

8. Regular courses of lectures are given to the Probationers, by members of the Medical Staff, on Medical, Surgical and Obstetric Nursing.

#### PROBATIONERS, CLASS I.

1. The term of training is three years, and candidates are required to engage to serve the Hospital for that period.

2. Candidates are examined as to their health and physical fitness by the Hospital Medical Officer.

3. The remuneration is as follows:—First year, £12; second year, £15; third year, £18. Board, lodging, indoor uniform, and a certain amount of washing are provided.

4. On the completion of their training, provided their general conduct and proficiency have given satisfaction to the Hospital Authorities, they will be awarded the Hospital Certificate.

#### PROBATIONERS, CLASS II.

1. A limited number of Probationers can be received for one year's instruction in Nursing.

2. The fee is £30, or, if a separate bedroom is desired, £50. The fees are payable in quarterly instalments in advance.

3. Probationers Class II. will be required to provide their own uniform and washing.

4. Their duties are similar to those performed by Probationers Class I. in their first year.

5. They are required to engage to remain for the complete year.

#### ST. THOMAS'S HOSPITAL, WESTMINSTER BRIDGE ROAD, S.E.

*Founded 1228.*

*Removed to the Thames Embankment 1871.*

Has 569 beds, of which about one quarter are closed. Admits about 4,800 patients annually.

*President.*—H.R.H. THE DUKE OF CONNAUGHT, K.G. *Governing Body.*—Quarterly Court of Governors; Monthly Grand Committee. Treasurer and Almoners weekly. *Nursing Staff.*—Matron, Miss Gordon; 1 Assistant; 1 Home Sister; 1 Night Superintendent; 1 Assistant ditto; 16 Sisters; 128 Staff and extra Nurses and Probationers.

#### REGULATIONS AS TO THE TRAINING OF SPECIAL PROBATIONERS IN THE PRACTICE OF HOSPITAL NURSING, UNDER THE NIGHTINGALE FUND.

1. The Committee of the Nightingale Fund have made arrangements for the admission to their School at St. Thomas's Hospital, of a limited number of gentlewomen who may desire to qualify themselves in the practice of Hospital Nursing *with the express object of entering upon this profession permanently by eventually filling superior situations in public Hospitals and Infirmaries, or by nursing the poor at their own Homes under some organised system of District Nursing.*

2. Candidates desirous of receiving this course of training should apply to Miss Gordon, the Matron, at St. Thomas's Hospital, subject to whose selection they will be received into the Hospital as Probationers. The age for these Probationers on admission *is from 25 to, and not over, 34, they must be single or widows without encumbrance;* a certificate of age and other

information will be required, according to a printed form.

3. The Probationers will be under the authority of the Matron of the Hospital, and will be subject to the rules of the Hospital. They will receive instruction from the Medical Instructor and the Hospital "Sisters," and will serve as Assistant-Nurses in the wards of the Hospital.

4. The term of the probationary training is a complete year, and candidates will be received on the distinct understanding that they will remain for that length of time. They may, however, be allowed to withdraw upon grounds to be approved by the Committee. They will be subject to be discharged at any time by the Matron, in case of misconduct, or should she consider them inefficient or negligent of their duties.

5. These Probationers will be required to pay towards the cost of maintenance during the year of training the sum of £30, and to give an undertaking to take service for *two* years after leaving the School, in accordance with the 8th Clause.

In exceptional cases, upon payment of a higher sum of £52, to cover the cost of maintenance and also partly of instruction, &c., the undertaking will be limited to *one* year after leaving the School. This modification is made in order to meet the views of some who, while fully intending to take up Nursing as a Profession, are unable from family or other circumstances to enter into a binding engagement for a longer period.

It is expected, however, that, unless prevented by some urgent cause, all Probationers will, at the expiration of the stipulated period of service, still continue in the work of Nursing under the conditions referred to in the first paragraph.

6. Payment will be deemed due and be required by two equal instalments, in advance, viz.: half on admittance, and half at the end of six months. If the Probationer leaves at or before the end of her first month, the first payment, less a deduction at the rate of 20s. a week, will be repaid, but in the event of the Probationer afterwards leaving from any cause, she will be entitled to no return. The Probationers will (with occasional exceptions) be lodged, in the "Nightingale Home," which adjoins the Matron's quarters; each will have a separate bedroom, and they will be supplied with board, including tea and sugar, a weekly allowance of 2s. for laundress, and with a certain quantity of outer clothing, of an uniform character, which they will always be required to wear when in the Hospital.

7. The names of the Probationers will be entered in a Register in which a record will be kept of their qualifications. At the end of a year those whom the Committee find to have passed satisfactorily through the course of instruction and training will be entered in the Register of Nightingale Nurses.

8. Probationers on completion of their probationary year's training, must be prepared to take service on the Nursing Staff of some public Hospital or Infirmary, or in District Nursing, and to continue in similar service, whenever offered to them by the Committee, for a period of *two* years at least (this period being limited to *one* year in the case only of those who have paid at the higher rate). As a rule, they will be required to accept an engagement as Nurse (day or night) at the usual salary for the

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