

one hundred and twenty marks. After that, for those who remain, the salary gradually rises with length of service to three hundred and fifty marks a year.

After ten years' service, in case of disability the sisters receive a pension of from eight hundred to one thousand marks, or if invalidated before ten years, a varying compensation is made by the Board of Trustees.

The sisters have their home without expense, and are cared for in illness. The hospital uniform of wash material is supplied upon entrance, and at the end of the first one and a half years the street uniform is also given.

Day and night duty are distinct; the first lasts from six a.m. to nine p.m., with an hour off after dinner. Once a week a half day is given from two p.m. to midnight. The night nurses are on duty from nine p.m. to nine a.m. Their time off is given on Sunday and Monday, the night nurses being relieved by the day nurses at midnight on Sunday, so that each has just half the night.

The sisters have a yearly vacation of four weeks. The care of the association has been extended to one after another of the State institutions, until now it has charge of the nursing in the Lying-In Hospital, the Asylum for the Insane, a sanatorium for phthisis, and the old General Hospital. Our sisters have also been called outside of Germany, in Trebchen, in the German Hospital in Buenos Ayres, and in the Turkish University Hospital in Constantinople. They are under the direction of a German physician, who teaches medicine in the university. The nurses also are there as teachers. Their work is to train Turkish soldiers as military hospital orderlies.

For four years past the Colonial Nursing Association has sent its sisters to Eppendorf to be trained.

In November, 1899, six of our sisters went to the field in the Transvaal at the request of the Central Committee of the Red Cross.

These varied fields of work are a delight to me, and bring refreshment by their variety.

Provision is also made for the recreation and rest of the nurses. Their monthly vacations may be taken without cost at a seaside place where the association possesses a cottage. In their hours off duty the nurses' home—Erica House—offers comfortable rooms, with piano and library, where those beyond reach of their own families may yet spend homelike hours. In off-duty time the nurses are allowed every freedom which a well-bred woman may desire. Concerts and visits to the theatre are encouraged, and I am glad to see them interested in things which have no connection with hospital work. In 1895 a singing society was formed among the sisters, practising weekly; and from time to time popular

lectures on educational or scientific subjects are given. Extra time is given on Sunday to those who wish to attend church, but this is not compulsory. In my opinion the truest religion is shown in practical, helpful service and faithful discharge of duty.

That our hospital patients are better nursed since the oncoming of our sisters is a foregone conclusion. The anticipations of its founders are fully realized—a proof that care and consideration for the nurses are closely related to the interests of the hospital.

From the beginning I have held it to be my duty, in and through our association, to work as woman for women. That in this constant endeavour I have had the powerful support of many influential men of Hamburg, especially Senator Dr. Lappenberg and the directors of the Hamburg institutions, I must now gratefully acknowledge. Only through the warm interest shown on many sides in our nurses could the various provisions for their comfort have been obtained. Much has been done, but much yet remains to be done.

Let us follow the life of a nurse for a brief period of observation. Fourteen to fifteen hours daily make up her working time, and after this work is done, in the scanty time "off duty," with its excessive physical exertion and its continual drain upon the sympathies and the nervous energy, the craving for rest overbalances every other desire. After becoming a "sister" the human creature has no more rights. There are, it is true, nurses who find entire happiness in their work, but far greater is the number of those who, in spite of all its interests, in spite of the satisfying consciousness of duty fulfilled, miss something, and long with an unexpressed longing to have something more of life; and this longing is natural and reasonable, for man is a many-sided being. Late in the evening the sister seeks her room, her thoughts still bent upon the completed work of the day. One task has pressed hardly upon another. "Have I neglected nothing? Is all left just as it should be?" "Have I realized all the responsibility of my calling?" One must indeed summon all one's energies to be a really good sister.

There are the almost forgotten letters from home—from friends. "I have sent them no word for so long a time, and I so much enjoy being with them a short time in spirit, at least. To-day it is so late, I am so tired, but to-morrow I,—yes, then I will make up for all neglect."

But to-morrow it is the same, and the next day, and the whole week. And as it is with the letters to distant friends, so with other things. "When shall I ever find time to read?—to give a quarter of an hour to my beloved music? How I would enjoy a little taste of art. I have, to be sure, one

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