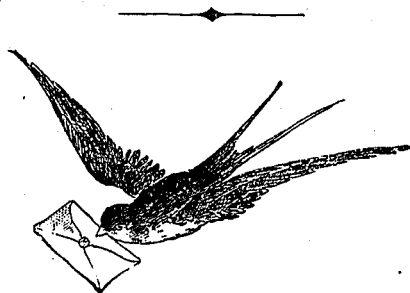


but only the extreme scorching rays of the sun. It is now found that the rapid growth of London and the consequent haziness of the sky forms a sufficient veil from the direct rays of the sun, and that any further precautions exercise a retarding influence on plant life.



Our Provincial Letter.

We are all familiar with the name of Cadbury, but only those who have visited the village of Bournville, near Birmingham, can fully realise the complete success with which the manufacture of chocolate and cocoa is carried out by this firm.

Through the untiring energy of the principals, Bournville itself is quite a model village. It has pure air and charming scenery; in fact, it is not too much to say that every form of good work is found here. What will first interest Nurses is the fact that Messrs. Cadbury have engaged a trained Nurse, who is employed from week to week in Nursing and ministering to the wants of the sick amongst the 2,000 workers in this little town; but, except in the case of an epidemic, such as the present one of influenza, her work must be principally for the relief of minor ailments, as the works are in such a thoroughly sanitary condition. Mr. Cadbury recently made vast improvements in this direction, including a new ventilation scheme, of which he is justly proud. Open gratings are placed at intervals above the floors of the several large work-rooms, over hot pipes, the cowl in the roof carrying the air through; then outside the buildings, iron doors are placed over the gratings, and in the evening these are closed, to be opened early the next morning, so that the cold night air does not enter the buildings. This is believed to be about the most perfect system of ventilation yet tried. It will be readily understood from this one fact alone that the firm have the comfort and well being of their employés at heart.

There are now between 1,300 and 1,400 girls at work, and for them we find large and well-warmed dressing rooms, with the luxury of many lavatory basins, well fitted, underneath which runs a long rack heated by hot pipes; on these are placed all the boots—for the rule is that these must be changed with the out-door garments for slippers and clean white overalls, kept and washed on the premises—and by this kindly forethought alone the Nurse must be saved many a case of cold and other complications from wet feet and clothing. For recreation there are spacious playgrounds, with rows of comfortable seats placed under a picturesque verandah, in both the male and female sections; which we may here mention are quite separately worked, though both are equally well cared for; and to judge from the happy, healthy faces one sees at their work, one can easily judge that there is mutual

faithfulness, respect and confidence between employer and employed. Attached to the women's dining room, which is a large, bright room, is a huge kitchen, presided over by a chef and staff who are all deeply interested in and proud of their good work. A very tempting menu card is arranged at cost price. A good glass of pure milk from Mr. Cadbury's farm can be here obtained for ½d., a plate of good beef, ham or other meat for 1d. Excellent rolls, baked and made here, pastry and fruit in season, are temptingly served. The cocoa essence, such a perfect beverage for invalids and others of weak digestion, which has now become such a popular drink for all, and the value of which cannot be over-estimated, is here sold at ½d. per cup.

A very important rule of the firm is that all employed on the works must belong to the Sick Benefit Club, with the privilege of choosing their own doctor, and they are entitled to sick pay after three months, such pay being in proportion to the applicant being quarter, half, three-quarter or full member.

The Nurse has a cottage containing spacious, light and convenient rooms, situated near the works, with a fitted bath room—a luxury which every Nurse fully appreciates. She also has the discretionary power of ordering medical and surgical necessaries from the chemist, and keeps a supply at her own rooms; she has the privilege of ordering nourishment and sick comforts from the afore-mentioned kitchen for the benefit of her patients. The Nurse tries to administer this relief justly, by dividing it into two classes: first, the nature and requirements of the illness; secondly, the social environments of the sick. Another mark of the generosity and thoughtfulness of this firm is that owing to their workpeople having to live in scattered districts, there not being sufficient room for them all in the model village, they allow the Nurse a season ticket on the railway and all travelling expenses.

It will be interesting to learn that with such a large staff the maximum of the Nurse's daily cases is at present twelve; daily visits, minimum six, maximum twenty; weekly visits, minimum sixty-three, maximum ninety-one.

The homes of the workers are, as a rule, bright, clean, and in many cases superior, while in a number of the houses a piano, American organ, or violin will be found, and frequently skilfully played. Under all these pleasing circumstances one is not surprised to hear that all branches work harmoniously together, earning good wages, receiving every comfort and help, and that it is difficult to restrain the invalids from returning to work (even out of the hands of such an excellent Nurse) before they are sufficiently convalescent. Messrs. Cadbury Bros. also promote the industries of our own country by having everything "made in England"—further than this, even on their own premises so far as possible. A Technical School is now built on the estate, so that all will have the advantage of listening to the lectures with which we are so familiar.

If more of our large manufacturers would follow Messrs. Cadbury Bros.' example, even in these few particulars I have chronicled, England would indeed be a happier and healthier working land.

NURSES' WATCHES ALTERED to show SECONDS, from 8s. 6d. This includes new seconds' dial and seconds' hand, and the necessary mechanical alterations. Nurses' Silver Keyless Watches with seconds' hand, £2 10s. **SAMUEL STANLEY, 48, MORTIMER STREET, W.** (Midway between Middlesex Hospital and Cavendish Square.

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