

relics of that wondrous man, so carefully preserved, and jealously guarded by the custodians. "Mary Rose," a charming old lady, was the chief exponent of the history and treasures. She seemed imbued with the very spirit of Shakespeare, so eloquently and reverently did she explain every detail, speaking of "William" as if they had been playmates in youth. We are greatly indebted to Miss Cottam and Miss Ind, the latter the Matron of the Hospital and the former of the Nursing Institute, for the excellent arrangements they made for us in this interesting old town. After a full enjoyment of treasures and tea! and a visit to the very old and interesting Collegiate Church of the Holy Trinity—in the chancel of which the remains of this immortal Poet lie buried—we again boarded our car, and sped swiftly through the flower-scented land to Birmingham with minds enriched, and tired bodies refreshed.

BEATRICE KENT.

#### BOURNVILLE: A MODEL FACTORY.

By the very kind hospitality of Messrs. Cadbury, a large party of us enjoyed a most happy and instructive afternoon on Friday, seeing the fine works and beautiful grounds of their Cocoa and Chocolate Works at Bournville.

It is very interesting to all of us, to see just how things are made, but that interest is enormously increased in going over Messrs. Cadbury's famous works, by the evidence on all sides that the goods manufactured and the profits derived therefrom, are not the sole considerations; but that the workers themselves are considered, not only as "workers" but as fellow beings whose mental, moral, and physical lives need care and consideration. The economic condition of the worker is naturally a question which interests nurses deeply and I expect many besides myself had long wished to see the chocolate works at Bournville—so renowned for its care of its workers—so it was a very special pleasure to us to have such a delightful opportunity of doing so.

About fifteen minutes in the train, and we arrived at Bournville and were met by one of the doctors, and special guides looking charming in holland frocks and red ties, who took us round in parties of five, most courteously answering all our many questions.

It surprised us at the outset to learn that about sixteen or eighteen special girl guides are employed by the firm, who for the six summer months do nothing at all but conduct interested visitors over the works where 4,000 girls and 1,000 men and boys are employed. We were first taken to the girls' beautiful swimming bath, erected in 1904, where a number of the employées gave us a special swimming demonstration. In this bath the water is constantly flowing out and flowing in and being purified and aerated. All girls under the age of eighteen have to go to the swimming baths each week, an hour being taken out of their work-time for this purpose, and here they are all taught to swim. Once a week another hour is spent in the gymnasium and free instruction

is given by qualified teachers both in swimming and gymnastics, the latter being chiefly Swedish drill and the lighter forms of gymnastics. Each girl is examined by one of the doctors (there are two—one of them being a lady doctor), when she first goes to the works and measurements taken and again three months later, and if the doctor thinks it advisable, she is seen regularly every few weeks, and the girls are encouraged to consult the doctor about small ailments, a habit which is often the means of preventing serious trouble later.

There is a staff of four fully-trained Nurses, whose duties are to visit the homes of any of the workers who do not come to work in the morning, and enquire into the cause of absence. In some case it may happen that the worker in question is the breadwinner of the family, and is ill or having to stay at home to nurse a sick mother, and therefore pecuniary help may be needed. Help to the extent of 6s. may be given at once by the Emergency Committee, and if more is needed, the matter is referred to the Girls' or Men's Works Committee, as the case may be. These Committees are composed of the work-people themselves and a member of the firm and they vote for and give the necessary assistance.

Other duties of the Nurses are to take any sick worker home or to the hospital, to see that the employées' hands are kept nicely and in good condition, and to see that the bathers have foot-baths before using the swimming baths—a refinement which might with advantage be the rule in public swimming baths!

Girls and boys from fourteen to eighteen years of age have to attend their respective Continuation Classes which are held in the evenings. The girls' classes include dressmaking, sick nursing, cooking and housewifery—a cottage is kept on purpose to teach housewifery and the girls attend these once a week for a couple of hours—generally in the morning—for about seven or eight months, learning everything to do with cottage life: cleaning, doing up grates, washing, catering and cooking. An examination is held at the end of the course.

As nearly all the work done is piece-work, the girls have to lose the time spent in the various schemes for their welfare, but this is fully explained to them before they enter the firm's employ.

There is a First-aid box in every work-room, and at least two girls capable of rendering First-aid. A horse ambulance is kept to convey any worker to hospital if necessary and all the work-people subscribe to the Hospital Fund. Twice a year a ½d. in the rs. is stopped from their wages for one week, for this purpose.

Free dentistry is provided.

Some of the work being conducive to thirst, half a pint of milk or cocoa is given in these rooms twice a day—or in the summer, lemonade.

The usual working hours are from 7.45 a.m. till 5.30 p.m., and an hour is given for dinner. In some cases the work starts at 7 o'clock, in which case

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