

her for training; (4) to make it possible for ladies to acquire some elementary Nursing knowledge.

"My plan runs thus:—

"A *Chief* at the head of the School; perhaps this would best be a Medical Officer of the Hospital. The *Matrons* at every part of the Hospital should remain as I have described before. For twenty patients I propose: One thoroughly trained, permanently-appointed Nurse; two Probationers, who have already passed one year at the School; three Probationers just entering the School; one Ward's Maid—thus for the Women's and Children's Wards.

"For the Men's Wards I propose: Matron, permanently-appointed Nurse and Ward's Maid, as above, assisted by two Probationers who have passed six months at the School, and two Probationers who have passed eighteen months at the School.

"The School is divided into three classes; but I imagine that I may best give my plan by following a Probationer through the whole School. Well, we will suppose that Miss X applies to the School to be trained as a Nurse. She looks well-grown, strong and deft; her papers prove her to be well educated; that she is up in Danish—a very essential thing; she is recommended as a clever, honest girl; and she forwards a statement from a Physician which shows that her health is quite satisfactory. So she is admitted for training, when a new class is to begin, which occurs on January 1, April 1, July 1, and October 1.

"Miss X enters on January 1 a preliminary class of three months duration—Class I., exclusively attached to the Women's and Children's Wards. Here she is instructed in the rudiments of Nursing. She assists (as Probationer A, *vide* Scheme I.), together with two other Probationers A, the permanently-appointed Nurse and the two elder Probationers in the Nursing of twenty patients. In one month she assists Nurse E (*v.* Scheme V.), who is on duty in the day, but who does not follow the Medical Staff. In the second month she assists Nurse F (*v.* Scheme VI.), who is on duty in the day, too, but who follows the Visiting Staff. In a third month she has to sweep the floor, to dust, to polish, to make fires, to wash the vessels and spoons, to wash the patients' feet, &c.

"In this Class I. she is taught to assist the patients in washing and doing their hair, to make the beds, to assist those who may leave their beds; to use the thermometer, to record the rate of the pulse and respiration, to give medicine, to prepare and apply fomentations, and to use various syringes. She is taught to observe the patients, to take notes, and to make a report to her superiors. In one hour every day (*v.* Scheme I.) she is in-

structed in Elementary Anatomy and Physiology, in the first aid to the injured, to apply some bandages, to make a bed, to change sheets, &c., without exhausting the sick; and finally, to make her light of foot and deft of hand, she has gymnastic lessons. Another hour is daily spent, by order of the Matron, at various studies and exercises, or by assisting at some case in another Ward. During these three months her superiors will, I think, have some opportunity to form a preliminary idea of her abilities as a Nurse.

"If the experiences made during these three months have satisfied Miss X, and if she passes her examinations satisfactorily, she is moved into the second class, the duration of which is also three months. April and May are spent in the kitchen (*v.* Scheme II.), and Miss X, as Probationer B, partakes in the cooking and washing up—consequently in hard work too—while she is especially instructed in preparing beef tea, jellies, and puddings, &c., for the patients. June: Miss X, as Probationer C (*v.* Scheme III.), passes the morning in the laundry, the afternoon in the sewing room. She is taught how to get up the linen, and how to cut and sew garments after models suitable for sick people, and of new stuff as well as of old; the best use to be made of the latter is shown her, and how to avoid anything being wasted; she is taught to mend so that the patches may not cause bed sores. The theoretical instruction in this class consists of elementary chemistry, dietetics, and some hygiene.

"If Miss X has passed the examination after these three months satisfactorily, she is admitted for special training. The third class of the school, to which Miss X is now moved, lasts two and a-half years. The first six months of this class are spent in one of the men's Wards, and her work as Probationer D (*v.* Scheme IV.) will be somewhat like that in the first class, but as she is growing more apt for her work, her position will grow more independent. January 1st of her second year at the school, Miss X returns to the women's and children's Wards, to execute during this month and the month of April the duty of Nurse E (*v.* Scheme V.), who is on duty in the day, but who does not follow the visit of the Medical Staff; in February and May she executes the duty of Nurse F (*v.* Scheme VI.), who is on duty in the day too, and who follows the Visiting Staff; in March and June she acts as Nurse G (*v.* Scheme VII.), who is on duty during the night. Of the two Nurses who execute these duties alternately with her, the one is a thoroughly Trained Nurse, the other is a Probationer like herself, but during January, February and March three months older in training, during April, May, June three months younger than she is. The duty is the same for the three; the thoroughly Trained Nurse only holds a well-

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