

Sister will deal effectively with it. (In our opinion a Matron should always call attention to bad work which comes under her observation). . . . If the cleanliness and management of a ward is habitually below the right standard, and quiet criticism during the morning rounds has produced no improvement, it will be necessary to call the Sister to the Office and go into the whole matter with her, away from the eyes and ears of her subordinates."

Concerning the payment of salaries we are told that "it is a convenient plan to put up all quarterly and monthly salaries in small sealed envelopes, inscribed with the recipient's name and initials, the gross salary, any deductions, and the net salary," and a specimen of a Probationer's Salary Envelope is given. In this instance the salary is £7 10s., and the amount actually paid to the recipient £5 13s. 6d., the deductions being for National Health Insurance, superannuation contribution, laundry charges, dental charges and Nurses' League. In our view it is preferable for the nurse to manage her own salary, and make her own disbursements, especially in regard to a Nurses' League, membership of which should be entirely voluntary.

Later in the book a brief outline of the formation of a Past and Present Nurses' League are printed.

It will be noted from the Rules and Regulations quoted that they differ vitally from those of self-governing Leagues and Associations affiliated together in the National Council of Nurses of Great Britain, inasmuch as (1) its governing body is not composed exclusively of graduates of the League, and (2) membership is compulsory. Thus:

GOVERNMENT.

"(3) The affairs of the League as a whole, and of the various sections of the League shall be under the control of a council, consisting of the Treasurer, Superintendent and Matron of the Hospital *ex-officio*, three members appointed annually by the House Committee, representatives of the Past Nursing Staff, and of the various sections of the League, and nine honorary members."

MEMBERSHIP.

(9) There shall be three classes of members, (a) Associates, (b) Members, and (c) Honorary Members.

(a) *Associates*.—Every member of the nursing staff who after three months' preliminary training is accepted as a probationer is required by the Hospital to become an Associate. (The italics are ours.)

Associates who have not completed their training shall be entitled to participate in all sections of the League with the exception of the Register.

(b) *Members*.—Every associate who at the end of at least one year's training receives a certificate from the Hospital will become a member, and will, subject to the approval of the Council, become entitled to have her name entered on the League's Register. *So long as she remains in the service of the Hospital, she will pay an annual subscription according to the associates' scale.* (The italics are ours.)

(c) *Honorary Members*.—The Council may also admit as honorary members ladies who are, or have been, connected with the Hospital, and who subscribe to the Nurses' League. Annual subscriptions are: Probationers in their first year 5s. Nurses in their second year and subsequent years 10s., Sisters and Members of the Administrative Staff 5s., Members who have left the Hospital 2s. 6d." One wonders why the subscription for Sisters should be half that required of nurses, but so it is provided.

The Model Regulations of this League make it ineligible for affiliation through the National Council of Nurses to the International Council of Nurses—a great drawback to the members of a League and one against which they should be safeguarded.

In the "model of Standing Orders for Ward Sisters" it is

provided that "*they are required on appointment, to join the Nurses' League.*" (The italics are ours.) We sincerely hope that this Standing Order will not be taken as a model.

These Standing Orders also provide that "Ladies engaged as Sisters after attaining the age of thirty-five years are appointed during pleasure for a period of two years, renewable by the House Committee on the recommendation of the Matron for a further period of one year, after which their engagement terminates."

NURSES IN TRAINING.

One section is devoted to "Nurses in Training" and the organisation of the work of the different grades of nurses is set out in detail. One criticism we may make on the allotment of work, which makes the third probationer (*i.e.*, the most junior) "responsible" for the care of the patients' clothes and valuables on admission. In our opinion the latter most important duty should be allocated either to the Sister or a registered staff nurse. Reference is made to the Student Nurses' Association of the College of Nursing "open to all nurses in training who are pursuing a course of study with a view to qualify themselves for Registration on the State Register *or* (the italics are ours) for a certificate of training at their own Nursing Schools provided that they have been in training for three months." Surely no hospital would nowadays accept pupils for training who were not prepared to sit for the State Examination, and no hospital committee which valued the reputation of its Certificate of Training would assume the responsibility of testing to the competence of a nurse who had not obtained the State certificate.

In case of sickness the Regulation for Staff Nurses is "A Staff Nurse will receive full salary during such sickness for a period not exceeding twelve weeks. . . . If at the end of *twelve* weeks the Nurse is still unable to resume her duties, her engagement shall thereupon be deemed to determine at the expiration of such *twelve* weeks."

HOSPITAL KITCHENS.

Discussing the management of hospital catering and cooking, Miss MacManus outlines three varieties each of which has its advocates: (1) in which the whole of the cooking is done from one kitchen; (2) the catering is divided between two people, the Hospital Housekeeper and the Nurses' Home Sister; (3) the Ward Kitchen System, which is not at all general, but which has some advantages which deserve to be known. To those who object to this system on the ground that there may be a smell in the ward of food being cooked, the advocates reply that "there should be no smell of food if the annexes and ward doors are properly constructed. Even if they are not, or, as in very old-fashioned hospitals, if the kitchen range were in the ward, the average hospital patient is accustomed to the smell of food in his home, and it pleases him rather than upsets him."

Miss MacManus has certainly compiled a volume on original lines which must have entailed a large amount of painstaking work, and which contains much valuable information. Especially is this the case in relation to the Schools and Associations connected with the hospital. Happy is the hospital which can offer to its nurses, as does that of which Miss MacManus is Matron, training in Massage, Actino-Therapy, Radiography, and Midwifery. It should be the aim of every Hospital Committee with a nurse-training school attached to offer some or all of these courses. The Nurses who pass through them successfully have a much wider sphere than those who possess a certificate of general training only. The experience of Miss MacManus in the organisation of these courses, which she puts at the disposal of her colleagues in this volume, should be of great assistance to any who are organising such courses for the first time.

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