

tions may be made), of good general education, thoroughly trained in their profession, and with at least three years' experience in hospital work, or equivalent satisfactory nursing work elsewhere.

(1) Application must be made in writing, with details of career, certificates and recommendations from two doctors, and, if possible, also from two families in which she has been employed as nurse, and must be sent to the Committee, who shall sanction the admission. Election to membership takes place on payment of the entrance fees and first instalment of the yearly subscription. The working members shall be called Sisters.

(2) A working member may be asked to resign if accused of unseemly conduct, or if she neglect to pay the yearly subscription. In the former case the Court of Honour shall consist of two members of the Committee and three Sisters selected at the General Meeting.

(b) All adult persons may become passive or founder's members on payment of a yearly subscription of 5 m., or by a donation in one sum of at least 20 m.

V. The working members pay (a) 5 m. entrance fee, and (b) yearly subscription of 10 m., payable in instalments each January 1st and July 1st.

VI. The working members undertake (a) to make provision for the future as their means will allow: (1) by taking advantage of the highest class of the State insurance against disablement and old age; (2) by insuring for sick, disabled and old-age pensions, when not possessed of sufficient means or other resources actually, or to be counted on in the future; (3) only such members as have complied with the above regulations are entitled to help from the Provident Fund, and in the first place those refused by the insurance companies.

(b) In times of war or epidemic to place their services at the disposal of the community—providing, of course, that their personal circumstances permit them to do so.

VII. Membership ceases: by voluntary resignation by dismissal through the Committee, at bankruptcy, at death. The termination of membership cancels all claims as members on the property of the Co-operation.

VIII. The Committee shall consist of a President, Secretary, Cashier, and two Vice-Presidents. The Committee shall conduct all the business of the Co-operation.

IX. The members of the Committee shall be elected at the General Meeting. The Committee itself shall appoint its members to the various offices. Should a member of the Committee resign in the course of the year, the Committee is empowered to elect another member to act until the General Meeting takes place. All elections and all resolutions adopting the decisions of the Committee and of the General Meeting shall be decided by a majority

of votes. The resolutions of the General Meeting and of the Committee shall be entered by the Secretary and signed by him and one other member of the Committee.

X. The General Meeting shall take place once a year in the first quarter. Other meetings shall be called in accordance with the judgment of the Committee. Notices to attend the meeting shall be sent out in writing, at the latest, eight days before the meeting, and shall state the nature of the business to be transacted.

XI. An Annual Report and Balance-Sheet shall be laid before the General Meeting, and the latter is to be examined by three members chosen at the General Meeting.

XII. The working members only are entitled to vote at the meetings. Sisters who are prevented from personal attendance are allowed to appoint a deputy to vote for them. But the appointment must be made in writing, and one person may not act for more than three absentees.

XIII. Proposals and alterations in the Articles of Association must be intimated before December 31st of each year and signed at least by twenty members.

XIV. Dissolution of the Co-operation can only take place by the vote of nine-tenths of the members. The funds to be handed over to a Deaconesses' Institution.

As we stipulate for a preparatory training of three years, in order to prevent the introduction into our "free" professional sphere of a raw incapable element, we use our influence to discourage pupils from leaving the training-schools too early, and we trust that thereby we shall create in the interests of the public a safeguard against the further invasion of our profession by poorly-trained nurses. In private nursing the most important qualification of personal fitness for the work, to ensure the most satisfactory relations between all parties, is trained capacity, and in no other sphere is the preliminary training of a prolonged probation in a hospital more to be desired, for in large towns it too often happens that the Sister is left for hours to exercise her own judgment, as the doctor cannot be caught when out on his daily visits. If at the end of their probation the Sisters feel a desire for less restricted lives, they are dismissed from every institution. In such cases in future, our Co-operation will be able to prevent much that is unsatisfactory. Instead of finding their way into the large towns, as is at present the case, by chance attracted by an advertisement without any guarantee of an assured position, the Sisters can obtain reliable information through the Co-operation as to whether the locality to which they propose to go really feels the need of further nursing assistance, whether the home which they enter can really offer them the care they expect. Of course we cannot prevent

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