

Our Foreign Letter.

Translated from the German by MISS L. L. DOCK.



WE think that the following rules of the Hamburg Nursing Association will be of great interest to our readers, and will afford them an opportunity

of comparing the system of the organization of a typical Association in Germany with our own. Many of the regulations are most excellent, and no doubt work admirably; but to English ideas the rule seems more like that which was prevalent in this country under the conventual system, rather than the more liberal one of the present day which holds individual women as reasonable and responsible beings. The former and more ancient plan, however, we are aware works admirably with many nurses who prefer to be relieved of responsibility, and work well just so long as they are controlled and directed in much the same manner as the horses and oxen who go meekly in the direction in which they are driven.

RULES OF THE NURSING ASSOCIATION OF THE STATE HOSPITALS OF HAMBURG.

Drawn up in February, 1895.

I.—The "Nursing Association of the State Institutions of Hamburg" founded with the aid of an endowment fund bequeathed by a public-spirited citizen, Heinrich Smilinsky, shall undertake the work of providing skilled nurses for the service of the sick and wounded in peace and war. In times of peace the duty of the Association shall be to supply trained nurses to the State Hospitals of Hamburg, primarily to the New General Hospital at Eppendorf.

II.—The Association shall have a Board of Officers, the members of which shall be:—

1. A Chairman of the Hospital Board.
2. A member of the Board of Trustees of the Heinrich Smilinsky Fund.
3. Two members of the Hospital Board who shall be elected annually.
4. The Director of the New General Hospital.
5. The Matron of the Nursing Department (Oberin).
6. A Physician from the General Staff, these two latter in an advisory capacity.

The Officers of the Association shall make an annual report to the Hospital Board and to the Trustees of the Heinrich Smilinsky Fund.

III.—The objects of the Association are:

1. To provide a central school for the education of nurses.
2. To unite the nurses so trained in a close and helpful organisation.

IV.—The School of Nursing shall be established in Erica Street, in a building provided and furnished by the State of Hamburg. It shall be under the special supervision of the Matron, and shall be the residence of the pupil nurses. The direct expenses, namely,

- a. The Matron's salary;
- b. The maintenance of the pupils;
- c. The necessary uniforms;
- d. Outlay for instruction;

shall be borne by the Heinrich-Smilinsky Fund, from which shall be paid yearly to the school 1,250 marks for each pupil. Only young women of the Protestant faith and who have been born in Hamburg shall be eligible for admission, with such exceptions as shall be approved by the trustees of the Heinrich-Smilinsky Fund. They must be between 20 and 35 years of age. Exceptions to this rule may only be made in special cases, by the authority of the board of officers of the association.

V.—The school of nursing will not provide clothing other than the hospital uniform. Special arrangements will be made in regard to the ordinary clothing.

VI.—The course of teaching shall extend over one year's time. The first three months are probationary, and during this time the candidate may withdraw or be rejected. At the end of the three months, if accepted, the probationer must declare her purpose to devote herself to the work of nursing, and shall sign an agreement binding herself to obey all rules and regulations, and promising to enter the association, at the end of her year's course, for at least two years' service. Unusual circumstances only shall justify the officers in releasing a nurse from this obligation.

VII.—The year of training shall close with an examination. This passed the pupil shall serve for a half-year as "teaching sister." (N.B. The English "staff," the American "senior" nurse). After this time she shall be formally installed as a sister in the presence of the officers and other members of the association, and shall receive, instead of the small badge formerly worn, the badge of the Nursing Association—a brooch with the red cross on a white ground. The uniform now worn shall be similar to that of the pupils, and in addition the sister receives an outdoor uniform of black.

VIII.—In time of peace the newly-installed sister may be sent to one of the other State institutions. Although she must then leave the school of nursing—Erica House—yet she shall always regard it as her mother house, and it shall be open to her at all times so far as space permits. With her entrance into other hospitals the sister will receive special training, and in case of illness will be cared for by the hospital. Nurses who have received their teaching elsewhere may, by consent of the board of officers, be allowed to join the association. Such nurses shall be required to give a year's service as "teaching sister" before being admitted to full membership.

IX.—Should a sister, with lapse of time, show qualities which unfit her for further service, the board shall communicate with her and may dismiss her after three months notice. In case of grave offence a sister may be immediately dismissed. In such case she has no claim on the association. She may, however, appeal to the hospital board, which shall have authority to finally decide.

X.—During hospital service the sister shall receive free board, lodging and uniform.

XI.—For each sister employed in hospital service 500 marks annually will be paid to the association by the hospital management. Should a pupil be required for regular service before the expiration of her year's course of study, the hospital management will also pay suitably for her work.

XII.—From these sources of revenue the association shall provide:—

1. The salaries of the sisters.

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