION, 2 hours daily; half-day, monthly (nurses, fortnightly: Sisters, weekly); 3 weeks' holiday yearly (nurses, 1 month). PREMIUM, *nil*. SALARY.—Probationers, 1st 6 months, £5; afterwards, £14, £17, £20. Nurses, from £30, with bonus of 10 per cent. on earnings. Sisters, from £40. Board, lodging, indoor uniform, text-books and washing provided. Outdoor uniform not worn. There is a Benefit Fund for nurses and a convalescent home to which they are sent free. Nurses are sent out to private cases.

Glasgow.—The Royal Maternity and Women's Hospital, Rottenrow. MATRON; 1 Assistant Matron. *Obstetrical Wards*, containing 80 beds. Nursing Staff: 2 Sisters; 1 Night Nurse; 1 District Sister; 11 Nurses; 50 Paying Pupils. *Gynaecological Wards* (temporarily closed), containing 24 beds with outdoor dispensary. Nursing Staff: 1 Sister; 4 Staff Nurses; 2 Probationer Nurses.

After a personal interview, if distance will allow (any morning 10 to

12), applicants are received for 4 and 6 months' training in monthly nursing and midwifery. Age, 23 to 40. Satisfactory evidence required as to character, medical certificate as to health, and 2 written references. LECTURES are given by the physicians on practical obstetrics, sick nursing and infant rearing normal and abnormal. Examinations are held once a month and certificates are granted. RECREATION, pupils, 2 hours daily (nurses, 3 hours); $\frac{1}{2}$ day weekly; 1 day monthly; nurses, 2 weeks yearly (sisters, 4 weeks). FEES FOR PUPILS.—(Including practice and instruction, board, lodging and laundry), £22 for 4 months; £26 for six months. SALARY.—Staff nurses, £24 to £30; sisters, £30 to £40. Laundry and indoor uniform are provided. Each nurse and pupil has a separate bedroom. Pupil nurses leaving before the completion of their training forfeit the money they have paid.

(a) **Glasgow.—Royal Hospital for Sick Children.**

Beds, 200. There is a country branch at Drumchapel containing 26 beds. 1 MATRON; 1 ASSISTANT MATRON; 7 Sisters; 1 Night Superintendent; 24 Nurses; 40 Probationers. Applications average 160 (3 or 4 paying), and vacancies 18 ordinary yearly.

After a personal interview and 2 months' trial, applicants are received at any time for 3 years' training (trial period included). Age, 19 to 26. Satisfactory evidence required as to character, education, health and physique (from a doctor). Applicants should be gentlewomen. LECTURES are given by the visiting staff upon medical and surgical subjects. Examinations are held at end of each course. Prizes given. Certificate granted upon satisfactorily completing engagement and passing examination. RECREATION, 2½ hours daily; Sisters, afternoon and evening off alternately, and half-day weekly; 1 day monthly; 3 weeks yearly (sisters, 4 weeks). PREMIUM, *nil*. SALARY, *nil*, £15, £20; nurses, £20 to £24; sisters, £30 to £34. Laundry and indoor uniform are provided. Separate bedrooms.

FEE.—For paying pupils, £50 per annum.

(a) **Glasgow.—Royal Samaritan Hospital for Women,** Victoria Road. Beds, 90. MATRON; 4 Sisters; 24 Nurses.

Suitable applicants are received for 3 years' training. Age, 21 to 30. Certificates are granted. RECREATION, 3 weeks' holiday yearly. SALARY, £6, £16, £20. Indoor uniform is provided. Each nurse has a separate bedroom.

* **Grantown.—Ian Charles Cottage Hospital.**
Beds, 10. MATRON; 1 Probationer; 1 Assistant.

*** Hawick Cottage Hospital.** Beds, 25. MATRON; 2 Staff Nurses; 2 Cottage Nurses.

Applicants are received for 12 months' training in cottage nursing. LECTURES are given by the matron on anatomy, physiology and nursing. RECREATION, 2 hours daily; $\frac{1}{2}$ day fortnightly; staff nurses, 4 weeks' holiday yearly. SALARY, cottage nurses, *nil*; staff nurses, £25 to £30. Laundry and indoor uniform provided. Separate bedrooms.

Helensburgh (Dumbartonshire). — Victoria Infirmary. Beds, 20. MATRON; 1 Nurse; 2 Probationers; Probationers trained.

*** Huntly, Aberdeenshire.—Jubilee Cottage Hospital.** Beds, 34 (12 in new Fever Block). MATRON; 3 Probationers. Applications average 4 to 6, and vacancies 2 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received in December and March for a course of 1 year's training. Age, 20 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the matron on anatomy and physiology. There are also ambulance lectures. RECREATION, 2 hours daily; half-day weekly, whenever possible; 2 weeks' holiday. PREMIUM, *nil*. SALARY, £10. Laundry and indoor uniform provided. Nurses are attended by the medical superintendent during sickness.

(a) *** Inverness.—The Northern Infirmary.** Beds—Inf. 68; Fever Wards, 40. MATRON; 3 Sisters; 1 Night Sister; 15 Probationers. Applications average 36 and vacancies 5 yearly.

After a personal interview (if possible) and 1 month's trial, applicants are received for 3 years' training. Age, 22 to 30. Satisfactory evidence required as to character, education and health. LECTURES are given by the medical staff on anatomy, physiology and medical and surgical nursing. Examinations are held in March and May. Certificates are granted. RECREATION, 2 hours daily; $\frac{1}{2}$ day fortnightly; 1 day monthly after 1st year; 2 weeks 1st year; 3 weeks 2nd and 3rd years (sisters, 4 weeks). SALARY, £10, £13 6s. 8d., £16 13s. 4d; sisters, £30 to £34. Remuneration given for trial month. Laundry and material for indoor uniform are provided. Separate bedrooms (with 2 exceptions).

Johnstone and District Cottage Hospital (Renfrewshire). Beds, 22. MATRON; 2 Nurses; 2 Probationers.

After a personal interview and 1 month's trial, applicants are received for 2 years' training (trial period included). Age, 20 to 25. Satisfactory

evidence required as to character and health—doctor's certificate and minister's testimonial. Must be well educated. No LECTURES given. RECREATION, 2 hours daily; 1 day monthly. PREMIUM, *nil*. SALARY, £10; nurses, from £32. No remuneration is given for trial month. Laundry and indoor uniform are provided, but probationers provide uniform first year. Nurses have separate, probationers share bed-rooms.

*** Keith (Banffshire).—Turner Memorial Hospital.** Beds, 24 (8 general, 16 infectious). MATRON; 1 Nurse; 2 Probationers.

(a) and (b) *** Montrose.—Royal Infirmary and Dispensary.** Beds, 45. LADY SUPERINTENDENT; 1 Staff Nurse; 4 Probationers.

After a personal interview (when possible) and 2 months' trial, applicants are received for 2 or 3 years' training. Age, 19 to 22. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the medical officers. Certificates are granted on satisfactory completion of training. RECREATION, 2 hours daily; a few hours every Sunday; 3 weeks' holiday yearly. SALARY, *nil*, £12, £18; nurse, £28 to £32. Laundry and indoor uniform are provided. Separate bedrooms.

Nairn Town and County Hospital. Beds, 16. MATRON; 1 Staff Nurse; 2 Probationers. Applications average 6, and vacancies 1 or 2 yearly.

After a personal interview and 1 month's trial, applicants are received for two years. Age, not under 21. Satisfactory evidence required as to character, education, health and physique. Instruction given in the wards. No examinations and no certificate. RECREATION, 2 hours daily. PREMIUM, *nil*. SALARY, £5. Laundry and uniform are provided.

Oban.—West Highland Cottage Hospital. Beds, 18; Cots, 4. MATRON; 1 Sister; 3 Probationers.

After a personal interview, if possible, or recommendation if at a distance and 1 month's trial, probationers are received for training in preparation for a larger hospital. Age, 20 to 22. RECREATION, 2½ hours daily; ½ day fortnightly; 2 weeks yearly. SALARY, £10. Laundry provided. Separate bedrooms.

Rothsay (Buteshire).—Victoria Cottage Hospital. Beds, 11. NURSE-MATRON; 1 Nurse; 2 Probationers. Probationers trained.

St. Andrews.—Memorial Cottage Hospital.

Beds, 18. MATRON; 1 Night Nurse; 1 Staff Nurse; 1 Probationer. Applications average 8 and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received at any time for 1 to 2 years' practical training (trial period included). Age, 19 to 26. Height from 5 ft. Satisfactory evidence required as to character, education and health. LECTURES given on anatomy and physiology. Certificates are not granted. RECREATION, 2 hours daily; 1 day monthly; occasional week-end; 2 weeks' holiday in the year. PREMIUM, *nil*. SALARY, £10, £15; Night and Staff Nurse, £20 to £24. Remuneration given for trial period. 1s. weekly for laundry and £10 for all uniform provided. Separate bedrooms.

(a) **Stirling Royal Infirmary.** Beds, 60. MATRON; 4 Sisters; 8 Probationers.

After a personal interview and 3 months' trial, applicants are received for a course of 3 years' training. Age, 24 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the medical officers upon surgery, medicine and nursing, and certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly (sisters, 1 week-end); 3 weeks yearly (sisters, 4 weeks). SALARY, £12, £16, £18; nurses from £24; sister, £30 to £36. Remuneration is given for the trial month if applicants are retained. Laundry and indoor uniform provided. Separate bedrooms.

(b) * **Stranraer.—Garrick Cottage Hospital.** Beds, 10; Cots, 2. MATRON; 1 District Nurse; 1 Probationer. Applications average 3 or 4, and vacancies 1 yearly.

After a personal interview and 1 month's trial, applicants are received for 1 year's training. Age, 19 to 25. Satisfactory evidence required as to character, health and physique. Certificates are granted upon satisfactorily completing engagement. PREMIUM, *nil*. SALARY, £10. No remuneration given for trial month. Laundry is provided.

IRELAND.

(a) * **Armagh County Infirmary.** Beds, 50. MATRON; Nurses; 4 Probationers; 1 Private Staff Nurse. Vacancies average 2 yearly.

After a personal interview and 1 month's trial, applicants are re-

ceived for 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the surgeon. Certificate granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £10, £12, £14 rising to £20. Laundry and indoor uniform are provided.

* **Ballymena Cottage Hospital**, County Antrim. Beds, 22. MATRON; 2 Probationers. Probationers receive a year's training.

(b) * **Belfast.—Forster Green Hospital for Consumption**, Fortbreda. Beds, 76. MATRON; 1 Sister; 1 Trained Night Nurse; 2 Trained Staff Nurses; 4 Probationers. Applications average 12 and vacancies 2 yearly.

After a personal interview and 3 months' trial, applicants are received as vacancies occur for 2 years' training (trial period included). Age, 20 to 25. Height, 5 ft. 4 in. to 5 ft. 10 in. Satisfactory evidence required as to character, education, health and physique. Good education. LECTURES are given by the doctors on physiology, anatomy and open-air treatment for consumptives. Examinations held. Certificate granted upon satisfactorily completing training. RECREATION, 4 hours alternate days; Sundays alternately 10 till 2, and 2 till 10; staff nurses an extra 6 hours weekly and sisters an extra $\frac{1}{2}$ day weekly; 1 day monthly; 3 weeks' holiday. PREMIUM, *nil*. SALARY, £10, £14, £16. Laundry and in- and out-door uniform are provided. Separate bedrooms for all nurses and some probationers.

* **Belfast.—Hospital for Diseases of the Skin**, Glenravel Street. Beds 12. MATRON; 2 Nurses; 1 Probationer. Probationers trained.

(b) **Belfast Children's Hospital** (Incorporated), Queen Street, Belfast. Beds, 44 (14 at Convalescent Home.) MATRON; 3 Sisters; 3 Staff Nurses; 9 Probationers. Applications average 60 and vacancies 4 yearly.

After a personal interview and 3 months' trial, applicants are received as vacancies occur for 1 to 2 years' training (trial period included). Age, 18 to 26. Height, 5 ft. 3 in. to 5 ft. 10 in. Certificate from clergyman and 1 other referee as to character, and from doctor as to health and physique. LECTURES are given by the medical and surgical staff and matron upon anatomy, physiology and nursing. Examinations held. Prizes given. Certificate granted on satisfactory completion of training. RECREATION, 2 hours daily (sisters, 3 hours); 3 to 4 hours

weekly (sisters, $\frac{1}{2}$ day); 1 day monthly; 3 weeks yearly (sisters, 4 weeks). PREMIUM, £5. SALARY, *nil*, £8, £12 to £15; nurses, from £25; sisters, £30 to £32. Laundry and indoor uniform provided.

Belfast Maternity Hospital, Townsend Street. Beds, 32. MATRON; 11 Nurses; 1 Extern Nurse.

Pupil Nurses.—Candidates must be able to read and write well, and must be between 22 and 40 years of age. After 1 month's trial applicants are received for 6 months' midwifery training. LECTURES are given. FEE, £21. Certificate given.

* **Belfast.—Hospital for Diseases of the Nervous System, Paralysis and Epilepsy**, Claremont Street. Beds, 20. LADY SUPERINTENDENT; 1 Nurse; 2 Probationers. Probationers trained.

(b) **Belfast.—Ulster Hospital for Children and Women**, Mount Pottinger. Beds, 44. LADY SUPERINTENDENT; 2 Sisters; 3 Staff Nurses; 1 Midwife; 7 Probationers.

After 2 months' trial, applicants are received for 2 years' training. Age, 18 to 30. Satisfactory evidence required 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, $2\frac{1}{2}$ hours* daily; 5 hours 1 day weekly; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, £5. SALARY, *nil*, £12; staff nurses, £25; sisters, £30 to £36. Laundry and uniform 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.

Massage and remedial exercises are taught.

Carlow County Infirmary. Beds, 24. MATRON; 2 Nurses; 1 Probationer.

Probationers trained; 1 year's course.

Coleraine Cottage Hospital. Beds, 13. Cots, 1. LADY SUPERINTENDENT; 1 Staff Nurse; 2 Probationers. Average number of vacancies 1 yearly.

After a personal interview and 1 month's trial, a probationer is received for 1 year's training. Age, 18 to 21. Satisfactory evidence required as to character, education, health and physique. RECREATION, 2 hours daily. PREMIUM, *nil*. SALARY, *nil*, £10; staff nurse, £30. Laundry and indoor uniform provided. Separate bedrooms.

x Cork.—County and City of Cork Lying-in Hospital, “Erinville”. Beds, 22. **MATRON**; 2 Staff Nurses; 3 Private Nurses; Midwifery Pupils; Extern Nurse. Applications average 20 and vacancies 16 to 18 yearly.

After a personal interview (when possible) and 1 month's trial, applicants are received for a 6 months' course in midwifery. Age, not less than 22. Satisfactory evidence required as to character, education, health and physique. A deposit of £1 required before name is entered for a vacancy. Practice is afforded in the labour and convalescent wards, and attending poor patients at their homes. **LECTURES** are given by the medical staff and matron, and examinations are held. A certificate is granted upon satisfactorily completing engagement and passing an examination in midwifery and monthly nursing. **RECREATION**, 2 hours daily. **FEE**, £10 10s. to £16 16s. Special terms are arranged for applicants who have had a previous hospital training. **SALARY**, *nil*. Laundry and uniform are not provided. Nurses and probationers have cubicle sleeping accommodation.

Nurses are sent out to private cases.

Extern maternity work has been undertaken since 1903. Two nurses are sent to each case, one senior and one junior.

(b) * Cork.—Victoria Hospital for Women and Children. Beds, 75. **LADY SUPERINTENDENT.**

Ladies are received for 2 years' training after 2 months' trial. Certificates are granted upon satisfactorily completing engagement and passing examination. **PREMIUM**, £25 for 2 years' training.

A few non-paying probationers received. Salary paid after 1st year. There is a Private Nursing branch.

(a) Downpatrick.—County Down Infirmary. Beds, 70. **MATRON**; 2 Sisters; 2 Staff Nurses; 2 Private Nurses; 8 or 10 Probationers. Applications average 3 to 6, vacancies 2 or 3 yearly.

After a personal interview and 3 months' trial, applicants are received for 4 years' training (trial period included). Age, 20 to 35. Satisfactory evidence required as to character, education, health and physique. **LECTURES** are given by medical staff and matron upon anatomy and physiology, bandaging, medical and surgical nursing. Examinations twice yearly. Certificates are granted upon satisfactorily completing engagement and passing examination. **RECREATION**, 2 hours daily; sisters, 1 long evening weekly; 1 day monthly; 2 weeks yearly (nurses 3 and sisters 4 weeks). **PREMIUM**, £5. **SALARY**, 1st year, *nil*, £10, £14; nurses, £16 to £20; sisters, from £25. Laundry and indoor uniform are

provided. Separate bedrooms for nurses; probationers share rooms. Nurses are sent out to private cases.

(b) * **Dublin.—Children's Hospital**, Temple Street. Beds, 90. SUPERINTENDENT SISTER; LADY SUPERINTENDENT OF NURSES; 5 Sisters; 2 Staff Nurses; 17 Probationers.

After personal interview and 3 months' trial, applicants are received for 2 years' training, in the special nursing of sick children, under the direction of the Sisters of Charity. Age, 19 to 30. LECTURES are given by members of the medical staff and instruction by the lady superintendent. Lectures and classes are held twice every week from October till June, and supply as far as possible information necessary for nursing adults. An examination is held after each course of lectures. A prize is given for 1st place in final examination. Certificate granted upon satisfactorily completing engagement and passing examination. RECREATION, 1 and 2 hours on alternate days; 2 days monthly; 1 month's holiday yearly. PREMIUM, £20. SALARY, *nil*; nurses, £15 to £20. Laundry, but not uniform, provided. Nurses, but not probationers, have separate bedrooms.

An arrangement has been made by the hospital authorities whereby their probationers can get 3 months' training in an adult hospital.

* **Dublin.—City of Dublin Nursing Institution (Limited)**, 27 Upper Baggot Street. Telegrams—"Nursing," Dublin. Telephone—241 Ballsbridge. LADY MANAGER; 104 Nurses and Probationers. Vacancies average 50 yearly.

Candidates without previous hospital training are received and trained for private nursing. Age, 21 to 40. Well educated and of good character. After a personal interview with the Board suitable applicants are sent to Crumpsall Infirmary, Manchester, and the City Hospital, Birmingham, for two years' training, and must agree to serve the institution for a further 3 years (either in hospital, district or private nursing) after completion of training. For 1st 3 months they are considered on trial. A certificate of qualification is granted after 3 years' service as nurse and certificates of proficiency or of training and service are given as deserved. PREMIUM, £35. SALARY, after 1st 3 months at the rate of £4 per annum; after 2nd year £12, £16, £20. Laundry and indoor uniform, after 1st 3 months, provided. Outdoor uniform not provided but to be worn. A payment of £1 for every uncompleted month of service must be made by any nurse leaving the institution before completing 3 years' service as nurse. A private nursing staff is attached.

Grants are made from the Pension Fund when required and salaries paid during illness or disablement.

Dublin. — Coombe Lying-in Hospital and Guinness Dispensary. Beds, 70. MATRON; 4 Staff Sisters; 1 Night Superintendent; 1 Staff Nurse; 35 Intern and Extern Probationers. Applications average 150 and vacancies 70 each year.

After a personal interview and 1 month's trial, or a list of queries satisfactorily answered, applicants are received for 6 months' midwifery 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, the Assistant Masters and Matron, 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. (There is a course of 1 month for gynæcological diploma, fee £2 2s.), as well as practical midwifery. Diplomas in midwifery are given if candidates pass a satisfactory examination. An examination is held on the 1st Thursday of every month. PREMIUM, intern probationers, £18 18s.; extern probationers, £6 6s. Registration fee, 10s. 6d. 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. SALARY, sisters, £30 to £42, with laundry and indoor uniform.

There is a large out-patient midwifery and gynæcological practice, besides that afforded in the wards of the hospital.

A candidate for the C.M.B. of England examination is required to pay an extra fee of £3 3s.

(a) and (b) * **Dublin.—Drumcondra Hospital,** Whitworth Road. Beds, 35. LADY SUPERINTENDENT; 2 Nurses; 2 Probationers.

A probationer is received for 1 or 3 years' training, and arrangements have 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 includes the nursing of general medical, fever and surgical cases, club foot, wry neck and other deformities. Persons appointed to the post of nurse must produce 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 weekly; fortnight's holiday yearly

(b) **Dublin Incorporated Orthopædic Hospital of Ireland**, 22 Upper Merrion Street. Beds, 80. MATRON; 1 Sister; 1 Night Superintendent; 1 Nurse; 6 Probationers. Applications average 80 and vacancies 6 yearly.

After a personal interview, applicants are received for 2 years' training. Age, 18 to 19. Certificates required from 2 ladies as to character and education (secondary school). LECTURES by doctor and matron. Examinations 3 times yearly (spring and autumn). Prizes given. Certificate at end of training. RECREATION, 6½ hours 3 times weekly; nurses and sisters, 2 hours daily; 1 day monthly; 4 weeks yearly. PREMIUM, *nil*. SALARY, *nil*, £6; nurses, from £25; sisters, from £40. Laundry provided. Separate bedrooms for nurses; cubicles for probationers; nurses are cared for in hospital during illness.

* **Dublin.—Mercer's Hospital**, Mercer's Street. Beds, 77. MATRON AND SUPERINTENDENT; 1 Assistant Matron; 5 Sisters; 1 Nurse; 15 Probationers.

Dublin.—National Children's Hospital, 87 and 88 Harcourt Street. Beds, 45. LADY SUPERINTENDENT; 1 Sister; 1 Staff Nurse; 1 Night Sister; 8 Probationers.

After personal interview and 1 month's trial probationers are received for training. Age, 20 to 30. RECREATION, every alternate day from 3 to 9 and every 2nd Sunday.

x **Dublin.—National Maternity Hospital**, Holles Street. Beds, 60. LADY SUPERINTENDENT; 1 Assistant Matron; 2 Sisters; 1 Night Superintendent; 16 Private Nurses; 30 Paying Midwifery Pupils.

After a personal interview pupils, aged 22 to 45, are received for 6 months' training as midwives, or for 3 months if they have received 3 years' training in an approved general hospital. Candidates must read and write correctly and produce certificate of character from ladies of good standing and from clergyman; also medical certificate as to health. Certificate is granted on passing examination at satisfactory completion of training. LECTURES are given by masters, assistant masters and lady superintendent. Examinations held. FEES, £22 1s. Board and lodging in the hospital and laundry provided. Uniform not provided. Extern pupils are received for training; fees, £6 6s. for the course. SALARY, nurses, £20 to £25; sisters, £28 to £33. Nurses are sent out to private cases.

*** Dublin.—Queen Victoria's Jubilee Institute for Nurses. Irish Branch,** 12 Upper Pembroke Street. For regulations as to training, see Q.V.J.I.N., p. 179.

x Dublin.—Rotunda Lying-in Hospital. Beds, 127. LADY SUPERINTENDENT; 1 ASSISTANT MATRON; 1 Night Superintendent; 5 Sisters; 6 Staff Nurses; 5 Private Nurses; 1 Out-patient Nurse; 45 Pupil Midwives; 5 Probationers in gynæcological wards. Applications average 500 and vacancies 95 yearly.

Pupil Midwives are received for 6 months' training in the nursing of both mother and infant. Certificated nurses with 3 years' training in an approved general hospital are received for 4 months' instruction. Age, from 22 to 40, single, married or widows. Applications must be made to the lady superintendent at the hospital, with whom a personal interview may be had any morning (Saturday excepted) from 10 to 11 o'clock. Satisfactory evidence required of moral character, and a medical certificate of health. Pupil midwives will be under the authority of the lady superintendent, and are liable to dismissal with forfeiture of fee in case of misconduct. At least five weeks' night duty is compulsory. LECTURES are given by the Master of the hospital and the Assistant Masters; and pupil midwives attend the Masters' classes. Examinations held. 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 7 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. FEES, 25 guineas (for board, lodging, laundry, practice and instruction), payable in two instalments. A registration fee of 10s. must be sent with the application. Pupils must provide themselves with bonnets, cloaks, washing dresses, caps and aprons of the hospital pattern; cost, £5 10s. Laundry is provided. Separate bedrooms or cubicles.

Gynæcological Wards.—Women are trained as gynæcological nurses in the Hospital for Diseases of Women. Course, 6 months. Fee £10 10s., which includes board, lodging, laundry, and instruction.

There is a private staff in connection with the hospital. Nurses are sent out to private cases after 6 months' training.

(b) Dublin.—Royal Victoria Eye and Ear Hospital, Adelaide Road. Beds, 100. MATRON; 4 Sisters; 13 Probationers. Vacancies average 6 yearly.

After a personal interview and 3 months' trial, candidates are received at any time for 1 year's training (trial period included). Age, 19 to 28. Satisfactory evidence required as to character, education and health. Certificates are granted for ophthalmic nursing at the end of 1 year's satisfactory training. RECREATION, 6 hours and half Sunday 3 times weekly; 3 weeks yearly (sisters, 4 weeks). PREMIUM, *nil*. SALARY, £10, £12, £14; sisters, £30 to £40. No remuneration for trial month. Laundry and indoor uniform (after 1st year) provided. Each nurse has a separate bedroom.

* **Dublin.—St. Patrick's Home.** Affiliated to and Training Home for Q.V.J.I.N. See page 179.

* **Ennis.—County Clare Infirmary.** Beds, 60. LADY SUPERINTENDENT; 2 Nurses; 8 Probationers.

Probationers trained; 3 years' course.

* **Galway Hospital.** Beds, 60. ACTING MATRON; 2 Nurses; 2 Probationers. Probationers must serve for 3 or 5 years. PREMIUM in the former case, £30; in the latter, £10.

(a) **Lifford.—Donegal County Infirmary.** Beds, 50. MATRON; 1 Staff Nurse; 6 Probationers.

After election by the committee and 3 months' trial, applicants are received for 3 years' training. Age, over 21. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the house surgeon. Certificate granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; alternate Sundays, 10 to 2 P.M. and 5 to 9 P.M.; 2 weeks' holiday yearly. PREMIUM, £5. SALARY, £6, £10, £14. No remuneration is given for the trial months. Laundry and in- and outdoor uniform are provided.

(a) **Limerick.—Barrington's Hospital.** Beds, 48. MATRON; 1 Staff Nurse; 6 Private Nurses; 8 Ordinary Probationers. Applications average 4 yearly.

After a personal interview and 1 month's trial, applicants are received for 3 years' training at certain dates. Age, 21 to 35. Satisfactory evidence required as to character, education and health. Examinations are held twice yearly. LECTURES given by the medical staff on anatomy, physiology and nursing. Certificate granted upon satisfactorily completing engagement and passing examinations. RECREATION, 2 hours daily; 1 day monthly; 1 month's holiday yearly. PREMIUM, £10. SALARY, *nil*, £12, £15. Laundry and indoor uniform are provided.

Nurses are sent out to private patients after 2 years, returning to hospital to complete their training.

(a) * **Limerick.—County Infirmary.** Beds, 54. MATRON; 2 Nurses; 7 Probationers. Applications average 30, and vacancies 2 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the visiting staff, house surgeon and matron upon anatomy, physiology and surgery. Examinations are held yearly in March. Certificate granted upon satisfactorily completing engagement. RECREATION, 3 hours daily; 1 day monthly; 4 weeks' holiday yearly. PREMIUM, £20. SALARY, 1st year, *nil*; 2nd year, £12; 3rd year, £15. Laundry and indoor uniform are provided. Separate bedrooms.

* **Limerick.—St. John's Hospital.** Beds, 58. LADY SUPERINTENDENT; 6 Sisters; 4 Nurses; 6 Probationers. Probationers trained.

(a) **Lisburn.—County Antrim Infirmary.** Beds, 55 MATRON; 1 Sister; 3 Nurses; 3 Probationers.

After personal interview and 1 month's trial, suitable applicants are received for 3 years' training. Age, 21 to 35. LECTURES given weekly by surgeon, matron, etc. Examinations held. Certificate granted at end of 3rd year. RECREATION, 2½ hours daily; ½ day Sundays; 1 day monthly; 18 to 21 days yearly (sisters, 4 weeks). PREMIUM, deposit of 3 guineas. SALARY, *nil*, £12, £14. Uniform and laundry provided. Separate bedrooms.

(a) **Londonderry.—County and County-Borough Infirmary.** Beds, 62. MATRON; 3 Staff Nurses; 8 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 4 years' training as vacancies occur. Age, 22 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the resident surgeon upon anatomy, physiology and medical and surgical nursing. Examinations are held on dates arranged by medical officer. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 day monthly; 2 weeks' holiday yearly (nurses and sisters, 3 weeks). PREMIUM, *nil*. SALARY, £6, £12, £15; nurses, £18; staff nurses,

£28. Remuneration is given for the trial months. Laundry, in- and out-door uniform and text-books are provided. Nurses receive promotion according to efficiency.

* **Monaghan,—County Infirmary.** Beds, 60. MATRON and LADY SUPERINTENDENT; 1 Nurse; 3 Probationers. Probationers trained.

(b) * **Monkstown Hospital** (Co. Dublin). Beds, 25. LADY SUPERINTENDENT; 2 Nurses; 1 Probationer. Applications average 25, and vacancies 1 yearly.

After a personal interview and 3 months' trial, applicants are received for 2 years' training. Age, 21 to 25. Satisfactory evidence required as to character, education, health and physique. Certificates are granted upon satisfactory completion of engagement. RECREATION, 14 hours weekly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £8, £10, £12. Laundry and indoor uniform are provided. Separate bedrooms.

There is a pension fund for nurses.

(b) * **Navan.—County Meath Infirmary.** Beds, 50. MATRON; 2 Nurses; 4 Probationers. Probationers always wanted. Probationers trained; 2 years' course; certificates granted.

* **Newcastle.—The Royal National Hospital for Consumption for Ireland, near Newcastle, County Wicklow.** Office: 13 South Frederick Street, Dublin. Beds, 106. LADY SUPERINTENDENT; 1 ASSISTANT MATRON; 4 Sisters; 2 Staff Nurses; 8 Probationers. Probationers are received for 2 years' training with a view to their training for general work, and the teaching is such as to fit them for it.

(a) * **Omagh.—Tyrone County Hospital.** Beds, 62. MATRON; ASSISTANT MATRON; 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. Age, 21 to 26. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the surgeon and matron, and examinations are occasionally held. Certificate granted upon satisfactorily completing engagement. RECREATION, 3 to 5 hours daily; half-day weekly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £6, £8, £12; nurses, £25. Remuneration is given for the trial months. Laundry and indoor uniform are provided. Nurses are sent out to private cases.

(a) **Waterford County and City Infirmary**, John's Hill. Beds, 50. MATRON; LADY SUPERINTENDENT OF NURSES; 5 Sisters; 10 Nurses; 16 Probationers. Applications average 120, vacancies 12 yearly.

After application to the lady superintendent, a personal interview and 2 months' trial, probationers are received for 3 years' training (trial period included). Age, 21 to 30. LECTURES are given by the Superintendent of Nurses and by the Doctors. Examinations twice yearly. Certificate given at end of training. RECREATION, 2 hours daily (from May to October, 3 hours); $\frac{1}{2}$ day alternate Sundays; 1 day monthly; 2 weeks 1st year, 3 weeks 2nd year (sisters, 1 month). ENTRANCE FEE, £15. SALARY, £5, £10, £15. Nurses, £20 to £28. Sisters, £30 to £40. Outdoor uniform and laundry provided. Indoor uniform worn but not provided. Nurses share bedrooms.

There is a private nursing staff attached. Private patients taken.

(ii.) HOSPITALS FOR INFECTIOUS DISEASES WHICH TRAIN PROBATIONERS THEREIN.

Institutions marked (a) issue a three years' certificate to Nurses trained in their establishment at the end of their training. Institutions marked (b) issue a certificate after less than three years' training.

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

LONDON.

Metropolitan Asylums Board.—Embankment, E.C.

The Board's hospitals are divided into three groups: (A) Acute Fever Hospitals; (B) Convalescent Fever Hospitals; (C) River Hospitals and Ambulance Service. The remuneration varies in each group, but the qualifications and privileges of the staff are the same.

Training.—The scheme of fever training framed by the Fever Nurses' Association has been adopted by the Board. Probationers not less than 19 years of age are received for 3 years' fever training (the 1st 3 months being a period of probation); at the end of 3 years a certificate of proficiency in fever nursing is granted, provided work and conduct have been satisfactory, and the necessary examination (which may be taken after 21 months' work) has been passed. On passing this examination, probationers who have completed two years' service are eligible for promotion to staff nurses. At the end of the 3 years they will, if desired, be received into certain general hospitals for training, the 3 years in the fever hospital counting as 1 year at the general hospital where the course is a 4 year one.

Nurses trained in a general hospital are received for 1 year's fever training. Certificate granted at end of training after examination.

QUALIFICATIONS.

Sisters.—Not less than 25 years of age. Good education. Possessing certificate of 3 years' training, either at a general hospital recognised

training school, or Poor Law Infirmary in which systematic instruction is given and tested by independent examiners.

Staff Nurses.—At least 21 years of age. Must have had (a) 3 years' training in a recognised general hospital, Poor Law Infirmary or children's hospital of not less than 70 beds; or (b) 2 years' service in one of the Board's hospitals and be recommended by medical superintendent and matron for promotion; or (c) 2 years' service in any outside fever hospital of not less than 100 beds; and to have obtained a recognised fever certificate.

Probationers.—At least 19 years of age. No certificate of training is required.

Assistant Nurses, Class I.—(River Hospitals and Convalescent Fever Hospitals only.) At least 21 years of age. Must produce satisfactory testimonials and evidence of 1 year's training in nursing at such general hospital or Poor Law Infirmary as above mentioned, or 2 years' nursing at a fever hospital containing not less than 100 beds, in which systematic instruction is given and tested by subsequent examination. They must possess full general training before they are eligible to become sisters.

Assistant Nurses, Class II.—At least 19 years of age. No certificates of training required. They are required if at convalescent fever hospitals (except in the case of those with not less than 1 year's experience in a general hospital or infirmary) to serve at least 2 years before they are eligible to become assistant nurses, Class I., and must have attended lectures and satisfactorily passed an examination. At the acute hospitals they may attend the same classes of instruction as probationers, and may enter for examinations, but are not eligible to compete for the medals.

Nursing Attendants.—At least 18 years of age. No certificates of training required.

PRIVILEGES.

Recreation.—Nursing staff (except nursing attendants) have 12 hours' leave weekly, and occasional evening passes (8.30 to 10); 2 days monthly, sleeping out the previous night on permission of the medical superintendent and matron; 3 weeks yearly, which, in the case of staff nurses and assistant nurses (Class I.), is, if practicable, increased to 4 weeks after 3 years' work in their respective grades (sisters, 4 weeks). Nursing attendants have 12 hours' leave weekly; 2 days monthly; 14 days yearly. Night staff have 3 hours' leave daily; 3 nights monthly. Sisters are as far as practicable exempted from night duty, and are allowed to go on duty later than the other nurses.

Board and Lodging.—The nursing staff rank as a class superior to and separate from the other members of the female staff, and are boarded and lodged apart from the remainder of the hospital staff. Separate bedroom or cubicle as far as possible.

Transfer of Staff.—Continuity of service under the Board will be in no way interfered with by the transfer of a nurse from one to another of the Board's hospitals. Except in the case of the closing of a hospital, the nursing staff will not be liable to transfer from one hospital to another.

REMUNERATION.

Hospitals, Group A.—Home Sisters, £50, rising after 1 year to £55. (Home Sisters assist in teaching the nursing staff, and superintend their domestic arrangements.) Sisters, £40, rising £3 per annum to £46. 10s. a month extra while taking duties of night superintendent (limit of such continuous service 12 months). Staff nurses, £30, rising £3 per annum to £36. Probationers, £20, rising £2 per annum to £22. Assistant nurses, Class II., £20, rising £2 per annum to £22.

Hospitals, Group B.—Home Sisters and Sisters, same as at Group A. Assistant nurse, Class I., £28, rising £2 per annum to £34. Assistant nurse, Class II., £22, rising £2 per annum to £24. Nursing attendant, £20.

Hospitals, Group C.—Home Sisters, Sisters and Staff Nurses, same as at Group A. Assistant nurses, Class I. and Class II., same as at Group B.

Board, lodging, laundry and uniform provided. Unless they "contract out" on appointment all nurses are subject to the provisions of the Poor Law Officers' Superannuation Acts.

The nursing staff at all the hospitals under the control of the Board fluctuates considerably. Generally speaking, each fever hospital has about 100 nurses all told, and has also an Assistant Matron, and a House-keeper.

Every member of the staff before entering on duty is required to satisfy the medical superintendent that she is sufficiently protected against smallpox by vaccination or otherwise.

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

(A) *Acute Fever Hospitals.*

Eastern Fever Hospital, Homerton Grove, Homerton, N.E. Beds, 368.

North-Eastern Fever Hospital, St. Ann's Road, Tottenham, N. Beds, 662.

North-Western Fever Hospital, Lawn Road, Hampstead, N.W. Beds, 460.

Western Fever Hospital, Seagrave Road, Fulham, S.W. Beds, 452.

South-Western Fever Hospital, Landor Road, Stockwell, S.W. Beds, 339.

Grove Fever Hospital, Tooting Grove, Tooting, Graveney, S.W. Beds, 518.

South-Eastern Fever Hospital, Avonley Road, New Cross, S.E. Beds, 488.

Park Fever Hospital, Hither Green, Lewisham. Beds, 548.

Brook Fever Hospital, Shooters Hill, S.E. Beds, 568.

(B) Convalescent Fever Hospitals.

Northern Hospital, Winchmore Hill, N. Beds, 738.

Southern Hospital, Dartford, Kent. Beds, 922 at upper hospital; 850 at lower hospital.

(C) Smallpox Hospitals.

Joyce Green Hospital.—Beds, 940. (At present used as a fever hospital.)

Long Reach Hospital (Temporary).—Beds, 300.

Orchard Hospital (Temporary).—Beds, 800.

Fountain Fever Hospital, Tooting Grove, Tooting, Graveney, S.W. Beds, 405. (At present used temporarily as an asylum for imbeciles).

Plaistow Fever Hospital, E. Beds, 200. MATRON; ASSISTANT MATRON; 7 Sisters; 1 Night Superintendent; 7 Staff Nurses; 48 Probationers.

After a personal interview (if possible) and 3 months' trial, applicants are received for 2 years' training. Age, 21 to 25. Satisfactory evidence required as to character, education, health and physique. LECTURES

are given by the medical superintendent, assistant medical officers and assistant matron. Examination held after each course of lectures. Certificate granted on satisfactorily completing engagement and passing examinations. RECREATION, 2 hours daily; 1 day fortnightly (sisters, $1\frac{1}{2}$ days); 3 weeks annually (sisters and nurses, 4 weeks). PREMIUM, *nil*. SALARIES, £20, £24; nurses, £28 to £34; sisters, £38 to £44. Laundry and indoor uniform provided. Outdoor uniform not worn. Separate bedrooms. Nurses are cared for when ill, and their salary is continued.

Recognised by the Fever Nurses' Association as a training school for fever nurses. The Association's certificate can be obtained at the hospital.

ENGLAND AND WALES.

(b) * **Bagthorpe, Basford, Nottingham. — City Isolation Hospital.** Beds, 200. The Bulwell Forest Hospital containing 40 beds for smallpox patients is worked by this institution. MATRON; 1 Deputy Matron; 4 Sisters; 1 Night Superintendent; 6 Staff Nurses; 18 Probationers.

After a personal interview and 2 months' trial, applicants are received as probationer nurses for 2 years' training. Age, 20 to 35. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the resident doctor. Certificates are granted. RECREATION, 2 hours daily; $\frac{1}{2}$ day monthly (sisters, $\frac{1}{2}$ day fortnightly); 2 weeks' holiday yearly; PREMIUM, *nil*. SALARY, £15, £15, £20, £25; sisters, £35, rising to £40; night superintendent, £40, rising to £45. Remuneration given for trial months. Laundry and indoor uniform are provided.

(b) **Birmingham.—City Hospital for Infectious Diseases,** Lodge Road. Beds, 300. MATRON; HOME SISTER; 1 Night Superintendent. The number of nurses and probationers varies. Vacancies average 20 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received for 2 years' training. Age, at least 20. Satisfactory evidence required as to character, education, health and physique. LECTURES are given during the winter by the medical officers, matron and assistant matron. Examinations are held in March and April of each year. 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, £1

£20 ; nurses, £28 to £34 ; sisters, £38 to £44 per annum. Laundry and indoor uniform are provided. Separate bedrooms.

(b) **Blackpool.—The Sanatorium**, New Road. Beds, 64 ; Cots, 8. MATRON ; 2 Sisters ; 1 Night Sister ; 2 Staff Nurses ; 10 Probationers. Applications average 50, and vacancies 6 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received for 2 years' training. Age, 21 to 28. Satisfactory evidence required as to character, education, health and physique. Candidates are preferred if they have had scarlet fever. 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. LECTURES are given by the medical officer and his assistant on physiology, anatomy, fever and general nursing. RECREATION, probationers, 3 hours alternate days ; 1 day monthly ; Sundays, alternately morning and evening ; 2 weeks' holiday in the year ; sisters, 3 hours daily ; 1 day monthly ; alternate Sundays ; 4 weeks' holiday in the year. SALARY, £10, £20, £25 per annum ; nurses, from £25 to £30 ; sisters, from £30 to £40. Remuneration given for trial months. Laundry and indoor uniform are provided. Nurses (other than night nurses) and probationers have separate bedrooms.

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

(b) * **Brighton Borough Sanatorium**, Bear Road. Beds, 170. MATRON ; 1 ASSISTANT MATRON ; 4 Charge Nurses ; 8 Assistant Nurses ; 10 Probationers.

After a personal interview (if possible) and 1 month's trial, applicants are received at any time for 2 years' fever training (trial period included). Age, 23 to 30. Height 5 ft. 4 in. to 5 ft. 10 in. Satisfactory evidence required as to character, health and physique. Must be healthy and well educated. LECTURES given by the resident medical officer on anatomy, physiology and fevers. Examinations held. Certificates are granted upon satisfactorily completing training. RECREATION, 3 hours alternate days ; $\frac{1}{2}$ day weekly ; 1 day monthly ; 2 weeks yearly (charge nurses, 3 weeks). PREMIUM, *nil*. SALARY, £16, £20. Laundry and indoor uniform are provided. Nurses have separate bedrooms, probationers do not.

(b) **Burton-on-Trent.—Borough Hospital for Infectious Diseases**. Beds, 70. MATRON ; 2 Charge Nurses ; 3 Assistant Nurses ; 4 Probationers. Vacancies at irregular intervals.

After a personal interview (if possible) and 1 month's trial, applicants are received for not less than 2 years' training in the nursing of infectious

diseases. Age, 22 to 28. Satisfactory evidence required as to character education, health and physique. LECTURES are given by the medical officer of health and instruction in nursing by the matron. Certificate granted on satisfactory completion of training. RECREATION, 2 hours daily; 1 whole day when circumstances allow; 2 weeks' holiday at the end of the year. PREMIUM, *nil*. SALARY, £16, £18. Remuneration is given for the trial month. Laundry and indoor uniform provided.

(b) **Bury and District Joint Hospital Board.—Florence Nightingale Hospital, for Infectious Diseases,** Elton, Bury. Beds, 100. MATRON; 2 Sisters; 2 Charge Nurses; 11 to 18 Probationers.

After a personal interview (if possible) and 1 month's trial, applicants are received for 2 years' training in the nursing of infectious diseases (trial period included). Age, 20 to 22. Certificate required from two people of good position as to character, and from doctor as to health and physique. Candidates must be well educated and not domestic servants. LECTURES are given by the medical superintendent. Examinations are held. Certificates are granted upon satisfactorily completing engagement. RECREATION, 1 half-day and 1 evening weekly; Church pass Sunday; late pass occasionally; 1 day monthly; 3 weeks' holiday yearly; sisters, 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £16, £20; charge nurse, £30 to £34; sisters (who must have had 3 years' general training), £38 to £44. Remuneration given for trial month. Laundry and indoor uniform provided. Separate bedrooms.

(a) * **Darlington Fever Hospital.** Beds, 120. There is also a smallpox hospital $\frac{1}{4}$ mile from main building containing 40 beds. MATRON; 2 Day Sisters; 1 Night Sister; 12 Probationers. Two vacancies yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Age, 20 to 25. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the medical superintendent on anatomy, physiology and fevers. Examinations are held after each course of lectures. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; 1 evening weekly; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £12, £15, £20; when on duty at the smallpox hospital probationers receive an increase on salary at the rate of £5 per annum. Sisters, £35 per annum. Laundry and indoor uniform are provided, outdoor uniform is prohibited. Each sister and generally each probationer has a separate bedroom.

(a) **Hyde Infectious Diseases' Hospital**, Gee Cross, Cheshire. Beds, 60. MATRON; 1 Sister; 3 Staff Nurses; 5 Probationers.

After a personal interview and 2 months' trial, applicants, between 21 and 30 years of age, are received for 3 years' training. Satisfactory evidence required as to character and education. They receive instruction from the matron on the various infectious diseases and their treatment, and are occasionally examined by the medical officer. Certificates granted. RECREATION, 3 hours daily; half-day weekly, from 2 to 10 P.M. alternate Sundays; 3 weeks' holiday in the year. PREMIUM, *nil*. SALARY, £15, £18, £21; nurses, £26 to £30; sisters, £30 to £36. Laundry and indoor uniform are provided. Separate bedrooms. Nurses are sent out occasionally to infectious cases.

Kettering Isolation Hospital, Rockingham Road, Kettering. Beds, 34. MATRON; Staff Nurses; 2 Probationers; extra help when required. A vacancy for a nurse occurs about once a year, and is advertised.

A probationer is appointed after 1 month's trial. Age, over 21. Satisfactory evidence as to character, education, health and physique. Preference given to candidates who have had scarlet fever. No lectures. No resident medical officer. RECREATION, 3 to 4 hours Sundays; 1 day weekly; 2 to 3 weeks' holiday in the year. Extra leave is given during the week if the hospital is not busy. SALARY, probationer, £12 10s. to £16; nurses, £27 10s., rising in 2 years to £32 10s. per annum. Remuneration given for trial month. Laundry and uniform are provided. Staff nurses have separate bedrooms, probationers share.

(b) * **Kidderminster.—Borough Hospital for Infectious Diseases**. Beds, 60. MATRON; 4 Permanent Nurses; the number of nurses varies with the number of cases. Applications average about 18, and vacancies 2 yearly.

After 3 months' trial, applicants are received for 2 years' training in fever nursing. Age, 20 to 25. Satisfactory evidence required 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 training. RECREATION, 1 hour daily; $\frac{1}{2}$ day weekly; alternately the morning, afternoon and evening on Sundays; 16 days 1st year; 3 weeks 2nd year. PREMIUM, *nil*. SALARY, £12, £15. Remuneration is given for the trial months. Laundry and indoor uniform are provided. Separate bedrooms are not provided.

(b) **Leeds City Fever Hospitals** (Seacroft and Killingbeck, nr. Leeds). Beds, 680. MATRON; 2 Assistant Matrons; 1 Night Superintendent; 13 Sisters; 45 Staff Nurses; 43 Probationers. Applications average 150 and vacancies 25 yearly.

After a personal interview and 2 months' trial, applicants are received at any time for 2 years' training in fever nursing. Age, 20 to 27. Certificate required from 2 ladies and minister or clergyman as to character, and from medical attendant as to health and physique. LECTURES are given in the winter months. Examinations held (April and October) Certificates (Fever Nurses' Association) are granted upon satisfactorily completing training and passing examination. RECREATION, 3 hours daily; sisters, $\frac{1}{2}$ day weekly; 1 day monthly; 3 weeks' holiday yearly (nurses and sisters, 4 weeks). PREMIUM, *nil*. SALARY, £18, £20. Remuneration given for trial period. Nurses, £28 to £34; sisters, £38 to £44. Laundry and indoor uniform are provided. Separate bedrooms.

(b) **Liverpool.—City Hospital, South**, Grafton Street. Beds, 100. MATRON; ASSISTANT MATRON; 4 Sisters; 10 Assistant Nurses; 7 Probationers. Applications average 40 (18 to 20 paying), vacancies average 3 yearly.

After a personal interview and 3 months' trial, applicants are received as required for 2 years' training. Age, 19 to 26. Satisfactory evidence as to character from a lady, and certificate from private and hospital doctor as to health. Sisters must hold certificates of not less than 3 years, and assistant nurses of 2 years' fever training. LECTURES are given by the medical superintendent of Fazakerley Hospital. Examinations are held yearly. Certificates are given. RECREATION, 2 hours daily; 1 day monthly; 3 weeks yearly. PREMIUM, *nil*. SALARY, £18, £20; sisters, £38 to £43; assistant nurses, £26 to £33. Laundry and indoor uniform are provided. Nurses, but not probationers, have separate bedrooms.

(b) * **Liverpool.—City Hospital, East, for Infectious Diseases**, Mill Lane, Old Swan. Beds, 153. MATRON; ASSISTANT MATRON; 7 Sisters; 1 Night Superintendent; 12 Assistant Nurses; 10 Probationers; extra help when required.

After a personal interview and 3 months' trial, applicants between the age of 21 and 30 are taken for two years' training. Satisfactory evidence required as to character, health and physique. Certificate of fever training is given. Charge nurses must have had 3 years' general and 1 year's fever training; assistant nurse, 2 years' general or fever training. RECREATION, 20 hours weekly; 1 day monthly; 3 weeks' holi-

day in the year. SALARY, £16, £20; charge nurses, £35 per annum; assistant nurses, £25, increasing £2 10s. annually to £30 per annum. Laundry and uniform are provided.

(b) **Manchester.—Monsall Fever Hospital**, Newton Heath. Beds, 580. MATRON; 2 ASST. MATRONS; 11 Sisters; 1 Night Superintendent; 25 Staff Nurses; 70 Probationers. Applications average 40, vacancies 45 yearly.

After a personal interview (if possible), and 3 months' trial, applicants are received for 2 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character (from 2 ladies), education, health, physique and recent vaccination. LECTURES are given upon anatomy, physiology and fevers by the medical superintendent. Examinations twice a year. Certificates are given upon satisfactorily completing engagement. RECREATION, 14 hours weekly (sisters, 18 hours); 1 day monthly; 16 days' holiday yearly (sisters, 23 days). PREMIUM, *nil*. SALARY, £17, £22; £26; nurses, £25 (rising £2 10s. yearly) to £30; sisters, £32 (rising £2 yearly) to £40. Remuneration is given for the trial months. Laundry and indoor uniform are provided. Separate beds for nurses and for nearly all probationers. Nurses when ill are treated in hospital.

(b) ***Rochdale.—Marland Fever Hospital**. Beds, 100. MATRON; 2 Sisters; 8 Probationers. Applications average 20, and vacancies 3 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received at any time for 2 years' training (2 months of trial period included). Age, 21 to 26. Satisfactory evidence required as to character and from the family medical man as to health. Education good, and social position middle class. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours daily; 1 day monthly; 3 weeks' holiday yearly (sisters, 4 weeks). PREMIUM, *nil*. SALARY, £14, £18; sisters, £30 to £35. Remuneration given for trial months. Laundry and indoor uniform provided. Each nurse has a separate bedroom; probationers when possible.

(a) **Salford.—Ladywell Sanatorium (County Borough of Salford Infectious Diseases Hospital)**, Eccles New Road. Beds, 264. MATRON; 1 ASSISTANT MATRON; 1 Night Superintendent; 5 Sisters; 9 Staff Nurses; 21 Probationers. Average yearly applications for Probationers' posts, 100; vacancies, 8.

After a personal interview and 2 months' trial, suitable applicants

are received for 3 years' training (trial period included). Age, 21 to 35. Height from 5 ft. 2 in. Highest references required as to good conduct, respectability, education, health and physique. LECTURES given by the medical superintendent, resident medical officer and matron. Certificate granted on satisfactory completion of training and passing examination. RECREATION, 1 whole day and half-day weekly; 1 month yearly. PREMIUM, *nil*. SALARY, £18, £21, £24. Nurses, £28 to £34. Sisters, £34 to £42. Board, laundry and indoor uniform provided. Outdoor uniform prohibited. Remuneration given for trial period. Separate bedrooms.

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.)

*** Shipley Infectious Hospital**, Stony Ridge, Bingley, Yorks. Beds, 21. MATRON; 1 Nurse; 1 Probationer.

After a personal interview and 1 month's trial, applicants are received for training in fever nursing. Age, 22 to 30. Satisfactory evidence required as to character, education, health and physique. Certificates are granted upon satisfactorily completing engagement. RECREATION, half-day weekly; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, 6s. per week. Laundry and indoor uniform are provided.

(b) **Southend-on-Sea.—Borough Sanatorium**, Balmoral Road, Westcliff-on-Sea. Beds, 86. MATRON; 1 Assistant Matron; 2 Sisters; 6 Staff Nurses; 6 Probationers. Applications average 13, and vacancies 3 yearly.

After a personal interview and 2 months' trial, applicants are received for 2 years' training in the nursing of infectious diseases (trial period included). Age, 21 to 25. Satisfactory evidence as to character, education, health and physique. LECTURES are given by the matron and medical superintendent. Examinations twice yearly. Certificates are granted upon satisfactorily completing engagement. RECREATION, 4 hours Sundays; 2 half-days weekly; 1 day monthly; 2 weeks' holiday yearly; 3 weeks, 2nd year; (sisters, 4 weeks). PREMIUM, *nil*. SALARY, £16, £20; staff nurses, £30 to £34; sisters, £40 to £44. Laundry and indoor uniform provided. Separate bedrooms.

(b) **Stockport.—Isolation Hospital**, Cherry Tree Lane. Beds, 75 (Phthisis, 30 beds). MATRON; 2 Sisters; 1 Night Superintendent; 2 Staff Nurses; 14 Probationers.

After a personal interview (when possible) and 1 month's trial, applicants are received at any time for 2 years' training (trial period

included). Age, 18 to 25. Satisfactory evidence as to character required from 2 reliable persons and from physician as to health. Education and social position good. LECTURES are given by the medical officer and matron on medical, surgical and nursing subjects in connection with the work. Certificates are granted upon satisfactorily completing training and passing examination. RECREATION, 2 hours daily (sisters, 2½ hours); 3 hours Sunday; 1 day monthly (sisters, 2 days); 17 days' holiday yearly (Sisters, 21 days). PREMIUM, *nil*. SALARY, £12, £16; Staff Nurses, from £25; Sisters, from £35. Remuneration is given for the trial month. Laundry and indoor uniform provided. Separate bedrooms.

The Whitehill Hospital is being used for 30 cases of phthisis and probationers go there for 6 months' tuberculosis training.

(b) * **Swansea Borough Hospital (Infectious Diseases)**. Beds, 54. MATRON; 2 Charge Nurses; 1 Assistant Nurse; 2 Probationers. 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. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. RECREATION, 3 hours every alternate day; 1 day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £15, £20, £25. Laundry and indoor uniform are provided. Outdoor uniform is not worn.

(b) * **Wallsend, Willington Quay Hospital**, Willington Quay. This is a hospital for infectious diseases with 70 Beds. MATRON; 2 Staff Nurses; 4 Probationers. Applications average 12, and vacancies 2 yearly.

After a personal interview and 1 month's trial, applicants are received for 2 years' training. Age, 20 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by doctor and matron. Certificates are granted upon satisfactorily completing engagement. RECREATION, 4 hours on alternate days; half-day weekly; 2 weeks' holiday every year. PREMIUM, *nil*. SALARY, £14, £16, and uniform. Probationers sleep in cubicles.

SCOTLAND.

(a) **Coatbridge, Coathill Fever and Tuberculosis Hospital**. Beds, 93; cots, 30. MATRON; 1 Sister; 3 Staff Nurses; 6 Probationers. Extra trained help as required. Applications average 30, and vacancies 3 yearly.

After personal interview (if possible) applicants are received for 3 months' trial, and if suitable are retained for 3 years' training. Age, 18 to 35. Satisfactory evidence (from late employer, clergyman and doctor) required as to character, education, health and physique. LECTURES are given by the medical superintendent upon anatomy, physiology, and medical and fever nursing, and by the matron upon nursing and ward duties. Three examinations yearly, during winter. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily; 1 evening weekly; Sunday, 4 hours morning or evening alternately; 1 day monthly; 2 weeks yearly (sisters, 3 weeks). SALARY, £18, £21, £24, with laundry and indoor uniform; nurses, £25 to £30; sisters, £30 to £35. Separate bedrooms for nurses and for probationers as far as possible. Probationers are paid for trial months, but must provide uniform for that time. The scheme of the L.G.B. has been adopted by the local authority.

(a) **Edinburgh. — City Hospital for Infectious Diseases.** Beds, 800. MATRON; 2 ASSISTANT MATRONS; 12 Sisters; 1 Night Superintendent; 10 Staff Nurses; 120 Probationers. Applications average 300 and vacancies 50 yearly.

After a personal interview and 1 month's trial, applicants are received each month for 3 years' training (trial period included). Age, 20 to 30. Height, from 5 ft. 3 in. Satisfactory evidence required as to character and health from clergyman and doctor. Good education essential. Applicants must have passed the preliminary examination of Local Government Board. LECTURES are given on anatomy, physiology, materia medica, fever nursing, and sick cooking, etc., by medical superintendent, doctors and matron. Examinations are held yearly after each course. Prizes of medical books. Certificates are granted upon satisfactorily completing engagement. RECREATION, 2 hours daily (3rd year, 3 hours; sisters, 3½ hours); ½ day weekly (nurses and sisters, 1 day and ½ day monthly); 3 weeks' holiday yearly (sisters, 1 month). PREMIUM, *nil*. SALARY, £16, £19, £22; nurses, £24 to £28; sisters, £35 to £50. No remuneration is given for the first trial month, but is given for the other two. Laundry and indoor uniform are provided. Separate bedrooms. Corporation Superannuation Fund.

(a) **Glasgow. — City of Glasgow Fever and Small-pox Hospitals,** Belvidere, London Road. Beds, 700. MATRON; 3 Assistant Matrons; 1 Night Superintendent; 30 Sisters; 50 Staff Nurses; 104 Probationers.

After a personal interview and passing a preliminary examination

(L. G. B.) applicants are engaged for 3 years' training. Age, 18 to 35. LECTURES on elementary physiology and anatomy, hygiene and dietetics, infectious diseases, medical and surgical nursing. Examinations held. Certificate given by the L. G. B. RECREATION, $2\frac{1}{2}$ hours daily; $3\frac{1}{2}$ hours on Sunday; 1 day monthly. SALARY, £18 to £24; Staff nurses, £33 to £42; sisters, £45 to £54; 2 uniform suits per annum provided for ward use alone. Laundry is provided. Separate bedrooms.

*** Motherwell. — Burgh of Motherwell Fever Hospital.** Beds, 56. MATRON; 1 Sister; 4 Nurses; 4 Assistant Nurses; 4 Probationers.

After a personal interview and 2 months' trial, applicants are received for 3 years' training (trial period included). Age, 23 to 35. Satisfactory evidence required from two responsible householders as to character, and from medical man as to health; they must also be re-vaccinated. No lectures given. Certificates not granted. RECREATION, 3 hours daily; time for 1 church service on Sunday, morning and evening alternately; 2 evenings weekly; 1 day monthly; 14 days yearly (sisters, 3 weeks). SALARY, £16, £18, £20; nurses, £24 to £27; sisters, £27 to £30. Remuneration given for trial month. Laundry and indoor uniform provided. Each nurse has a separate room and some probationers.

IRELAND.

*** Cork Fever Hospital and House of Recovery.** Beds, 100. MATRON; 1 Staff Nurse; 4 Probationers. Probationers with one year's medical and surgical training are taken from the South Charitable Inf., for 3 months' fever training.

(a) **Dublin. — Fever Hospital and House of Recovery,** Cork Street. Beds, 280. LADY SUPERINTENDENT; 1 ASSISTANT MATRON; 1 Night Superintendent; 6 Day Sisters; 13 Assistant Nurses; 18 Probationers. Vacancies average 6 to 8 yearly.

After a personal interview and 3 months' trial, applicants are received twice a year for 4 years' training (trial period included). Age, 21 to 30. Satisfactory evidence as to character, and medical superintendent's certificate as to health. LECTURES are given by the medical superintendent on infectious diseases, by the Dublin Metropolitan School for Nurses on hygiene, cookery, anatomy and physiology and by the matron on practical nursing. Examinations are held twice yearly. Certificate granted after passing examination and satisfactorily completing engagement. RECREATION, 3 hours daily; alternate Sundays

2.30 to 9 P.M.; whole day monthly; 2 weeks' holiday yearly (nurses, 3 weeks; sisters, 4 weeks). PREMIUM, £30. SALARIES, £6, £10, £19, £20 per annum; assistant nurses, £20; sisters, £30, rising to £36. Laundry and indoor uniform are provided. Separate bedrooms. Probationers must agree to join the Royal National Pension Fund for Nurses, the hospital paying half the premiums.

Nurses with general training are taken for 1 year's fever training. SALARY, £20 with certificate and £3 for uniform allowance at end of 12 months.

There is a Convalescent Home at Beneavin with 32 beds.

III.—SOME COLONIAL AND AMERICAN HOSPITALS AND NURSE-TRAINING SCHOOLS.

	PAGE
Australasia	321
Canada	327
S. Africa	332
United States of America	334

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

III.—SOME COLONIAL AND AMERICAN HOSPITALS AND NURSE-TRAINING SCHOOLS.

[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 probationers 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.

*** Adelaide Hospital, South Australia.** Beds, 387. MATRON; 1 Superintendent of Night Nurses; 16 Nurses; 80 Probationers. Probationers trained.

Auckland Hospital, New Zealand. Beds, 340. MATRON; 1 Assistant Matron; 14 Ward Sisters; 2 Theatre Sisters; 1 Massage Sister (with 2 assistants); 1 Home Sister; 1 Night Superintendent (and 1 assistant); 94 Pupil Nurses. Vacancies average 30 to 40 yearly.

After a personal interview and 3 months' trial, applicants are received for 4 years' training (trial period included). Age, 21 to 33. Satisfactory evidence required as to character, education and health. LECTURES are given on anatomy and physiology, surgical and medical nursing, also on eye, ear and throat nursing, and on massage. Examinations in May and November; gold medal and certificates given. RECREATION, 8 hours daily. PREMIUM, *nil*. SALARY, £10, £20, £25, £45; sisters, £80 to £100. Laundry and indoor uniform provided. Separate bedrooms for pupil nurses. All are urged to join a good insurance company.

Beechworth, Victoria. — Ovens District Hospital. Beds, 95. MATRON; 2 Sisters; 11 Probationers. Applications average 20, and vacancies 4 to 5 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received for 3 years' training. Age, not less than 21. Satisfactory evidence required as to character, education, health and

physique. LECTURES are given by the medical officers and matron on anatomy, physiology and nursing. Examinations are held yearly. Certificates are granted upon satisfactorily completing engagement. RECREATION, 3 hours daily; 1 day weekly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £9, £15, £21; sisters, £60. Remuneration is not given for the trial months. Laundry is provided. Uniform is not provided. Separate bedroom for majority of nurses. When ill nurses are treated in hospital.

This is a recognised training school of the Royal Victorian Trained Nurses' Association.

Brisbane, Queensland. — Brisbane Hospital Training School. Beds, 316. MATRON; 1 MATRON OF CONVALESCENT HOSPITAL; 1 ASSISTANT MATRON; 9 Sisters; 4 Charge Nurses; 10 Staff Nurses; 59 Pupil nurses and Probationers. Applications average 122; vacancies, nominally about 18 yearly.

This nursing school is registered as a training school by the Australasian Trained Nurses' Association. Age, 20 to 30. Three approved references must be supplied, and medical superintendent's certificate. Education must be equal to that approved by the Australian Trained Nurses' Association. Personal interview necessary. If selected candidates have 3 months' trial, and must then pass another examination as to physical fitness. The term of training is 4 years, and progressive examinations are held annually. Two failures at one examination disqualify. LECTURES based on the schedule laid down by the council of the Australasian Trained Nurses' Association are given. Prizes are given and 2 gold medals. Examinations are held annually. A certificate is given on passing fourth examination and satisfactorily completing engagement, after which a nurse may be recommended for position of Staff nurse. Staff nurses are appointed for 12 months. RECREATION.—*Day Nurses* four hours in afternoon on alternate days; one week-day monthly; one Sunday (from 6 P.M. Saturday to 10 P.M. Sunday) monthly. *Night Nurses* one night monthly; three days at end of term; 14 days annual leave on pay, plus 14 days (optional) without pay. PREMIUM, *nil*. SALARY, £20, £20, £26, £30; charge nurses, £40 to £50; sisters from £55 to £72 per annum. Remuneration given for trial months. Laundry and indoor uniform provided. Outdoor uniform not used. Nurses and nearly all pupils have separate bedrooms.

*** Brisbane, Queensland. — Lady Bowen Lying-in Hospital.** Beds, 51. MATRON; 1 Nurse; 8 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 be over 35 years of age. LECTURES are given by the medical staff. PREMIUM, £10 10s. the year. SALARY, *nil*. Separate bedrooms.

*** Burra Burra Hospital, Korrunga, South Australia.** Beds, 50. MATRON; 1 Nurse; 5 Probationers. Applications average about 6, and vacancies about 1 yearly.

After 1 month's trial, applicants are received for 4 years' training. Age, not less than 21. Satisfactory evidence required as to education and health. LECTURES are given by the medical officers and matron on general nursing and physiology. Certificates are granted upon satisfactorily completing engagement and passing examination. RECREATION, probationers, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. Nurses, 8 hours weekly; 2 days monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £13, £20, £26, £32 10s.; staff nurses, £60. Laundry and indoor uniform are provided. The hospital is registered under the Australasian Trained Nurses' Association.

*** Camden, New South Wales.—Carrington Centennial Hospital Home for Convalescents,** Grasmere. Beds, 110. MATRON; 2 Sisters (who must hold certificates); 3 Probationers. Applications average 6, and vacancies 2 yearly.

Respectable young women are received after 1 month's trial as probationers for 1 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 Training Schools in Sydney. Age, 21 to 30. Satisfactory evidence required 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; nurses, 3 weeks', and sisters, 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY.—£15, £20, £25; sisters, £52 per annum (senior, £60). Remuneration given for trial month. Laundry, indoor and outdoor uniform and text-books are provided. Separate bedrooms. Nurses are cared for during sickness.

*** Dunedin Hospital, New Zealand.** Beds, 234. MATRON; 12 Nurses; 50 Probationers. Probationers trained.

*** Geelong Infirmary and Benevolent Asylum, Victoria.** Beds, 223. MATRON; 4 Wardsmen; 2 Wardmaids; 4 Nurses; 12 Probationers. Probationers trained.

*** Hill End and Tambaroora District Hospital,** New South Wales. Beds, 16. MATRON; 1 Nurse. Applications for the post of nurse average 1, and vacancies 1 yearly.

Age, 25 to 30. Satisfactory evidence required 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, but not uniform, provided.

*** Hobart, Tasmania.—General Hospital.** Beds, 175. MATRON; 1 Night Superintendent; 5 Sisters; 1 Theatre Sister; 6 Staff Nurses; 16 Probationers. Applications average 12, and vacancies 2 yearly.

After a personal interview and 2 months' trial, applicants are received for 4 years' training. Age, 21 to 30. Satisfactory evidence required 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; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £10, £15, £20, £25. Nurses, £30 to £40; sisters, £50 to £60. No remuneration is given for the trial months. Laundry, indoor uniform and textbooks provided.

*** Melbourne, Victoria.—Alfred Hospital.** Beds, 180. MATRON; 1 Night Superintendent; 7 Sisters; 36 Ordinary Probationers; 6 Paying Probationers. Applications are numerous, and vacancies, for ordinary probationers, 10 to 12 yearly; paying probationers, 2 to 3 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Age, 20 to 35. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the honorary medical staff on anatomy, physiology, general nursing and hygiene; by the matron on practical work in the wards. Examinations are held the 1st week in July and December. Certificates are granted upon satisfactorily completing engagement and passing

examination. RECREATION, 2 hours daily; 1 day weekly; 3 weeks' holiday yearly. PREMIUM, *Paying Probationers*: £12 12s. entrance fee, £3 3s. per month for board; *Ordinary Probationers*: deposit of £1 1s. Ordinary probationers, besides receiving training as nurses, shall do the work of the ward. SALARY, £6, £18, £24; sisters, £52 to £60. Laundry and text-books are provided. Sisters and night nurses have each a separate bedroom.

* **Melbourne Hospital**, Lonsdale Street, Melbourne, Victoria. Beds, 400. MATRON; 15 Sisters; 1 Night Superintendent; 4 Staff Nurses; 72 Pupil Nurses. Applications are numerous, and vacancies average 30 annually.

After a personal interview and 3 months' trial (sometimes 6 months) applicants are received for 3 years' training. Age, 20 to 35. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by two of the hon. medical staff and the lady superintendent upon physiology, anatomy, medical and surgical nursing. Examinations are held annually in October. Certificates are granted upon satisfactorily completing engagement. Sisters are allowed leave of absence for 6 months to go to the women's hospital. RECREATION, 3 hours daily; 1 day weekly; 3 weeks' holiday yearly (sisters 4 weeks). PREMIUM, £10. SALARY, £7 10s., £20, £20; staff nurses, £35; sisters, 1st year, £40; second year, £45; 3rd and subsequent years, £50. Laundry and uniform are provided.

Melbourne, Victoria.—Children's Hospital, Pelham Street, Carlton. Beds, 180. 1 LADY SUPERINTENDENT; 1 ASSISTANT MATRON; 6 Sisters; 1 Night Superintendent; 6 Staff Nurses; 51 Pupil Nurses. Applications average 40, and vacancies 15 yearly.

After a personal interview and 3 months' probation, applicants are received, in order, for 3 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character and health from clergyman and doctors respectively. Education must be equal to State school certificate of merit. LECTURES are given by the resident medical officers, matron and sisters on anatomy and physiology, medical, surgical and practical nursing. Examinations are held twice a year. Certificates are granted on satisfactory completion of training. RECREATION, 3 hours daily; a night and day every week; 3 weeks yearly (staff nurses and sisters 1 month). PREMIUM, £10 10s. SALARY, *nil*, £12, £20. Staff nurses, from £55; sisters, £60 to £80. Laundry and indoor uniform

(dresses only) are provided. Bedrooms shared (two in a room), but sisters have separate rooms.

*** Perth Public Hospital, Western Australia.**

Beds, 330. MATRON; 13 Sisters; 1 Night Superintendent; 2 Staff Nurses; 57 Probationers. Applications average 25 yearly.

After a personal interview (if possible) and 3 months' trial, suitable applicants are received for 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character, health and physique. LECTURES are given by various officers of the medical staff, matron and others, and examinations are held yearly. Special lectures are also given on eye, ear, throat and gynæcological nursing. Certificates granted. RECREATION, 3 hours daily (sisters, 4 hours); 24 hours weekly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY, £12, £20, £30. Nurses, £40 to £50; sisters, £60 to £70. Remuneration given for trial months if accepted. Laundry and indoor uniform provided. Sick leave up to 3 months carries full pay. Single bedrooms for nearly all. Certificates are recognised by the Australasian Trained Nurses' Association.

*** Sydney Hospital, Macquarie Street.** Beds, 346. MATRON; 1 SUB-MATRON; 9 Sisters; 6 Head Nurses; 63 Nurses; 40 Probationers. Probationers trained.

Sydney, New South Wales. — Royal Prince Alfred Hospital, Camperdown. Beds, 396. MATRON AND SUPERINTENDENT OF NURSING; 1 MATRON'S ASSISTANT; 2 Night Sisters; 12 Sisters; 6 Charge Nurses; 118 Nurses and Pupils; 5 Male Nurses.

After a personal interview and 1 to 3 months' trial, suitable applicants are received for 4 years' training (trial period included). Age, 21 to 30. Satisfactory evidence required as to character and health. Education equal to university junior or 6th standard. LECTURES are given by the honorary and resident medical staff, matron, dispenser, and sisters, and examinations are held in December of each year. Prizes are given yearly to the two nurses in each grade who stand highest in their examinations. There is a gold medal for general proficiency. 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. General and dispensing certificates are granted when all examinations are passed and the period of training completed. In the fourth year nervous and

insane nursing, dispensing and housekeeping are taught and experience given in operation theatre. RECREATION, 3 hours daily; 24 hours weekly; 4 weeks' holiday yearly; sisters, 30 days. PREMIUM, *nil*. SALARY, £15, £20, £25, £30. Remuneration given for trial period. Charge nurses from £60; sisters, £70 to £100. Laundry and indoor uniform are provided. Separate bedrooms. There are no paying probationers and no private staff in connection with this hospital. Present and former nurses are put in private ward and nursed free during sickness.

CANADA.

* **Guelph General Hospital**, Guelph, Ontario. Beds, 90. LADY SUPERINTENDENT; 7 Staff Nurses; 3-20 Probationers. Applications average 57 and vacancies 20 yearly.

After a personal interview and 2 months' trial, applicants are received for a course of 6 months' training. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the superintendent and instruction on monthly nursing and midwifery. RECREATION, 2 hours daily; half day weekly. PREMIUM, *nil*. SALARY, \$4 a month. Laundry and indoor uniform are provided. There are no paying probationers. Promotion is obtained by pupil nurses as they gain experience and prove competent. Bedrooms shared (2 in a room). Nurses are sent out to private cases. FEES CHARGED.—All classes of cases, \$9 per week.

* **Halifax, Nova Scotia.—Victoria General Hospital.** Beds, 170. SUPERINTENDENT OF NURSES; 1 Night Superintendent; 34 Female Nurses; 6 Male Nurses; 2 Probationers. Applications average 50 and vacancies 8 to 12 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received for 2 years' training. Age, 20 to 35. Satisfactory evidence required 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 by the visiting and resident staff. Final examinations are held in each year. Invalid cookery is also taught. Two weeks' holiday allowed yearly. PREMIUM, *nil*. SALARY, 1st year, \$108; 2nd year, \$132; Superintendent Nurses, \$600. No remuneration is given for the trial months. Indoor uniform and laundry are provided. Separate bedrooms.

***Kingston, Ontario.—Hôtel-Dieu Hospital.** Beds, 150. The training school is under the direction of the Religious Hospitallers of St. Joseph, to whose care the hospital was entrusted in 1845. MOTHER SUPERIOR and SUPERINTENDENT; Assistant Superior; 48 Sisters; 1 Night Superintendent; 2 Staff Nurses (secular); 6 to 12 Probationers. Applications average 15, vacancies 9 yearly.

Secular nurses are not trained at this hospital which receives only candidates who enter the order. Age, 17 to 25. Satisfactory evidence required as to character, education, health and physique. Education must be high school, and social position the best. After a personal interview, 2 years' novitiate and 6 months' trial, applicants are received as members of the order for life and receive 3 years' training. LECTURES are given by the attending medical and surgical staff. Examinations held. Certificates are granted after examination and satisfactorily completing engagement. RECREATION, 3 hours daily; 7 hours weekly; 2 days monthly; 2 weeks yearly if necessary. PREMIUM, *nil*. SALARY, *nil*. In- and outdoor uniform and text-books provided but not laundry. Separate bedrooms. Nurses are cared for in sickness and till death.

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, 240, and 25 extra cots for emergencies. LADY SUPERINTENDENT; 1 Night Superintendent; 9 Sisters; 100 Nurses in training. Applications average 400, and vacancies 29 to 35 yearly.

After 3 months' trial, applicants are received for 3 years' training. Age, 25 to 35. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by an instructress from Columbia University, New York. Examinations are held in May and October. A gold medal is given. 3 months' courses are given in "Dietetics" and monthly nursing and midwifery. RECREATION, 2 hours daily; 1 month yearly. PREMIUM, *nil*. SALARY, \$6 to \$8 per month. No remuneration is given for the trial months. Laundry is provided. Uniform is not provided. Nurses in training if ill at the hospital are cared for and paid the usual monthly allowance during their illness and residence in hospital. A "preliminary course" for probationers has been established under an instructress, where probationers are taught practice and theory for 2 months before entering the wards.

*** Montreal, Quebec.—Royal Victoria Hospital.**

Beds, 350. MATRON; ASSISTANT MATRON; 12 Sisters; 1 Night Superintendent; 75 Staff Nurses; 10 Probationers. Applications average 480, and vacancies 70 yearly.

After a personal interview and 3 months' trial, applicants who are accepted receive 3 years' training. Age, 21 to 35. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the attending physicians and surgeons upon elementary physiology, surgery, obstetrics, diseases, gynæcology, etc. Practical instruction is given by the lady superintendent and assistants upon nursing in all branches and in addition to the lectures given by the attending staff the lady superintendent holds classes daily during the winter months. Examinations are held. Three months in a maternity hospital are afforded to those wishing to train in midwifery. RECREATION, 2 hours daily; half-day weekly; 3 weeks' holiday in the year. PREMIUM, *nil*. SALARIES.—Staff nurses, \$35 to \$65; probationers, \$8. Remuneration given for second month of probation. Laundry, but not uniform, is provided. Nurses, but not probationers, have separate bedrooms.

*** Prince Edward Island Hospital.** Beds 37. LADY SUPERINTENDENT; 12 Staff Nurses. Applications average 15 and vacancies 3 or 4 yearly.

After a personal interview (if possible) and 2 months' trial, applicants are received for 2 years' training (trial period included). Age, 21 to 31. Satisfactory evidence required 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. Instruction is also given in maternity work. Examinations held. RECREATION, 6 hours out of the 24; 3 weeks' holiday. PREMIUM, *nil*. SALARY, \$84 per annum. Seniors only have separate bedrooms.

There is a private nursing staff. FEES.—Ordinary cases, \$10 a week.

St. Catherine's, Ontario. — Mack Training School. In connection with General and Marine Hospital. Beds, 80. LADY SUPERINTENDENT; 1 Assistant Lady Superintendent; 1 Night Superintendent; 2 Staff Nurses; 20 Probationers. Applications average 40, and vacancies 6 or 8 yearly.

After a personal interview and 2 months' trial, applicants are received in May and October for 3 years' training. Age, 23 to 30. Satisfactory evidence required (from last employer, clergyman and doctor) as to character, health and physique. Education 2 years at collegiate. LECTURES are given by the superintendent and head nurse on anatomy, nursing and materia medica; and practical instruction in care of sick is given by the superintendent. 6 months' instruction in maternity wards is given and a course in dietetics and massage by special teachers. Examinations are held yearly. Gold medal given. Diploma at end of training. RECREATION, 2 hours daily; 4 hours weekly; $\frac{1}{2}$ day monthly; 3 weeks' holiday yearly. PREMIUM, *nil*. SALARY.—1st year, \$4.00; 2nd year, \$5.00; 3rd year, \$6.00 per month; graduate nurses, \$40 to \$45. Laundry but not uniform is provided. Bedrooms shared. After a period of 1 year's training in the wards, probationers may be sent to nurse private cases. FEES CHARGED.—\$7, \$10 and \$12 per week according to the place nurses are 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 and indoor uniform.

Toronto General Hospital, College Street, Ontario. Beds, 720. SUPERINTENDENT of Nurses; 2 Assistant Superintendents; 28 Head Nurses; 3 Night Superintendents; 180 Pupil Nurses. Applications average 180 and vacancies 65 yearly.

After a personal interview and 6 months' trial, applicants are received in the spring and autumn for 3 years' training. Age, 21 to 32. References required from clergyman and 2 others as to character and from physician as to health. Education, 2 years in High School. No domestic servants accepted. LECTURES by paid instructors on anatomy, physiology, materia medica, hygiene, bacteriology, bandaging, dietetics, nursing, medicine, surgery, social service and public health; also demonstrations. 3 months' training in monthly nursing given. Examinations held. 4 Scholarships given each year of \$50. Diploma granted. RECREATION, 3 hours daily (head nurses 2 hours); 10 hours weekly; 2 weeks yearly; graduate nurses, 4 weeks. PREMIUM, *nil*. SALARY, *nil*. Graduate nurses, £10 to £16 monthly. Laundry, indoor uniform and text-books provided. Separate bedrooms. Benefit Fund, Alumnae Association.

Toronto Hospital for Sick Children, College Street, Ontario. Beds, 250. LADY SUPERINTENDENT; 1 Assistant Superintendent; Night Supervisor; Teacher of Probationers; Gymnasium Teacher

and Dietitian ; 7 Head Nurses ; 24 Senior Nurses ; 19 Intermediate ; 25 Junior Nurses ; 25 Probationers. Average applications 400 and vacancies 50 yearly.

After a personal interview (if possible) and 4 months' trial, applicants are received for 3 years' training (trial period included). Age, 21 to 31. Applicants must have had at least 1 year in High School or equivalent. LECTURES are given by a special lecturer ; daily classes and demonstrations by teacher of probationers ; and daily lessons in the diet kitchen by Dietitian. Probationers spend 6 weeks in the diet kitchen during preliminary course. Scholarships, pins and diplomas are given. The medical library has 385 volumes, containing every book on nursing published in the English language. Separate bedrooms.

Victoria, British Columbia.—Provincial Royal Jubilee Hospital. Beds, 120. LADY SUPERINTENDENT ; 1 Matron Housekeeper ; 1 Graduate Nurse ; 6 Undergraduates ; 1 Floating Nurse, who relieves the others 2 hours every night ; 37 Pupil Nurses. Applications average 30, and vacancies 8 yearly.

After a personal interview and 3 months' trial, applicants are received in March and September for a course of $2\frac{1}{2}$ 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. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the visiting and resident physicians and surgeons and matron upon anatomy, physiology, medical and surgical nursing, hygiene, the theory of nursing, bandaging, etc. ; practical instruction by the lady superintendent. Examinations at the end of each lecture course. Certificates and gold badge are granted upon passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily ; half-day weekly ; whole day every other week ; 2 weeks' holiday yearly. SALARIES.—During 1st month, *nil* ; afterwards \$5 monthly ; 2nd year, \$7 $\frac{1}{2}$ monthly ; 3rd year, \$10 monthly. Laundry provided after the 1st month. Separate bedrooms for nurses and senior pupil nurses. In case of sickness nurses are treated free of charge in the wards of the hospital. Nurses are given private cases in the hospital for 8 weeks before graduating.

Winnipeg, Manitoba. — Winnipeg General Hospital Training School for Nurses. Beds, 550. SUPERINTENDENT OF NURSES ; Assistant Superintendent ; 1 Instructor

of Nurses ; 15 Staff Nurses ; 1 Night Superintendent ; 137 Pupil Nurses ; 2 District Nurses. Applications average 400, and vacancies 45 yearly.

After a personal interview (if possible) and 2 months' trial as probationer, applicants are received (on 1st January and 1st October) as pupil nurses for a period of 3 years' training (trial period included). Age, 22 to 24. Satisfactory evidence required (from a clergyman and a doctor) as to character, education (preference given to those who have had at least 2 years in High School), health and physique, and applicants must be free from family ties. LECTURES are given by the visiting staff, medical superintendent, superintendent of nurses, assistant superintendent and instructor of nursing. Diplomas, together with badge, are awarded upon passing the oral and written examinations and satisfactorily completing engagement. Seven prizes are given in the final year. Pupil nurses' classes are formed from 1st April to 1st October in each year. Affiliated with the "Margaret Scott Nursing Mission"—pupils thus gain 1 or 2 months' experience in district nursing. RECREATION, 2 hours daily ; 2 half-days weekly ; 3 weeks' holiday in the year ; graduate nurses, 4 weeks. PREMIUM, *nil*. SALARY.—Pupil nurses, \$4 per month during the 3 years ; graduate staff nurses, \$50 to \$75 per month. Operating-room nurses, instructress, assistant superintendent, night superintendent, etc., from \$60 to \$75. No remuneration for trial months. Laundry, indoor uniform (for pupil nurses during 1st year) and text-books are provided. Separate bedrooms, and single and double rooms for pupil nurses. Nurses are cared for gratuitously during illness.

SOUTH AFRICA.

Cape Town.—New Somerset Hospital, Cape Colony. Beds, 225 ; and 107 extra beds for wounded. MATRON ; 1 Assistant Matron ; 1 Night Superintendent ; 15 Sisters (and 2 extra owing to war) ; 3 Staff Nurses ; 62 Probationers. Applications average 300 and vacancies 14 to 18 yearly.

After a personal interview (if possible) and 3 months' trial, suitable applicants are received at any time for 3 years' training (trial period included). Age, 22 to 35. Height, from 5 ft. 1 in. Certificate as to character required from a person other than a relative, and from a doctor. Applicants must have successfully completed 6th school standard (or its recognised equivalent). Birth certificate required. LECTURES given by the medical staff on anatomy and physiology, by the matron on nursing, and by the assistant matron on sick-room cookery. Examinations held twice yearly (June and December). Prizes, 4 bursaries given.

Certificate awarded only to nurses who have passed the Colonial Medical examination. RECREATION, 2 hours daily; 7 hours weekly; 1 day monthly; 4 weeks yearly. PREMIUM, *nil*. SALARY, £18, £24, £36. No salary for 1st month if probationer leaves before signing agreement. Nurses from £65, rising £5 annually to £90. Sisters, £77, rising by £5 annually to £102. Laundry and indoor uniform provided. Separate bedrooms. Nurses are given full pay or half pay during sickness.

Johannesburg Hospital, P.O. Box 1050, Johannesburg, Transvaal. Beds, 500. MATRON; NURSING SUPERINTENDENT; 1 Asst. Superintendent; 1 Home Sister; 1 Night Superintendent; 18 Sisters; 26 Roman Catholic Nursing Sisters; 30 Staff Nurses; 170 Probationers. Applications average 300, and vacancies 30 yearly.

After personal interview (if possible) and 3 months' trial, applicants are received for 3 years' training. Age, 21 to 30. Satisfactory evidence required as to character, education, health and physique. Knowledge of Dutch necessary. LECTURES are given by paid members of honorary staff and nursing superintendent and assistants upon anatomy, physiology, bandaging hygiene and nursing. Examinations are held twice a year. Failure to pass the preliminary examination disqualifies, or two failures to pass the final examination. Gold and silver medals are given. Certificate granted upon satisfactorily completing engagement and passing examination. RECREATION, 4 hours daily; 1 day monthly; 4 weeks' holiday yearly; sisters, $\frac{1}{2}$ day every Sunday extra. PREMIUM, £10. SALARY.—Probationers, £12 10s., £25, £42; staff nurses, £60 to £80; sisters, £90 to £120. Laundry and indoor uniform provided. Separate bedrooms. Nurses on completing their 3 years' training are expected to pass the examination held by the Transvaal Medical Council which entitles them to be registered in the Transvaal.

Port Elizabeth, Cape Colony.—Provincial Hospital. Beds, 150. MATRON; 1 Night Superintendent; Home Sister; 4 Sisters; 20 second and third year Nurses; 12 Probationers. Applications average 150, and vacancies 10 yearly.

After 3 months' trial, applicants are received for 3 years' training. Age, 22 to 32. Satisfactory evidence required as to character, education, health and physique. Lectures are given by the Matron and Medical Staff on anatomy, physiology, antiseptics and surgery, diseases and obstetrics. Hospital examinations are held yearly. The council itself holds State Examinations every 6 months (June and December), and all nurses passing the examination are registered by the Government. A gold medal is given. Certificates are granted upon satisfactory com-

pletion of engagement. RECREATION, $2\frac{1}{2}$ hours daily; 2 half-days monthly; 4 weeks' holiday yearly. PREMIUM, *nil*. SALARIES.—£12, £18, £30; sisters, £60, £72, £90. Laundry, indoor and outdoor uniforms are provided.

UNITED STATES OF AMERICA.

*** Baltimore, Maryland.—Johns Hopkins Hospital Training School for Nurses.** Beds, 360. SUPERINTENDENT OF NURSES AND PRINCIPAL OF TRAINING SCHOOL; 6 Superintendents and Assistants; 14 Instructors and Head Nurses; 138 Pupil Nurses; 40 Probationers. Applications average 300, and vacancies 50 yearly.

After personal interview (if possible) and 6 months' probationership suitable applicants are received in the spring and autumn only for 3 years' training (trial period included). Age, 22 to 35. Reference required from clergyman as to character, and from physician as to health. Education must be equivalent to high school graduate. During trial period the probationer studies household economics, hygiene, sanitation, anatomy and physiology, materia medica, and elementary nursing. Failure to pass the examination at the end of this period, except under exceptional circumstances, terminates the probationer's connection with the school. Those who pass go into the hospital wards as pupil nurses receiving practical instruction in the men's and women's medical, surgical, gynæcological, maternity, orthopædic and isolating wards, and in surgical technique as taught in the operating rooms. Regular courses of lectures, recitations and demonstrations are given throughout training by the visiting and resident physicians and surgeons, and by the officers of the school and paid instructors. Examinations are held at the close of each course of lectures. A certificate is given on satisfactory completion of training and passing examination at the end of the 3 years. Probationers are on duty 6 hours daily, and nurses 8 hours daily. 3 weeks' holiday at end of 1st year; 4 weeks at end of 2nd year. PREMIUM, \$50. A deposit of \$10 has also to be paid on enrolment to cover charges for possible breakages, etc., any balance unspent at end of training being returned to the nurse. SALARY.—Pupils, *nil*, but 8 scholarships are awarded each year of \$100 each to such 1st and 2nd year nurses as have shown exceptional merit and are in need of pecuniary assistance to enable them to continue their studies; also 1 of \$480 to the 3rd year student whose work has been of the highest excellence and who is desirous of pursuing special work in the school or at New York Teachers' College. SALARY for head nurses and assistants, \$40 to \$75

per month. Laundry, uniform (after 1st 6 months) and text-books are provided. In sickness all students are cared for gratuitously. There is a Sick Nurses' Benefit Fund and Club House for the graduate nurses.

Boston, Mass.—Boston City Hospital Training School for Nurses, 818 Harrison Avenue. Beds, 1061. MATRON AND SUPERINTENDENT OF NURSES; 8 ASSISTANT SUPERINTENDENTS; 2 Night Superintendents; 1 Probationers' Instructor; 48 Head Nurses; 143 Pupil Nurses; 22 Probationers; 27 Pupils of Affiliated School. Applications average 1,000, and vacancies 100 yearly.

After a personal interview (when possible) and 3 months' trial, applicants are received for 3 years' training (trial period included). Age, 21 to 33. Three references required from well-known and reliable people as to character, and from hospital physician as to health, physique and general fitness. 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. Examinations are held. Pupils are sent to lying-in hospitals for 4 or 6 months for maternity nursing. Diplomas are granted upon satisfactorily completing engagement and passing examination. RECREATION, 2 hours daily; half-day weekly; 4 hours Sundays; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, 1st 2 months, *nil*; remaining 10 months, \$10; 2nd year, \$12.50; 3rd year, \$16.67 per month. Head nurses, \$40 to \$60 a month. Laundry but not uniform provided. Separate bedrooms for nearly all. All nurses are cared for during illness in hospital and convalescent home.

Boston, Mass.—Boston Lying-in Hospital, 24 M'Lean Street. Beds, 53. SUPERINTENDENT OF NURSES; 2 Assistant Superintendents; 1 Night Superintendent; 18 Pupils; 2 District Nurses.

After a personal interview and 1 or 2 months' trial, applicants holding a certificate of training from a recognised school of the larger general hospitals are received for a course of 6 months' training in midwifery and monthly nursing; the course for non-certificated nurses being 12 months (trial period included). Age, 23 to 35. Satisfactory evidence and references required as to character, education (2 years in High School at least), health and physique. LECTURES and practical instruction are given by members of the medical staff and superintendent of nurses upon obstetrical nursing and allied branches. Examinations held. Diplomas are granted upon the satisfactory completion of engagement and the passing of examinations. Marks are awarded for practical work in wards, lecture and class-work, in addition to examinations. RECREATION, 1 hour daily; 1 afternoon and evening weekly; 4 hour

Sunday (1 and 2 weeks yearly). SALARY, six months' pupils \$10 per month during 1st half of term, \$14 per month during the remainder of the training. Twelve months' pupils receive \$10 a month for 1st 8 months, and \$14 a month for remaining 4 months. No remuneration given if found unsatisfactory during trial period. Laundry is provided. There is an out-patient department, but it is entirely separate from the hospital. Hospital nurses have outside service for 2 months in the Out-Patient Department of the hospital. Nurses are cared for during illness. Separate bedrooms for most nurses.

Boston, Mass.—Massachusetts General Hospital. Beds, 336. SUPERINTENDENT OF NURSES; 6 Assistant Superintendents; 2 Night Superintendents; 23 Graduate Nurses; 170 Pupil Nurses.

After a personal interview, approved applicants are received for 3 to 6 months' probation, at the end of which time if satisfactory they are accepted for 3 years' training (trial period included), and are required to sign an agreement to remain 30 months, which may be broken by the hospital authorities during 1st year after probation if the pupil should prove unsatisfactory or unpromising. Age, 19 to 30. References required and applicants must have had a High School education (or equivalent), and have elementary knowledge of Latin, Chemistry, Anatomy and Physiology. A regular course of lectures is given with examinations at stated periods and bedside instruction is also given by visiting staff. The training includes 3 months' preliminary course in general, medical, surgical, pediatric and obstetrical work with electives in district nursing, mental nursing, social service, eye and ear nursing. A diploma is given at end of course, after passing examinations. Fee.—\$40 and \$10 deposit for breakages. Scholarships are established for those unable to afford fees. RECREATION, 2 or 3 hours daily; 2 half-days weekly; 8 weeks during course. Board, lodging, laundry, uniforms and text-books are provided. Separate bedrooms. Sick relief fund for alumnae, and a free bed in private room during illness.

There is a Post Graduate course in connection with this school which graduates are permitted to attend.

Brooklyn Hospital Training School for Nurses, De Kalb Avenue and Raymond Street. Beds, 172. DIRECTRESS OF NURSES; 1 Assistant Directress; 1 Night Supervisor; 6 Graduate Head Nurses; 58 Pupil Nurses.

After a personal interview if possible and 3 months' trial, suitable applicants are received for 3 years' training (trial period included). Age, 18 to 35. Reference required as to character from pastor of church if

possible and from physician as to health and condition of teeth. Education at least 1 year in High School and position that of a refined, educated woman. During the trial months probationers have instruction in bacteriology, materia medica, ethics and practical demonstration in nursing. LECTURES are given by the visiting staff of physicians and paid instructors on bacteriology, hygiene, anatomy, physiology, materia medica, anæsthetics and operating room technique, medical and surgical nursing, pediatrics, bandaging, obstetrics, gynæcology, diseases of eye, ear, nose and throat, etc. Examinations held after each course. Diploma granted on passing final examination. RECREATION, 2 to 3 hours daily; 1 half day weekly; 6 hours on Sunday; 3 weeks' holiday yearly. SALARY.—\$5 monthly. Graduate Nurses, \$50 to \$100. No remuneration is given during probation. Laundry but not uniform is provided. Separate bedrooms.

There is a private nursing staff. FEES CHARGED.—\$3.57 per case per day, or \$25 per week.

*** Brooklyn. — Prospect Heights Hospital and Brooklyn Maternity New York State School for Training Nurses,** Washington Avenue and St. John's Place, Brooklyn, N.Y. Beds, 50. LADY SUPERINTENDENT; ASST. SUPERINTENDENT; Night Superintendent; O. P. Superintendent; 16 Staff Nurses; 4 Probationers.

After a personal interview (if possible), and 2 months' trial, applicants are received for 2 years' training (trial period not included). Age, 21 to 35. References required from 2 persons (not relatives) as to character and from doctor as to health. Education must be 1 year in High School or its equivalent. 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. Examinations held. One prize given. Diplomas are awarded at the end of the 2 years' training. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; 4 hours Sunday; 2 weeks yearly (nurses, 4 weeks). PREMIUM, *nil*. SALARY.—1st year, \$5 per month; 2nd year, \$7 a month. Nurses, \$40 to \$50. Laundry provided.

Chicago, Illinois.—Illinois Training School for Nurses, 509 Honoré Street. Beds, 2,000. SUPERINTENDENT; 4 Assistant Superintendents; 6 Night Superintendents; 2 Matrons of Nurses' Home; 61 Graduate Nurses; 160 Pupil Nurses; 35 Post Graduates; 25 affiliated. Vacancies average 60 to 70 yearly.

After 3 months' trial, applicants are received in June and September for 3 years' training (trial period included). Age, 19 to 35. Certificates required from a minister, doctor, and dentist, and applicants must have had 1 year at least at High School (or equivalent). They must be vaccinated against small-pox, and enlarged tonsils must be removed. Examinations held. A diploma given at the end of training. RECREATION, 6 hours (for first 6 weeks), 8 hours (for 2nd six weeks), daily (Nurses, 9 hours). PREMIUM, *nil*. SALARY, \$5, \$7, \$10 per month. Nurses, \$50 to \$100. Laundry and indoor uniform provided. Graduate, but not pupil, nurses have separate bedrooms. Student nurses are cared for during sickness gratuitously.

Chicago, Illinois.—Michael Reese Hospital School for Nurses, 29th Street and Groveland Avenue. Beds, 454. LADY SUPERINTENDENT; ASSISTANT LADY SUPERINTENDENT; 1 Instructor of Nurses; 1 Assistant Instructor; 3 Night Superintendents; 14 Nurses; 2 District Nurses; 125 Pupil Nurses. Applications average 600, and vacancies 50 yearly.

After 3 months' trial, applicants are received for 3 years' training (trial period included). Age, 20 to 35. Satisfactory evidence required as to high moral character, education, health and physique. Women of culture and intelligence only admitted. 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. There is a maternity ward. Examinations held. A badge and diploma are given on passing final examinations and satisfactorily completing the engagement. RECREATION, half-day Sunday and one other day; 3 weeks' holiday yearly. PREMIUM, *nil*. ALLOWANCES.—Pupils; \$8 per month. Graduate Nurses, from \$60, increased to \$85 per month. Remuneration given for trial period, and also first uniforms. Separate bedrooms for about half of the pupils. Graduate Nurses sent out to private cases. Laundry and board is provided. During illness nurses are cared for in the hospital.

Detroit, Mich.—Grace Hospital School of Nursing. Beds, 292. PRINCIPAL; ASST. PRINCIPAL; 6 Supervisors; 1 Night Superintendent; 100 Pupil Nurses. Applications average 300 and vacancies 40 yearly.

After 3 months' trial, applicants are received in April and October for 3 years' training. Age, 22 to 35. Satisfactory evidence required of health, physique, education and character. Previous to being accepted, applicants must have had 1 year in a High School or its equivalent, and

are examined physically by a medical man. Three months' instruction is given in maternity ward. Instruction is given by paid teachers, the principal and the head nurses. Examinations are held by board of examiners once a year, and by principal and assistant every 3 months. Diplomas and badges are granted on passing final examination. RECREATION, 4 hours daily; 1 afternoon and half Sunday weekly; 3 weeks' holiday yearly. PREMIUM, *nil*. ALLOWANCES.—Women nurses receive \$50, gold pin and diploma on graduation. Laundry and indoor uniform are supplied.

Hartford Hospital Training School for Nurses, Hartford, Conn. Beds, 400. SUPERINTENDENT OF NURSES AND PRINCIPAL OF TRAINING SCHOOL; 4 Assistants to Principal; 1 Night Superintendent; 13 Staff Nurses; 85 Pupil Nurses; 20 Probationers. Applications average 300, and vacancies 45 yearly.

After formal application and 3 months' trial, applicants are received for a course of 3 years' training (trial period included). Age, 20 to 35. Height, 5 ft. to 5 ft. 8 in. References required as to character from three responsible persons and from physician as to health. Education, at least one year in high school. Good physique. LECTURES and class instruction are given by the visiting physicians, surgeons and specialists upon medical and surgical diseases, bacteriology, anatomy, operating room technique, gynæcology, pediatrics, contagious diseases, obstetrics, dietetics, massage, bandaging, etc. Examinations are held. Prizes of \$50 to the best pupil in 2nd and 3rd year. Certificate granted after passing examination and satisfactorily completing engagement. RECREATION, 3 hours daily; 2 half-days weekly; 3 weeks' holiday in a year. PREMIUM, *nil*. SALARIES, \$8 per month for the 3 years. Remuneration for trial period. Head nurses from \$35 to \$100 per month. Laundry is provided. Uniforms and text-books are provided at cost price. The nurses' residence is provided with a "work room" for the exclusive use of the nurses. It is furnished with all the appliances of a modern kitchen. Nurses are cared for in hospital during illness. Separate bedrooms. There is an old people's home under the government of the hospital where the nurses in old age can live for a nominal fee.

*** Indianapolis City Hospital Training School**, Indianapolis. Beds, 180. PRINCIPAL; 1 Assistant Superintendent; 40 Pupil Nurses; the number of Probationers varies. Applications average 130, and vacancies 15 yearly.

After 2 months' trial, applicants are received for 3 years' training. Age, 21 to 35. Satisfactory evidence required as to character, educa-

tion, health and physique. 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. There are also permanent instructors in bacteriology, anatomy, materia medica and laboratory work. Examinations are held annually in the spring. A certificate is granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; half-day weekly; 4 hours Sunday; 2 weeks' holiday in a year. PREMIUM, *nil*. SALARIES.—\$50, \$60, \$60, and \$50 on receiving diploma. No remuneration is given for the 2 months' trial. Laundry provided. Most of the pupil nurses have separate bedrooms.

Lynn Hospital, 212 Boston Street, Lynn, Mass. Beds, 150. MATRON; 1 Assistant Matron; 3 Head Nurses; 1 Night Superintendent; 42 Pupil Nurses. Applications average 60, and vacancies 20 yearly.

After a personal interview and 3 months' trial, applicants are received for a course of 3 years' training (trial period included). Age, 21 to 35. Satisfactory evidence required as to character, education, health and physique. Applicants must have had 1 year at High School or equivalent, and be from a refined home and have some knowledge of housework. LECTURES are given by physicians and surgeons, and practical instruction by the matron and head nurse. Examinations at end of year and after each course of lectures. Certificates are granted after passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; 7 hours weekly (graduate nurses, 8 hours); 1 day monthly (pupil nurses); 3 weeks' holiday in a year; graduate nurses, 4 weeks. PREMIUM, *nil*. SALARIES.—Pupil nurses, 1st year, \$8 per month; 2nd year, \$10 per month; 3rd year, \$12 per month; graduate nurses, \$35 to \$65. Laundry is provided. 33½ per cent. off bills of all graduates in case of sickness.

There is a private staff in connection with the hospital.

New Haven, Conn. — Connecticut Training School for Nurses. Connected with the New Haven Hospital (beds, 300). SUPERINTENDENT OF NURSES; 2 Assistants; 1 Night Superintendent; 6 Graduated Charge Nurses; 92 Nurses; 1 District Nurse. Vacancies average 25 yearly.

After personal interview and 3 months on probation suitable applicants are received for three years' training (including probation months). Age, 22 to 30. Satisfactory evidence required as to character, education (1 year High School or equivalent), physique and health. Instruction is given by the staff and Yale University professors. Instruction is pro-

vided in both medical and surgical wards for men and women and children, and in obstetrical and gynæcological nursing. Practical courses in massage and dietetics and in maternity ward. Examinations are held twice yearly. Diploma granted on satisfactory completion of training. RECREATION, 2 hours daily (probationers, 4 hours daily); 4 hours Sunday; half-day weekly; 1 day monthly; 4 weeks' holiday yearly (7 weeks in the 3 years). PREMIUM, *nil*. SALARY, \$48, \$60, \$84. Nurses, \$40 to \$50 per month. Laundry, indoor uniform and text-books provided. Separate bedrooms in most cases.

*** New Orleans, La.—Touro Infirmary Training School for Nurses.** Beds, 160. LADY SUPERINTENDENT; 55 Staff Nurses; 5 Probationers. Applications average 60, and vacancies 15 yearly.

After personal interview if possible and 1 month's trial, suitable applicants are received for 3 years' training. Age, 22 to 33. Satisfactory evidence required 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, \$72, \$108, \$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 School of Nursing, Blackwell's Island, New York. (In connection with City and Maternity Hospitals.) Beds, 863. SUPERINTENDENT; 3 ASSISTANT SUPERINTENDENTS; 3 Supervising Nurses; 8 Head Nurses; 31 Graduate Nurses; 56 Pupil Nurses. Applications average 300, and vacancies 44 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received for 2 years' and 6 months' training. Age, over 18. Satisfactory credentials required as to character, education (year High School or equivalent), health and physique. LECTURES are given by instructors and paid lecturers on anatomy, chemistry, psychology, physiology, hygiene, surgery, materia medica, obstetrics, etc., besides instruction (practical and theoretical) in all nursing subjects. Examinations are held at the close of each term (4) and upon completion of the course a diploma is awarded. Three medals each year for proficiency in classes and practice. RECREATION, 2 hours daily; half-day weekly; alternate Sundays; 2 weeks' holiday in the year. ALLOWANCES, \$120,

\$144; head nurses, \$600; supervising nurses, \$750. No remuneration is given for the trial months. Laundry and uniforms (for pupil nurses) are provided. Nurses, but not probationers, have single rooms.

*** New York Hospital Training School for Nurses**, 8 West 16th Street, New York. Beds, 226. SUPERINTENDENT OF TRAINING SCHOOL; 3 ASSISTANT SUPERINTENDENTS; 1 Night Superintendent; 9 Head Ward Nurses; 85 Pupil Nurses; 2 District Nurses. Applications average about 1,400, and vacancies about 40 yearly.

After a personal interview (when possible) and 2 months' trial, applicants are received in March and August of each year for a course of 2 years' training (trial period not included). Age, 23 to 33. References as to character required from two persons not relatives and a certificate from physician as to health and physique. Education must be a thorough English one. LECTURES are given by the regular teaching staff on all subjects. A 3-months' course on midwifery and monthly nursing is given. Examinations are held. Certificate not granted, but graduates are eligible for New York State examination for registered nurse. RECREATION, 2 hours daily; half-day weekly, and half-day on Sundays (graduate and head ward nurses 1 day monthly in addition); 3 weeks' holiday in a year (graduate and head ward nurses, 1 month). PREMIUM, *nil*. SALARY.—Nurses, \$10 per month. Head ward nurses from \$50 per month. Board, lodging, washing and medical attendance are provided. Nurses are cared for during sickness.

New York.—Metropolitan Hospital Training School for Nurses, Blackwell Island, New York City. Beds, 1,900. SUPERINTENDENT OF TRAINING SCHOOL; 4 ASSISTANT SUPERINTENDENTS; 3 Supervising Nurses; 1 Night Superintendent; 53 Graduate Nurses; 70 Pupil Nurses; 60 Permanent Nurses. Applications average 500, and vacancies 30 yearly.

After 2 months' trial, applicants are received for 3 years' training. Age, 18 to 35. Satisfactory evidence required as to moral character, education (one year in High School or equivalent), health and physique. In addition to classes LECTURES are given by the attending physicians and surgeons, superintendents, etc., upon all branches of nursing. Examinations are held in May and December of each year. Three prizes (value \$50). A diploma is given upon graduation. RECREATION, 2 hours daily; half-day weekly, and every third Sunday, 3 weeks' holiday each year. PREMIUM, *nil*. SALARY, \$10, \$12, \$15 per month; graduate nurses, \$50 monthly. Laundry and indoor uniform are provided for pupils and text-books for probationers. Nurses are trained in

medical, surgical, obstetric, gynæcological and children's diseases. Separate bedrooms. An *alumnæ* room for illness.

Graduate or under-graduate nurses are paid \$30 per month for nursing consumptives. It is a voluntary service for pupils in training.

*** New York.—St. Luke's Hospital Training School for Nurses.** 113th Street. Beds, 300. Directress of Nurses; Assistant Directress; 1 Night Superintendent; 71 Pupil Nurses; 5 Probationers.

Applicants are received after 2 months' trial for 3 years' training. Age, 23 to 33. Satisfactory evidence required 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 every year. Training in obstetrical nursing is given at the Sloane Maternity Hospital; lessons in massage are also given. Diplomas are given on passing examinations and satisfactorily completing the course. RECREATION, 2 hours daily; half-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 General Hospital Training School for Nurses. Beds, 2,000 to 2,300. CHIEF NURSE; 2 ASSISTANT CHIEF NURSES; 2 Night Superintendents; 24 Charge Nurses; 150 Probationers. Applications average 150 and vacancies 50 yearly.

After a personal interview (if possible) and 2 months', or longer, trial, candidates are received in May and September for 3 years' training (trial period included). Age, 21 to 35. Satisfactory evidence required as to character, education (High School), health and physique (also certificate from dentist). LECTURES and class instruction are given by medical staff and chief nurse on general nursing, hygiene, elementary anatomy and physiology, nervous and children's diseases, fever nursing, etc. Examinations are held. Gold Medal awarded. Diplomas granted on satisfactory completion of training and passing examinations. RECREATION, 2 hours daily; 2 half-days weekly; 1 day monthly; a fortnight's holiday yearly (nurses, 4 weeks). PREMIUM, *nil*. SALARY, \$11.50 a month during course which is intended to cover cost of books and uniforms. Nurses, \$50 to \$60 per month. Laundry is provided. There is an *Alumnæ* Association for the benefit of nurses during sickness and in old age.

Philadelphia, Penna.—Methodist Episcopal Hospital Training School for Nurses. Beds, 160.

DIRECTRESS; 1 Night Supervisor; 5 Graduate Nurses; 55 Pupil Nurses. Average yearly vacancies, 28.

After a personal interview, if possible, and 6 months' trial, applicants are received for 3 years' training (trial period included). Age, 21 to 35. Satisfactory evidence required as to character, education and health. LECTURES and class instruction are given by the medical staff and others. A 2 months' course is given at a maternity hospital. Examinations held. Diplomas are given at the end of the training. RECREATION, 2 hours daily; half-day weekly; 4 hours on Sunday; 3 weeks' holiday yearly. ALLOWANCES.—Pupils, \$72 per year for uniform, etc. SALARY for graduates, \$480 to \$600 per annum. Laundry is provided. Separate bedrooms for nurses but not for probationers. Medical attendance free during sickness.

*** Philadelphia.—Woman's Hospital of Philadelphia,** North College Avenue and 22nd Street. Beds, 180. CHIEF NURSE; 7 Head Nurses; 1 Night Superintendent; 58 Pupil Nurses. Applications average 200, and vacancies 20 yearly.

After a personal interview (if possible) and 4 months' trial, applicants are received for 3 years' training. Age, 21 to 35. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by the members of the visiting and resident staff upon medical, surgical and obstetric nursing; and practical instruction is given by the head nurses upon all subjects. Examinations are held in May and December. Diplomas are granted upon passing examination and satisfactorily completing engagement. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; part of every other Sunday; 2 weeks' holiday yearly. PREMIUM, *nil*. SALARY, \$32, \$48, \$120. No remuneration is given for the trial months. Laundry is provided. SALARY paid to graduate head nurses, \$30 to \$50 per month. The nurses have an *alumnæ* association, which arranges for the care of sick *alumnæ* and has an endowed room for sick nurses.

Nurses are sent out to private cases after 2 years' 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.

*** Portsmouth, N.H.—Cottage Hospital.** Beds, 30. SUPERINTENDENT; 1 Head Nurse; 8 Pupil Nurses. Applications average 50, and vacancies 4 yearly.

Young women too young to enter general hospitals are received. Age, not less than 19. Satisfactory evidence required 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.**—\$120, \$168. Laundry is provided, but not uniform.

The nurses are cared for in the hospital during sickness.

St. Louis Training School for Nurses, 14th and Lafayette Avenue, St. Louis, Mo. Attached to the St. Louis City Hospital (900 beds). **SUPERINTENDENT**; 2 **ASSISTANT SUPERINTENDENTS**; 3 **Night Superintendents**; 18 **Nurses**; 80 (paying) **Pupil Nurses**. Applications average 200, and vacancies 25 (paying) yearly.

After 3 months' trial, applicants are received for 3 years' training. Age, 20 to 33. Height, 5 ft. 2 in. to 6 ft. Satisfactory evidence required as to character, education and health. **LECTURES** and class instruction are given by the superintendent, assistant superintendent and medical professor. Diplomas and medals (1 gold) are awarded on passing final examination. Examinations are held every three months. **RECREATION**, 3 to 4 hours daily; 12 hours weekly; 4 days monthly; 3 weeks' holiday yearly. **PREMIUM**, *nil*. **ALLOWANCES.**—\$10, \$15 per month; graduate nurses, \$50 to \$75. Remuneration given for trial months. Laundry is provided, but not uniform. Separate bedrooms for graduate nurses, but not pupil nurses, who share a room. Sick fund for nurses.

Nurses are sent out to private cases after graduating.

*** Taunton, Mass.—Morton Hospital**, 88 Washington Street. Beds, 25. **SUPERINTENDENT**; 1 **ASSISTANT SUPERINTENDENT**; 10 **Staff Nurses**; 2 **Pupil Nurses**. Applications average 10, and vacancies 4 yearly.

After a personal interview and 3 months' trial, applicants are received for 3 years' training. Age, 23 to 25. Satisfactory evidence required as to character, education, health and physique. **LECTURES** are given by the members of the staff upon anatomy, physiology, surgery,

materia medica, obstetrics, medicine, massage, cookery and general nursing. Examinations are held twice a year. A certificate is given upon satisfactorily completing engagement and passing examination. RECREATION, 1 hour daily; 1 afternoon and 1 evening per week, and 4 hours on Sundays; 2 weeks' holiday in a year, and an occasional extra day. PREMIUM, *nil*. SALARY, \$120. No remuneration given for first month of trial period. Laundry and outdoor uniform provided, but indoor uniform must be provided by the nurse.

*** Wilkes-Barre City Hospital Training School for Nurses**, Wilkes-Barre, Penna. Beds, 125. PRINCIPAL OF TRAINING SCHOOL; 2 Sisters; 2 Graduates; 22 Pupil Nurses. Applications average 70, and vacancies 12 yearly.*

After a personal interview and 1 month's trial, applicants are received for a course of 2 years' training. Age, 20 to 35. Satisfactory evidence required as to character, education, health and physique. LECTURES are given by members of the visiting staff upon stated subjects, and practical instruction by the superintendent and head nurses in the wards. One month is passed in the obstetric department. 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 for pupil nurses; 1 month for sisters. SALARY, head nurses, \$360 to \$480. Each staff nurse has separate bedroom; 2 pupil nurses occupy 1 room.

There is a private staff in connection with the hospital. FEES CHARGED.—Medical and surgical cases, \$12 per week. When special nurses are provided for private patient department the charge is \$15 a week. The net earnings of the private staff are entirely devoted to the General Hospital Fund.

IV.—TRAINING SCHOOLS FOR ATTENDANTS ON THE INSANE.

	PAGE
United Kingdom	349
United States of America	352

IV.—TRAINING SCHOOLS FOR ATTENDANTS ON THE INSANE.

The United Kingdom.

OVER 1,000 candidates present themselves annually for examination by the Medico-Psychological Association. The inquiries we have made lead us to conclude that there are very exceptional cases where attendants are not systematically trained.

Nearly all 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 364. 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; Antrim District Asylum; Argyll and Bute District Asylum; Armagh District Asylum; Ayr District Asylum; Banff District Asylum; Bangour Lunatic Asylum (Scotland); Ballinasloe District Asylum; Belfast Asylum; Berkshire County Asylum, Wallingford; Bethnal House Asylum, London; Birmingham City Asylums at Rubery Hill and Winson Green; Bethlehem Royal Hospital; Brecon and Radnor Lunatic Asylum; Broadmoor Asylum; Bristol City Asylum; Buckinghamshire County Asylum, Aylesbury; Buxton, Wye House; Camberwell House Asylum, London; Canterbury Borough Asylum; Carlow District Asylum; Carmarthen County Asylum; Castlebar District Asylum; Catford, Flower House; Cheshire County Asylums at Macclesfield and Upton; City of London Asylum, Stone; Clapton, Brooke House; Cleveland Asylum; Clonmel District Asylum; Cork Dis-

trict Asylum; Cornwall County Asylum; Coton Hill Hospital for the Insane; Crichton Royal Asylum, Dumfries; Croydon Asylum; Cumberland and Westmoreland Counties Lunatic Asylum, near Carlisle; Denbigh, Anglesey, Caernarvon, Flint and Merioneth Lunatic Asylum; Derby Borough Asylum; Derby County Asylum; Devon County Asylum; Donnybrook, Bloomfield Institute; Dorset County Asylum, Dorchester; Down District Asylum, Downpatrick; Drumcondra, Highfield House; Dublin, St. Patrick's; Dudley, Ashwood House; Dundee Royal Lunatic Asylum; Durham County Asylum; Edinburgh Royal Asylum; Elginshire District Asylum; Ennis District Asylum, County Clare; Enniscorthy District Asylum, Wexford; Epsom, Manor Asylum; Essex County Asylum, Brentwood; Exeter City Asylum; Fife and Kinross District Asylum; Finglas, Farnham House; Gartlock Asylum; Glasgow Parochial Asylum, Lenzie; Glasgow Royal Asylum; Glasnevin, Hampstead House; Glamorgan County Asylum; Gloucester County Asylums; Govan District Asylum, Paisley; Greenock Parochial Asylum; Haddington District Asylum; Hants County Asylum; Hereford County and City Asylum, Burghill; Herts Lunatic Asylum, St. Albans; Hitchin, Three Counties Asylum; Holloway Sanatorium; Hoxton House Asylum, London; Hull Borough Asylum; Inverness District Asylum; Ipswich Borough Asylum; Isle of Ely and Borough of Cambridge Lunatic 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, Prestwich, Winwick and Whittingham; Lancaster, Haydock Lodge; Leicester Borough Asylum, Leicestershire and Rutland Asylum, Leicester; Letterkenny District Asylum; Limerick District Asylum; Lincoln County Asylum, Bracebridge; London County Asylums at Banstead, Bexley, Cane Hill, Claybury, Colney Hatch, Ewell, Hanwell and Horton; Londonderry District Asylum; Lucan, St. Ed-

mondsbury; Maryborough District Asylum; Mavisbank Asylum; Metropolitan Asylums Board Institutions for Imbeciles at Caterham, Darenth, Leavesden and Tooting Bec; Middlesex County Asylum; Midlothian and Peebles District Asylum, Roslyn-Castle; Monaghan District Asylum; Monmouth County Asylum; Montrose Royal Asylum; Mullingar District Asylum; Newcastle City Asylum; Newport, Isle of Wight County Asylum; Norfolk County Asylum; Northampton County Asylum, Berrywood; Northumberland County Asylum; Northumberland House Asylum, London; Norwich City Asylum, Hellesdon; Norwich, Higham Hall; Nottingham City Asylum; Nottingham County Asylum; Oxford County Asylum; Omagh District Asylum; Paisley Parochial Asylum; Paisley Asylum, Craw Road; Palmerston, Stewart Institute; Peckham House, Peckham; Perth District Asylum; Perth, James Murray's Royal Asylum; Plymouth Borough Asylum; Portsmouth Borough Asylum; Richmond and Portrase Asylums, Dublin; Roehampton, The Priory; Roxburgh District Asylum; St. Luke's Hospital, London; Salop and Montgomery Counties and Wenlock Borough Asylum, Bicton; Sligo District Lunatic Asylum; Somerset County Asylums at Cotford and Wells; Stafford County Asylums at Burntwood, Cheddleton and Stafford; Stirling District Asylum; Stretton House, Church Stretton; Suffolk County Asylum; Sunbury, Halliford House; Sunderland Borough Asylum; Surrey County Asylums; Sussex County Asylums at Chichester, Hellingley and Hayward's Heath; Ticehurst House, Sussex; Tunbridge, Redlands; Uxbridge, Moorcroft House, Hayes Park, Wood End House; Warneford Asylum; Warwick County Asylum; Waterford District Lunatic Asylum; Westham Borough Asylum; West Malling House, West Malling; Wilts County Asylum; Worcester County Asylum, Barnsley Hall; Worcester County and City Lunatic Asylum; York, Bootham; York, North Riding Asylum; York, West Riding Asylums at Menston, Wadsley and Wakefield; York, East Riding Asylum; York Retreat; York, Scalebor Park.

The following institutions train and give their own certificates to their nurses: Dorset County Asylum; Kirklands; Prestwich County Asylum (Lancashire).

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 twenty-five 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 to adopt a definite system of training. This Training School, which began its existence in 1882, has, with the completion of thirty-three years of its existence, a roll of graduates including 782 names, *viz.*, 512 women and 270 men.

The regulations provide for a two years' course of training in general nursing, with special reference to the care of cases of nervous and mental disease. Candidates, either men or women, must apply to the superintendent, and produce satisfactory evidence of character and health (medical certificate) and the names and addresses of three responsible persons, not of their own kin, to whom they are well known; they should preferably have had a high school education or its equivalent, and should be between 20 and 35 years of age. On furnishing satisfactory evidence of their probable fitness they are received for two months' trial, at the expiration of which, if accepted, an agreement is entered into to complete the two years' training. At the end of the first six months the record of each pupil is again carefully scrutinised and the right is reserved to terminate then, or at any other time, if there is good reason, the connection of any pupil or nurse with the school and hospital. On completion of the full term of two years, nurses who have passed all the required examinations receive diplomas certifying to

their period of training, their proficiency and their good character.

Instruction is given for eight months of the year. The course for men differs from that for women. The latter receive less money and are allowed more time for study. A preliminary course of two months is given to the women, and during this time the pupil is given no more work in the wards than is necessary to put in practice the instruction received. This occupies about two hours daily. Most of the time is devoted to lectures, demonstrations, recitations and laboratory work.

Instruction to both men and women, chiefly by the officers of the hospital, includes courses in anatomy, physiology, hygiene, bacteriology, drugs and materia medica, urinalysis, hydrotherapy, physical exercise (including massage, medical gymnastics and Swedish movements), housekeeping, dietetics and cookery, general nursing, obstetrical nursing (to women) and especially nursing of cases of nervous and mental diseases. There are written examinations in the middle and at the end of each school year, and pupils must attain on critical marking at least 60 per cent. Women graduates of M'Lean Hospital Training School have the privilege under certain restrictions of entering the Massachusetts General Hospital Training School for additional instruction, and after eighteen months' satisfactory study they receive a diploma from that School in addition to the diploma received from the M'Lean Hospital Training School.

Pupils reside in the hospital and are employed as assistant nurses in its wards. Recreation: one afternoon, part of Sunday and two or three evenings weekly. Two weeks yearly. No deduction of time is made for sickness unless it exceeds two weeks in one year. SALARY.—Men, \$18 per month for 1st 2 months, \$25 per month during next 10 months, \$27 per month for next 6 months, and \$30 for last 6 months. Women, \$7 per month during the first and \$10 per month during the second year of the course. Graduates of the M'Lean School who are also graduates

of the Massachusetts General Hospital Training School for Nurses at Boston are paid \$35 per month. Both men and women are required to wear, while on duty in the wards, the hospital uniform. Board, lodging and laundry provided.

V.—PROVIDENT FUNDS, EXAMINING BODIES, ASSOCIATIONS FOR THE BENEFIT OF NURSES, ETC.

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

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Association for Promoting the Training and Supply of Midwives (1903).—Office, Dacre House, Dean Farrar Street, Westminster, S.W. PATRON.—H.M. Queen Alexandra. PRESIDENT OF THE COUNCIL.—H.R.H. Princess Christian of Schleswig-Holstein; PRESIDENT OF THE ASSOCIATION.—His Grace The Archbishop of Canterbury. SECRETARY.

Objects.—(1) To promote the training and supply of midwives to meet the requirements of the Midwives Act of 1902. (2) To raise funds to facilitate the training of midwives in approved hospitals or other institutions. (3) To continue and extend the work of the office as a centre of information. (4) To maintain the Training Home at East Ham started by the Association in 1903. (5) To form provincial branches of the Association; and to co-operate with, or assist in whatever ways may appear practicable, local organisations which are working for the same object.

British Hospitals Association, The, 14 Victoria Street, Westminster, S.W. HON. SECRETARY. Annual Subscription, 10s. 6d.

This Association consists of ladies and gentlemen who at the time of their election as members of the association are trustees, members of committees, or executive or professional heads of hospitals and kindred institutions. Its objects are (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.

The Association arranges for the reading, discussion, and publication of approved papers; and for the holding of an Annual Conference for the consideration of matters relating to Hospital administration, con-

struction and management, medical relief, medical education in relation to Hospitals, Dispensaries, the Poor Law, and other kindred subjects.

British Red Cross Society (1905), 83 Pall Mall, S.W.
Telegrams—"Assistance," Charles, London. Telephone—6151 Regent.
PATRON.—H.M. The King. PRESIDENT.—H.M. The Queen.

The British Red Cross Society is the outcome of the fusion of two bodies, the "British National Society for Aid to the Sick and Wounded in War" and the "Central British Red Cross Council". The Admiralty and War Office accord their official recognition to the British Red Cross Society as the organisation responsible for the Red Cross movement throughout the Empire.

The object of the Society is to furnish aid to the Sick and Wounded in time of War in accordance with the terms of the Geneva Convention, such aid being necessarily supplementary to that furnished by the Medical Departments of the Navy, Army and Territorial Force, which provide for the casualties of war, whilst the Society offers such additional comforts and such general help as may be considered beyond the reasonable scope of the official bodies. Its aim has been to prepare for, systematise, and co-ordinate in time of peace all offers of help by the public, so as to be able to render prompt and efficient assistance in time of war, and with this object to ascertain from the Society's Branches and other sources the extent and nature of the voluntary aid which can be depended upon, or expected, in the event of war.

There were in the first year of the Great War 99 Local Branches, 20 detachments in the City of London, and over 2246 County Districts and Divisions (England, 1654; Wales, 163; Scotland, 429). Members and Associates of the Society are enrolled through the medium of the Local Branches. *Members* are those who (a) subscribe annually the sum of one guinea, or (b) guarantee to contribute the sum of five guineas to the Society's funds, if called upon, on the outbreak of war in which British Forces are engaged. *Associates* are those who (a) subscribe annually the sum of five shillings, or (b) guarantee a contribution of one guinea under the foregoing conditions.

The Secretary of State for War issued on 16th August, 1909, to the Territorial Force County Associations in England and Wales a scheme for the organisation of voluntary aid for sick and wounded in the event of war in the home territory. Since its publication the British Red Cross Society has taken an active part in the organisation of Voluntary Aid Detachments and by June, 1915, the Society had raised and registered at the War Office 2359 detachments with a total personnel of 70,846.

The work of the Red Cross until the outbreak of the Great War and the institution of "The Times" Fund was comparatively small. It was carried on by two different organisations, the British Red Cross Society and the Order of St. John of Jerusalem (see St. John Ambulance Association, page 373), with the natural result that there was sometimes friction and a certain amount of overlapping and confusion which made itself apparent directly the war advanced. Both organisations were cramped for want of funds and it was of vital importance that "The Times" Fund should be raised in the joint names of the two bodies. Already over a million and a half pounds has been raised for the work; all former hindrances have been overcome; and the sums raised by each body are to-day spent jointly in such a way as to ensure the maximum of efficiency with the minimum of administrative expense. The great achievement of raising a million and a half pounds in a few months for this work will ever be honourably associated with "The Times".

Ever since the commencement of the war the work of both Societies has grown continuously. Their activities are not confined to France and Belgium, for with the progress of British troops and those of our Allies abroad, Malta, Egypt, the Dardanelles, East Africa, Rhodesia, Serbia and Montenegro are now looking to the British Red Cross Society and the St. John Ambulance Association for help. This is in addition to the demand upon them for stores for nearly 900 hospitals at home. Their motor ambulances and other cars, which number upwards of 1,000, are doing a work for the war the importance of which cannot be exaggerated. In addition to the care of and provision for the sick and wounded the Societies have established a Wounded and Missing Department, which has brought comfort to many anxious and sorrowing hearts.

It is pleasant to be able to record that the training so cheerfully undergone by members of the Society's Voluntary Aid Detachments referred to on p. 358 is bearing fruit since the war in a growing demand for their services in military hospitals at home and abroad. The expenditure of the Societies naturally increases, and it stands to-day (June 30, 1915) at not less than £3,000 a day. The two Societies with the aid of the publicity given to their work by "The Times" have come to demonstrate practically the determination of the people throughout the Empire that all that is possible shall be done to minimise the sufferings of the gallant sailors and soldiers who are fighting in Britain's cause and that of the Empire, and that it shall be done adequately and unceasingly until the termination of the Great War. Every effort is being made by the united Societies so to organise their work as to provide

that no emergency shall ever find them unprepared to meet and overcome it.

Fuller information of the organisation and objects of the Society is contained in pamphlets to be obtained from the Secretary.

Central Midwives Board, Caxton House, Tothill Street, Westminster, S.W. (constituted for the purpose of carrying out the provisions of the Midwives Act, 1902).

The Board consists of nine members: Four registered medical practitioners, appointed by the Royal Colleges of Physicians and Surgeons, the Society of Apothecaries, and the Incorporated Midwives' Institute; two persons (one of whom must be a woman) appointed by the Lord President of the Council; and three persons appointed respectively by the Association of County Councils, the Queen Victoria's Jubilee Institute and the Royal British Nurses' Association.

The Midwives Act provides that: (1) From 1st April, 1905, any woman, not certified under the Act, who takes or uses the title of midwife shall be liable to a fine not exceeding £5. (2) From 1st April, 1910, no woman may habitually and for gain attend women in child-birth, except under direction of a qualified medical practitioner, unless she is certified under the Act. Any woman so doing is liable to a fine of £10. (3) No woman certified under the Act may employ an uncertified person as her substitute. (4) The certificate under the Act does not confer upon any woman right or title to be registered under the Medical Acts, nor authorise her to grant any medical certificate, or any certificate of death, or of still-birth, or to undertake the charge of cases of abnormality or disease in connection with parturition.

The Act, which came into operation on the 1st April, 1903, is administered by the Central Midwives' Board, which is empowered to regulate the training of midwives, to supervise and restrict their practice within due limits, to issue and cancel certificates, to hold examinations, and generally to carry out all the provisions of the Act with the approval of the Privy Council.

The Act gives the local control of midwives to the County or County Borough Councils, or to Committees appointed by them, and stipulates that midwives shall notify to the Local Authority their place of practice every 1st of January.

Examinations are held six times a year in London and three times a year in the Provinces. The fee for examination is one guinea. Applications have to be made to the Secretary of the Central Midwives' Board at the offices. Candidates for examination must have received

training at a recognised training school, or from recognised teachers and approved midwives. Separate lists of these can be obtained from the Secretary of the Central Midwives' Board. The names of all midwives certified under the Act are entered upon the Midwives Roll.

*** Council for the Promotion of the Higher Training of Midwives (1904),** Wood Street, Woolwich.

PRESIDENT.—H.R.H. Princess Christian. HON. SECRETARIES; LADY SUPERINTENDENT.

Objects.—To promote the training of gentlewomen as district midwives. To lengthen the customary period of training for district midwives, such training being given at a reduced fee. To maintain the Home for Mothers and Babies (see page 149), and Training School for District Midwives at Wood Street, Woolwich, started by the Council in 1905.

Fever Nurses' Association. SECRETARY, 60 Dingwall Road, Croydon, Surrey.

This Association was formed in 1908. Its main object is the maintenance of a high and uniform standard of training in fever hospitals throughout the country. The medical superintendents and matrons of most of the large fever hospitals are on the Council, which is the governing body of the Association.

The Association grants certificates of registration to fever nurses who have been trained in accordance with its standard, and enters their name on a register. It is the desire of the Association that the possession of its certificate should be accepted by medical men, hospital authorities, owners of nursing homes and the general public as a guarantee of efficient fever training.

No nurse will be admitted to the register unless she has been trained in a fever hospital recognised by the Education Committee, and passes the final examination controlled by that Committee.

Two methods of training are accepted by the Committee :—

1. The nurse may enter a fever hospital after she has finished her general training, or while she is receiving such training. The fever training must then cover a year, and the hospital where it is received must have at least 1 resident medical officer and contain at least 100 beds.

2. The nurse may enter the fever hospital as a novice. The training must then cover two years and the hospital contain at least eighty beds.

The Secretary will forward a list of recognised hospitals to any applicant on the receipt of a stamped and addressed envelope.

The examination qualifying nurses for registration will be held at recognised hospitals in April and October of each year: entrance fee, one shilling. Nurses desiring to enter for it must apply to the Secretary of the Association for an entrance form. This application must be posted at least 14 days before the 1st April or October. If the candidate passes the examination, she will receive her certificate on the payment of a registration fee of half a crown; this will entitle her to a place on the register for life. She may also, if she so desires, become a member of the Association: annual subscription, one shilling.

Guild of St. Barnabas for Nurses. SECRETARY-GENERAL, Church House, Westminster, S.W.

This Guild enrolls trained nurses, midwives and masseuses being members of the Church of England. Branches in England, India and the Colonies.

*** Guild of St. Veronica for Trained Nurses.** SECRETARY, Park House, Church End, Willesden.

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.

“The Hospital” Convalescent Fund, 28 and 29 Southampton Street, Strand, London. This Fund was established by the proprietors of “The Hospital” and “Nursing Mirror” newspapers, and is now supported by the readers of the latter. Its object is to provide a change of air for trained hospital nurses without means during convalescence after illness. Experience has proved that it is better to let the nurses have a choice of locality than to send them to one settled place, and nurses are accordingly sent to all parts of the country. Chronic or aged cases not eligible. Applications should be addressed to the Hon. Secretary of the Fund, and should be accompanied by a medical certificate and two letters of recommendation from householders.

Hospital Library and Charities Bureau, The Hospital Building, 28 and 29 Southampton Street, Strand, W.C. All communications to be addressed to the Librarian.

Established in 1897 as a centre of reference for all connected with or interested in hospitals, nursing and charities generally. THE REFERENCE LIBRARY contains standard works on Hospital Administration,

Construction, Finance and Nursing; the reports of Hospitals and Charities in Great Britain, the British Empire and the United States of America; and a large collection of hospital plans. THE CHARITIES BUREAU—Through this Bureau members can obtain expert opinion on all questions relating to the above subjects. FEES—Gentlemen, 10s. 6d.; Ladies, 5s. per annum.

Incorporated Society of Trained Masseuses,
157 Great Portland Street, W. Telegraphic address — "Useful," London.

This Society was formed in January, 1894, and incorporated 1900, 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. There are a club room and medical library. Monthly lectures are given by members of the medical profession. Two examinations are held yearly in London (and one in Dublin).

Junius S. Morgan Benevolent Fund (in connection with the Royal National Pension Fund for Nurses). SECRETARY, 15 Buckingham Street, Strand, W.C.

The chief object of the fund is to afford immediate pecuniary or other relief by loan or absolute gift to matrons, sisters, and nurses (if members of the Pension Fund) who may be in distress, and to assist them in keeping up the payment of premiums on any policies they may have taken out with the Fund. Applications for grants, which should be addressed to the 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 1914 amounted to over £20,000.

*** Lady Roberts' Fund for Nursing Sisters and Officers' Hospitals.** Closed: the Indian Government have taken over the Home.

*** Matrons' Council.**—HON. SECRETARY, 431 Oxford Street, W.

The principal objects are stated to be (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 procedure of meetings.

Medico-Psychological Association of Great Britain and Ireland, 11 Chandos Street, W.

Two examinations are held for the certificate of proficiency in nursing and attending on the insane. The preliminary examination is held twice yearly, on the first Mondays in May and November, the final examination is held on the second Mondays in May and November. Both examinations are written and oral, and no candidate may take the final until 12 months after passing the preliminary. Nurses who possess certificates of having trained 3 years in a General Hospital approved by the Council shall be exempt from the preliminary examination, and shall be eligible for the final examination, after training for a further period of 2 years, in not more than 2 institutions for the insane. With this exception every candidate for the Association's certificate must be trained in an institution for the treatment of mental disorder for not less than 12 months before being permitted to undergo the preliminary examination, and for not less than 3 years before being permitted to take the final. For both examinations 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 will be granted to those who pass the final, and their names are registered. In cases of misconduct, the Council may erase names from the register. FEE, 5s. for each examination. Candidates failing to pass the examination are admitted to subsequent examination on payment of 2s. 6d. Fee for certificate, 5s. The system of training required by the Association consists of (1) attendance on the insane; (2) demonstrations on "First Aid," clinical instruction in the wards, and systematic lectures and demonstrations by the medical staff (at least 12 lectures of 1 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); (3) practical instructions by other officers of the institution in nursing and attendance on the insane; (4) study of the hand-book issued under the authority of the Association (other books may be used in addition); and (5) periodical examinations, the nature and frequency of which are left to the medical superintendent's discretion.

Midwives' Institute and Trained Nurses' Club, 12 Buckingham Street, Strand, W.C. 2 HON. SECRETARIES; SECRETARY. (Subscription, 5s. a year; 2s. 6d. entrance fee to London members. Subscription, including protection and defence, 12s. 6d. Office hours, 11 to 5. Club open till 7.)

The objects of this society are (1) to raise the efficiency and improve

the status of midwives; (2) to establish a centre of information for the public; (3) to provide a good medical lending library and club-room for friendly meetings; (4) to arrange courses of medical lectures and to afford opportunities for discussion on subjects connected with the profession; (5) to provide for the examination and granting of certificate of qualification to midwives; (6) the doing of all things necessary to promote the efficiency, comfort and development of midwives. 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 hold the certificate of the Central Midwives' Board. Associates are trained nurses or midwives with any other diploma. Lay-associates are persons other than midwives interested in the objects of the society. A lending library and reading-room are attached. Medical lectures and debates are held each month, free to members, also post-graduate lectures to midwives and nurses.

*** Midwives' Society.** SECRETARY, 12 Brunswick Street, Chorlton-on-Medlock, Manchester.

The society has been established to advance the art of midwifery, to protect and further the interests of midwives, and to promote a uniform system of education of those who practise as such.

Nurses' Missionary League, Sloane Gardens House, 52 Lower Sloane Street, London, S.W. GENERAL SECRETARY.

The League was founded in 1903 and is interdenominational. The chief objects are: (1) To make known the need for nurse missionaries to those who can supply it by superintending the nursing in mission hospitals; training native nurses and in some cases nursing patients in their own homes; (2) helping nurses to prepare to become foreign missionaries; (3) helping all nurses to dedicate their lives to the service of God at home and abroad.

There are four classes of members: (1) Volunteer Members, being fully trained nurses who purpose to become foreign missionaries; (2) Home Members, being fully trained nurses who desire to work and pray for the evangelisation of the world; (3) Volunteer Associates, being nurses in training who purpose to become foreign missionaries; (4) Home Associates, being nurses in training who desire to work and pray for the evangelisation of the world. The membership numbers 1941, of whom 200 are at work in the mission field.

Regular meetings are held in hospitals for Bible study, missionary study, and prayer. Summer camps are arranged and general meetings, conferences, etc. A magazine, "Nurses Near and Far," is published quarterly.

Minimum annual subscription 2s., which includes the quarterly magazine and monthly Bible study notes. Subscription for honorary members is 5s.

Royal British Nurses' Association, 10 Orchard Street, W. Telegraphic address—"Pflegerin," London. Telephone—2173 Paddington. PRESIDENT, H.R.H. Princess Christian.

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; (2) the maintenance of an office or offices for supplying information to persons seeking for nurses, and to persons seeking for employment as nurses; (3) the maintenance of an authorised list of persons who may have applied to have their names entered therein as nurses, and whom the association may think fit to enter therein; (4) the promotion of conferences, public meetings and lectures in connection with the general work of the association; (5) the granting of a diploma in nursing to fully trained nurses who pass the examination of the association, set on a given syllabus. Membership is open to registered medical men and thoroughly trained registered nurses of 3 years' standing. The official organ of the association, "The Nurses' Journal," is published monthly. There is a library for members. The association has an endowed benevolent fund from which grants of money in temporary distress may be given, and also a home for aged nurses who are members of the corporation.

The Roll of Members with appendices contains full information relating to the work of the association.

Royal National Pension Fund for Nurses, 15 Buckingham Street, Strand, W.C. PATRON, H.M. The King. PRESIDENT, H.M. Queen Alexandra.

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 to the 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 to the Royal National Pension Fund, can retain control over all the moneys 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 employes, 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 upwards of £1,900,000.

Policy holders may open deposit accounts in the fund, upon which compound interest is allowed at the rate of $2\frac{1}{2}$ per cent. per annum,

Royal Red Cross. Registry—War Office, Whitehall, 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 :—

H.M. QUEEN ALEXANDRA.

H.R.H. The Princess Christian of Schleswig - Holstein (Princess Helena of Great Britain and Ireland).

H.R.H. The Princess Beatrice.

H.R.H. The Duchess of Connaught and Strathearn.

H.R.H. The Princess Louise, Duchess of Argyll.

H.R.H. The Duchess of Albany.

H.M. The Queen of Italy.

H.M. The Queen of Greece.

H.M. The Dowager Queen of Greece.

H.R.H. The Princess Andrew of Greece.

H.R.H. The Princess Victoria of Schleswig-Holstein.

H.R.H. The Princess Frederica of Hanover, Baroness Von Pawel Rammingen.

The Grand Duchess George Michaelovitch of Russia.

- | | |
|--|---|
| Addams-Williams, Miss F. E. (late Principal Matron, Q.A.I.M.N.S.). | Barrett, Miss E. G. (Q.A.I.M.N.S.R.). |
| Addison, Miss C. | Becher, Miss E. H. (Principal Matron, Q.A.I.M.N.S.). |
| Adler, Miss N. (Q.A.I.M.N.S.R.). | Bellingham, Mrs. |
| Airy, Miss S. | Bennet, Miss M. B. (Q.A.R.N.N.S.). |
| Anderson, Miss E. McC. (Nursing Sister, A.N.S.R.). | Bidsmead, Miss A. (S. Australia). |
| Anderson, Miss M. C. | Bond, Miss A. S. (Matron, Q.A.I.M.N.S.). |
| Antoine, Mademoiselle, E. | Bourguignon, Miss E. |
| Bagot, Mrs. T. | Boyd, Mrs. K. |
| Ball, Mrs. | Brazier, Miss D. |
| Barbier, Miss I. E. M. (Civil Hosps. Reserve). | Brereton, Miss K. B. (Nursing Sister, A.N.S.R.). |
| Barker, Miss J. M. C. (late Nursing Sister, A.N.S.). | Browne, Miss S. J. (Matron-in-Chief, Q.A.I.M.N.S., ret.). |
| Barker, Miss M. E. (Q.A.M.N.S. Ind.). | Bruce, The Lady. |

- Burleigh, Miss R. M. (late Nursing Sister, A.N.S.).
 Burrill, Mrs. J.
 Buswell, Mrs. M. J.
 Byam, Miss C. L.
 Byers, Miss A. F. (Q.A.I.M.N.S.).
 Cairncross, Miss.
 Camilla Orpheline, Sister.
 Campbell, Miss E. (Matron, Canadian Nursing Service).
 Campbell-Ross, Mrs. M. H. M.
 Cannell, Miss E.
 Cator, Miss S.
 Caulfeild, Miss A. E. (Lady Supt. of Nurses, A.N.S., ret.).
 Cawley, Mrs. M. E.
 Chadwick, Miss C. M. (Matron, Q.A.I.M.N.S.).
 Chapin, Miss A. G.
 Charleson, Miss J.
 Chesham, The Lady.
 Clark, Miss M. (Civil Hosps. Reserve).
 Clarke, Miss S.
 Clay, Mrs. I. M.
 Clay, Mrs. V. H.
 Cole, Miss M. C. F. K. (Matron, Q.A.I.M.N.S., ret.).
 Congleton, Miss J. H. (Q.A.I.M.N.S.).
 Corbishley, Miss M. C. (Q.A.I.M.N.S.).
 Cornwallis-West, Mrs. G.
 Craufurd, Miss.
 Crisp, Miss A. (late Nursing Sister, A.N.S.).
 Croft, Mrs. J. N.
 Crowlie, Mrs.
 Damant, Mrs. C. R.
 Davis, Mrs. M.
 Deeble, Mrs. J. C. (Lady Supt. of Nurses, A.N.S., ret.).
 De Ferrières, Madame.
 Doherty, Miss M. A. (Civil Hosps. Reserve).
 Dowse, Miss E. A. (Supt., A.N.S.).
 Drosthe, Mrs.
 Dudley, The Dowager Countess of.
 Dunlop, Miss Ker.
 Durham, Miss E. (Stafford House Committee).
 Elston, Miss C. (Q.A.I.M.N.S.R.).
 Falconer, Miss R. (Nursing Sister, Q.A.R.N.N.S.).
 Ferguson, Miss E. T. (Civil Hosps. Reserve).
 Fergusson, Miss C. (late Nursing Sister, A.N.S.).
 Fisher, Miss M. C. (Nursing Sister, A.N.S.R.).
 Fletcher, Miss A.
 Fletcher, Miss N. (Principal Matron, Brit. Red Cross Soc.).
 Forrest, Miss K. (Nursing Sister, A.N.S., ret.).
 Francis, Mrs. E. K.
 Fripp, The Lady.
 Furley, The Lady.
 Garriock, Miss A. (Principal Matron, Q.A.I.M.N.S.).
 Geddes, Miss E.
 Gildea, Mrs.
 Gill, Sister A. W.
 Gilroy, Mrs.
 Goldmann, Hon. Mrs. A. M.
 Gray, Miss J. A. (Supt., A.N.S., ret.).

- Gray, Miss J. M. (late Nursing Sister, A.N.S.).
- Gray, Miss M. E. (Nursing Sister, Q.A.M.N.S. for Ind.).
- Greaves, Miss I. (Matron, Australian Nursing Service).
- Gunning, Mrs.
- Haines, Miss G. P. H.
- Halford, Miss E.
- Hansard, Miss E. M. (Q.A.I.M.N.S.R.).
- Hardy, Mrs. J.
- Harley, Miss F. (Civil Hosps. Reserve).
- Harper, Miss M. E. (Sister, Q.A.I.M.N.S.).
- Harrison, Miss L. A.
- Hart, Miss S. F. (Supt., A.N.S., ret.).
- Harte, Miss E. E. (Head Sister, Q.A.R.N.N.S.).
- Hartigan, Miss H. (Q.A.I.M.N.S.).
- Hatch, Mrs. E. M.
- Hely, Mrs. A. A.
- Hickley, Miss K. M. (Head Sister, Q.A.R.N.N.S.).
- Hill, Miss K. L.
- Hill, Miss M. G. (Sister, Q.A.I.M.N.S., ret.).
- Hoadley, Miss J. (Matron, Q.A.I.M.N.S.).
- Hodgins, Miss F. M. (Matron, Q.A.I.M.N.S.).
- Hogarth, Miss H. (Nursing Sister, A.N.S.R.).
- Holland, Miss A. B.
- Holland, Miss A. K. (Supt., A.N.S., ret.).
- Hornor, Miss.
- Hosie, Mrs. S. E. (late Matron, Q.A.I.M.N.S.).
- Howe, Mrs. O.
- Huddon, Sister M. de C.
- Ivin, Miss A. H. (T.F.N.S.).
- Jacoba, Mother.
- Jackson, Miss E. A. (T.F.N.S.).
- James, Miss J. M. (ret. Q.A.M.S. for Ind.).
- Jeffreys, Mrs. Marion.
- Jerrard, Miss I. J. (Matron, Q.A.I.M.N.S., ret.).
- Jerrard, Miss M. C. (late Supt., A.N.S.).
- Johnston, Miss K. (Civil Hosps. Reserve).
- Johnston, Mrs. P. H.
- Jones, Miss B. J. (Matron, Q.A.I.M.N.S.).
- Jones, Sister M. S.
- Keenan, Miss M. H. (Head Sister, Q.A.R.N.N.S.).
- Keer, Miss C. H. (Matron-in-Chief, Q.A.I.M.N.S.).
- Keith, Mrs.
- Kelly, Miss E. S. (Senior Lady Supt., Q.A.M.N.S. for India, ret.).
- Kelly, Sister M. A.
- Keyser, Miss A.
- Keyser, Miss M. F.
- Kelpin, Mrs.
- Kiero-Watson, Mrs. C. E. (Nursing Sister, A.N.S.R.).
- Kiddle, Miss V. M. (Civil Hosps. Reserve).
- Kilpin, The Lady.
- King, Miss E. (Stafford House Committee).

- King, Miss H. (late Nursing Sister, A.N.S.).
 King, Miss J. (late Supt., A.N.S.).
 Knaggs, Miss A. (Sister, A.N.S.R.).
 Knight, Miss.
 Knightley, Miss A. B.
 Knox, Miss M. C. S. (Matron, Q.A.I.M.N.S.).

 Lambert, Miss M.
 Langlands, Miss.
 Le Sueur, Miss E. M. (Civil Hosps. Reserve).
 Lickfold, Mrs. E. M.
 Loch, Mrs. C. G.
 Louise, Sister.
 Lowrie, Miss F. A.
 Luckie, Miss H. O. (Nursing Sister, A.N.S.R.).
 Ludlow, Mrs. E. (Nursing Sister, A.N.S.R.).
 Lumley, Mrs. M. J. W.

 Maasdorp, Mrs.
 McCarthy, Miss E. M. (Matron, Q.A.I.M.N.S.).
 McCaul, Miss E.
 MacDonald, The Lady.
 MacDonnell, Miss A. M. (Nursing Sister, A.N.S.R.).
 McGrath, Miss T.
 McIntosh, Miss S. C. (Civil Hosps. Reserve).
 Mackay, Miss L. J. (Supt., A.N.S.R., ret.).
 Mackinnon, Mrs. A.
 MacRae, Miss C. MacK. (Q.A.I.M.N.S.).
 Makins, Lady
 Maria Benedetta, Sister.
 Maria Camilla, Sister.
 Maria Carmela, Sister.
 Maria Celestina, Sister.
 Maria Ludovica, Sister.
 Maria Pia, Sister.
 Mark, Miss A. G. (Nursing Sister, A.N.S., ret.).
 Martin, Miss E. J. (Matron, Q.A.I.M.N.S.).
 Mary Aloysius, Sister.
 Mathews, Miss K. M. (Q.A.I.M.N.S.).
 Maxwell-Muller, Miss L. (late Nursing Sister, A.N.S.).
 Mifsud, Mrs. A. G.
 Miller, Mrs. E. B.
 Miller, Mrs. E. M.
 Moberly, Mrs. E. T.
 Morris, Miss P. M. (T.F.N.S.).
 Mowbray, Miss C. S.

 Neville, Sister K.
 Nicholson, Miss M.
 Nixon, Miss A. (Matron, Q.A.I.M.N.S.).
 Nixon, Miss E. (N.S. Wales).
 Norman, Miss H. Campbell (Lady Supt. of Nurses, A.N.S., ret.).
 Nutt, Miss M.

 Oakey, Miss M. (Civil Hosps. Reserve).
 Oram, Miss S. E. (Matron, Q.A.I.M.N.S.).
 Otto, Miss S. M. G.

 Palin, Miss H. G. (T.F.N.S.).
 Parsons, Miss L.
 Paterson, Miss S. M. (Nursing Sister, A.N.S.R.).
 Patrick, Mother.

- Payne, Miss G. M. (Matron, Q.A.I.M.N.S.).
- Peet, Miss L. O. (Civil Hosps. Reserve).
- Pope, Miss G. (Nursing Sister, Canadian Local Forces).
- Porter, Miss F. H. (Head Sister, Q.A.R.N.N.S.).
- Powell, Miss M.
- Pretty, Miss E. (Nursing Sister, A.N.S.R.).
- Purkis, Miss A. M.
- Ransome, Sister J. M.
- Rawson, Miss M.
- Redrup, Mrs. F.
- Reid, Miss H. W. (Matron, Q.A.I.M.N.S.).
- Richards, Miss G. M. (Matron, Q.A.I.M.N.S.).
- Roberts, The Countess, C.I.
- Rorke, Mrs. M.
- Russell, Miss M. (Matron, Q.A.I.M.N.S.).
- Ryan, Miss E. (Supt., A.N.S., ret.).
- Saville, Miss L. E., M.D.
- Sclater, Mrs. W.
- Scott, Mrs. L.
- Selby, Miss M. (late Nursing Sister, A.N.S.).
- Shannon, Miss E. C. (Nursing Sister, A.N.S.R.).
- Skillman, Miss J. E. (Nursing Sister, A.N.S.R.).
- Smith, Miss A. B. (Matron, Q.A.I.M.N.S.).
- Smith, Miss G. M. (Q.A.I.M.N.S.).
- Smith, Miss I.
- Smith, Miss J. Barclay (Q.A.I.M.N.S.R.).
- Southwell, Miss J. (Nursing Sister, A.N.S.R.).
- Stewart, Miss H.
- Stewart, Miss L. M. (Matron, Q.A.I.M.N.S.).
- Story, Miss B.
- Stow, Miss E. P.
- Stow, Miss I. J. P.
- Stowell, Miss L. B.
- Teresa, Mother Superior.
- Terrot, Miss S. A.
- Thomas, Miss M. (Matron, Q.A.I.M.N.S.).
- Thompson, Miss C. E.
- Thurling, Miss L. M. (Q.A.I.M.N.S.R.).
- Trew, Miss A. B. (Nursing Sister, A.N.S.R.).
- Tulloh, Miss L. W. (Matron, Q.A.I.M.N.S.).
- Wainwright, Miss A. (Civil Hosps. Reserve).
- Wantage, The Lady.
- Ward, Matron A.
- Waterhouse, Miss A. M. (Q.A.M.N.S. for India.).
- Waterston, Miss J. E., M.D.
- Watt, Miss P. F. (Lady Supt. Q.A.M.N.S. Ind.).
- Webber, Miss C. (T.F.N.S.).
- Wedgwood, Miss H.
- Weighell, Miss A. J.
- Welchman, Mrs. E.
- Wheldon, Miss E. (Nursing Sister, A.N.S., ret.).
- Whiteman, Miss A.
- Whiteman, Miss M.
- Wildman, Miss E. A. (Lady Supt., Q.A.M.N.S. for India.).
- Williams, Miss R.

Williamson, Miss J. M. N. (N. Zealand).	Wimble, Mrs. Wolley Dod, Mrs. T. C.
Wilman, Mrs. —.	
Wilshaw, Miss S. L. (Matron, Q.A.I.M.N.S.).	Yardley, Miss A. (late Nursing Sister, A.N.S.).
Wilson, Miss M. (Matron, Q.A.I.M.N.S.).	Yeatman, Miss L. A.
Wilson, Lady S.	Yorke, Mrs. A. (late Nursing Sister, A.N.S.).

St. John Ambulance Association, St. John's Gate, Clerkenwell, E.C. Certificates of having passed an examination in the elementary principles of "home nursing, hygiene and sanitation" in connection with classes held under this association are granted. 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 in that subject with not less than 12 months' interval between each examination. The "nursing" certificate may be counted as one of the examinations towards the medallion.

The St. John Ambulance Association and the British Red Cross Society (see p. 358) receive jointly the subscriptions to "The Times" Fund for the Sick and Wounded. The former association came into existence in 1877, and since then branches have sprung up all over the kingdom, and many thousands of men and women have been instructed in the principles of first-aid and hygiene. Over 2,000 members, of whom some 60 lost their lives, served as hospital orderlies in the South African and Chinese Wars, and about 8,000 men and over 400 nurses are serving in the present war.

Trained Nurses' Annuity Fund. PRESIDENT, H.R.H. Princess Christian. HON. SECRETARY, 73 Cheapside, E.C.

Annuities are granted to disabled trained nurses of 10 years' service, and at least 40 years of age. They must produce satisfactory evidence (1) of character; (2) of having been trained for 3 years in one or more of the public hospitals or acknowledged nursing institutions; and (3) of being more or less disabled. Candidates are elected by the committee. Candidates who can show that they have saved will have a preference over other candidates. The invested funds amount to over £14,800.

*** Workhouse Infirmary Nursing Association.** Office, 5 Adam Street, Adelphi, Strand, W.C. Secretary. The Associa-

tion 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 ceased to train probationers, but continues to keep open a register for suitable nurses, and also exists 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.

INDEX

ABBREVIATIONS

Assoc., Association.
Asy., Asylum.
B.C., British Columbia.
C.M.B., Central Midwives Board.
Child., Children.
Conv., Convalescent.
Cott., Cottage.
Dist., District.

Gen., General.
H., Hospital.
Inf., Infirmary.
Instit., Institution.
Mem., Memorial.
N.S., Nova Scotia.
N.S.W., New South Wales.
N.Z., New Zealand.

Nurs., Nursing.
Ont., Ontario.
Ophth., Ophthalmic.
Priv., Private.
Q., Queensland.
S. Aus., South Australia.
Soc., Society.
Vict., Victoria.

Aberdare Cott. H., 188
 Aberdeen, Poorhouse H., Oldmill, 133
 Aberdeen Royal H. for Sick Child., 278
 Aberdeen Royal Inf., 134
 Aberystwith Inf. and Cardiganshire Gen. H., 188
 Abingdon Cott. H., 188
 Accommodation, Sleeping, 20
 Accrington Victoria H., 188
 Adelaide H., S. Aus., 321
Administrative Courses.
 Bristol Royal Inf., 86
 Guy's H., 50
 Advice for Older Women in taking up Nursing, 10
 Age, 14; of Retirement, 21
 Agreement with the Hospital, 15
 Aldershot H., 188
 Alexandra H. for Child. with Hip Disease, 151
 Alloa, Clackmannan County H., 279
 Altrincham Gen. H., 189
 Andover Cott. H., 189
 Anti-vivisection H. and Battersea Gen. H., 185
 Application for Training, How to make, 8.
 Arbroath Inf., 279
 Armagh County Inf., 291
 Army, Nursing in the, 33
 Army and Navy Male Nurses' Co-operation, 36
 Ascot, Benefit Nurs. Assoc. and Royal Victoria Cott. Nurs. Home, 189

Ashford Cott. H., 189
 Ashton-under-Lyne District Inf. and Child. H., 76
 Ashton-under-Lyne Lake H., 76
 Assoc. for Promoting the Training and Supply of Midwives, 357
 Asylums. See pp. 349-354
 Auckland H., N.Z., 321
 Aylesbury, Royal Buckinghamshire H., 189
 Ayr County H., 279
 Bagthorpe, Basford, Nottingham, City Isolation H., 307
 Ballymena Cott. H., 292
 Baltimore, Maryland, U.S.A., Johns Hopkins' H. Training School for Nurses, 334
 Banbury, Horton Inf., 190
 Banff, Chalmers' H., 279
 Bangor, Carnarvonshire and Anglesey Inf., 190
 Barnett, Victoria Cott. H., 190
 Barnsley, Beckett H. and Dispensary, 77
 Barnstaple, North Devon Inf., 191
 Barrow-in-Furness, North Lonsdale H., 191
 Basingstoke Cott. H., 191
 Bath, Royal United H., 77
 Batley and Dist. H., 191
 Beckenham Cott. H., 192
 Bedford County H., 78
 Bedfordshire Rural Nurs. Assoc., 192
 Beechworth, Vict. Ovens District H., 321

Belfast, Forster Green H. for Consumption, 292
 Belfast H. for Diseases of the Skin, 292
 Belfast, The H. for Diseases of the Nervous System, Paralysis and Epilepsy, 293
 Belfast Child. H., 292
 Belfast Mater Infirmorum H., 142
 Belfast Maternity H., 293
 Belfast Royal Victoria H., 142
 Belfast, Ulster H. for Child. and Women, 293
 Belfast Union Inf., 142
 Belgrave H. for Child., 151
 Berkeley H., 192
 Bermondsey Inf., 40
 Berwick Dispensary and Inf., 193
 Bethnal Green Inf., 40
 Beverley Dispensary and H., 193
 Bideford and Dist. Dispensary and Inf., 193
 Bingley Cott. H., 193
 Birkenhead Borough H., 193
 Birkenhead, Ladies' Charitable Instit. and Maternity H., 194
 Birkenhead Union Inf., 78
 Birkenhead, Wirral H. and Dispensary for Sick Child., 194
 Birmingham City H., for Infectious Diseases, 307
 Birmingham Gen. H., 78
 Birmingham Inf., 81
 Birmingham Queen's H., 78

- Birmingham Royal Ortho-
 pædic H., 197
 Birmingham Union, Selly Oak
 Inf., 80
 Birmingham Workhouse Inf.,
 81
 Birmingham and Midland
 Ear and Throat H., 195
 Birmingham and Midland
 Eye H., 195
 Birmingham and Midland
 Free H. for Sick Child.,
 195
 Birmingham and Midland
 Homœopathic H. and Dis-
 pensary, 196
 Birmingham and Midland
 H. for Women, 196
 Birmingham and Midland
 Skin and Urinary H., 197
 Blackburn and East Lanca-
 shire Inf., 81
 Blackheath and Charlton
 H., 152
 Blackpool, The Sanatorium,
 308
 Blackpool Victoria H., 198
 Blandford Cott. H., 198
 Board of Education, South
 Kensington, S.W., 2
 Bolton Inf. and Dispensary,
 82
 Bolton, Townley's H., Bolton
 Union, 82
 Bolingbroke H., 152
 Bootle Borough H., 83
 Boston H., 198
 Boston, Mass., U.S.A., The
 Boston City H. Training
 School for Nurses, 335
 Boston, Mass., U.S.A., Bos-
 ton Lying-in H., 335
 Boston, Mass., U.S.A., Mas-
 sachusetts Gen. H., 336
 Bournemouth, Firs Home for
 Advanced Cases of Con-
 sumption, 198
 Bournemouth, Royal Na-
 tional Sanatorium for Con-
 sumption and Diseases of
 the Chest, 199
 Bournemouth, Royal Victoria
 and West Hants H., 199
 Bradford Child. H., 200
 Bradford Royal Eye and Ear
 H., 200
 Bradford Royal Inf., 83
 Bradford Union H., 83
 Brentwood Dist. Cott. H.,
 201
 Brentford Union Inf., 84
 Bridge of Weir Consumption
 Sanatoria for Scotland, 280
 Bridgend Cott. H., 201
 Bridgnorth and South Shrop-
 shire Inf., 201
 Bridgwater H., 201
 Bridlington, Lloyd H., 202
 Bridport H., 202
 Brighton, Carr Burton Mem.,
 203
 Brighton, Lady Chichester
 H. and Dispensary for
 Women and Child., 203
 Brighton, Royal Alexandra
 H. for Sick Child., 203
 Brighton, Royal Sussex
 County H., 84
 Brighton Borough Sanato-
 rium, 308
 Brighton Workhouse Inf.,
 85
 Brighton and Hove H. for
 Women, 202
 Brighton, Hove and Preston
 Dispensary, 203
 Brighton, Hove and Sussex
 Throat and Ear H., 203
 Brisbane, Q., Brisbane H.
 Training School, 322
 Brisbane, Q., Lady Bowen
 Lying-in H., 322
 Bristol, Eastville Workhouse
 Inf., 85
 Bristol Eye H., 204
 Bristol Gen. H., 85
 Bristol Private H. for Women
 and Child., 204
 Bristol Royal H. for Sick
 Child. and Women, 204
 Bristol Royal Inf., 86
 Bristol, Stapleton Work-
 house Inf., 87
 British H. for Mothers and
 Babies, 153
 British H. Assoc., 357
 British Red Cross Soc., 358
 Brixham Cott. H. and Dist.
 Nurs. Assoc., 204
 Bromley Cott. H., 205
 Bromley, Lady Margaret H.,
 205
 Bromley, Phillips Mem.
 Homœopathic H., 205
 Bromsgrove Cott. H., 206
 Brook Fever H. (M.A.B.),
 306
 Brooklyn H. Training School
 for Nurses, U.S.A., 336
 Brooklyn, Prospect Heights
 H. and Maternity and New
 York State School for
 Training Nurses, 337
 Brotton, R.S.O., Cleveland
 Cott. H., 206
 Buckhurst Hill Forest H., 206
 Buckhurst Hill Medical and
 Surgical Home,
 Buihth Cott. H. and Conv.
 Home, 206
 Burnley, Victoria H., 206
 Burnley Union Inf., 87
 Burra Burra H., S. Aus., 323
 Burslem, Haywood H., 207
 Burton-on-Trent Borough H.
 for Infectious Diseases, 308
 Burton-on-Trent Gen. Inf.,
 207
 Bury House, Training Home
 for Cottage Nurses, 154
 Bury Inf., 207
 Bury, Florence Nightingale
 H. for Infectious Diseases,
 309
 Bury-St.-Edmunds, West
 Suffolk Gen. H., 88
 Bushey Heath Cott. H., 208
 Camberwell Inf., 42
 Cambridge, Addenbrooke's
 H., 88
 Camden, N.S.W., Carrington
 Centennial Home for Con-
 vals., 323
 Campbelltown and Distr. Cott.
 H., 280
 Cancer Hospital, 154
 Canning Town Women's
 Settlement H., 154
 Canterbury Gen. Kent and
 Canterbury H., 89
 Canterbury, Kent and Canter-
 bury Instit. for Trained
 Nurses, 208
 Cape Town, New Somerset
 H., 332
 Cardiff, King Edward VII. H.,
 89
 Cardiff, Royal Hamadryad
 Seamen's H., 209
 Cardiff Union H., 90
 Carlisle, Cumberland Inf.,
 90
 Carlisle, Fusehill Workhouse
 Inf., 91
 Carlow County Inf., 293
 Carmarthen, Carmarthen-
 shire Inf., 209
 Castle Douglas H. (Galloway)
 Diamond Jubilee Mem. H.,
 280
 Central London Ophth. H.,
 155
 Central London Sick Asy.,
 40
 Central London Throat, Nose
 and Ear H., 155
 Central Midwives' Board,
 360; for Training Schools
 see under Midwifery and
 Nursing
 Certificates, 17
 Charing Cross H., 42
 Chelmsford Gen. H. and Dis-
 pensary, 209
 Cheltenham Dist. Nurs. As-
 soc., 210
 Cheltenham Gen. H., 91
 Cheltenham Sick Child. H.,
 210
 Chelsea H. for Women, 156
 Chelsea Inf., 43

Chester Royal Inf., 91
 Chesterfield and North
 Derbyshire H., 92
 Chicago, Ill., U.S.A., Illinois
 Training School for Nurses,
 337
 Chicago, Ill., U.S.A., Michael
 Reese H. School for Nurses,
 308
 Chichester, Royal West
 Sussex H., 210
Children's Hospitals. *See*
 28, and also—
 Aberdeen Royal H. for Sick
 Child., 278
 Alexandra H. for Child.
 with Hip Disease, 151
 Belfast Child. H., 292
 Belfast, Ulster H. for Child.
 and Women, 293
 Belgrave H. for Child., 151
 Birkenhead, Wirral H. and
 Dispensary for Sick
 Child., 194
 Birmingham and Midland
 Free H. for Sick Child.,
 195
 Bradford Child. H., 200
 Brighton, Lady Chichester
 H. and Dispensary for
 Women and Child., 203
 Brighton Royal Alexandra
 H. for Sick Child., 203
 Bristol, Private H. for
 Women and Child., 204
 Bristol Royal H. for Sick
 Child. and Women, 204
 Cheltenham Sick Child. H.,
 210
 Coldash, Newbury, Berks.
 Child. Cott. H., 211
 Cork, Victoria H. for Wo-
 men and Child., 294
 Darlington H. and Dispen-
 sary, 212
 Derby, Derbyshire H. for
 Sick Child., 214
 Dublin, Child. H., 295
 Dublin, National Child. H.,
 297
 East End H. for Child.,
 160
 Edinburgh H. and Dispen-
 sary for Women and
 Child., 283
 Edinburgh, Royal H. for
 Sick Child., 284
 Evelina H. for Sick Child.,
 160
 Gateshead Child. H., 220
 Glasgow, Royal H. for Sick
 Child., 288
 Gloucester, Free H. for
 Child. of Poor, 222
 Heswell, Cheshire, Royal
 Liverpool County H. for
 Child., 227

Children's Hospitals — *continued.*

Home and Inf. for Sick
 Child., 164
 H. for Sick Child., Great
 Ormond St., 167
 Hull, Victoria H. for Sick
 Child., 228
 Infants' H., 169
 Invalid Child. Conval. Nurs.
 Home, 169
 Kensington Dispensary and
 Child. H., 169
 Kidderminster Inf. and
 Child. H., 231
 Leeds H. for Women and
 Child., 233
 Leicester Inf. and Children's
 H., 102
 Leyton, Walthamstow and
 Wanstead Child. and
 Gen. H., 170
 Liverpool Inf. for Child.,
 235
 Manchester Child. H., 239
 Manchester, Northern H.
 for Women and Child.,
 240
 Manchester, St. Mary's H.
 for Women and Child.,
 241
 Margate, Victoria Home
 for Invalid Child., 242
 Metropolitan Conv. Instit.
 Child. Branch, 243
 Newcastle-upon-Tyne H.
 for Sick Child., 245
 Norwich, Jenny Lind Inf.
 for Sick Child., 247
 Nottingham Child. H., 248
 Paddington Green Child.
 H., 248
 Queen's H. for Child., 179
 Royal Waterloo H. for
 Child. and Women, 182
 St. Mary's H. for Women
 and Child., Plaistow, 184
 St. Monica's Home H. for
 Sick Child., 184
 Sevenoaks H. for Child.
 with Hip Disease, 259
 Sheffield Child. H., 259
 Torquay, Rosehill H. for
 Sick and Incurable Child.,
 267
 Victoria H. for Child., 185

COLONIAL.

Melbourne, Vict. Child. H.,
 325
 Toronto H. for Sick Child.,
 330
 Chippenham Cott. H., 210
 Chislehurst, Orpington and
 Cray Valley Cott. H., 210
 Chiswick H., 158

Chorley Dispensary and Raw-
 cliffe H., 211
 Church Army Mission-Sisters,
 158
 Cirencester Cott. H., 211
 City of London H. for Dis-
 eases of the Chest, 157
 City of London Lying-in H.,
 157
 City of London Union Inf.,
 44
 City of Westminster Union
 Inf., 45
 Clacton-on-Sea and District
 Cott. H., 211
 Clapham Maternity H., 158
 Clevedon Cott. H., 211
 Cleveland Street Inf., 45
 Coatbridge, Coathill Fever
 H., 314
 Colchester, Essex County H.,
 92
 Coldash, Newbury, Berks,
 Child. Cott. H., 211
 Coldstream Cott. H., 280
 Coleraine Cott. H., 293
 College of Preceptors,
 Bloomsbury Square, E.C., 2
 Colne (Lancs), Jubilee Cott.
 H., 212
 Colwyn Bay and Dist. Jubilee
 Cott. H., 212

Consumption Hospitals.

See also SANATORIA

Belfast, Forster Green H.
 for Consumption, 292
 Bournemouth, Firs Home
 for Advanced Cases of
 Consumption, 198
 City of London H. for Dis-
 eases of the Chest, 157.
 Edinburgh, Royal Victoria
 H. for Consumption, 285
 H. for Consumption, 166
 Liverpool H. for Consump-
 tion and Diseases of the
 Chest, 235
 Manchester H. for Con-
 sumption and Diseases of
 the Throat and Chest,
 240
 Mount Vernon H. for Con-
 sumption and Diseases of
 the Chest, 173
 Newcastle (Co. Wicklow),
 The Royal National H.
 for Consumption for Ire-
 land, 301
 Royal H. for Diseases of
 the Chest, 180
 St. Leonards, Eversfield
 H. for Diseases of the
 Chest and Throat, 258
 Ventnor, Royal National
 H. for Consumption and
 Diseases of the Chest,
 269

Cork, County and City of
Cork Lying-in H., 294
Cork Fever H. and House of
Recovery, 316
Cork, North Charitable Inf.,
143
Cork, North Inf. and City of
Cork Gen. H., 143
Cork, South Charitable Inf.
and County H., 143
Cork Victoria H. for Women
and Child., 294
Cott. Benefit Nurs. Assoc.,
159

Cottage Hospitals—

Aberdare Cott. H., 188
Abingdon Cott. H., 188
Andover Cott. H., 189
Ashford Cott. H., 189
Ballymena Cott. H., 292
Barnet, Victoria Cott. H.,
190
Basingstoke Cott. H., 191
Beckenham Cott. H., 192
Bingley Cott. H., 193
Blandford Cott. H., 198
Brentwood Dist. Cott. H.,
201
Bridgend Cott. H., 201
Bridport Cott. H., 202
Brixham Cott. H. and Dist.
Nurs. Assoc., 204
Bromley Cott. H., 205
Bromsgrove Cott. H., 206
Brotton, R.S.O., Cleveland
Cott. H., 206
Builth Cott. H. and Conv.
Home, 206
Bushey Heath Cott. H., 208
Campbeltown and District
Cott. H., 280
Chippenham Cott. H., 210
Chislehurst, Orpington and
Cray Valley Cott. H., 210
Cirencester Cott. H., 211
Clacton-on-Sea and Dist.
Cott. H., 211
Clevedon Cott. H., 211
Coldash, Newbury, Berks,
Children's Cott. H., 211
Coldstream Cott. H., 280
Coleraine Cott. H., 293
Colne (Lancs.) Jubilee Cott.
H., 212
Colwyn Bay and Dist.
Jubilee Cott. H., 212
Crewe Mem. Cott. H., 212
Cromer Cott. H., 212
Denny (Stirling), Denny
and Dunipace Cott. H.,
281
Devizes, Cott. H. and Dis-
pensary, 215
Dufftown (Banffshire), The
Stephen Cott. H., 281
Dumbarton Cott. H., 281
Dunfermline Cott. H., 282

Cottage Hospitals—cont.

Dunster and Minehead
Village H., 218
East Grinstead Cott. H., 218
Eltham, Kent Cott. H., 219
Enfield Cott. H., 219
Erith, Crayford, Belvedere
and Abbey Wood Cott.
H., 219
Evesham Cott. H., 220
Exmouth Cott. H., 220
Fairford Cott. H., 220
Finchley Cott. H., 161
Fleet Cott. H., 220
Forres Leancoil Cott. H.,
286
Galashiels Cott. H., 286
Gorleston Cott. H., 222
Grantown, Ian Charles
Cott. H., 288
Guernsey, Victoria Cott.
H., 224
Harrow Cott. H., 224
Haslemere and Dist. Cott.
H., 225
Hayward's Heath, King
Edward VII Memorial
Eliot Cott. H., 226
Hawick Cott. H., 289
Haydock Cott. H., 225
Hendon Cott. H., 164
High Wycombe and Earl
of Beaconsfield Mem.
Cott. H., 227
Hornsey Cott. H., 165
Horsham Cott. H., 164
Hoylake, Queen Victoria
Memorial Cott. H., 228
Huntly, Aberdeenshire,
Jubilee Cott. H., 289
Johnstone and District
Cott. H., 289
Keswick (Cumberland),
Mary Hewetson Cott.
H., 231
Ledbury Cott. H., 233
Leek (Staffs), Mem. Cott.
H., 234
Llandudno, Sarah Nicol
Mem. Cott. H., 237
Longton Cott. H., 237
Ludlow Cott. H., 238
Margate Cott. H., 241
Maryport, Victoria Cott.
H., 242
Moreton-in-Marsh, Glou-
cestershire Cott. H., 244
Norwood Cott. H., 175
Oban, West Highland Cott.
H., 290
Passmore Edwards Acton
Cott. H., Nurs. Instit.,
and Invalid Kitchen, 176
Paulton, nr. Bristol, Mem.
Cott. H., 250
Pontypridd and Dist. Cott.
H., 251

Cottage Hospitals—cont.

Porth Cott. H., 252
Ramsbottom, Aitken Mem.
and Jubilee Cott. H. and
Dist. Nurse Assoc., 252
Ripon Dispensary and Cott.
H., 254
Rothsay (Buteshire), Vic-
toria Cott. H., 290
St. Andrews Mem. Cott.
H., 291
St. Paul's Cray, Kent, Cott.
H., 258
Saltash (Cornwall), St.
Barnabas Cott. H. and
Nurs. Home, 258
Savernake Cott. H., 258
Sidcup Cott. H. (Kent), 261
Southwold Cott. H., 262
Stranraer, Garrick Cott.
H., 291
Tavistock Cott. H. and
Dispensary, 265
Tenbury, St. Mary's Cott.
H., 266
Tetbury Cott. H., 266
Wallasey Cott. H., 270
Walton-on-Thames, Wal-
ton, Hersham and Oat-
lands Cott. H., 271
Wantage Cott. H., 271
Warminster, Wilts, Cott.
H., 271
Wellingborough Cott. H.,
272
Willingham - by - Stow,
Gainsboro' (Lincs), Rey-
nard Cott. H., 274
Woking, Victoria Cott. H.,
275

AMERICAN.

Portsmouth, N.H., U.S.A.,
Cott. H., 344

Cottage Nurses—

Ascot, Benefit Nurs. Assoc.
and Royal Victoria Cott.
Nurs. Home, 189
Bury House Training Home
for Cott. Nurses, 154
Cott. Benefit Nurs. Assoc.,
159
Hawick Cott. H., 289
Council for the Promotion of
the Higher Training of
Midwives, 361
Coventry and Warwickshire
H., 93
Coventry Union Inf., 93
Crewe Mem. Cott. H., 212
Cromer Cott. H., 212
Croydon Gen. H., 93
Croydon Union Inf., 94

Darley Dale, Whitworth H.,
212
Darlington Fever H., 309

- Darlington H. and Dispensary, 212
 Dartford, Livingstone H., 213
 Deal and Walmer, Victoria H., 213
 Denbigh, Denbighshire Gen. Inf., 213
 Denny (Stirling), Denny and Dunipace Cott. H., 281
 Derby, Derby Union Inf., 95
 Derby, Derbyshire H. for Sick Child., 214
 Derby, Derbyshire H. for Women, 214
 Derby, Derbyshire Royal Inf., 94
 Derby, Nightingale Nurs. Home, 214
 Derby, Royal Derby and Derbyshire Nurs. Assoc., 215
 Detroit, Mich., U.S.A., Grace H. School for Nurs., 338
 Devizes Cott. H. and Dispensary, 215
 Devonport, Royal Albert H., 216
 Dewsbury and Dist. Gen. Inf., 216
 Dewsbury, Staincliffe Poor-law Inf., 95
 Dispensing, 5
District Nursing—
 Brixham Cott. H. and Dist. Nurs. Assoc., 204
 Derby, Royal Derby and Derbyshire Nurses' Assoc., 215
 Dublin, Jervis Street H., 146
 Edinburgh Deaconess' H., 282
 Edinburgh, Queen Victoria's Jubilee Inst. for Nurses, 284
 Glasgow Cancer H., 286
 Metropolitan Nurs. Assoc., 172
 Northallerton, North Riding Rural Nurs. Assoc., 246
 Nottinghamshire Nurs. Federation, 249
 Queen Victoria's Jubilee Inst. for Nurses, 179
 Ramsbottom, Aitken Mem. and Jubilee Cott. H. and Dist. Nurse Assoc., 252
 Rugely Dist. H., 256
 Tiverton Inf. and Dispensary, 267
 AMERICAN.
 New Haven, Conn., U.S.A., Connecticut Training School for Nurses, 340
 Doncaster, Royal Inf. and Dispensary, 217
 Dorchester, Dorset County H., 217
 Douglas, Noble's Isle of Man Gen. H., 217
 Dover, Royal Victoria H., 218
 Downpatrick, County Down Inf., 294
 Dublin, Adelaide H., 144
 Dublin, Child. H., 295
 Dublin, City of Dublin Nurs. Instit., Limited, 295
 Dublin, Coombe Lying-in H. and Guinness Dispensary, 296
 Dublin, Dr. Steeven's H., 145
 Dublin, Drumcondra H., 296
 Dublin, Fever H. and House of Recovery, 316
 Dublin, House of Industry Hs., 145
 Dublin, Incorporated Orthopaedic H. of Ireland, 297
 Dublin, Jervis Street H., 146
 Dublin, Mater Misericordiae H., 146
 Dublin, Meath H. and County Dublin Inf., 146
 Dublin, Mercer's H., 297
 Dublin, National Child. H., 297
 Dublin, National Maternity H., 297
 Dublin, Queen Victoria's Jubilee Inst. for Nurses, Irish Branch, 298
 Dublin, Rotunda Lying-in H., 298
 Dublin, Royal City of Dublin H., 147
 Dublin, Royal Victoria Eye and Ear H., 298
 Dublin, St. Patrick's Home, 299
 Dublin, Sir Patrick Dun's H., 147
 Dudley, Guest H., 95
 Dumfries and Galloway Royal Inf., 134
 Dufftown (Banffshire), The Stephen Cott. H., 281
 Dumbarton Cott. H., 281
 Dundee Maternity H., 281
 Dundee Royal Inf., 135
 Dunedin H., N.Z., 323
 Dunfermline Cott. H., 282
 Dunster and Minehead Village H., 218
 Durham County H., 218
 Duties, 18
 Ealing, King Edward VII. Memorial H., 159
 East Grinstead Cott. H., 218
 East London H. for Child., 160
 East End Mothers' Lying-in Home, 159
 Eastbourne, Princess Alice Mem. H., 219
 Eastern Fever H. (M.A.B.), 305
 Eccleshall, Bierlow Workhouse Inf., 96
 Edinburgh, Chalmers' H., 282
 Edinburgh, City H. for Infectious Diseases, 315
 Edinburgh, Church of Scotland Deaconess' H., 282
 Edinburgh H. and Dispensary for Women and Child., 283
 Edinburgh, Longmore H. for Incurables, 283
 Edinburgh, Queen Victoria's Jubilee Inst. for Nurses, Scottish Branch, 284
 Edinburgh Royal H. for Sick Child., 284
 Edinburgh Royal Inf., 135
 Edinburgh Royal Maternity H., 285
 Edinburgh, Royal Victoria H. for Consumption, 285
 Edmonton Union Inf., 46
Electrical Courses—
 Accrington, Victoria H., 188
 Belfast, Royal Victoria H., 142
 Charing Cross H., 42
 Colchester, Essex County H., 92
 Guy's H., 50
 Kingston Hill Inf., 54
 Tunbridge Wells Gen. H., 269
 Elgin, Dr. Gray's H., 286
 Eltham, Kent, Cott. H., 219
 Enfield Cott. H., 219
 Ennis, County Clare Inf., 299
 Erith, Crayford, Belvedere and Abbey Wood Cott. H., 219
 Evelina H. for Sick Child., 160
 Evesham Cott. H., 220
 Examinations, 16
 Exeter, Royal Devon and Exeter H., 96
 Exmouth Cott. H., 220
 Fairford Cott. H., 220
 Falmouth H. and Dispensary, 220
Fever Hospitals. See pp. 303-317 and also—
 Dublin, Drumcondra H., 296
 Dublin, House of Industry Hs., 141
 Dublin, Sir Patrick Dun's Hospital, 299

Fever Hospitals—cont.

Edinburgh, Chalmers' H., 282
 Fever Nurses' Assoc., 361
 Huntly, Aberdeenshire, Jubilee Cott. H., 289
 Inverness, The Northern Inf., 289
 Keith (Banffshire), Turner Mem. H., 290
 Weston-Super-Mare H., 273
 Fever Nurses' Assoc., 361
 Finchley Cott. H., 161
 Fleet Cott. H., 220
 Florence Nightingale H. for Gentlewomen, 162
 Folkestone Royal Victoria H., 221
 Forfar Inf., 286
 Forbes Leancoil Cott. H., 286
 Fountain Fever H. (M.A.B.), 306
 Frimley District Cott. H., 221
 Frome, Victoria H., 221
 Fulham Midwifery Training School, 162
 Fulham Parish Inf., 46

 Galashiels Cott. H., 286
 Galway H., 299
 Gateshead Child. H., 222
 Gateshead Union Inf., 96
 Geelong Inf. and Benevolent Asy. (Vict.), 324
 General Lying-in H., 162
 Glasgow Cancer H., 286
 Glasgow, City of Glasgow Fever and Smallpox Hs., 315
 Glasgow, Eastern District H., Duke Street, 136.
 Glasgow Eye Inf., 287
 Glasgow, McAlpine Nursing Home, 287
 Glasgow Royal Maternity and Women's H., 287
 Glasgow, Royal H. for Sick Child., 288
 Glasgow Royal Inf., 136
 Glasgow, Royal Samaritan H. for Women, 288
 Glasgow, Stobhill H., Springburn, 137
 Glasgow Training Home for Nurses, 259
 Glasgow Victoria Inf., 137
 Glasgow, Western District H., 138
 Glasgow Western Inf., 138
 Gloucester, Free H. for Child. of the Poor, 222
 Gloucester, Gloucestershire Royal Inf. and Eye Inst., 96
 Goole, The Bartholomew H., 222

Gordon H. for Fistula and other Diseases of the Rectum, 163
 Gorleston Cott. H., 222
 Govan Parochial H., 139
 Grantham H., 222
 Grantown, Ian Charles Cott. H., 288
 Gravesend H., 222
 Great Malvern H., 223
 Great Northern Central H., 47
 Greenock, The Inf., 139
 Greenwich Union Inf., 47
 Grimsby and Dist. H., 223
 Grosvenor H. for Women, 163
 Grove Fever H. (M.A.B.), 306
 Guelph Gen. H., Ont., 327
 Guernsey Victoria Cott. H., 224
 Guild of St. Barnabas for Nurses, 362
 Guild of St. Veronica for Trained Nurses, 362
 Guildford Royal Surrey County H., 97
 Guy's H., 47

 Hackney Union Inf., 51
 Halifax, Royal Halifax Inf., 98
 Halifax, St. Luke's H., 98
 Halifax, N.S., Victoria Gen. H., 327
 Hammersmith Inf., 51
 Hampstead Gen. H., 52
 Hampstead Inf., 52
 Harrogate Inf., 224
 Harrow Cott. H., 224
 Hartford H. Training School for Nurses, U.S.A., 339
 Hartlepool H., 224
 Haslemere and Dist. Cott. H., 225
 Hastings, East Sussex H., 225
 Haverfordwest, Pembroke-shire and Haverfordwest Inf., 225
 Hawick Cott. H., 289
 Haydock Cott. H., 225
 Hayward's Heath, King Edward VII Memorial Eliot Cott. H., 226
 Hednesford Accident Home, 226
 Helensburgh (Dumbarton-shire) Victoria Inf., 289
 Hemel Hempstead, West Herts. H., 226
 Hendon Cott. H., 164
 Her Majesty's H., 164
 Hereford, Herefordshire Gen. H., 98

Hertford County H., 227
 Heswell, Cheshire, Royal Liverpool County H. for Child., 227
 High Wycombe and Earl of Beaconsfield Mem. Cott. H., 227
 Hill End and Tambaroora Dist. H., N.S.W., 324
 Hitchin, North Herts and South Beds H., 227
 Hobart (Tasmania), Gen. H., 324
 Holborn Union Inf., 53
 Home for Confirmed Invalids, 165
 Home and Inf. for Sick Child., 164
 Homes, Minor, 30
 Hornsey Cott. H., 165
 Horsham Cott. H., 227
 H. for Consumption, 166
 H. for Epilepsy and Paralysis and other Diseases of the Nervous System, 166
 "Hospital, The" Convalescent Fund, 362
 Hospital Library and Charities Bureau, 362
 H. for Sick Child., Great Ormond St., 167
 H. of St. John and St. Elizabeth, 168
 H. for Women, 168.
 Hospitals, Training in Children's, 28; Civil, 37; General, 14; Mental, 31, 37; Minor, 30; Special, 27
 Hounslow H., 228
 Hours on Duty, 17
Housekeeping Courses—
 Birmingham and Midland Homœopathic H., 196
 Bristol Royal Inf., 86
 Guy's H., 50.
 How to make application for training, 8
 How to prepare at home for becoming a Nurse, 2
 How to prepare in the midst of other work for becoming a Nurse, 6
 Hoylelake, Queen Victoria Memorial Cott. H., 228
 Huddersfield Royal Inf., 99
 Hull H. for Women and Orthopædics, 228
 Hull, Kingston-upon-Hull Workhouse Inf., 99
 Hull Royal Inf., 99
 Hull, Victoria H. for Sick Child., 228
 Huntingdon County H., 229
 Huntly, Aberdeenshire, Jubilee Cott. H., 289
 Hyde Infectious Diseases' H., 310

- Ilkeston H., 229
 Incorporated Soc. of Trained Masseuses, 363
Incurables—
 Edinburgh, Longmore H. for Incurables, 283
 Torquay, Rosehill H. for Sick and Incurable Child., 267
 Indianapolis City H. Training School, U.S.A., 339
 Infants' H., 169
 Infectious Dis., Hosps. for. *See under Fever.*
 Invalid Child. Conval. Nurs. Home, 169
 Inverness, The Northern Inf., 289
 Ipswich, East Suffolk and Ipswich H., 99
 Ipswich Nurses' Home and Training School for Midwifery and Massage, 230
 Jersey General Dispensary and Inf., 230
 Johannesburg H., 333
 Johnstone and Dist. Cott. H., 289
 Joyce Green H. (M.A.B.), 306
 Junius S. Morgan Benevolent Fund, 363
 Keighley, Victoria H., 230
 Keith (Banffshire) Turner Mem. H., 290
 Kendal, Westmoreland County H., 230
 Kensington Dispensary and Child. H., 169
 Kensington and Fulham Gen. H., 170
 Keswick (Cumberland), Mary Hewetson Cott. H., 231
 Kettering and Dist. H., 231
 Kettering Isolation H., 310
 Kidderminster Borough H. for Infectious Diseases, 310
 Kidderminster Inf. and Child. H., 231
 Kilmarnock Inf., 139
 King's College H., 53
 King's Lynn, West Norfolk and Lynn H., 232
 Kingston, Ont., Hôtel Dieu H., 328
 Kingston Hill Inf., 54
 Kingston-upon-Thames, Victoria H., 232
 Lady Roberts' Fund for Nurs. Sisters and Officers' Hs., 363
 Lambeth Inf., 55
 Lanark, St. Mary's H., 326
 Lancaster Royal Inf., 232
 Leamington, Warneford, Leamington and South Warwickshire H., 100
 Ledbury Cott. H., 233
 Leeds City Fever Hs., 311
 Leeds Gen. Inf., 100
 Leeds H. for Women and Child., 233
 Leeds Union Inf., 100
 Leek (Staffs), Mem. Cott. H., 234
 Leicester Royal Inf. and Child. H., 102
 Leicester, North Evington Inf., 103
 Leith H. (Incorporated), 140
 Lewes Victoria H. and Dispensary, 234
 Lewisham Inf., 55
 Leyton, Walthamstow and Wanstead Child. and Gen. H., 170
 Lifford, Donegal County Inf., 299
 Limerick, Barrington's H., 299
 Limerick, County Inf., 300
 Limerick, St. John's H., 300
 Lincoln County H., 103
 Lincolnshire Nurs. Assoc., 234
 Lisburn, County Antrim Inf., 300
 Liscard, Victoria Central H., 234
 Liverpool City H., South, 311
 Liverpool, City H., East, for Infectious Diseases, 311
 Liverpool, David Lewis Northern H., 103
 Liverpool Eye and Ear Inf., 234
 Liverpool, Hahnemann H., 234
 Liverpool, Highfield Inf., 104
 Liverpool H. for Cancer and Skin Diseases, 235
 Liverpool H. for Consumption and Diseases of the Chest, 235
 Liverpool Inf. for Child., 235
 Liverpool Maternity H. and Ladies' Charity, 235
 Liverpool, Mill Road Inf., 104
 Liverpool Royal Inf., 105
 Liverpool Royal Southern H., 106
 Liverpool, St. Paul's Eye H., 236
 Liverpool, Samaritan H. for Women, 236
 Liverpool, Stanley H., 107
 Liverpool, Toxteth Park Poor-Law Instit., 107
 Liverpool, Walton Workhouse Inf., 107
 Liverpool Workhouse H., 107
 Llandrindod Wells H. and Conv. Home, 236
 Llandudno, Cott. H., 237
 Llanelly H., 237
 London Homœopathic H., 56
 London H., 56
 London Temperance H., 58
 London Throat H., 170
 Londonderry, County and County Borough Inf., 300
 Long Reach (M.A.B.), 306
 Longton Cott. H., 237
 Loughborough and Dist. Gen. H. and Dispensary, 237
 Lowestoft and North Suffolk H., 237
 Ludlow Cott. H., 238
 Luton (Bute) H., 238
 Lynn H., Mass., U.S.A., 340
 Macclesfield Gen. Inf., 238
 Maidstone, West Kent Gen. H., 238
Male Nursing. *See* p. 33 and also
 National H. for the Paralysed and Epileptic, 37, 174
 Manchester, Ancoats H., 108
 Manchester Child. H., 239
 Manchester, Township of South Manchester H., 108
 Manchester, Christie H. (Cancer Pavilion and Home), 240
 Manchester, Crumpsall Inf., 109
 Manchester, St. John's H. of Manchester and Salford for the Ear and Eye, 241
 Manchester H. for Consumption and Diseases of the Throat and Chest, 240
 Manchester, Monsall Fever H., 312
 Manchester, Northern H. for Women and Child., 240
 Manchester Poor-Law Inf., 109
 Manchester Royal Eye H., 240
 Manchester Royal Inf., 109
 Manchester, St. Mary's Hs. for Women and Child., 241
 Manchester and Salford H. for Skin Diseases, 239
 Mansfield and Dist. H., 110
 Margate Cott. H., 241
 Margate, Royal Sea-bathing H., 241
 Margate, Victoria Home for Invalid Child., 242
 Maryport, Victoria Cott. H., 242
Massage. *See* 5, and also—
 Barnsley Beckett H., 77
 Bath, Royal United H., 77

Massage—continued.

Birmingham and Midland Homœopathic H. and Dispensary, 196
 Bridgwater H., 201
 Bristol Royal Inf., 86
 Exeter, Royal Devon and Exeter H., 96
 Fulham Parish Inf., 46
 Glasgow Western Inf., 138
 Guildford, Royal Surrey County H., 97
 Guy's H., 47
 H. for Epilepsy, Paralysis, etc., 166
 H. for Sick Children, 167
 Incorporated Soc. of Trained Masseuses, 363
 Ipswich, Nurses Home and Training School for Midwifery and Massage, 230
 Liverpool, David Lewis Northern H., 103
 Liverpool Royal Southern H., 106
 Maternity, Charity, and Dist. N. Home, 170
 Medico-Psychological Assoc. of Great Britain and Ireland, 364
 Middlesex H., 59
 Newport (Mon.), Royal Gwent H., 112
 Northampton Gen. H., 112
 Portsmouth Parish Inf., 117
 St. Mary's H., 66
 Sheffield Royal H., 122
 Sheffield Royal Inf., 123
 Southampton, Royal South Hants H., 125
 Stockport, Stepping Hill Poor Law H., 127
 Torquay, Torbay H., 267
 Tunbridge Wells Gen. H., 268
 Winchester, Royal Hants County H., 131
 Wrexham Inf., 277

AMERICAN.

Hartford H. Training School for N., 339
 New York, St. Luke's H. Training School for Nurses, 343
 Taunton, Mass., Morton H., 345
 Maternity and Charity Dist. Nurses' Home, 170
 Matrons' Council, 363
 Maternity Nursing Assoc., 171
 Medals and Prizes, 17
 Medico-Psychological Assoc. of Great Britain and Ireland, 364
 Medway Workhouse Inf., 110

Melbourne (Vict.), Alfred H., 324
 Melbourne (Vict.) Child. H., 325

Melbourne H. (Vict.), 325
 Mem. H., 172

Mental Nursing. See 31, 37, and Asylums, pp. 349-354, and also—
 Medico-Psychological Assoc. of Great Britain and Ireland, 364

Merthyr Union Inf., 110
 Merthyr-Tydfil Gen. H., 242
 Metropolitan Asylums Board, 303

Metropolitan Conv. Instit. Child. Branch, 243

Metropolitan Ear, Nose and Throat H., 172

Metropolitan H., 58

Metropolitan Nurs. Assoc., 172

Middlesbrough, Eston H., 243

Middlesbrough, North Riding Inf., 111

Middlesbrough Union H., 111

Middlesex H., 59

Midwifery and Monthly Nursing. See 29. (Those marked * are Training Schools recognised by the C.M.B.)

Assoc. for Promoting the Training and Supply of Midwives, 357

Belfast Maternity H., 293

Belfast, Ulster H. for Child. and Women, 293

*Belfast Union Inf., 142

Birkenhead Ladies' Charitable Instit. and Maternity H., 194

*Birkenhead Union Inf., 78

Birmingham Inf., 81

*Birmingham and Midland H. for Women, 196

*Birmingham Union, Selly Oak Inf., 80

*Birmingham Workhouse Inf., 81

*Bradford Union H., 83

*Bristol Gen. H., 85

*Bristol Royal Inf., 86

*British H. for Mothers and Babies, 153

*Cardiff Union H., 90

Central Midwives Board, 360

*Cheltenham General H., 91

*City of London Lying-in H., 157

*Clapham Maternity H., 158

*Cork, County and City of Cork Lying-in H., 294

Midwifery and Monthly Nursing—continued.

Council for the Promotion of the Higher Training of Midwives, 361

*Croydon Union Inf., 94

Derby, Royal Derby and Derbyshire Nurs. Assoc., 215

*Derby, Nightingale Nurs. H., 214

*Dewsbury Poor-Law Inf., 95

Dublin, Coombe Lying-in H. and Guinness Dispensary, 296

*Dublin, National Maternity H., 297

*Dublin, Rotunda Lying-in H., 298

*Dundee Maternity H., 281

*Dundee Royal Inf., 135

*East End Mothers' Lying-in Home, 159

Edinburgh, Deaconess H., 282

Edinburgh Royal Maternity H., 285

*Edmonton Union Inf., 46

Elgin, Dr. Gray's H., 286

*Fulham Midwifery Training School, 162

Fulham Parish Inf., 46

*General Lying-in H., 162

*Glasgow Eastern District H., 136

Glasgow Royal Maternity and Women's H., 287

*Glasgow Western District H., Oakbank, 138

*Greenwich Union Inf., 47

*Guy's H., 47

*Hackney Union Inf., 51

Halifax, St. Luke's H., 98

Huntingdon County H., 229

*Ipswich Nurses' Home and Training School for Midwifery and Massage, 230

Kingston Hill Inf., 54

*Lambeth Inf., 55

*Leicester North Evington Inf., 103

Lewisham Inf., 55

Liverpool Maternity H. and Ladies' Charity, 235

*Liverpool Walton Workhouse Inf., 107

*Liverpool Workhouse H., 107

*London H., 56

*Manchester, Township of South Manchester, H., 108

*Manchester, Crumpsall Inf., 109

Midwifery and Monthly Nursing—continued.

- Manchester, St. Mary's H. for Women and Child., 241
 *Maternity and Charity Dist. Nurses' Home, 170
 *Maternity Nursing Assoc., 171
 *Middlesex H., 59
 Midwives Institute and Trained Nurses' Club, 364
 Midwives' Soc., 365
 *New H. for Women, 174
 *Newcastle-upon-Tyne Maternity H. and Outdoor Charity for Poor Women, 245
 *Nottingham, Bagthorpe Inf., 114
 *Paisley Parochial H., 140
 *Portsmouth, Parish of Portsmouth Inf., 117
 Prescott Union, Whiston Union Inf., 118
 *Queen Charlotte's Lying-in H., 177
 *Richmond, Surrey, Royal H., 254
 St. Clement's Midwifery Training School, 183
 *St. Leonard's Inf., 65
 *St. Mary Abbott's (Kensington) Inf., 66
 *St. Marylebone Inf., 68
 *St. Thomas's H., 69
 *Sheffield, Jessop H. for Women, 259
 *Sheffield Union H., 123
 Southampton Parish Inf., 125
 Shoreham, Steyning Union Workhouse Inf., 124
 Stockport, Stepping Hill Poor Law H., 127
 *University College H., 71
 *Whitechapel Inf., 74
 *Willesden Inf., 75
 *Wolverhampton Union Inf., 132
 Wolverhampton, Queen Victoria Nursing Inst., 276
 *Woolwich Military Families H., 187
 Worcester City and County Nurs. Instit., 276
 *York County H., 133

AMERICA.

- Baltimore, Ma. Johns Hopkins H. Training School for Nurses, 334
 Boston, Mass., The Boston City H. Training School for Nurses, 335

Midwifery and Monthly Nursing—continued.

- Boston, Mass., Boston Lying-in H., 335
 Brooklyn, Prospect Heights H., Maternity and New York State School for Training Nurses, 337
 Chicago, Ill., Michael Reese H. School for Nurses, 308
 Detroit, Mich., Grace H. School for Nurs., 338
 New Orleans, Touro Inf. Training School for Nurses, 341
 New York City Training School for Nurses, 342
COLONIAL.
 Brisbane, Q., Lady Bowen Lying-in H., 322
 Montreal Gen. H., 328
 Montreal, Royal Victoria H., 328
 St. Catherine's Ont. Mack Training School, 329
 Toronto, Gen. H., 330
 Midwives' Institute and Trained Nurses' Club, 364
 Midwives' Soc., 365
 Mildmay Mission H. and Dispensary, 172
 Mile End Inf., 60
 Miller General H. for South-East London, 173
 Mirfield Mem. H., 243
Mission Nursing.
 Mildmay Mission H. and Dispensary, 158
 Nurses' Missionary League, 365
 Monaghan County Inf., 301
 Monkstown H., 301
 Monkswearmouth and Southwick H., 244
 Montreal Gen. H., Q., 328
 Montreal, Royal Victoria H., 328
 Montrose Royal Inf. and Dispensary, 290
 Moreton-in-Marsh (Gloucestershire) Cott. H., 244
 Motherwell, Burgh of Motherwell Fever H., 316
 Mount Vernon H. for Consumption and Diseases of the Chest, 173
 Nairn Town and County H., 290
 National H. for the Paralysed and Epileptic, 34, 174
 Navan, County Meath Inf., 301
 Navy, Nursing in the, 35
 New Haven (Conn., U.S.A.), Connecticut Training School for Nurses, 340

- New Hospital for Women, 174
 New Orleans (La., U.S.A.), Touro Inf. Training School for Nurses, 341
 New York City H. School of Nursing, 341
 New York City Training School for Nurses, 342
 New York Metropolitan H. Training School for Nurses, 342
 New York, St. Luke's H. Training School for Nurses, 343
 Newark H., 244
 Newbury Dist. H., 245
 Newcastle (Co. Wicklow), The Royal National H. for Consumption for Ireland, 301
 Newcastle-on-Tyne H. for Sick Child., 245
 Newcastle-on-Tyne Maternity H. and Outdoor Charity for Poor Women, 245
 Newcastle-on-Tyne, Royal Victoria Inf., 111
 Newcastle-on-Tyne Poor Law Inf., 112
 Newport Workhouse Inf., 112
 Newport (Mon.), Royal Gwent H., 112
 Newton-Abbott H., 246
 Newtown, Montgomeryshire County Inf., 246
 North Eastern Fever H. (M.A.B.), 305
 North Shields, Tynemouth Victoria Jubilee Inf., 247
 North Western Fever H. (M.A.B.), 306
 Northallerton, North Riding Rural Nurs. Assoc., 246
 Northallerton, Rutson H., 246
 Northampton Gen. H., 112
 Northern H. (M.A.B.), 306
 Northwich, Cheshire, Victoria Inf., 247
 Norwich, Jenny Lind Inf. for Sick Child., 247
 Norwich, Norfolk and Norwich H., 113
 Norwich Poor Law Inf., 113
 Norwood Cott. H., 175
 Nottingham, Bagthorpe Inf., 114
 Nottingham, Child. H., 248
 Nottingham, Gen. H., 114
 Nottingham H. for Women, 248
 Nottingham, Samaritan H. for Women, 249
 Nottingham and Midland Eye Inf., 248

Nottinghamshire Nurs. Federation, 249
 Nuneaton and Dist. Gen. H., 250
 Nurses' Missionary League, 365
 Nurses London Insurance Society, 12
 Nurs. Sisters (Instit. for), 175

Oban, West Highland Cott. H., 290

Oldham Royal Inf., 114

Oldham Workhouse Inf., 115

Omagh, Tyrone County H., 301

Ophthalmic Hospitals—

Birmingham and Midland Eye H., 195

Bradford Royal Eye and Ear H., 200

Bristol Eye H., 204

Central London Ophth. H., 151

Dublin, Royal Victoria Eye and Ear H., 298

Glasgow Eye Inf., 287

Gloucester, Royal Inf. and Gloucestershire Eye Inst., 96

Liverpool Eye and Ear H., 234

Liverpool, St. Paul's Eye H., 236

Manchester St. John's H. of Manchester and Salford for the Eye and Ear, H., 241

Manchester Royal Eye H., 240

Oxford Eye H., 250

Plymouth Royal Eye Inf., 251

Portsmouth and South Hants Eye and Ear Inf., 252

Royal Eye H., 180

Royal London Ophth. H., 181

Royal Westminster Ophth. H., 182

Southampton, Free Eye H., 261

Stoke-upon-Trent, North Staffordshire Inf. and Eye H., 127

Tunbridge Wells Eye, Throat and Ear H., 268

Weymouth and Dorset County Royal Eye H., 274

Winchester Royal Hants County H., 131

Wolverhampton Eye Inf., 275

Orchard H. (M. A. B.), 306

Orthopædic Hospitals—

Birmingham Royal Orthopædic H., 197

Dublin, Incorporated Orthopædic H. of Ireland, 297

Hull H. for Women and Orthopædics, 228

Royal National Orthopædic H., 181

Oxford Eye H., 250

Oxford, Radcliffe Infirmary and County H., 115

Paddington Inf., 60

Paddington Green Children's H., 175

Paisley Parochial H., 140

Paisley, Royal Alexandra Inf., 141

Park Fever H. (M. A. B.), 306

Passmore Edwards Acton Cott. H., Nurs. Instit., Invalid Kitchen, and Dispensary, 176

Passmore Edwards' H., 176

Passmore Edwards' H. for Willesden, 176

Paulton, nr. Bristol, Mem. Cott. H., 250

Pendleton, Hope H., 115

Pension arrangements, 21

Penzance, West Cornwall Dispensary and Inf., 250

Perth, County and City of Perth Royal Inf., 141

Perth Public H. (W.A.), 326

Peterborough Gen. Inf. and Dispensary, 251

Philadelphia H. Training School for Nurses, 343

Philadelphia, Methodist Episcopal H. Training School for Nurses, 344

Philadelphia, Women's H. of Philadelphia, 344

Plaistow Fever H. (M.A.B.), 306

Plymouth Royal Eye Inf., 251

Plymouth, South-Devon and East Cornwall H., 116

Plymouth Workhouse Inf., 117

Pontypool and District H., 512

Pontypridd and Dist. Cott. H., 251

Poole, Cornelia H., 252

Poor Law Infirmaries.

See p. 23 and also

Aberdeen, Poorhouse H., Oldmill, 133

Ashton-under-Lyme Lake H., 76

Belfast Union Inf., 142

Bermondsey Inf., 40

Poor Law Infirmaries— continued.

Bethnal Green Inf., 40

Birkenhead Union Inf., 78

Birmingham Union, Selly Oak Inf., 80

Birmingham Workhouse Inf., 81

Bradford Union H., 83

Brentford Union Inf., 84

Brighton Workhouse Inf., 85

Bristol, Eastville Workhouse Inf., 85

Bristol, Stapleton Workhouse Inf., 87

Burnley Union Inf., 87

Camberwell Inf., 42

Cardiff Union H., 90

Carlisle, Fusehill Workhouse Inf., 91

Chelsea Inf., 43

City of London Union Inf., 44

Coventry Union Inf., 93

Croydon Union Inf., 94

Derby Union Inf., 95

Dewsbury, Staincliffe Poor-Law Inf., 95

Eccleshall, Bierlow Workhouse Inf., 96

Edmonton Inf., 46

Fulham Parish Inf., 46

Gateshead Union Inf., 96

Greenwich Union Inf., 47

Hackney Union Inf., 51

Halifax St. Luke's H., 98

Hammersmith, Inf., 51

Hampstead Inf., 52

Holborn Union Inf., 53

Hull, Kingston-upon-Hull Workhouse Inf., 99

Kingston Hill Inf., 54

Lambeth Inf., 55

Leeds Union Inf., 100

Lewisham Inf., 55

Leicester, North Evington

Poor Law Inf., 103

Liverpool, Toxteth Park Poor-Law Instit., 107

Liverpool, Walton Workhouse Inf., 107

Liverpool Workhouse H., 107

Manchester Poor-Law Inf., 109

Manchester, Township of South Manchester H., 108

Medway Workhouse Inf., 110

Merthyr Union Inf., 110

Middlesborough Union H., 111

Mile End Inf., 66

Newcastle-on Tyne Poor-Law Inf., 112

Poor Law Infirmaries—
continued.

Newport Workhouse Inf., 112
 Nottingham Poor-Law Inf., 113
 Oldham Workhouse Inf., 115
 Paddington Inf., 60
 Pendleton, Hope H., 115
 Plymouth Workhouse Inf., 117
 Poplar and Stepney Sick Asy., 61
 Portsmouth, Parish of Portsmouth Inf., 117
 Prescott Union Whiston Instit. Inf., 118
 Reading, Parish Workhouse Inf., 119
 Rochdale Workhouse Inf., 120
 St. George - in - the - East Parish Inf., 64
 St. James's Inf., 65
 St. Leonards Inf., 65
 St. Mary Abbott's (Kensington) Inf., 66
 St. Mary, Islington Inf., 67
 St. Marylebone Inf., 68
 Salford Union Inf., 121
 Shoreham, Steyning Union Workhouse Inf., 124
 Sheffield Union H., 123
 Southampton Parish Inf., 125
 Southwark Inf., 71
 Stockport, Stepping Hill Poor Law H., 127
 Stoke on Trent Workhouse Inf., 128
 Sunderland Union Inf., 128
 Swansea Workhouse Inf., 129
 Wandsworth Union Inf., 72
 Warrington Workhouse Inf., 130
 West Bromwich Workhouse Inf., 130
 West Ham Union Inf., 73
 Whitechapel Inf., 74
 Willesden Inf., 75
 Wolverhampton Union Inf., 132
 Woolwich Inf., 75
 Poplar H. for Accidents, 177
 Poplar and Stepney Sick Asy., 61
 Port Elizabeth, Cape Colony, Provincial H., 333
 Porth Cott. H., 252
 Portsmouth, Parish of Portsmouth Inf., 117
 Portsmouth, Royal Portsmouth H., 117

Portsmouth, N.H., U.S.A., Cott. H., 344
 Portsmouth and South Hants Eye and Ear Inf., 252

Post Graduate Courses—

Bristol Royal Inf., 86
 British H. for Mothers and Babies, 153
 City of London Lying in H., 157
 Guy's H., 50
 H. for Sick Child., 167
 Lewisham Inf., 55
 R. Hosp. for Dis. of the Chest, 180
 St. Monica's Home H. for Sick Child., 184
 St. Thomas's H., 69
 Premium, 20
 Prescott Union, Whiston Instit. Inf., 118
 Preston and County of Lancaster Queen Victoria Royal Inf., 118
 Prince Edward Island H., 329
 Prince of Wales's General H., 61

Private Nursing Staffs, Hospitals with.

Altrincham Gen. H., 189
 Bath, Royal United H., 77
 Birmingham, Queen's H., 78
 Blackpool, Victoria H., 198
 Boston H., 198
 Bridgenorth and South, Shropshire Inf., 201
 Bridlington, Lloyd H., 202
 Brighton and Hove H. for Women, 202
 Brighton, Royal Sussex County H., 84
 Bristol General H., 85
 Bristol, Royal H. for Sick Child. and Women, 204
 Bristol Royal Inf., 86
 Canterbury, Kent and Canterbury Instit. for Trained Nurses, 208
 Carlisle, Cumberland Inf., 90
 Cheltenham General H., 91
 Chester Royal Inf., 91
 Chichester, Royal West Sussex H., 210
 Cork, County and City Lying-in H., 294
 Cork, South Charitable Inf. and County H., 142
 Cork, Victoria H. for Women and Child., 294
 Derby, Derbyshire Royal Inf., 94
 Derby, Royal Derby and Derbyshire Nurs. Assoc., 215

Private Nursing—cont.

Devonport, Royal Albert H., 216
 Dublin, Adelaide H., 144
 Dublin, City of Dublin Nurs. Instit. Ltd., 295
 Dublin, Dr. Steeven's H., 145
 Dublin, House of Industry H., 145
 Dublin, Mater Misericordiae H., 146
 Dublin, National Maternity H., 297
 Dublin, Sir Patrick Dun's H., 147
 Edinburgh Q.V.J.I. for Nurses, Scottish Branch, 284
 Exeter, Royal Devon and Exeter H., 96
 Glasgow, McAlpine Nurs. Home, 286
 Gloucester, Gloucestershire Royal Inf. and Eye Instit., 96
 Gravesend H., 222
 Guy's H., 47
 Hereford, Herefordshire Gen. H., 98
 Hertford County H., 227
 H. for Sick Children, 167
 Hull, Royal Inf., 99
 Ipswich Nurses' Home and Training School for Midwif. and Massage, 230
 King's Lynn, West Norfolk and Lynn H., 232
 Leamington, Warneford, Leamington and South Warwickshire H., 100
 Limerick, Barrington's H., 299
 Liverpool, David Lewis Northern H., 103
 Liverpool Royal Inf., 105
 Liverpool, Royal Southern H. and Nurs. Instit., 106
 London H., The, 56
 London Homœopathic H., 56
 Longton Cott. H., 237
 Maidstone, West Kent Gen. H., 238
 Maternity Nurs. Assoc., 171
 Manchester Royal Inf., 109
 Merthyr-Tydfil, Gen. H., 242
 Metropolitan H., 58
 Middlesex H., 59
 Newcastle-upon-Tyne Maternity H. and Out-door Charity for Poor Women 245

Private Nursing—cont.

Newport (Mon.), Royal Gwent H., 112
 Newton Abbott H., 246
 Northampton Gen. H., 112
 Norwich, Norfolk and Norwich H., 113
 Omagh, Tyrone County H., 301
 Paisley, Royal Alexandra Inf., 141
 Plymouth, South Devon and East Cornwall H., 116
 Portsmouth, Royal Portsmouth H., 117
 Preston, Preston and County of Lancaster Queen Victoria Royal Inf., 118
 Queen Charlotte's Lying-in H., 177
 Reading, Royal Berks H., 119
 Rhyl, Royal Alexandra H. and Conval. Home, 119
 Rochester, St. Bartholomew's H., 120
 St. Alban's Diocesan Instit. for Trained Nurses, 257
 St. Bartholomew's H., 63
 St. Clement's Midwif. Training School, 183
 St. George's H., 64
 Salford Royal H., 121
 Salisbury Instit. for Trained Nurses, 258
 Sherborne, Yeatman H., 260
 Southport Inf., 262
 Stoke-on-Trent, Staffordshire Instit. for Nurses, 263
 Taunton, Taunton and Somerset H., 129
 University College H., 71
 Victoria H. for Child., 185
 Waterford, County and City Inf., 302
 Winchester, Royal Hants County H., 131
 Worcester City and County, Nurs. Instit., 276
 Yeovil, Dist. H., 278
 York, Home for Nurses, 278

COLONIAL.

Prince Edward Island H., 329

AMERICAN.

Lynn, Mass. Lynn H., 340
 New Orleans, Touro Inf. Training School for Nurses, 341

Private Nursing—cont.

Philadelphia, Women's H. of Philadelphia, 344
 Probationers, Paying, 21
 Queen Alexandra's Imperial Military Nurs. Service, 33
 Queen Charlotte's Lying-in H., 177
 Queen Victoria's Jubilee Instit. for Nurses, 179;
 Scottish Branch, 284;
 Irish Branch, 298
 Queen's H. for Child., 179
 Ramsbottom, Aitken Mem. and Jubilee Cott. H. and Dist. Nurse Assoc., 252
 Ramsgate, Gen. H. and Seamen's Inf., 252
 Reading, Parish of Reading Workhouse Inf., 119
 Reading, Royal Berks H., 119
 Recreation, 20
 Redditch, Smallwood H., 252
 Redruth, West Cornwall Miners' and Women's H., 253
 Reigate and Redhill H., 253
 Requirements, Preliminary, ; of the Schools, 13
 Retford H. and Dispensary, 253
 Rhyl, Royal Alexandra H. and Conv. Home, 119
 Richmond, Surrey, Royal H., 254
 Ripon Dispensary and Cot. H., 254
 Ripon, Victoria Nurses' Inst., 254
 Rochdale Inf., 254
 Rochdale Workhouse Inf., 120
 Rochdale, Marland Fever H., 312
 Rochester and Chatham, St. Bartholomew's H., 120
 Romford, Victoria Cott. H., 255
 Rotherham H. and Dispensary, 255
 Rothesay (Buteshire), Victoria Cott. H., 290
 Royal British Nurses' Assoc., 366
 Royal Eye H., 180
 Royal Free H., 63
 Royal H. for Diseases of the Chest, 180
 Royal London Ophth. H., 181
 Royal National Orthopædic H., 181
 Royal National Pension Fund for Nurses, 11, 366
 Royal Red Cross, 368

Royal Waterloo H. for Child. and Women, 182
 Royal Westminster Ophth. H., 182
 Rugby, Hospital of St. Cross, 255
 Rugely Dist. H., 256
 Ryde, Royal Isle of Wight County H., 256
 Saffron Walden H., 257
 St. Albans Diocesan Instit. for Trained Nurses, 257
 St. Albans and Mid Herts H. and Dispensary, 257
 St. Andrews, Mem. Cott. H., 291
 St. Bartholomew's H., 63
 St. Catherine's (Ont.), Mack Training School, 329
 St. Clement's Midwifery Training School, 183
 St. George's H., 64
 St. George's-in-the-East Parish Inf., 64
 St. Helen's H., 120
 St. James's Inf., 65
 St. John's Ambulance Assoc., 373
 St. John's H. for Diseases of the Skin, 183
 St. John's H., 183
 St. Leonard's Inf., 65
 St. Leonard's, Buchanan H., 257
 St. Leonard's, Eversfield H. for Diseases of the Chest and Throat, 258
 St. Louis Training School for Nurses, Mo., U.S.A., 345
 St. Mary Abbott's (Kensington) Inf., 66
 St. Mary's H., 66
 St. Mary (Islington) Inf., 67
 St. Mary's H. for Women and Child., 184
 St. Marylebone Inf., 68
 St. Monica's Home H. for Sick Child., 184
 St. Pancras Inf., 68
 St. Paul's Cray (Kent) Cott. H., 258
 St. Saviour's H. and Nurs. Home for Ladies of Limited Means, 184
 St. Thomas's H., 69
 Salary, 20
 Salford, Ladywell Sanatorium (County Borough of Salford Infectious Diseases H.), 312
 Salford Royal H., 121
 Salford Union Inf., 121
 Salisbury Gen. Inf., 121
 Salisbury Instit. for Trained Nurses, 258

Saltash (Cornwall), St. Barnabas Cott. H. and Nurs. Home, 258
 Samaritan Free H. for Women, 184
Sanatoria. See also CONSUMPTION HOSPITALS.
 Belfast, Forster Green H. for Consumption, 292
 Bournemouth, Royal National Sanatorium for Consumption and Diseases of the Chest, 199
 Bridge of Weir Consumption Sanatoria for Scotland, 280
 Weymouth, Princess Christian H. and Sanatorium, 274
 Savernake Cott. H., 258
 Scarborough H. and Dispensary, 260
 Seamen's H. Society, 70
 Sevenoaks H. for Child. with Hip Disease, 259
 Sheffield Child. H., 259
 Sheffield, Jessop H. for Women, 259
 Sheffield Royal H., 122
 Sheffield Royal Inf., 123
 Sheffield, Union H., 123
 Shepton Mallet Dist. H. and Dispensary, 260
 Sherborne, Dorset, Yeatman H., 260
 Shipley Infectious H., 313
 Shipley, Sir Titus Salt's H., 261
 Shoreham, Steyning Union Workhouse Inf., 124
 Shrewsbury Royal Salop Inf., 124
 Sidcup Cott. H., 261
 South-Eastern Fever H. (M.A.B.), 306
 South Shields, Harton H., 126
 South Shields, Ingham Inf., 261
 South-Western Fever H. (M.A.B.), 306
 Southampton Free Eye H., 261
 Southampton Parish Inf., 125
 Southampton, Royal South Hants and Southampton H., 125
 Southend-on-Sea, The Borough Sanatorium, 313
 Southend-on-Sea, Victoria H. and Dist. Nurs. Instit., 261
 Southern H. (M.A.B.), 306
 Southport Inf., 262
 Southwark Inf., 71
 Southwold Cott. H., 262

Spalding, Johnson H., 262
 Stafford, Staffordshire Gen. Inf., 262
 Stamford, Rutland and Gen. Inf., 263
 Stirling Royal Inf., 291
 Stockport Inf., 126
 Stockport, Isolation H., 313
 Stockport, Stepping Hill Poor Law H., 127
 Stockton and Thornaby H., 263
 Stoke-upon-Trent, North Staffordshire Inf. and Eye H., 127
 Stoke-on-Trent, Staffordshire Instit. for Nurses, 263
 Stoke-on-Trent Workhouse Inf., 128
 Stourbridge, Corbett H., 264
 Stranraer, Garrick Cott. H., 291
 Stratford-on-Avon H., 264
 Stroud Gen. H., 264
 Sudbury (Suffolk), St. Leonard's H., 265
 Sunderland Royal Inf., 128
 Sunderland Union Inf., 128
 Sutton (Surrey) H., 265
 Swansea Borough H. (Infectious Diseases), 314
 Swansea Gen. and Eye H., 129
 Swansea Workhouse Inf., 129
 Swindon, Victoria H., 265
 Sydney H., N.S.W., 326
 Sydney, N.S.W., Royal Prince Alfred H., 326
 Tamworth H., 265
 Taunton, Taunton and Somerset H., 129
 Taunton, Mass., U.S.A., Morton H., 345
 Tavistock Cott. H. and Dispensary, 265
 Teignmouth H., 266
 Tenbury, St. Mary's Cott. H., 266
 Tetbury Cott. H., 266
 Tewkesbury Rural H., 267
Throat, Ear and Nose Hospitals—
 Birmingham and Midland Ear and Throat H., 195
 Brighton, Hove and Sussex Throat and Ear H., 203
 Central London Throat, Nose and Ear H., 155
 London Throat H., 170
 Manchester H. for Consumption and Diseases of the Throat and Chest, 240
 Metropolitan Ear, Nose and Throat H., 172

Throat, Ear and Nose—cont.
 St. Leonards, Eversfield H. for Diseases of the Chest and Throat, 258
 Tunbridge Wells Eye, Throat and Ear H., 268
 Tiverton Inf. and Dispensary, 267
 Toronto Gen. H., 330
 Toronto H. for Sick Child., 330
 Torquay, Rosehill H. for Sick and Incurable Child., 267
 Torquay, Torbay H., 267
 Trained Nurses' Annuity Fund, 373
 Training, Length of, 16; Preliminary, 22; System of, 16
Training Schools, Preliminary—
 Bristol Royal Inf., 86
 Guy's H., 47
 Leicester Royal Inf., 102
 London H., 56
 Queen Charlotte's Lying-in H., 177
 St. Thomas's H., 69

U.S.A.

Baltimore (Ma.), John Hopkins H., Training School for Nurses, 334
 Tredegar (Mon.) H., 268
 Truro, Royal Cornwall Inf., 268
 Tunbridge Wells Eye, Throat and Ear H., 268
 Tunbridge Wells Gen. H., 268
 Tunbridge Wells Homœopathic H., 269
 Tynemouth Workhouse Inf., 130
 Uniform and Laundry, 20
 University College H., 71
 Ventnor, Royal National H. for Consumption and Diseases of the Chest, 269
 Victoria H. for Child., 185
 Victoria, B.C., Provincial Royal Jubilee H., 331
Village Nurses—
 Maternity, Charity and Dist. Nurses' Home, 170
 Northallerton, North Riding Rural Nurs. Assoc., 246
 Wakefield, Clayton H., 270
 Walker Accident H., 270
 Wallasey Cott. H., 270
 Wallsend, Willington Quay H., 314
 Walsall and Dist. H., 271

- Walton-on-Thames, Walton, Hersham and Oatlands Cott. H., 271
 Wandsworth Union Inf., 72
 Wantage, Cott. H., 271
 Warminster, Wilts, Cott. H., 271
 Warrington Inf. and Dispensary, 272
 Warrington Workhouse Inf., 130
 Waterford County and City Inf., 302
 Watford Dist. H., 272
 Wellingborough Cott. H., 272
 West Bromwich District H., 272
 West Bromwich Workhouse Inf., 130
 West End H. for Diseases of the Nervous System, Welbeck Street, 186
 West Ham and Eastern General H., 72
 West Ham Union Inf., 73
 West London H., 73
 Western Fever H. (M.A.B.), 306
 Westminster H., 74
 Weston-super-Mare H., 273
 Weymouth, Princess Christian H. and Sanatorium, 274
 Weymouth Royal H. and Dispensary, 274
 Weymouth and Dorset County Royal Eye Inf., 274
 Whitechapel Inf., 74
 Whitehaven and West Cumberland Inf., 274
 Wigan, Royal Albert Edward Inf. and Dispensary, 130
 Wilkes-Barre City H. Training School for Nurses, Penna., U.S.A., 346
 Willesden Inf., 75
 Willingham-by-Stow, Gainsboro' (Lincs) Reynard Cott. H., 274
 Wimbledon, Nelson H., 187
 Wimbledon H., 187
 Winchester Royal Hants County H., 131
 Windsor King Edward VII. H., 274
 Winnipeg, Manitoba, Winnipeg Gen. H. Training School for Nurses, 331
 Winsford (Cheshire), Albert Inf., 275
 Wisbeck (Camb.), North Cambridgeshire H., 275
 Woking, Victoria Cott. H., 275
 Wolverhampton Eye Inf., 275
 Wolverhampton, Queen Victoria Nurs. Instit., 276
 Wolverhampton and Staffordshire Gen. H., 131
 Wolverhampton, Union Inf., 132
Women's Hospitals—
 Belfast, Ulster H. for Women and Child., 293
 Birmingham and Midland H. for Women, 196
 Brighton, Lady Chichester H. and Dispensary for Women and Child., 203
 Brighton and Hove H. for Women, 202
 Bristol, Private H. for Women and Child., 204
 Bristol Royal H. for Sick Child. and Women, 204
 British H. for Mothers and Babies, 153
 Canning Town, Women's Settlement H., 154
 Chelsea H. for Women, 156
 Cork, Victoria H. for Women and Child., 294
 Derby, Derbyshire H. for Women, 214
 Dublin, Combe Lying-in H. and Guinness Dispensary, 296
 Dublin, Rotunda Lying-in H., 298
 Edinburgh, H. and Dispensary for Women and Child., 283
 Florence Nightingale H. for Gentlewomen, 162
 Glasgow Royal Maternity and Women's H., 287
 Glasgow, Royal Samaritan H. for Women, 288
Women's Hospitals—cont.
 Grosvenor H. for Women 163
 H. for Women, 168
 Hull, H. for Women and Orthopædics, 228
 Leeds, H. for Women and Child., 233
 Manchester, Northern H., for Women and Child., 240
 Manchester, St. Mary's Hs. for Women and Child., 241
 New Hospital for Women, 174
 Nottingham H. for Women, 248
 Nottingham, Samaritan H. for Women, 249
 Redruth, West Cornwall Miners' and Women's H., 253
 Royal Waterloo H. for Child. and Women, 182
 St. Mary's H. for Women and Child., 184
 St. Saviour's H. and Nurs. Home for Ladies of Limited Means, 184
 Samaritan Free H. for Women, 184
 Sheffield, Jessop H. for Women, 259
 AMERICAN.
 Philadelphia Women's H. of Philadelphia, 344
 Woodford Jubilee H., 276
 Woolwich, Military Families H., 187
 Woolwich Inf., 75
 Worcester City and County Nurs. Instit., 276
 Worcester Gen. Inf., 132
 Workhouse Inf. Nurs. Assoc., 373
 Worthington Inf. (Cumb.), 276
 Worthing H., 276
 Wrexham Inf., 277
 Yarmouth Gen. H., 277
 Yeovil Dist. H., 278
 York County H., 133
 York Home for Nurses, 278

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