

2. Candidates are to obtain information from the Matron at the Hospital, and if desirous of being received on the Nursing Staff, they must make application in writing on a form provided for that purpose. A personal interview is essential in the case of *Regular* Probationers.

3. A limited number of *Paying* Probationers are also admitted for periods of three months on payment in advance of Thirteen guineas (*i.e.* at the rate of a guinea a week) to cover everything except washing. In no case will any portion of the fee be returned. Such arrangements can be renewed indefinitely on the same terms according to mutual agreement.

4. A limited number of Nurses in training for other Public Institutions are received at the reduced rate of 10s. 6d. per week, for periods of not less than six months. The payment (namely, thirteen Guineas) to be made in advance.

5. Probationers who enter for the full term of two years' continuous training, will at the expiration of that period, receive a certificate (signed by the Matron, House-Governor, and Chairman of the House-Committee), but no certificate is given under any circumstances for any less period of service.

6. No distinctions are made between ladies and others with regard to work, rates of payment, or training.

7. The age considered desirable for *Regular* Probationers is from twenty-five to thirty-five. This restriction does not apply to *Paying* Probationers.

8. Probationers will serve in the wards under the immediate direction of the Sisters. A certain amount of night duty will be deemed an essential part of the training of a *Regular* Probationer. *Paying* Probationers are not expected to undertake night duty unless they express a desire to do so.

9. During their first year, Probationers will receive theoretical instruction from members of the Hospital staff, as well as from the Matron. Annual examinations are held, and Prizes are given.

10. Each Probationer will be provided with a separate bedroom. They will be under the control of the Matron, and subject to the regulations affecting the Nursing Staff.

11. Probationers may not break their engagement during their two years' training without special permission from the Matron, but the engagement may be terminated by her at any time, subject to an appeal to the House-Committee.

12. A Probationer will be liable to be suspended from duty at any time by the Matron (with the approval of the House-Governor) in case of misconduct or culpable negligence. Such suspension, unless withdrawn, will be reported to the House-Committee, who shall thereupon have power to discharge such Probationer.

13. If appointed, after one month's trial, and having been duly passed as to fitness of health for nursing work by a Medical Officer of the Hospital, *Regular* Probationers will be required to sign an Agreement promising to conform to all the Rules and Regulations of the Hospital.

NATIONAL HEALTH SOCIETY.—Arrangements have been made by which Nurses may attend the special Training Courses of Lectures at half fees. See fuller particulars on page iii.

MIDDLESEX HOSPITAL, BERNERS STREET, W.

Founded 1745. Enlarged 1848.

Has 351 beds of which 35 are set apart for Cancer cases. Admits about 3,000 patients annually.

President.—THE DUKE OF NORTHUMBERLAND, K.G. *Governing Body*—Quarterly Court of Governors. Weekly Board, Thursdays, at 11.30. *Nursing Staff*—Lady Superintendent, Miss Thorold; 1 Night Superintendent; 10 Sisters; 58 Staff Nurses; 12 Probationer Nurses; and 17 Lady Probationers.

Age requisite for Probationers, 21 years. Term of Training, 3 years (Cert.) Salaries:—Matron, £130; Sisters, £35; Nurses, £12 to £24. *Paying* Probationers fees, £1 1s. a week for 6 or 12 months. Holidays.—Nurses, 16 days. Sisters, 3 weeks annually. Pensions given by Hospital.

Personal application for admission as a Probationer must be made to the Lady Superintendent at the Hospital, on any week-day between 12 and 1 p.m. The reputation of this School stands so deservedly high that all vacancies are usually filled up many months in advance.

ST. MARY'S HOSPITAL,
CAMBRIDGE PLACE, PADDINGTON, W.

Founded 1851.

Has 281 beds, and admits about 3,800 In-patients annually.

Governing Body.—Weekly Board, Fridays at 4 p.m. *Nursing Staff.*—Matron, Miss Medill; 10 Sisters, 49 Nurses and Probationers, and 12 *Paying* Probationers. Probationers' age, 25 to 35. Training, three years (Certificate). Salaries, for Probationers, £12, £15, £18; for Staff Nurses, £20 to £25; for Sisters, £30 to £40. Holidays, 3 evenings a week, 1 day a month, 4 weeks a year. *Paying* Probationer's Fee, £30 for 1 year (Certificate).

REGULATIONS FOR THE TRAINING OF NURSES.

Women are received into the Hospital for training in Nursing, under the following regulations:—

1. Application is to be made to the Matron, subject to whose selection Probationers are received.

2. Candidates should be between the ages of 25 and 35 years, of average height and physique, and must be unmarried or widows.

3. They must produce their birth certificate, and furnish satisfactory evidence as to character and education, and as to their general qualifications for the work of nursing the sick.

4. They are required to satisfy the authorities as to their health and general physical fitness for the duties they will have to perform.

5. They must carefully answer, *in their own handwriting*, a schedule of Questions to be obtained from the Matron, and forward it to the Matron, who will then intimate to the candidate whether an interview is necessary.

6. They are received subject to one month's probation.

7. They are required to conform to all the laws and regulations of the Hospital. They will be subject to dismissal at any time for misconduct, neglect of duty, or inefficiency.

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