

proved Civil Hospital, where adult male patients receive medical and surgical treatment, and in which a staff of Nursing Sisters under a Matron is maintained, and be between twenty-five and thirty-five years of age. They must also submit a recommendation from a lady in society, to the effect that they are desirable persons to enter a service composed of ladies of good social position. Pay (in addition to quarters, fuel, light, and an allowance for clothing, board, and washing) for Lady Superintendent, £150, rising to £200; a Senior Nursing Sister acting as Superintendent, receives pay at the rate of £20 a year in addition to her pay as Nursing Sister; Nursing Sister, £30, rising to £50. Pension after ten years' service, 30 per cent. of wages of preceding year, rising 2 per cent. of wages for each additional year's service, to a maximum of 70 per cent. Forms of application can be had from the War office.

THE INDIAN ARMY.

THE UNDER-SECRETARY OF STATE FOR INDIA,
The India Office, Whitehall, S.W.

Candidates must have worked for three years in General Hospitals and be between twenty-five and thirty-five at date of appointment. They must submit a recommendation from a lady in society, to the effect that they are desirable persons to enter a service composed of ladies of good social position. Pay (in addition to free quarters, fuel, light, and punkah-pullers) —For Lady Superintendent, 3,600 rupees; for Nursing Sister, 2,100 rupees per annum. Term of service five years, renewable at option of Government for further five years. Gratuity allowed after five years' service as follows:—To Lady Superintendent, 1,200 rupees; to Nursing Sister, 500 rupees. After ten years' service, to Lady Superintendent, 4,000 rupees; to Nursing Sister, 1,500 rupees. Free passage out and home. Outfit allowance, Lady Superintendent, £25; Nursing Sister, £15. Forms of application can be had from the India Office.

2.—INFIRMARY AND ASYLUM NURSING.

Recently, great improvements have been effected in the nursing of the sick both in workhouse infirmaries and in asylums for the insane, and it is much more usual now for trained nurses to be appointed matrons of these institutions than was formerly the case. The salary and duties are much the same as in other civil hospitals, but the work is neither so interesting nor so well organised. There is, however, a valuable field for gentlewomen in these branches of work, and much need for their assistance in raising the tone and efficiency of the nursing in these institutions.

3.—PRIVATE NURSING.

The majority perhaps, of trained nurses go into this branch of work, and attend upon patients in private houses. Until quite recently it has been the custom for such nurses to work with one of the private nursing institutions. Their salaries were from £25 to £35 per annum, and they were provided with board and lodging when disengaged. But as the public pay for the services of these

women from one-and-a-half to two guineas a week, or even more in special cases, the institutions made very considerable profits from the labour of their workers, and at the end of many years, perhaps, of faithful and devoted service, the nurse found that she was breaking down in health, and had been able to save nothing from her scanty salary. It is therefore now becoming customary for nurses to work together upon a co-operative basis, and the Nurses' Co-operation and the Registered Nurses' Society have achieved in this direction a very great measure of success. The nurse is usually found almost constantly in cases, and receives the full amount of her earnings less a commission of seven-and-half per cent. from which the office expenses are paid. She is, therefore, able perhaps to earn between £90 and £100 a year, and her lodging expenses are comparatively small, seeing that, except when she takes a holiday, she is usually almost fully occupied.

There is every probability that in the future this principle of co-operation will become the universal method of organising the employment of private Nurses, as it is the most just method both to the public and to the Nurse. In a modified degree, some Hospitals, such as, for example, St. Bartholomew's, carry out the system on different lines. They only admit Nurses they have trained upon their Private Nursing Staff. They provide them with a home, and board when unemployed, and not only pay them liberal salaries but also a large percentage upon their earnings. Under such conditions, the Nurse often makes as much as though she were working on her own account while securing much more comfort.

4.—DISTRICT NURSING.

This important branch has, during the last six years, received an immense impetus in consequence of the foundation of the Queen Victoria Jubilee Institute for Nurses—Her Majesty having set aside the chief part of the gift of the women of England to her at the celebration of her Jubilee for the promotion of the better education and work of Nursing the sick poor in their own homes. District Nurses are usually engaged by Associations formed for the purpose in every locality; they are paid from £35 to £40 a year, as a rule, but, out of this, are sometimes required to furnish themselves with some part of their board, so that it may be taken that this is almost the least remunerative branch of the calling.

5.—OBSTETRIC NURSING.

This is a branch which is still in its infancy. Formerly, it was customary to have a class of women generally hopelessly innocent both of knowledge and character who attended obstetric cases under the title of Midwives or Monthly Nurses. Within

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