









Medecine. Vol. I.

MS. sec. 87.

Booth, Life and labours 1832-3

Second Series. Vol. IV. Part I.

Chap. IV: (law and) medicine

first book

interviews  
etc.



[i] Person or Institution interviewed	Address	Page	[ii] Subject of Interview
Census enumeration	with employments included	2-6	by Census Dict under Headings Physician, Dentist, Vet Surgeon, Nurse, Druggist
Societies with	addresses, connected with section	8-12	
Mr. Cane	4 Cottlesmore Gardens. SW	14-32	late nurse at St. Bartholomew's Hospital.
Mr. Pember	13 Brunswick Gardens Campden Hill	34-38	late nurse at King's College Hospital.
Honor Master	'How to become a nurse'	40-42	Excerpts from book
Claudius Ash & Co.	Broad Street Golden Square	44-58	Interview with partner re mfr of false teeth & dental rubbers
Miss Isla Stewart	St. Bartholomew's Hospital. EC	60-74	Head matron re training & remuneration of nurses & domestics
Parsons	St. Bartholomew's Hospital	76-80	Head dispenser re chemists & druggists
Miss Monk.	King's College Hospital. WC.	82-92	Sister matron re training & remuneration of Hosp. nurses
Miss Isla Stewart	St. Bartholomew's Hospital. EC.	94-104	re fever & infirmary nurses & Nurses Cooperation
Miss Peter	St. Katharine's Hospital Regent's park	106-116	re jubilee Nursing Inst & District nursing
Edmont Hake	'Suffering London'	116-118	Excerpts from book.
Miss Vincent	St. Marylebone Infirmary Notting Hill	120-130	Matron re Infirmary training & nurses
Miss KP Hicks	8 New Cavendish Street	138-146	Superintendent re the 'Nurses Cooperation'
Cornelius Hanbury	Plough Court Lombard Street	148-156	Partner in Allen & Hanbury re chemists inters also with mfr
Miss Caswen	Westminster Hospital	158-164	assistant matron re nurses in West Hosp & Nursing home.
D. Mervin Smale	33 a Cavendish Square	166	Dentist.
Royal Nat Pension Fund for Nurses	28 Finsbury Pavement EC.	168	excerpts from Report.
Dental Manufacturing Co.	6-10 Lexington Street W	170-176	interview with manager & Secy of Co.
Miss Gordon	matron St. Thomas' Hospital.	178-188	Superintendent of Nightingale fund.



Person or Institution interviewed	Address.	Page:	Subject of interview.
Clapham Maternity London Hospital Hosp	Jaffray Road. Clapham Rd. Whitechapel Rd.	190-200 202-208	assistant matron re midwives, monthly nurses, wet nurses. Sister in children's ward.
General Lying in Hosp London Hosp.	York Rd Lambeth Whitechapel Rd.	210-218. 220-228.	inter. Miss Atkinson matron. inter. Miss Luekes matron.



Census Enumeration

Persons included under the heading—

Physician 4 3 4 2 persons.

Dentist 1 5 4 5 ..

Veterinary Surgeon. 4 1 1

Sick nurse. 14, 5 5 9

Census Enumeration 1891.

1.	Physician	4 3 4 2	persons.
2.	Dentist	1 5 4 5	..
3.	Vet Surgeon	4 1 1	.
4.	Nurse etc	15 5 4 2	
5.	Immigrant	4 6 6 8	
		<hr/>	
		26, 5 0 8	
		<hr/>	

1. Physician, Surgeon, General Practitioner  
M.D. M.B. F.R.C.P. M.R.C.P. L.R.C.P. L.R.C.S., F.R.C.S.  
M.R.C.S. L.S.A. M.S.  
Apothecary, Medical Officer of Health, Public  
Vaccinator, Surgeon-Dentist, Surgeon-Dentist.
2. Dentist, Surgeon-Dentist, Tooth Artificial tooth,  
Mineral tooth maker.
3. Veterinary Surgeon Farrier. M.R.C.V.S. Castrator  
Cattle doctor, Dentist, Dresser, Emasculator  
Pigcutler-ringer. Cow Leech. Sheep dresser.
4. Sick nurse midwife, Invalid attendant.  
Aspirant (nursing sister) Monthly service  
Nurse (not domestic) Tender, Trained, Hospital  
Wet.



Subordinate medical service 983 persons.

Subordinate medical service

- Accoucheur
- Apothecary's assistant
- Apurist (not Surgeon)
- Bonesetter.
- Breast Drawer
- Cancer Doctor
- Chiroprapist
- Corn cutter
- Cupper
- Dispenses
- Dipsomania Specialist
- Electric Medical Practitioners
- Galvanist
- Herb Doctor
- Herbalist
- Homeopathic practitioners
- Hydropathic practitioners
- Leech woman
- Magnetist
- Masseurs
- Masseuse
- Medical Assistant.
- Medical Botanist
- Electrician
- Rubber
- Mesmerist.
- Oculist (not Surgeon)
- Officers of Medical Society
- Pathologist.
- Patient wrapper.
- Unqualified practitioners



Chemist & Druggist 4668 persons.

6

Chemist and Druggist. Drugs & other  
Chemical Compound. Dandelion root merchant  
✓ Chemist, Druggist. Druggist's sundriesman  
Botanical Druggist. Hop Bitters manufacturer.  
Cattle medicine manufacturer, dealer. Horse blister maker.  
Cattle spice maker. Medical furniture, lozenges mkr.  
Chemical Bottle washer. Medicine mkr. dr. vendor.  
Chemist (consulting). Ointment maker.  
Chemical food maker  
✓ Cost plaister maker  
Pharmaceutical Chemist. Student  
Photographic material mkr. dealer.  
Plaister spreader.  
Patent medicine vendor.  
Pill maker.  
Salve maker.



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Societies & Homes connected with persons included in  
this section

1. Society of Apothecaries of London  
Wm. Chattaway. Water Lane Blackfriars.

Society of Public Analysts  
Bernard Dyer. Dsc. Hon Sec.  
17 Great Tower Street E.C.

Royal College of Physicians  
Wm. Fleming acting Sec.  
Pall Mall East. S.W.

Royal College of Surgeons. [Trimmer Secy.  
39-43 Lincoln's Inn Fields.

Royal College of Veterinary Surgeons.  
A.W. Hill Secy.  
10 Red Lion Square. Holborn.

Royal Ear Hospital  
Miss Paddy. 66. Frith Street Soho.

Apothecaries

Analysts

Physicians

Surgeons

Vets

Ear Hospital



Medical Benevolent

10  
Royal Medical Benevolent College Office  
Secy. J.B. Lamb.  
37 Soho Square.

Medical & Chirurgical

Royal Medical & Chirurgical Society.  
R.W. Parker Hon Sec  
20 Hanover Square.

Dental

British Dental Association  
Hon. Secy. W. B. Paterson.  
40 Leicester Square. W.C.

Vets.

The Royal Veterinary College.  
R. A. N. Poynt Secy.  
Great College Street.  
Camden Town. N.W.

Nurses.

Trained Nurses annuity fund.  
Trained Nurses R. Loflan Salmond.  
72 Cheapside. E.C.

Medical Officers of Health.

Society of Medical Officers of Health.  
Scottish Corporation Hall.  
Crane Ct. Fleet Street.



Public Health Medical Soc.  
74<sup>a</sup> Margaret Street - W.



Mr. Cane. late nurse at St. Bartholomew's Hosp

Nurses drawn from middle class.

No shifting from hospital to hospital

Probationary period

March 25<sup>th</sup> 1896.

14  
G.H.D.

Mr. A.B. Cane. 4 Collesmore Gardens.  
formerly probationer at St. Bartholomew's  
hospital.

On the average nurses are drawn from the middle class.  
The authorities try to get them ladies.

There is not much difference in the social standing  
of large hospitals <sup>as between one hospital & another</sup> when you get to the small  
ones there might be.

all hospital she thinks train nurses. Once in a  
hospital you don't shift. They don't like taking  
you if you have been trained in another  
hospital. Each prefers to train their own  
nurses.

You come on trial for about two or 3 months.  
Then you are accepted or rejected.

If accepted you at they are then responsible  
for you. In the first 3 months if you break  
down they won't do anything for you but  
once you have passed this they will send  
you away for a holiday & look after you if  
you



Probationers  
|  
Staff Probationers  
|  
Staff nurse.

£8 per year salary.

Special probationers

Their privileges.

fall ill in this service. Technically to you  
are a 'staff probationer' for the first year.  
Then there is an exam which if you pass  
lets you become a 'staff probationer' -  
at the end of your 3rd year there is another  
exam when you get your certificate and  
become a 'staff nurse'.

While you are a probationer you receive  
£8. first year.

Increasing to £30 (?) as soon as you  
become a 'certificated nurse'.

They give you part of your uniform. You  
can make it do without anything else.

Special probationers are those who pay to be taught  
nursing - they pay 2s. per week and are  
bound to stay not less than 3 months.

(She stayed 10 months & then married).  
They have special privileges in that they  
are allowed to get out everyday for  
two hours & come on duty an hour <sup>or 1/2</sup> later  
in the morning <sup>ie 8.30</sup>. They live in a separate  
home & don't sleep in the hospital - like the  
others do. Most hospitals have some paying  
pro



## The work of a regular hospital nurse.

Hours.

'Blue bands'

probationers but the arrangements made for them vary with the hospital.

A regular hospital nurse begins work at 7 AM. having breakfasted at 6.35. then she is in the ward until 12 or 1 when half an hour is allowed for dinner. Then she is on duty straight away until 8 & has tea in the ward. At 8.15 PM there is supper the probationers are obliged to go to supper but staff probationers & staff nurses may go or not as they like.

At 'Barts' the names for 3 grades of nurses are. Probationers

Staff nurses (who are 2<sup>nd</sup> or 3<sup>rd</sup> yr. probationers)

& 'Blue Bands' (who have got their certificates & are so to speak 3<sup>rd</sup> yr olds with a blue band instead of a white waist band).

You are not supposed to work these full hours i.e. 7 AM to 8 PM more than 2 days running as far as she remembers you get one afternoon off in the week from 2 to 5 PM or 6 PM and one evening you go off duty at 6 PM. A regular nurse also has either Sunday morning or afternoon or evening off.



Must be in by a certain hour.

One day off once a month.

Hospital Nursing staff

→ "Day Slut"

→ 2 Night Supers  
addressed as Miss. They are those who  
have passed suff. will be waiting to  
get a ward.

For night duty Probationers must be back again  
not later than 8.45 AM. Staff nurses at 9.30  
& Blue bands at 10.

In addition you get a whole day out once a  
month when you don't come down to breakfast  
& may do jolly well what you like.

Once a fortnight & in a few wards once a week  
you get half a day off. when you get away  
at 2 & don't come on again. Some wards  
you don't get this form of leave at all it  
rather depends on the amiability of the Sister.

at Barts there is

1. Matron over all
2. under matron.
3. Home Sister who does catering and  
housekeeping
4. There is also a Day Superintendent known  
as the "Day Slut" who acts as Secy to  
matron & nurses all the nurses who  
are ill unless they are bad enough to  
be sent into a ward.
5. 2 Night Superintendents  
in the ward there are:
  1. Sister in command. absolute. &



## A Ward Staff.

### Special nurses.

### Size of wards.

### Night duty.

Night lunch consists of eggs or bacon etc given out after breakfast which you cook in the ward at what hour you like.

always addressed as 'sister' & you always stand up when you speak to her.

Under her there is a blue band

- 1. Staff nurse.
- 1. Probationer
- 1. Special probation

---

- 4. person.

These numbers are never altered unless there is a special case in which requires a special nurse when one is sent for & does nothing else

Wards are not of the same size - the difference between smallest and largest wd. be 5. The largest at Barts having 30 beds & the smallest 25. But large or small the number of attendants is the same.

A regular nurses night duty begins at 8<sup>PM</sup> after having had your so-called breakfast at 7.30. Then you go on until 8.30 the next morning you don't leave the ward at all. You have <sup>lunch</sup> ~~supper~~ in the middle of the night in the ward. When you come off at 8.30 AM you have what's called 'dinner'. Then you go out for



Sunday leave for night nurses.

Only half day staff is on night duty.

A nurses duties.

9 AM to 11 AM. Then you go to bed until 7. & have breakfast at 7.30 & start again.  
On Sundays when you are on night duty you may stay out until 1. PM when you go to bed so though you have leave out it is docted off your sleep.

On a night duty there are only half the day staff in a ward i.e. one staff nurse & one probationer. The night super go round the whole hospital every night & take the place of the ward sisters who always go to bed every night. In case you are alarmed at a case you can send for a night super at any time of the night tho they always come round twice in any case.

- When she goes on duty in the morning a nurse.
1. makes beds & washes patients.
  2. Sweeps & does the ward.
  3. probationers then have all the lavatories to clean & scrub & brasses in the ward to be polished.
  4. The people who they pay are not looked on as senior nurses, so many come & don't stay



Night alternates with 3 months  
day duty.

Hard work : understaffed.

Regular life good for the complexion

Salary of sisters.

more than 3 months to see what it is like, that they are given only the most menial duties.

The matron has a class 1 evening per week for probationers & you have to attend one lecture a week at 8 PM when you come off duty. You go on night duty for 3 months at a time & then on day duty.

It is frightfully hard work - all hospitals are under staffed she thinks though they profess not to work you too hard.

Absolutely regular life - very good for the complexion. There is church but none goes: the persons there are such imbeciles. Everyone objects to them & so none will go.

Probationers have to go to prayers after supper. Prayers in the ward every morning at 8.15 read by the sister.

Sisters get £50 or £60 per year: they are said to be paid better at Barts than anywhere else. They only get their dinner at 5 PM. provided for them by the hospital.

In a hospital you are under both a nurse & a doctor who can make your life perfectly intolerable or



Prospects of marriage for nurses.

Nurses sometimes subject to  
persecution on Night duty.

or the reverse, & so very often. You can appeal to the matron

It was about 1890 that there was the row at the London Hospital - Mile End Road. There is a Blue book published of the inquiry that took place there

There are certainly a great many engagements between nurses or sisters & doctors esp. house physicians & house surgeons - House physicians & house surgeons are young men of 25 to 30 years who are among the best students of the year who are appointed by the large visiting physicians & surgeons attached to the hospital. There are not so <sup>many</sup> marriages as engagements because both sides are generally so poor; but marriages do often take place. On night duty is the great time they get engaged because the house surgeon <sup>et</sup> has a perfect right to remain there as long as he likes: nurses are often rather persecuted in this way. though as a matter of fact a nurse can really always be disagreeable & spend her time go about from patient to patient



## Ward maids

## Cases from the country.

No tips allowed tho' sometimes offered.

Each ward has a kitchen. & a ward maid who attends to it & to the ward fires & washes up all the patient dishes after food. Nurses wash up their own plates. Breakfast, lunch, tea & supper are cooked in the ward. Dinner (12.30) is sent up from the Hospital kitchen. Diet depends on doctor's orders. Anything ordered by a doctor a patient must have even champagne & oysters.

There are a good many cases who come up from the country but they are only important ones as a rule. Some hospitals have paying wards from 2/- per wk but most are free & even if they could pay a little patients don't. Some may give donations to the hospital. Many wd like to give to the nurse who has attended them but it is strictly forbidden & wd lead to instant dismissal if discovered.

The majority of patients are quite poor. She was only offered money twice.

Sisters get 1 month's holiday.  
Nurses 3 weeks.

There is always a more than sufficient supply of persons who want to become nurses.



Nurses hope to become Sisters.

Monthly nursing is the most  
lucrative branch.

Nurses hope to become Sisters in a Small Hospital  
or join nursing homes & become private  
nurses.

Monthly nursing is about the most lucrative  
branch of the profession but here of course  
your appointment is irregular



Mr. Pember late nurse at  
Kings College hospital.

Nurses drawn from all classes.

In many cases nursing is an alternative  
to Domestic Service or follows on it.

Nurse  
|  
Staff nurse  
|  
Sister

March 31. 96.

G. H. D.

Mr. F. Pember. 13 Brunswick Gardens. Campden Hill.

Was for 3 years at Kings' College Hospital.

You apply as a candidate. They have certain qualifications, references & impression you make when you see them, good health, ordinary abilities. There is no exam or technical knowledge required.

Not by any means are the greater number ladies.

Everyone from the smallest household servant to the daughters of rich people.

In many cases it is an alternative to domestic service or follows on it. The father of one she knows was a chimney sweeper.

From the moment you are in the wards you are called 'nurse' or 'nurse grey'.

You wear the cap as <sup>you</sup> as a probationer.

No one at K.C. ever became a staff nurse under 2 years & many not for a good many more. It all depended on your fitness.

Fitness depended on general reputation & that depends



on the merits of your work as judged by sisters.  
The next you are a staff nurse until the end of your 3<sup>rd</sup> year  
(under normal conditions) when you have to be reappointed  
The obligation of the hospital towards you is over at end  
of 3 years & so is yours to them.

Some pay a premium for their 3 yrs.  
Others get paid.

It depends whether you belong to one class or the other.  
Here you were not all on one footing.

You were in the wards at 7 AM most days. Break-  
fast at 6.30 & Roll call at 6.25 for all who  
go on duty at seven.

The daily hours of work in the day were <sup>10</sup> 10 hours.  
Everybody who was on in the day was allowed  
four hours off in the course of the day.  
Always went down to mess room for meals even  
when on duty.

Must have your lights out by 11.15. PM.

There were two dinners

You always had  $\frac{1}{2}$  an hour for meals. You might not  
be less than this at them. 'Food good & sufficient'

'If she started a hospital she w<sup>d</sup> make it exactly like  
Kings.'

Hours of work.

Four hours off duty in each day.

In praise of Kings' College Hospital



A ward contains 30 beds.

Mrs Pember though she had volunteered information was very shy about giving any & said she 'did not like to give the Hospital away' but she gave an introduction to Matron at Kings College Hospital.



From How to become a Nurse by Honor Master  
The Scientific Press. Ltd. 428. Strand 3rd. 1895

p.1. Preliminaries to becoming a nurse.

1. Consent of Parents.
  2. must be of certain age.
- v in addition these qualifications
1. Retentive memory.
  2. Cleanliness.
  3. Obedience.
  4. Unselfishness.
  5. cheerful mind.
  6. Love of nursing.

p.2.

Good training can only be got in good Hospital.  
 In London High Church women wd. probably apply  
 to University or King College  
 a Roman Catholic or Dissenter to the London  
 "which is the most unsectarian of the hospitals"  
 At King the lady pupils do no <sup>rough</sup> work  
 but pay 2/6 per wk & provide their own uniform.  
 after a year or two they are called upon to be sisters.  
 At St. Barth's probationers are all on same  
 footing



At St Thomas's probationers are made comfortable.  
At middlesex ordinary nurse is more likely to be  
made a sister than the lady pupil.

p.3- Questions usually asked of intending nurses

1. Name in full & present address
2. Single woman or widow?
3. Occupation till now?
4. Age, date & place of birth.
5. Height.
6. Where educated.
7. Are you & have you always been strong & healthy?
8. Are sight & hearing perfect.
9. Have you any physical defects.
10. Any tendency to pulmonary complaint
11. If a widow how many if any children? their ages, how provided for.
12. Where was your last situation? How long in it.
13. Names & addresses of 2 referees.
14. Do you clearly understand the regulations.



Claudius Ash & Co. dentists material  
& mineral teeth manufacturers.

No dentists make teeth

Is a small London industry.

Some dealers are small makers of  
other dental goods but not of teeth

The largest makers in Europe.

Numbers employed.

April 7<sup>th</sup>

G.H.S.

Mr. Q. H. Ash. partner in the firm of Claudius Ash  
& Co. Broad St. Golden Square. Manufacturers of  
Dental requisites

No dentists are mfrs of artificial teeth, tho'  
Some call themselves so.

The manufacturers are to be counted on one hand.  
One is near Liverpool. The rest in London.  
It is a London industry.

Two of the London factories are outside  
London proper is at Barnet & ?

Then there are several dealers in dental stuff  
who both sell & make certain articles but  
they are none of them mfrs of artificial  
teeth.

Mr. Ash are the largest makers in Europe.  
Their reputation is world-wide.

Employ between 50 & 100 in the mfr. of teeth.  
This includes a few boys.

Over 200 women <sup>74</sup> in addition.

This is by a long way the largest factory in  
the United Kingdom.

The next largest is the Dental Mfr. Co in Desport<sup>st</sup>



118 persons engaged in sale of teeth only.

Jealous & exclusive

Duties of men employed  
in manufacture of teeth.

5<sup>th</sup> then female in Haymarket, ~~then~~

Ash & Claudius have 118 in the Broad' St office  
engaged in the Sale of teeth. & 25 girls  
working on teeth. Then they have a wire drawing  
& alloy dept here.

This is all in addition to their factory at  
Kentish Town, Angler's Lane.

The instrument factory is again entirely separate  
at Walton on Thames.

Very jealous exclusive industry. never allow any one  
over -

most excellent work for women & girls.

They have large airy rooms warmed by steam.

It is a healthy occupation for women & girls.

The men are.

mould makers.

Prepare the composition (Flint, Cornish clay, Silica)  
Composition is ground by machinery

moulding room. & pattern making.

Firing of the teeth in 'muffles' or <sup>coals</sup> ~~coals~~  
which is built into the furnace



Womens work.

Hours of work for women.

Task work.

Factory supplies firm, as wanted.

the teeth when moulded are put into trays & thence into the muffle & subjected to great heat.

To far it is all mens work.

The women are 1. Trimmers.

2. Makers up of teeth into sets.

150 women employed in these two depts. Regular work from one year to another year end with occasional overtime. They are taken at 15 yrs & trained & kept till old or married.

They come at 5/- per week rising year by year. When grown up they get 15/- to 20/-

Factory open 8.45

closes 5.45.

1 hr. for dinner.

1.45. close on Saturdays.

The women are supposed to do a certain quantity per day. i.e. it is Task work.

If found to be too slow they will be turned away.

The firm in Broad St. gives the orders to the factory always giving more than 3 months notice of requirements (they use 4 or 5 million teeth



Overtime when necessary.

10 millions of false teeth

Development of Dentistry.

Sacks of teeth from battlefields.

Men trained from boyhood.

per year. The overtime w<sup>d</sup> come if they find  
at the factory they are not getting on.

Then one or 2 hrs. for 5 days per wk w<sup>d</sup>  
be worked.

at the last stock taking they had 10 million  
of teeth (this is not for London only & includes  
all their continental branches wh<sup>ch</sup> they  
supply from here. Very often there w<sup>d</sup> be  
8 million in London alone.

Dentistry has increased enormously during the last  
25 yrs. For 70 years they have been  
manufacturers.

There are no qualities of 'mineral teeth' but  
some contain platinum <sup>pins & tubes</sup> (the majority do)  
& some do not

Human teeth a bone or ivory used to be used  
as false teeth.

Sacks of teeth were bought by his  
Grandfather off the battlefields.

The actual moulds are made from  
natural teeth now.

The men at the factory are trained from boy-  
hood. Very seldom indeed do we take  
a



51

Mechanical dentists

Wages of men.

Bonus

No OT rates

No shifting

a man on. They begin bet 13 & 14 yrs - no indenture or apprenticeship.

Mechanical dentists are those trained by dentists to do the mechanical part of their work. Of whom a few become dentists but not many they are skilled workmen ~~not~~ earning from 30/- to 44 or 45 per week. These are men. Some are indentured but not all.

Wages av. 27/- to 45/-  
as soon as men come of age receive 27/- or 30/- according to work they are doing. Up to 35/- there is a gradual rise depending on length of service.

Heads of dept: receive at least 45/-  
The Superintendent of the firing wd probably have 50/-

After a certain number there is a bonus a allowance for good conduct.

Overtime at usual rates.  
Men very seldom shift from one firm to another the greatest parasite being the dental mfrs Co. who entices men from them by promise of larger pay.



American translucency &  
English solidity

Dentists often put in American  
made front teeth & English  
made back teeth.

Hours of work for men.

Dental Rubber work.

Branches in which  
Germany competes.

They buy largely both of American both  
gold foils & instruments.

American colour & translucency in teeth is better  
than English but they are not so hard.  
American teeth are pressed  
English ———— poured.

skid  
be  
seen } Rutherford Son of Poland S<sup>r</sup>  
Smile Bros of J<sup>r</sup> Marlboro S<sup>r</sup> Dealers.  
very respectable.

Would rather not give introductions to them.

Hours of men 8-1.

1-2 dinners.

leave off at 6 ev.

2 ocl on Saturdays.

In pounding composition & making colours for  
the rubbers you must have fine work &  
fine powder rises. Men wear mask over  
face. This affects up 1 or 2 men.

Germany competes in instruments, gold foil, stoppers  
& dental rubbers (ie the red vulcanite in which  
dentures are made)



Sick fund belonging to firm

Benefits

Widow's & orphan's fund.

Dental Rubber.

Cofferdams

deriv: prob. course. dents  
(?)

Wages.

only the cheaper instruments are German made.

Sick fund in firm to which all subscribe. started by themselves. Firm pay  $\frac{2}{3}$

18/- per week while sick for 3 months + 9/- for 3 months.

Women must not draw more than their weekly wages - women pay less.

Does not know the subs.

They have to wait a week before it is possible to declare a sick fund.

There is also a widow's & orphan's fund separate from the above. Giving a lump sum of £20 to widow.

Dental Rubber. is Rubber specially prepared for vulcanite

make this one from the raw para rubber.

employing 12 men in this branch.

(Cofferdam (ie the sheet of rubber placed over the mouth by the dentist is made in Germany & America.)

Wages in rubber dep. 27/- to 45/-



No man employed under 27/-

Boys jump to full wages at 21 yrs.

Dentists turn the dental rubber  
into vulcanite for themselves

Money's worth of rubber  
used by them alone.

They give boys the 27/- or so as soon as they are 21. up to 21 they have not been getting more than 20/-. So give the sudden large rise makes boys stay & makes them work in the last two years of their period of training.

The dental rubber is turned into vulcanite by the dentists as soon as he has shaped it up into the mould it is of the shape of the patient's mouth.

The colour in the rubber is put in by the mfrs. They make up between £25,000 & £30,000 worth of rubber per annum.

Lent him vol VI. on the Trades.

He was rather shy abt giving information but finally



Head matron at Barts.

Nurses drawn from every class  
though mainly from middle class

Numbers employed.

Nurses  
Specials  
Sisters  
Superintendent  
Ward maids  
Servants.

How to become a nurse.

April 8<sup>th</sup> G.H.S.  
Miss Stewart. <sup>Head</sup> matron at St Bartholomew's  
Hospital.

Nurses drawn from every class. from daughters of baronets (2 her) to daughters of labourers. The majority are drawn from middle class - principally doctors, clergy, army & navy officers daughters.

There are 178 regular nurses  
28 specials.  
34 sisters.  
240 } nurses.

Then there are 3 Superintendents.  
35 Ward maids.  
26 servants.

Should be nurse.

1. write for papers.
2. apply personally & is selected or rejected
3. Entrance exam. requiring more intelligence than knowledge. before doctor.   
Nurse Moore & Walsh.
4. Those who pass come in on trial as soon as there is place for them



## Examinations

## Certificate after 3 years in Hospital

## Special probationers

3. Then they are tried for 3 months and are again weeded out by a Committee of select lecturers.

4. Then she is appointed probationers 1 year in grey.

Then an examination } have 200 marks  
Dr Moore } each candidate  
Dr Walsham } must get 50%

Those who fail must leave (exc in particular cases).

2<sup>nd</sup> yr. in striped dress, one called Staff probationers & remain so for two years.

at end of 3<sup>rd</sup> yr. another exam for their certificate. They are allowed a 2<sup>nd</sup> chance if they don't pass.

After their certificate they are bound to remain a year more at the hospital.

Special probationers only come for 3 months: are given no certificate: may come as specials & then remain as regulars: it is a regular thing to come on.

2 hrs off duty every day: shorter hours in wards



Payment to  
Probationers  
Staff Nurses  
Sisters

Majority have no private means.

Salaries of Superintendents  
Matron

Wages of ward maids

they all come in at 8.30.

Probationers receive

£8	1 <sup>st</sup> yr.	} with limited washing. uniform, & board.
£12	2 <sup>nd</sup> —	
£20	3 <sup>rd</sup> —	

after exam as soon as she is staff nurse she get

£30	1 <sup>st</sup> —
£35	2 <sup>nd</sup> —
£40	3 <sup>rd</sup> —

Sisters of wards have

£6.5 with uniform washing and partial board since they provide their own breakfast & tea.

She says that the majority of both nurses & sisters have no private means.

1. Superintendents. £120.
2. Sup. Head of nurses. £100
3. Matron £240.

St Thomas' matron have just about the same £5 more she thinks.

Ward maids get £15 rising to £16 with everything found (uniform, board & lodging) these are regular



Cooks.

Great increase of nurses. candidates

Effect to make women much better  
or much worse.

Hours of day-work.

Domestic servant.

2 cooks get £30 each

servants.

Nursing has increased enormously.

The number of candidates is much greater than was  
it was. Nurses as a rule leave hospital much  
finer women than they come to it. Like doctors their  
training in a hosp makes them either much better  
or much worse but generally much better.

Nurses in all hospitals in London.

begin at 7 AM.

end at 8 PM.

} for 7 days a week.

Breakfast at 5.45 AM. Summer & winter.

Breakfast 6.40

Wards 7.

Come off to tidy themselves any time between 9.30  
& 10.30 when they have lunch (in summer bread  
& milk in winter always soup)

Dinner 12 & 1.

Nurses must beat the dinner table a  
full half hour whether eating or not.

Tea 4.30.

Supper 8.30 after coming out of wards



Hours on night duty.

The staff of a ward.

Go on night duty at 8 & come off at 8.

Breakfast at 7.40 PM.

Meal in the ward during the night any time between 1 & 3.

Dinner at 8.30 AM.

Lunch at 11 or 10.30 before going to bed.

Go to bed from 11 AM to 7 PM.

Alternate 3 months for night & day duty.

At St Thomas & other hosp. 1st year is entirely day duty & 2nd year entirely night.

Ward staff consists of

- 1. Sister.
  - 1. certificated nurse or staff probationer in 3rd year.
  - 1. staff prob. in 2nd yr.
  - 1. Prob. in 1st yr.
  - 1. special prob.
- 5

- 1. Prob. in 1st yr.
  - 1. Staff Prob. 2nd or 3rd yr.
- 2

may be augmented if specially necessary.

One ward maid is allowed back ward - waste kitchen



Nurses suffer from fatigue

Size of wards.

Work of beginner.

Amount of sickness  
among nurses.

Holidays

boards, attend sisters etc.

Nurses suffer a good deal from fatigue.

Here a 674 beds

240. nurses.

35 ward maids.

Wards vary from 30 to 24 beds but the

staffs are the same.

In St James' are all the same size, i.e. 30 beds.

& the staff is rather less.

A beginner cleans up after the staff nurse. She will not wash a patient until she has been here at least 3 months. Cleans up after the doctors & doctors. Keeps lavatory & stairs clean.

At present moment they have 5 persons on sick list Jan & Feb are the worst months for illness. When it may rise to 10. Average for year is 7.

Probationers have 3 wks holiday in yr. 10 days at end of each 6 months if in 1<sup>st</sup> year.

Certificated nurses. 1 month. + 3 wks immediately after exam.

& Sat till Monday once a month.



600 male students  
240 nurses } very few engagements considering

Private nurses home attached

Amount that may be sent to wash

Nurses complexions as the effect of  
their dress.

Prospects of nurses.

Sister Lave. 4 wks summer

1 wk in Spring

Sat to Monday need a month.

There are 600 students here! but very few engagements considering, between students & nurses.

They have less a private Nurses home into which nurses often go in 3rd or 4 yr.

They get \$30 per yr regular with an addn of 15% to 20% on all their earnings from cases - + board - body & washing.

In the Hosp. nurses may send 24 articles per week - otherwise they send washing out as a great many do.

Nurses complexions are more the effect of their dress than of goodness in reality.

Nurses always call me another by surnames - and an instance of here of nurse being addressed by her Christian name.

The worst time of health is the first year! they must work like engine else & have not been trained to it.

Nurses hope to become matrons.

Otherwise they become private nurses. i.e. join a



Homes for nurses.

Monthly nurses

Home. Nurses Cooperative - which is the largest registered nurses Coop.

Another one is where nurses get all their own earnings & pay 7% to the Society. Living themselves out in their own lodgings. A certificated nurse leaving here become.

1. Assistant matron in provinces. Private nursing is lucrative but is a weary life.

Monthly nurses come from the special lying-in hospitals. is lucrative - training is only for 3 months very unsatisfactory part of the business. Think that midwives - with 25 attended cases, & having passed exam of Lond Obstetrical Soc. you become a certificated midwife - this branch is much overstocked.

Fever nurses.  
Infirmary nurses. } Monday <sup>13<sup>th</sup></sup> at 2.  
Nurses Association  
Class for wh. Nurses as drawn.



Head Dispenser at St. Bartholomew's Hospital

5 assistants

all qualified

'minor' or 'major men'

Grievance <sup>want of.</sup> of distinction to in  
Pharmaceutical Chemists and  
Members of Pharmaceutical Society

No charge for medicines

April 8<sup>th</sup>

G.H.S.

Mr. Parsons Dispenser at St. Bartholomew's Hospital on an introduction from Dr. Roman  
Morr.

Here there are 5 assistants.

1. head man (ie himself).  
every assistant has the qualification  
'to dispense prescriptions or open a chemist's  
shop' given by the Pharmaceutical Soc.  
Apothecaries Hall. man may open a shop.

if a 'minor' man is being possessed  
lower grade of exam he may be a chemist  
& druggist

if a 'major' he may open shop & call himself  
'pharmaceutical chemist' or 'pharmacist'.

Those who were in business before passing of  
Pharmacy act about 30 yrs ago who paid  
10 p. & 6 p. per a modified exam were allowed  
to become members of pharmaceutical Society

Not in all hospitals are they qualified. in some  
as in London & Guy they take students.  
No charge for medicines here exc. for bottles  
& pots large & small at a nominal charge of



Price for qualified assistants  
in London.

Big shops pay less.

Hours.

The busiest days.

1<sup>st</sup> each

Qualified assistants in Hospitals earn 40/-  
per week & increase yearly for 4 p cent 2/-  
This is the regular trade price throughout.  
You can't be a qualified assistant before 21.  
In a chemist's shop you wd start at 70/- if a  
1<sup>st</sup> assistant.

Bells.

Conlapps.

Laving Rooms

Oxnefords

Allen Harkney

} can get assistant almost for  
nothing: with promise wd build up  
business within a piece distance.  
Their name is worth so much.

Qualified assistant hope to go into business: or  
wait for a pension (in some hospitals).

A good many go into medical profession.

Hours. 8 AM

4 weeks 9 AM to 5.30

1 week 8 - 8.

Sundays 3 to 5.30 (every 5<sup>th</sup> week).

Monday & Tuesday are the busiest days always:

working people have less to do.

Wed & Thurs. lighter work

Thurs & Friday - much lighter - v few come.



Those who come to dispensaries  
are supposed to be poor.

This man was started at the  
suggestion of the Cos & it has  
worked well.

Less profit now in Chemist shops.

Fashion in new drugs.

Same all the year round.

When weather is severe - snow & cold - there  
is not nearly so much to do.

This winter - mild & open - so much bronchitis & pneumonia  
& people come out for their medicine.

Those who deal at a dispensary are supposed not to be  
able to pay for himself. There is a special man  
to inquire into suspected cases of imposture.

Chemist shop is much less profitable than it used to be.

The stores have stepped in.

Syndicates buy up chemist shops & then start  
them going. But it is outsiders who buy up the  
businesses & not the big manufacturers.

Great fashion in new drugs. which are nearly all German.



King's College Hospital

Classes nurses are drawn from.

Sisters are ladies.

Size of Hospital

Nursing Staff.

April 9<sup>th</sup> G. H. D.  
Miss Monk. Sister Matron at King's College  
Hospital. Lincoln's Inn Fields.

Nurses drawn from all classes - top & bottom.

The bulk come from middle & domestic class - ie persons who wd otherwise be governesses or domestic servants. Large number are daughters of medical men, farmers.

The official sisters & matrons are generally ladies, country families etc. No women can be a sister here who is not a 'gentlewoman born' who must have been through the whole training of a nurse. During training no distinction is made.

At St Thomas' also 'only ladies are sisters'. Ladies born are 'more just, more tolerant, better tone'.

220 beds here.

79 nursing staff.

	28
Matron 1.	Probation 39.
Home sister & Assistant Matron 1.	Extra staff 12
Night sister 1.	<hr style="width: 50%; margin-left: auto; margin-right: 0;"/>
Ward sisters 8.	79
Staff nurses 17	<hr style="width: 50%; margin-left: auto; margin-right: 0;"/>
	28



Domestic Staff consist of

Store & Store keeper. 1		\$40 per yr.
Linens keeper & Mistress of Linens. 1.		\$30
Assistant - - - - - 1	beginning	\$20 rise to \$25
Palmer & House maids 4	beginning	\$17 to \$18
House maids 2.		\$16
Dormitory maids 2.		\$16
Cook. 1		\$28 <del>rise to \$28</del>
Assist Cook 1		\$24
1 <sup>st</sup> Kitchen maid 1		\$17
2 <sup>nd</sup> - - - - - 1		\$16
Odd maid 1.		\$16
Ward maids 8		\$14 for 1 <sup>st</sup> 2 yr & \$16 for 3 <sup>rd</sup> & subsequent years
		1 indoor uniform
		<u>24</u>

Charwomen 18 employed in addition daily. from 2<sup>d</sup> to 3<sup>d</sup> per hour. the highest gets 16¢ per wk. the payment per hr. depends upon whether sweeping or scrubbing is necessary.

Hat

Domestic Staff & Salaries.

Charwomen.



Statement of steps in  
a nurses progress.

Certificate after 3<sup>rd</sup> year.

4 hours off duty every <sup>day</sup> year.

Holidays

Would be nurse.

1. Makes application to matron.
2. Is sent rules.
3. Presents herself, + asked question as to life state of health.
4. Hosp sends to her referees.
5. Then she is tried for a month. + sister reports
6. Then agreement to be trained for 3 <sup>years</sup> months.
7. Then she is probationer for 2 years. (no diff)
8. At end of two years she becomes staff nurse for one year.
9. Then after the 3<sup>yr</sup>. she becomes certified.

Then are 2 exams: 1 for 1<sup>st</sup> year + 1 in 2<sup>nd</sup>  
Then is no cert exam for 3<sup>rd</sup> year.

Here every nurse has <sup>daily</sup> 4 hrs off duty. (see papers)

Every month sisters have Sat aft. 4-30 to Monday at 2<sup>pm</sup>

Staff nurses \_\_\_\_\_ 10 AM

Probationers one complete day off. 10 AM - 7 PM

Yearly Holidays sisters 6 wks. + 2 days for travelling

Staff nurses 4 wks.

Probationers 3 wks



Hours of work.

Size of wards.

Nursing staff of wards.

If below par at any time they are sent away to friends or to convalescent home in connection with Hospital.

Duties begin at

6.30 breakfast.

7 AM. goes on duty.

9 PM goes off duty.

7-10.

10-10.20 then Luncheon

10.20-1 then Dinner.

1-5 the tea.

5-9 the Supper

then they have 4 hours off duty.

They have 9 wards.

of which	{	2	contain	15	beds.
		6	...	30	-
		1	-	12	-

In a ward of 30 beds. there are.

by day	{	1. Sister.	} each ward has a ward maid to do the rough work. (sweeps, grates but not scrubbing)
		1. Staff nurse.	
		4. Probationers	
by night	{	1 staff nurse.	
		1 probationer	



Nurses prospects.

Remuneration of sisters

Probationers

Staff nurses.

Are nurses who don't become sisters go

1. Elsewhere as sisters.
2. Private nursing on an account.
3. District work.
4. Nurses in other hospitals.

For educated nurses, sistering in other corps is usual thing

Remuneration of sisters is £35 to £50 including board & lodging. Slightly more for bedroom - in & out. Door uniform. Washing is not included & comes to about £10 per year.

Matrons £70 to £150. a few rich ones can more. Nurses of domestic class as above ~~earn~~ earn.

£15 for 2<sup>nd</sup> yr of service } H. lodging - washing included.  
£36 — 6<sup>th</sup> — — — — —

Probationers 1<sup>st</sup> year nothing - exc board & lodging - (26 per wk) uniform. Must have a little excess say 5/- per quarter for extra washing.

2<sup>nd</sup> year £15 + extras as above.  
Staff - 3<sup>rd</sup> year £20

Staff nurses may staff for 4<sup>th</sup> year if there are vacancies for them.

Hospitals are the training grounds for nurses.



Ladies go for hosp appts.  
Middle class to private nurses.

Scale of pay for nurses has risen

Fear of being experimented on.

Ladies all go for hospital appts.  
It is the middle class who private nurse.  
Is not in favour of cooperative nursing by which we  
get all they can.

Scale of pay for nurses has risen lately.  
Royal National Pension fund for nurses.  
The fear of patients of being experimented on has been  
decreased greatly since introduction of educated nurses.

Can be seen any aft. ex. In 4 Fridays.



Miss Stewart St. Bartholomew's Hosp.

The 7 fever hospitals in London  
are under the Asylum Board.

Each accommodates bet 47000

Their grades of nurses.

Salaries

April 13<sup>th</sup>

J.H.D.

Miss Stewart Head Matron. St. Bartholomew's Hospital.

All the Metropolitan Fever Hosp. are under the  
Asylum Board.

They are the Eastern Hospital

S. Eastern "

Western "

S.W. "

Northern "

Brooke (to be opened in June. nr. Woolwich)

Fountain at Dooty.

Each will accommodate 4 to 6000 patients  
Take Diphtheria, Typhoid, Scarlet fever (much the  
largest no of patients are scarlet fever)

Their grades of nurses are.

Staff nurse.

1<sup>st</sup> Assistant.

2<sup>nd</sup> Assistant.

Their salaries are about

Staff nurse. £36-40 with uniform and

unlimited washing







No diff bet social standing of Lada Hospitals

Danger in fever hosp

Nightingale home at St Thomas

Infirmary nursing

No difference in social standing of Lada Hospitals but there is a difference between Lada & County or County & county hospitals.

There is always some danger in nursing Diphtheria but wonderfully few do catch it no diff bet nurses although these & although scarlet fever cases.

Nurses in a fever hospital are taken on a months notice.

Fever nurses apply constantly have to be taken on, but she does not like them. discipline is not so strict there.

At St Thomas. there are the Nightingale Home for nurses under a sep. management. 36 probationers there nurse the wards but are not managed by them.

Infirmary Nursing. under the Guardian.

Some are still nursed by pauper nurses of Islington Infirmary under 1 trained nurse in each ward.

Most of the infirmaries have begun the 3/4 system of training. I have very much the same staff



Salaries

Nature of training given

Good training for district work.

But no theory

Infirmity nurse wd begin at  
another hosp as probationer

Nurses Associations

as a hospital.

Sisters get about £30

Staff nurses

Probationers (may be same as here)

They give especially a training in chronic diseases. They get few acute cases as in a hospital.

They do more for patients than in the few hospitals where students do the dressing of wounds etc.

It is a special good training to district or parochial work for they get much the same cases.

They have not so much theoretical teaching: as at so good in inventions. In a large hospital a nurse learns smartness which she does not in infirmity.

An infirmity nurse coming to another hosp wd begin as a novice & have to spend her 3 yrs being.

Infirmity nursing is taken up mostly by the servant class. They may become private nurses esp in country.

Very often become district nurses. Hard work (they get £70 with rooms there to provide on food.

Nurses Association - The largest Assoc is the 'British Nurses Association' with Union Xmas & Budget



The British Nurses Assoc.

Midwifery Association

Public does not insist on 3yr training

this was founded to get a legal recognized standard of training for nurses and a legal registration.

founded 1879. after big fight they got a Royal Charter 1893 (Barts was the original hosp in favour of it). Since then 'we have done nothing but fight'.

Five persons founded this assoc of which she was one the Princess & medical prof of phys thm & therefore she & others resigned: she refused to vote as she was told.

She wants to have a central Bd of examination

then there is a Midwife Association

they don't demand any minimum wage. but want the question of a recognized standard.

At Guy's.

St Thomas' } the sisters are made sisters after a year  
London } training only. but not so here.

The association above has checked practice of Hospital sending out half trained nurses to private homes.

The Public will accept 'anything with a bonnet on a cloak' without enquiring whether they have had a proper training or not.

Until late years any one wd set up homes & engage any one to work for them. now it is being taken over by



## The Nurses Cooperative

### Objections to Cooperative system

### Nursing homes attached to Hospital

Care of Coop Nurses as given in Nursing Record  
\$103. to \$91. for 12 months for 8 hrs

### Nurses are great theater goers & debaters

### Association.

Nurse Coop pays all wages & collects payments from patients. Nurses pay 7 1/2 %

no nursing record & Hospital work. April 11-56. At present demand is so great from these associations that a nurse need not be long out of work.

but if nursing was overstocked & work more irregular then it is better to be in a home where you are taken care of & done for in slack times.

Here nurses are paid 30% of earnings + \$30 when sent out to private cases from their homes.

Many of the large London Hospitals (but not St. Thomas) have nursing homes attached.

The sums given in the paper (Nursing Record) are large sums and probably by best nurses and we doubt its paying a good less good nurse to belong to association; all nurses like association this best. Homes depend now on their own staff & persons who have been long with them.

Most surgeons have a nurse or two when they remain for employment. this is lucrative.

Nurses are great theater goers.

They debating society keep attended here. newspapers 4/ per.



Miss Peter. Jubilee Nurses.

Only trained nurses sent out.

Drawn from middle class.

Demand greater than supply.

Infirmaries & Hosps which  
have special vacancies for  
Jubilee Nurses.

April 14<sup>th</sup>

G.H.D.

Miss. Peter. Superintendent. St Katharines Hospital  
Regents Pk. (nr. Leicester Gate) or introd for Miss Monk  
Queen Victoria's Jubilee Institute for nurses.

Nurses sent out from this home must always work  
for the home, or branch home.

Nurses here must always have been 2 yrs in a  
General Hospital, & then 6 months under a superin-  
tendent in district nursing.

By an advertisement.

Always try to get ladies but demand is so enormous  
especially during the last few years that there  
are not sufficient ladies much greater than supply.

Nurses here are from the middle class & probably  
we have been teachers

Superintendents are all ladies.

Must be regular healthy subjects, all weathers etc.  
So much outdoor work.

Nurses out of a good infirmary will be accepted  
here, as long as they have been trained sufficiently to take up dist  
work.

London. Hosp.

Barnsley Hill Liverpool infirmary

Radcliffe Oxford

Edinburgh infirmary.

Derby Infirmary

Chester

St Thomas



272 Branches in U.K.

Founded Jubilee Year

Nurses as reconcilers

may never give money.

Approved by COS.

Salaries.

Nurses.

Superintendants

Position of Central Institute

In all these places they have vacancies where nurses are trained for them

Under the Institute altogether there are 272 branches in United Kingdom & on the roll as Queen's Nurses there are 450 in G.B. & I.

Founded in the Jubilee year but only began work in 1890

Even in Ireland sectarianism has been broken down by nurses of various denominations working together. They have confidence that the nurses are not proselytizers

Nurses may never give money & may only give food in cases of urgent necessity. But they can always refer a needy case to existing institutions

They work very well with the COS who approve their methods. Many of their branches were originally started by the COS.

The ordinary pay is  $\begin{matrix} \text{£}25 \\ \text{£}30 \\ \text{£}35 \end{matrix}$  } according to merit.

This is the pay usually given by the districts.

Superintendants of  $\begin{matrix} \text{£}60 \\ \text{£}70 \\ \text{£}100 \end{matrix}$  } all paid by the local institution

The Central Institute is only for training the nurses



All visited once a year.

Hospital nurses are specialists  
as compared with district nurses.

Bible women.

District nurses hope to become superintendents

Nurses in single posts have to report monthly.  
They are all visited at least once a year.  
Local secretaries always apply here for information whenever they want it.  
They mostly use the same rules & hence there is great uniformity of work throughout the country.

Nurses may stay in places as many years as they like.  
Complain of want of method among hospital nurses who go directly to district work. These nurses keep to their line more strictly than hospital nurses who often rub up local doctors.

Hospital nurses cannot improvise appliances in the same way as those with a district training.  
District nurses always have a great many chronic cases, cancer, consumption, spine etc.

There is always a month's probation for candidates to see whether they like it or are liked.

Mr. Selge, Leonard. has Bible women nurses (officially)  
(Church Army nurses (only give work with training)  
combine mission work.

District nurses hope to become superintendents - a great many



Nurses are nurses and not  
public speakers or orators

Hours of work.

are apt to overwork themselves

Central Institute acts as arbiter  
in disputes.

Patients do not dread hospitals  
as they used to do.

Do it for love of the work.

Nurses are neither good speakers, nor good orators.  
It is very difficult to get any one of them to address  
a public meeting.

For work times usually

8.30 - 1

4 or 4.30 to 8 or 8.30 PM.

In an acute case of course they wd visit 2 or 3  
times a day & disregard hours. In bad cases they  
will leave their chronic work altogether & even  
sit up all night. In this way they often over-  
work themselves. Local authorities take  
very great interest in the work & see her  
at least once a week. The nurse is responsible  
to the local authorities, the central inst only  
gives the professional inspection.

The professional exp inspection is done without any  
expense to localities & so is arbitration & settlement  
of disputes between nurse & committee.

There is not now such a dread of hospitals as there  
used to be. The fear is rather of leaving home. They  
go ~~down~~ so quickly in working hours if the  
head is away. A certain dislike to hospitals still  
exists



\*  
Complaints of infirmaries  
without trained nurses  
especially in the country.

Branches & nurses in active  
work in London

vid paper A

.. paper B.

.. C (report for 1895)

Complained that so many infirmaries are still without  
trained nurses. Highborne & St Pancras infirmaries  
have first-rate nurses & do well. But working people  
refuse infirmaries often just because they know  
they won't be so well looked after as in their own  
district.

Please show proof to Miss Peters.

Have 16 branches north of Thames with  
a total staff of 90.  
9 branches south of Thames with 37.

25 branches with 127 nurses in Lond.

Rewards by badges & brassards.

Total No of nurse	<u>450.</u>	} each with one Superintendent.
working in England	276	
Scotland	107	
Ireland	37	
Wales.	30	
	<u>450</u>	



Grants

C. report 1895. p. 6

116  
They grant help in grants to places desirous  
of starting nurses. Local effort on a  
large scale has been called forth by a small  
expenditure in this way.

Grants of \$5,000 in all have led to expenditure  
of \$48,000 : number of cases nursed 76,000



Taken from 'Suffering London' by A. Egmont Hale.  
London Scientific Press L. 140 Strand. 1892.

vid pp 41-57 for duties of Staff & House surgeon  
Physicians

p. 133. Out of every 6 adult applicants for treatment  
only 1 is received.

Out of 3 child applicants 1 is received.

134. "The No of hospital beds in London is only 2  
to each 1000 inhabitants & by the influx of  
cases from the country only 1 bed to 1000 is available  
for the London poor."

Glasgow, Newcastle, Wolverhampton	have 3 1/2 beds per 1000
Edinburgh	3 3/4 beds ..
Dublin	6 1/2 ..
Normich, Belfast, Brighton, Liverpool	"
Manchester & Bristol	2 1/2



Miss Vincent. Matron. Maylebone Infirmary.

Drawn from middle classes

Duties

Nursing Staff. & Salaries

Uniform & washing (2/6) allowed  
in addition.

April 15. 96.

G.H.D.

Miss Vincent. Matron at the St. Maylebone Infirmary.  
Rackham Street Notting Hill.

Nurses here come from middle class. shopkeepers  
Professional men. Farmers daughters. But not  
from servant class unless they are particularly  
desirable.

Nurses selected by her & then presented to the Committee

Nurses have to make beds.

wash patients

dust wards.

but not sweep wards.

clean tins.

scrub floors.

12 Sisters. who are all certificated nurses £28 to £32

36 Ward nurses who are 2nd & 3rd. per nurses £20 to £25

18 Probationers in the 1st year. £10

2 night superintendents who are also certificated £32 to £38

68

1 Matron

2 Assistant matrons. 1st matron £50 to £70

2nd. - £35 to £50

71

all these have indoor uniform & washing  
(unlimited the supervised probably 2/6 per week in value)







740 beds 71 nurses here

No pauper nurses.

Probationers

Train here in connection  
with Nightingale Fund

ward nurses on day duty 7 AM to 8.30 PM  
— night .. 8.30 PM to 8.30 AM.

740 beds. 71 nurses.

Many of the cases are chronic. old persons  
can make their own beds etc.

No such thing as pauper & nursing here at all.  
exc for those who can make their own  
beds. also do it but don't make those of  
any one else.

Probationers live in separate building, receive class  
instruction by home sisters (2<sup>nd</sup> assist matron).  
Given practical instruction in ward work by  
sisters in the wards.

Besides this are lectures given by medical super-  
tendent (compulsory)

Each probationer must pass written & viva voce  
examination at end of 1<sup>st</sup> year. by an outside  
examiner.

The Guardian here train in connection with a Committee of  
the Nightingale fund out of which all but  
3 of their salaries are paid.



Bonus of £2 if good.

Certificate at end of 3rd year.

Future prospects

The future of 11 nurses  
last year leaving this Infirmary

At the end of the 2<sup>nd</sup> & end of 3<sup>rd</sup> yr. (partly) of £2 each if found satisfactory. no exam after first year.

Nurses receive a certificate of training at end of 3<sup>rd</sup> yr if they have passed whole of 3 years satisfactorily.

If fitted, nurses after 3<sup>rd</sup> year are made sisters - get assistant matronships  
A grant may pass into the Queen Jubilee Nursing fund.

- last year. 3 nurses got sisters posts here.
- " 1 — Sister St. Lavinia Infirmary.
- " 1 — Poplar & Stepney Sick Asylum as visit matron.
- " 1 — sub-superintendent of Queen Jubilee Home at Brixton.
- " 2 — Charge nurse at the fever hospital.
- " 1 — Assistant matron at St. Lavinia
- " 1 — Night superintendent at St. Pancras Infirmary Highgate.
- " 1 — passed as a nurse in to Queen Jubilee Nursing Home at Southampton.



300 applicants for 12 posts

Infirmary nursing is coming to the front.

nurses wd otherwise have been teachers or music mistresses

For many it is a rise in the social scale.

Difference between Infirmary and Hospital nurses.

Chronic cases many.

Before becoming a Jubilee nurse you must always have a 6 mths practice in district work.

Not many applicants as in Hospital but it averages in the year 3 to 400 applicants for the 10 posts here.

Infirmery nursing is only just coming to the front. Used to be looked down upon. Now ladies are put at the head.

A great number of applicants wd otherwise be music teachers - pupil teachers who have failed to be certificated - nursery governesses etc. Wishes there were not so many applicants. Profession will soon become overstocked.

For many people it is a rise in social standing to become a nurse.

For any college Hospital matn in which salary is 30 to 40 and there wd always be 20 to 30 applicants.

The difference bet Infirmary nurses & Hosp.

1. No accidents received at Infirmary
2. Hence very much less surgical work tho here last year over 200 operations were.

Large no of cases wd not be received in hospitals. Here they are more permanent. Cases may be kept



$\frac{2}{3}$  patients come in direct on Relieving officers orders  
 $\frac{1}{3}$  - - - - - through Workhouse

Less stigma in infirmary.

Nurses homes when out of work.

Nurses seldom live at home.

Fondness of amusement natural

as long as they live if they really need medical treatment.

most  $\frac{2}{3}$  in directly thro' medical officers orders  
 $\frac{1}{3}$  come in thro' Workhouse via really chronic.

There is much less stigma in going to an infirmary.

They are not for the sick poor.

If patient is in receipt of pension this will be taken by the guardian in payment of treatment.

Or parents too poor to keep a child at home may pay (a small amount) & have it kept & treated here.

Does not know but thinks a man will be deprived of his vote on going into an infirmary.

Nurses from here also go into private nursing & here rely to nurses' Cooperation.

There are some <sup>nursing</sup> homes in which you pay for lodging only; these homes generally also have nurses when they send out & pay regularly.

Nurses very seldom live in their own homes when at work. All nurses prefer inferior parts in London to a better part in the country.

Some are not fond of amusement than others but had worked they naturally like the theatre or concert  
or



Holidays

Day off once a month.

Meal hours.

for day nurses

for night nurses.

their day off.

They allow here, to sisters 4 weeks family taken all at one time.

to ward nurses & probationers 3 weeks.

Every nurse has a day off once a month - in cases permitting which affects probationers sometimes. Night nurse have a night once a month but must be back next day at 1 P.M.

sisters 7.30 to 8 AM breakfast.  
11.45 - 12.30 dinner (can leave table when done)

nurses. 6.30 - 7 breakfast  
11.45 - 12.15 dinner.  
12.15<sup>or</sup> 12.45

for both. 5 - 5.30 } tea.  
5.30<sup>or</sup> - 6 }

9 supper.  
nurses must have gas at at 10.30 P.M.  
sisters - - - - - 11 P.M.

night nurse. 8 - 8.30 tea.  
9 - 9.30 AM dinner

Tea coffee, bacon eggs provided for 2 meals between 8.30<sup>PM</sup> & 9 PM. Cooked by themselves in ward kitchen.



Ward Staff

Busy season overwork.

Diseases from which nurses especially suffer.

2 hrs free every other afternoon.

These wards run in floors. Each floor has 62 beds for which the staff would be

1. sister in charge

3 ward nurses (one on night duty).

1, 2 or 3 Probationers according to necessity.

No probationers are on night duty exc for special cases.

"Not much complaint of overwork" except from middle of January to end of March which is the heaviest time.

Not much illness this year since the middle of April last year.

Nurses suffer very much from aemia caused by ward air.

tonsillitis

Dyspepsia.

but no much from sore feet because they are very particular about proper shoes & stockings.

Every other afternoon a nurse gets 2 hours free but they seldom go out as they should do. but they almost invariably go out on their evenings (once a week 5.30-10 PM).

Sister get 2 evens. y. 6-8

2w. 6-10 PM.



Nurses like the name 'Queen's Jubilee nurse'

Use of the National Pension fund.

x

If money coming in much on the increase: matronries  
are mostly taken up now by trained lady nurses.  
Nurses like the name of Queen's Jubilee so they have entered  
through it not straight away as district nurse.  
The National Pension <sup>fund</sup> has been a great encouragement  
to nurses to save. Otherwise they are fond of  
spending.

District uniform for the 3 grades here.  
Have one laundry & bake houses here.



Nurses Cooperation Miss Hicks

Classes from which nurses are drawn

Meaning of certificated nurse.

333 members of Cooperation

So much work that many cases are refused

April 18<sup>th</sup>

Miss K. P. Hicks, Superintendent. The Nurses  
Cooperation 8. New. Cavendish Street.

There is a demand for upper housemaid class as private  
nurses. Private

Farmers, tradesmen's daughters etc are the easiest to  
place out. Ladies are difficult because it is hard  
to know what to do with them.

A certificated nurse means a nurse certified by a  
hosp after 1 2 or 3 yrs. The value varies  
enormously not only with the length but also with  
the character of training. A good training hosp  
shd have at least 100 beds so that a  
nurse shd see all sorts.

A nurse must have at least 3 yrs with certificate  
and not less than 2 of these yrs must have been  
spent in hosp with training school attached.  
see Rule 2.

333 nurse members at present.

Elections twice a year.

any surplus work is given to candidates who  
wd be accepted by Com.

They have before a great deal (1000 of cases) in



Where nurses live

Total earnings 1895

Enormous demand

Nurses sent out month by month to date:

140  
winter & keep staff up to cope with summer season.  
This has been the best year they have ever had.  
Never had so much surgical work as this year.  
Nurses live either with relatives

friends

Nursing Homes.

This is a weak point they have no supervisor at the homes but are going to build one of their own. Shares to be issued to nurses. but 75% of nurses earnings will not be raised.

333 nurses raised £26,000.

They may take as long holidays as they will & so this reduces the averages. Thus may work from home & make up when they want to.

Demand for nurses is enormous.

Doesn't think that daughters care about doing chronic cases at home they always send for a nurse when they afford it.

Nurses sent out Nov. 12. 288

Dec 361

Jan 291

Feb 458

March 360

April 296

last year 468  
and 1000 more



Nurses want supervision

Liability of spoiling of  
private nurses.

Recklessness & ready money.

Pension fund.

Profession overstocked

142  
Nurses want looking after, when they go out  
to private care. So much strictness in hospital  
everything arranged for them & then suddenly  
relaxed when they go out.

Fear. Private nurses are always spoiled: patients are  
mostly rich grand uncles, silver-backed  
brashes, patient dies all goes to them.  
Nurses apt. during first year to become  
demoralised. Women are so reckless with  
their money when they have had no training  
in spending.

This recklessness leads about a year & then  
they pull up & miserliness sets in as often  
as not.

The Pension fund is a capital thing & has taken  
the place of the bonnet shop in attracting  
new earnings.

Nurses are not long-lived.

Nursing is already considerably overstocked.

As matron at St. Anne's she has had  
700 applicants.

Doctor wanting nurse is either telegraphed for  
sent for by doctor. Doctors with a few exceptions



Only give indoor uniform.

Uniform lends attraction

System in Nursing Homes.

Usual payments to nurses.

Monthly rates.

approve of this institution.

Make rules for conduct of nurse while with a case.

No uniform ex indoor: but this may be rectified. The majority do wear uniform. The attractiveness of nurses is very much due to their uniform.

In nursing homes a nurse is paid a yearly income & a percentage in addition. Homes give £20 to £30 or £33. Further they get board between their cases & in outdoor uniform. She will earn for the most about £100 a year.

Ordinary pay given to a nurse is 2/2/0 per week. but all fever mental } £2.12.6 or £3.3.0  
major operation  
massage

Monthly nurses vary from 8 to 15/- per month. 10/- is regular fee here. In few cases 12/- Some nurses get 15/- constantly.

Fees were raised by private nurses during influenza



32  
Nurse often sent back for being  
too pretty or too ugly.

146  
but they did not raise theirs she wd not think it  
fair.

Nurses must be sent out in rotation: if not,  
there must be some special reason -  
Nurses often charged for being too pretty or  
too ugly. This is constantly done.

Very willing to give any further information.



Allen Hanbury's Chemist

Staff of a small chemist shop.

Turnover.

Assistant's salary

Preliminary exam (Latin etc)

minor exam to be called 'Chemist  
& Druggist'

major exam to be called Pharmaceutical  
Chemist

April 16. 96.

S. H. D.

Cornelius Hanbury who manages Mr. Hill. Play  
Co Lombard St on introd from Dr. Nova Moore.

The staff of a small chemist shop.

- i 1. Proprietor who is qualified in.
- 2. Possibly an apprentice

Such a business a this would give a gross  
return of £300 to £500

Hours in such a business 8 AM till 10 or 11 PM

In a larger business.

- has 1. Assistant £25 to
- 1. apprentice

Average salary of a junior assistant w<sup>d</sup> be  
£30 to £40. he w<sup>d</sup> be a man of 19 to  
21 or 22 years of age.

Apprenticeship is for 3 yrs.

Apprentice or not taken <sup>ex</sup> in the poor business  
until they have qualified by <sup>passing</sup> prelim <sup>may</sup> ex-  
amination of pharmaceutical Soc.

His next inc w<sup>d</sup> be. top to a school & pass the  
minor exam (ie qualified for chemist & druggist)  
then he w<sup>d</sup> at once get £50 if not very  
looking & tactful might make £60 or 70 over  
the



## Salary of Senior Assistants.

Sometimes Assistants live in

Hours.

Effect of Store Chemists

only 20 years old.

A senior assistant w<sup>d</sup> get £80 or £90  
For the salaries given here in food shops there  
w<sup>d</sup> be board lodging as well.

In poorer places men w<sup>d</sup> be expected  
to board out for much the same amount.  
A second rate man w<sup>d</sup> get 25/- to 30/- per week  
and live out.

Assistants in stores get <sup>from 30/-</sup> £40. <sup>or live out.</sup> for out-assisted  
When only one or 2 assistants or apprentices kept.  
it is the usual thing for the assistants to  
live on the premises. & be fed free.

Hours vary in different districts  
from 8 AM to 9 10 11.

The poorer the district the later the hour  
of shutting.

Effect of Store Chemists has reduced profits con-  
siderably. a chemist making a gross return  
of £100 cannot now reckon on more  
than 95 to £100 profit whereas formerly  
he w<sup>d</sup> have made about £200.

When there are no stores in the country a good  
living can still be made.



Stores are run by capitalists

Cost of furnishing a chemists shop.

Seasons

Societies

Stores in Lunda are run by syndicates of persons who are not themselves chemist.

They are capitalists who run it on strict business lines & pay their men £3 to £5

A chemist's shop can be furnished from £100 to £200 up to any amount.

The season depends on the district

At seaside from end of May to autumn.

At Bath October to June.

In Lunda the Parliament season is the busiest.

In the city here busy every day July August & September.

All ointment makers are employed only by manufacturing chemists.

'The penny trade' is a paying one where there is plenty of it

As a rule chemists buy all <sup>they sell</sup> ready made.

Chemists & Druggists Assistants Society  
(Pharmaceutical Society.  
(Social))

There is nothing like minimum wage feeling so much  
Mr Hill's own life had been as follows



Pharmaceutical  
The life of managers to  
Allen & Hanbury

assistants must remain 2 yrs.

may not set up within a mile

He started as assistant at £8 in year in small shops. Then he passed his 'trinos' & his salary was raised to £30. Then a friend procured him a place at Hanbury at £9 per week. Then he <sup>left</sup> set up for himself in the county with a yearly turnover of £1000 made a profit of £500. Then he raised money to take over a large business. Obtained a partner turnover £2000 of profit £3000 per year but partner deceived him. Store starts in neighbourhood & he only made a profit of £300 so he had to back out of it. Then he was offered post as manager at Hanbury where he now is

Hanbury insist that all their assistants should have a reasonable prospect of remaining at least 2 yrs. by one being may not set up within a mile of them this used to be 5 miles & included all London but now they are much more whole-sale manufacturing chemist so they really don't



85.  
Assistants drawn from middle class.

The origin of the Pharmaceutical Society

156  
mind if their assistants set up near the  
of as  
Assistants come from middle class.  
Very often they are sons of retail Chemists.  
or sons of farmers & tradesmen.

In 1841 Mr. Bell decided that better education  
was wanted for Chemists - they might sell any  
poison then. He called together leading men  
& they formed the Pharmaceutical Society.  
They were given a charter & allowed to examine  
They enrolled all on their books who were  
chemists <sup>at</sup> that date but made all after  
that pass test exams.

Later they got an act passed that none  
but those who had so qualified might  
sell or dispense poisons. So that now in  
any chemists shop there is at least one  
qualified man.



Westminster Nurses Home.

Drawn from all classes.

Ages 25-35.

205 beds & 60 nurses.

Nurses home

April 18<sup>th</sup>.

G.H.D.

Miss Curwen <sup>at Nurses Home</sup> Assistant Matron. Westminster Hospital.

Drawn from all classes: clergy, lawyers, doctors, domestic class. The majority of those whom they take are ladies. & a great many domestic. Come at ages from 25 to 35. Don't accept any under 25 though other places may do.

The majority of the good training schools won't take under 25 years.

They come to learn nursing. Domestic work such as dusting & sweeping & are taught cooking. but not clean grates or scrub floors.

205 beds here and 60 nurses.

Besides the hospital there is a home with probationers and private nurses.

If staff specials are wanted in hospital then they are drawn from home & paid for.

Miss Rye trains on the Nightingale system.



70 Trained nurses and  
20 probationers are on private staff

Remuneration

Hours of work.

Ward staff

Nurses come as Probationers & are called so for 1<sup>st</sup> year. are one month on trial. and they sign for four years.

They don't get their certificate till they leave at end of 4 years. They are trained nurses before this

They have 70 nurses on the private staff.  
20 probationers.

Probationers are not paid 1<sup>st</sup> year & become a regular nurse at \$20 for 2<sup>nd</sup> year.  
\$25 3<sup>rd</sup> ..

Sisters get \$35.

with wash, uniform, board & lodging.

Home nurses come on 7.30 AM.

Hospital - - - 7. AM.

Sisters 8. AM.

then on duty till 8. PM. with except of meals (3 meals 1/2 hr each) and 2 hours each per day.

Night staff 9 PM to 9 AM.

Ward staff

	Sister.	30 beds.
day	2 Trained nurse	2 night nurses
	2 Probationers	



20

Remuneration of private nurses.

All profit goes to the Superannuation Fund.

Nurses are not a saving race.

Tiring but not over-tiring work.

1000 applicants for 25 vacancies

Prospects of nurses.

They probablenes a cony lives in the home for about a year.

It depends on Miss P<sup>(superintendent)</sup> whether a nurse is taken to the home or made to go out private nursing or not.

Private nurses get £25 to £40. but no percentage on earnings.

Everything that is made as profit is put by as nursing superannuation fund. This is not a private nursing institution.

Nurses are anything but saving.

The amount of pension depends on the Committee's views of the applicants' needs.

Very tiring work: but nurses are the most cheerful of all people. But they are anything but over-worked. They never get anyone who wants to go away.

They have about 25 vacancies in the year for which they have 1000 <sup>applications</sup> ~~vacancies~~. Number of applicants increase yearly.

Nurses become sisters, superintendents, matrons. Some go into the 'Jubilee' & become district nurses but not a great many.



Good training in Infirmaries  
for chronic cases.

In general hospital you dont take chronic cases. In  
infirmaries they do. Infirmaries have rather a  
lower class of nurses than general hospitals.  
By a certificated nurse is meant one with a  
certificate which is of different value.  
They dont train here except for their own needs.



Dr. Norton Smale. Dentist

Earnings of mechanical dentists.

April 16<sup>th</sup>

G. H. D.

Dr. Norton Smale. Dentist. 23a Cavendish Square on an introduction from Mr. Pink Secy to the Dental Hospital. Leicester Square

Dr. Smale was very unwilling to give information.

Every dentist has to have a 3yrs training before he can practice. There are some places calling themselves 'Dentorium' or suchlike carried only by unlicensed places but with these decent people have nothing to do

Every dentist must himself have gone through a mechanical training.

Every West End dentist employs a mechanical dentist & some an assistant as well.

He pays his mechanical dentist £300 per year because he is a most valuable man. An assistant mechanical dentist w<sup>d</sup> probably get 30p per week. Sometimes these men set up for themselves but more often they are only good mechanics



Royal National Pension fund.

Founded 1887

p. 3

Objects.

Combination of business & charity

Junius Morgan Benevolent Fund

p. 26.

Objects.

The Royal National Pension fund for Nurses.

Founded 1887.

Successful estab: largely due to private munificence.  
amounting to £40,000 for a Donation Bonus fund.

Object to ~~provide~~<sup>afford</sup> nurses at lowest cost to themselves  
with safe means of providing an allowance during

1. Sickness
2. Accident.
3. certain income for declining years.

The Pensions due on account of subscriptions are sup-  
-plemented by gifts from Donation Bonus fund

The fund is only a regular insurance office &  
differs from other offices in that the pension  
receivable is generally increased by donation  
from the Donation Bonus fund

Junius Morgan Benevolent Fund attached

1. To afford immediate pecuniary relief by loan  
or absolute gift to nurses in distress
2. To grant annuities to matrons, sisters & nurses  
who from no fault of their own are unable to provide  
for themselves after 60 years of age



The Dental Manufacturing Co.

Numbers employed

Earnings

Overtime

April 20th

G.H.D.

Dental Mfg. Company. 6-10. Lexington St. W.  
Interviewed with 2 partners.

Employ<sup>abt</sup> 60 persons.  
Of whom 30 are females.  
15 men.  
12 boys.

men earn from 21/- to 28/- The majority  
27/ or 28/  
start as boys at 5/- earn 20/- when 21 yrs old.  
& then rise to 27/ or 28/- at 24 or 25  
years of age. They are first class labourers.  
The foreman make up to £3/3/0.  
Women. 6 make about 20/-  
rest 12/- to 15/-  
girls 5/-

About 2 days per week throughout the  
year is overtime worked. to the amount  
of 3 hours per day - which is paid at  
overtime rates.



5.  
Hours of work.

Very regular work.

4 manufacturers in London.

Jealous small industry.

Are also dental instrument makers.

Hours 8 AM to 6 PM.

1 hour dinner

20 minutes tea.

8 to 2 PM Saturdays.

Regular work throughout the year. They are their own retailers. Dentist send straight to them. Before their traveller starts abroad they must work OT. whenever orders are v numerous.

Only four manufacturers in London.

Ash. Claudius.

Lemale.

Themselves

perhaps Rutterford.

Is a very jealous small industry.

Ash is by far the largest house.

Their own stock wd be counted by millions.

Lemale is the only other man who manufactures they think.

They also make dental instruments

employ about 6 men making dental rubbers & mixing colours.

The thing in which the teeth are set is called a denture



## Mechanical dentists

Ludgate Hill & St Martin's Lane  
haunts of dentists.

Not much shifting

Over 500 persons in the trade

Dentures or a 'case' may be made of either gold platinum or gutta serena or a combination of the two.

Mechanical dentists are trained by dentists entirely. Many call themselves manufacturers of artificial teeth in order to evade the Dental act 1878 & practise dentistry without being really qualified.

The chief haunt of dentists is Ludgate Hill & St Martin's Lane. There have been there for centuries. Ludgate Hill ones are going away because of high rents. but St Martin's Lane dentists remain. They were on the high road for pilgrims to St. Paul's & St. Martin's Churches. This is the reason he has always heard for their existence there.

Sometimes a workman may leave a large business to go to a smaller one at better pay but unfortunatly dislike taking the others men. It is not often done.

Probably well over 500 persons employed in the manufacture of mineral teeth in London. There is no trade Union. They wish themselves to



To start a sick club & asked advice as to  
how it should be done.



Nightingale Home St Thomas' Hospital.

Drawn from.

How to become a nurse.

13 wards at 30 beds.

Height of nurses.

The Home is for paying patients.

Number of beds & nurses.

April 20<sup>th</sup>

G.H.D.

Miss Gordon - Matron of St Thomas Hoop & Superintendent of Nightingale fund Committee.

Have 2 classes. Ladies.

Higher servant class.  
Professional.

Ordinary nurse may not come before 24 years of age

Special probationers - - - 25. " " "

Usually unmarried

Not many widows - only 2 here.

Would be nurse.

1. writes to matron

2. Is answered by a sheet of questions.

3. Personal interview

4. <sup>non</sup> - Confidential enquiry to doctor. (reference)

5. If satisfactory name of candidate is submitted to

Must be from 5ft 2 to 5ft 6. Committee

Aim of Nightingale Home is to train nurses to nurse the poor either in Hospitals or in their own homes.

There are ~~527~~<sup>477</sup> beds here <sup>142</sup>~~157~~ nurses.  
45 beds in St Thomas Home. 15 nurses.  
517 157



Degrees of Nurses.

Ward Staff

only one night staff nurse  
in each ward.

Remuneration of Sisters

Staff nurses.

Probationers

Sisters for each ward.  
staff nurses  
Probationers.  
Night Superintendent  
Assistant night superintendent.

1 sister  
{ 1 night + 1 day staff nurse.  
3 probationers.  
for a ward of 50 beds with as much  
extra help as is required.

sisters £32 + £4 for Nightly fund for training  
probationers.  
£40 for 2<sup>nd</sup> year. } always £4 in addition  
£50 - 3<sup>rd</sup> yr. }  
Staff nurses begin at 20 & go up to £26.  
£20. 1<sup>st</sup> yr. } + £2 for fund & factory  
£22. 2<sup>nd</sup> yr. }  
£26 3<sup>rd</sup> yr. }  
Probationers, nurse probationers allowance of £10  
Probationers as here only for one  
year.



Washing allowed.

2,500 applications for 45 places.

Hours of work.

182  
All allowed washing. + uniform.  
24 articles may be washed per week.

Special probationers are bound for 2 or 3 yrs.  
~~There are some for 3 yrs. some pay 3~~  
They rank as equal & are registered.  
They take rooms for a year "like other  
hospitals. (Cyp. Barb. Lond. etc.)"

45 trained per year.  
about 2,500 applications per year.  
applicants put their names down  
at all the hospitals.  
so each applicant is a stage army of  
applicants.

The applications increase about 400 or 500 per  
year.  
Sisters goes on duty at 8. called at 6.45.  
have breakfast in rooms.  
prepared by ward maids  
till 9.30 PM. or 10. PM.  
(report tonight - nurse takes 9.30 to 10  
or often less)



Nurses chief ills.

Overwork.

Prospects

Nurses want looking after.

Deteriorating effect of private nursing

184  
Tiredness is what nurses suffer most from.

Indigestion

Anemia.

Flat foot (in step drops)

Every persons whose occupation is standing  
are flat footed - policemen, shop men etc.

Nurses are apt to be overworked. depends rather  
on chance of persons coming in.

Nurses generally stay here until they get another  
higher apt elsewhere.

Great many of the ordinary nurses have joined  
the Nurses Cooperation.

Nurses want looking after.

When all private nurses have a bad time.  
Great many belong to Pension Fund.

Thinks the fund is a good inst

'Private nursing does not improve any woman's  
character'

Thinks a good many lady nurses take up private  
nurses.



Private nurses live in a box.

Ladies only are sisters.

Very few Hospital engagements.

Disapproves of outdoor uniform

Private nurses are said 'to live in a box' :: they are always about with a large box containing their clothes. Some people are much improved by nursing others not at all.

Sisters here are all specials. Gentlewomen keep up the tone of the ward.

Very few 'Hospital Engagements' here. are not encouraged. Still fewer come to marriage.

Disapproves of outdoor uniform :: it makes them conspicuous, exc for district nurses. Uniform in the hospital has a most wholesome effect on the patients.

Fever nurses are paid more but have more expenses.

The Domestic Staff consists of.



Domestic Staff.

+ 1/6 per wk for washing.  
for all.

usual rise is 1/1 per year.

Scrubbers & charwomen.

Never lose sight of nurses.

- (2 kitchen mds. make £12 to £16) begin at
- 3 in kitchen for nurses £20 to £25
- 3 waiting maids " £14 to £17
- £12 to £16 Dormitory maids do the nurse room.
- " 6 ~~4~~ 19. Ward maids + 5 in S<sup>th</sup> Ho. Home.
- " 2. Regular Housemaids in matrons House.
- £16 1 Mortuary woman.
- 5. Servants (1 cook, 1 kitchen md. 3 house maids) in S<sup>th</sup> Ho. home.
- £12 to £16 house maid in nurses house.

There is also hosp kitchen with 3 female servant.

(scrubbers.)

- 10 regular stair women. 2/ per day + din
- 2 extra woman on average. " " "
- 6 1/2 day women. 1/3 + no food.

charwomen for party cleaning, 2/- + dinner.

The Nightingale fund never lose sight of nurses who have been trained under their rules. Always reported in every year.



## Clapham Maternity Hospital

Fear of infection as between patients  
∴ 36 beds for 18 occupants.

Age of entry.

Origin of nurses.

Monthly nurses & midwives

Course of training

April 22<sup>nd</sup>

S.H.D

Miss Hind. Matron. Clapham Maternity Hospital. (under medical women). on an introduction from Miss Isla Stewart to Miss Ritchie - Superintendent  
36 beds. of which only 18 or 19 are allowed to be full. Wards used alternately for each set of patient - so much fear of infection.

May take exceptional persons <sup>over</sup> 40 yrs of age. <sup>or under 25/</sup>  
must give 2 good references & doctor's cert.

If respectable no limit as to status in life.

Students may not be ladies.

About  $\frac{1}{2}$  the nurses are ladies.

Others often sent by District Nursing Assoc & parish persons.

Monthly nursing is quite distinct from midwifery.

Midwifery is the delivery of the child.  
Midwife takes the place of the doctor.

Monthly nursing comes in after the baby is born.

Midwifery course lasts for 3 months to 6 but not  $\bar{e}$  3



All pay to be taught

Hours.

Usually 3 patients in a ward.

Monthly nursing 2 months for trained nurses  
3 months for untrained -

No remuneration to nurses while here, on the contrary all pay.

2 months course costs	£8.0.0
3	10.10.0
4 months	12.12.0

Breakfast 7.30 am  
Lunch 10.45 - 11.15.  
Dinner 1.30 - 2

Off duty every other afternoon from 2.30 to 5.45.  
5.45 - 8.30.

Work is very irregular. If it is a nurse's day for a case she must wait up for it or are called up for it. (W. only occurs once or twice during a nurse's training)

4 beds in each ward. 4 wards in all. Some are rather smaller some larger. one ward has 5 beds. Usually 3 patients in a ward.

Nurses who are trained are generally started with a



Remuneration of midwives &  
monthly nurses.

Nurses live in lodgings

Income of a nurse in a poor district

Usual extra duties of a monthly nurse

a case out & one leads on to another.

If they have taken L.O.S diploma (in midwifery) & got some to swell doctors they make 10 to 15  $\text{ps.}$  per for the month.

Nurses recommend them to go for <sup>less than</sup> 21/- per week.

Some do go for 12/6 but very few.

21/- is considered very good pay about here.

in Kensington they get 10  $\text{ps.}$

in Hampstead — 8  $\text{ps.}$

in Hackney. — 21/-

(to all these districts they have sent nurses)

Nurses you live in lodgings - paying a reduced rent because they don't want the attention a regular lodger requires.

A nurse in a poor district made she knows 50 in the year having had two good cases at 6  $\text{ps.}$  & the rest about 1/- per week.

A monthly nurse in a poor district has to look after the children, cook the dinner etc.



495  
Rate of pay of untrained nurses.

Great Demand.

Widows trained on recommendation of C.O.S.

Certificate after 3 months.

Preference of doctors for L.O.S. midwives  
(London Obstetrical Society)

Tyranny of monthly nurses.

Ladies much easier to train

two cases are not done concurrently.  
Monthly nursing is done to a certain extent  
by District nurses.  
Great many untrained women in poor districts  
who are paid about 6/- per week.

A fair nurse would make 21/- per week. There is  
a great demand.

Many widows recommended here by the C.O.S.  
who pays for them.  
They grant a certificate to all who have passed  
the 3 months' training.  
Midwives seldom act without a doctor. Only  
a few people care to do without a doctor.  
Midwifery doctors prefer to have L.O.S. midwives  
because these know the exact time to  
send for a doctor so save his time.

Monthly Nurses are so much propitiated by parents  
that they become tyrannical.  
'Ladies as a class are much easier to train than working  
women'

They are a temperance hospital. The great fear for  
m.



The Gamp tradition among monthly nurses

Earning of wet nurses.

Demand supplied by unmarried mothers.

∴ 21/- week is earned easily  
as a wet nurse

Foster mothers.

Undertake work in connection with rescue work.

monthly nurses is drink. Amongst the gampy persons  
the drinking tradition still survives.

Here no spirits are allowed.

Much temptation is always put in the nurses  
way.

The usual rate for wet nurses is 21/- per week.

At Queen Charlotte's & York Rd. the unmarried  
mothers supply the demand for wet nurses.

Altogether this is done regularly & is a direct  
encouragement to vice. The unmarried

mothers care very little about her child at first  
though after a fortnight or so they come on top of them  
Here they want sent out the unmarried mothers

Foster mothers never take less than 5/- says the  
children in London and foster mothers nearly  
always die, even tho' one w<sup>d</sup> think it  
most necessary to keep the child alive  
in order to get the 5/-

Work in connection with several rescue homes.

Only take first cases of unmarried persons.

They will take free cases but don't let it be known.

but a good many free married women

'The free people always want much more done for  
them than those who pay a little.



Number of cases generally seen  
before during 3 months training.

Work comes in rushes.

A nurse wd see about - 35 cases in the 2 months  
& they nurse (ie have sole charge of)  
8 cases

He saw 80 cases in the 3 months  
ordinary wd see 60 cases...

This work goes in rushes. Cases come in suddenly  
a account of climate. Very exciting  
work.

Ladies take it up esp for missionary purposes.

System of admission is that of direct payment of an  
amount equal to about  $\frac{1}{3}$  of the estimated cost  
of the bed.

Out patients pay 5/- & receive attention as wanted



Miss McCahey } Ward Sisters. London Hospital  
Miss Hill }

Classes from which nurses are drawn.

Each here signs for 3 yrs.

700 beds.

Size of wards.

Ward staff

April 23<sup>rd</sup> 96.

G.H.D.

Miss McCahey. sister of Victoria. Surgical  
accident childrens ward. London Hospital  
Miss Hill. Matrons Assistant.

Drawn from clergy. Upper Domestic. Army.  
shopkeepers.

You sign for 3 years.

Start as probationer, for 2 years after 2<sup>nd</sup> year  
you get certificate - 3<sup>rd</sup> year you are in  
hop as staff nurse. teaching probationer

700 beds here.

Usually 50 or 60 beds in a ward.

Wards are divided into blocks (3 or 4)  
with a staff nurse & a probationer to each  
block.

In children ward there are 26 cots & 27.  
(2 divisions) 1 staff nurse & 2 probationer to  
each division.

1 Sister to each ward. 20 ward sisters in all  
3 night sisters.



6 Wks at training home before entering Hosp.

Hours of work.

- 2 night sisters look after whole hospital
- 1 " " looks after scabbies which is done at night ∴ it is found to be more convenient. Only passages & offices scabbied at night. Wards scabbied every Saturday during the day -
- 2 receiving room sisters.
- 2 office sisters.

- 6 wks passed at Incey's House. before coming into hospital
- 2 hours daily off duty for everyone.
- Probationers have day off once a month.
- Staff nurses + 1/2 day once a month
- Sisters + Sunday once a month + 1/2 day every fortnight.

Miss McCarthy has command over the 27 beds in this division. Gives report to matron every morning.

Nurses called at 6.

Breakfast. 6.30.

Inwards at 7. AM

Off duty at 9.20 PM



## Ward sisters

Ills nurses are especially heir to.

Funds wd. not admit of treble shifts

$\frac{1}{2}$  hr. Dinner .. 12 45 or 1.15

$\frac{1}{2}$  — tea (in wards.)

You can eat as quick as you like & can go as soon as done.

Ward sisters have breakfast & luncheon in own room & only go home for dinner at 7 PM. Sleep in room at end of ward. Some ward sister has 2 rooms.

Under Miss McCarthy is 1 staff nurse & 2 probationers & 1 staff nurse & 1 prob at night.

Chief Ills as. 1. Hospital throats.

2. Anæmia. (ward air) esp if

3. Flat feet. inclined that way.

It is while it is getting flat that it is so painful - Not every nurse is flat footed. It can be prevented by special shoes. When one threatened you must give it up as nursing if you wish to keep your instep.

4. Overwork.

Funds wd. never permit treble shifts though it might be possible.

In some hosp you can get a certificate in a year.



Extras

Prospects of Nurses.

Military nurses.

Hospital pays to Pension Fund.

Hospital engagements in disfavours.

# Every one is allowed 2/6 (in money) for washing  
things some of the nurses make it do.

Dresses are washed by the hospital.

Salaries & washing money paid quarterly - you  
can run up a large a private washing account  
as you like.

Nurses after 3 years here.

1. Private nurse.

2. Smaller hospitals

3. Go abroad (great many do this).

Great esprit de corps among nurses.

Military nurses must spend 3 months at Netley  
& before you go there you must be a trained  
& certificated nurse.

Hospital gives no Pension but pay 1/2 of their  
staff's premium. Nurses as a rule are not saving.

Private nursing is spoily. You are not much use in a ward  
after it. Only rarely done. it is only rarely that you  
come back to the hospital.

In the hosp each nurse has a separate room.

Very few Hospital engagements. They are not looked  
on with any favours.



General Lying-in Hospital

Most of these nurses have been  
in General Hospitals

Difference between midwives  
and monthly nurses.

Numbers received

# April 29<sup>th</sup>

G. H. D

Miss Atkinson. Superintendent. General Lying-in  
Hospital. York Road Lambeth.

Great number of monthly nurses & midwives are  
daughters <sup>many</sup> of medical & professional classes.  
Most of their nurses have already been in  
Gen Hosps & only come on here for a finishing  
course.

This is a special training school for monthly nursing  
& midwifery.

Midwifery is the higher branch of the profession  
midwifery consists in conducting the labours -  
& is concerned in the treatment of the patient  
before the child is born: monthly nursing con-  
sists in the treatment of child & mother after  
it is born. Midwives may only treat cases  
of normal labours. Where anything is abnormal  
in England they must call in a doctor.

Can only receive 13 nurses. for 2 months training  
6 midwives.

Doctors prefer midwife nurses.



All pay to learn.

Many Gamps still survive

No one admitted as nurse under 25

Cost of training

20 applicants a day.

Hours of work.

Variable work.

No one can be taught for nothing in London  
Great many Gamps still in London. Any one can call  
herself a midwife. Caveat Emperor. Midwives  
are trying now to get a bill through Parl. for  
the registration of midwives.

District nursing has led to the discovery of much  
work done by the Gamps & made mothers more  
careful than they used to be.

<sup>Not</sup> Admitted before 25 yrs of age up to about 40.

Cost - £50.10/0 for 2 mths month nursing  
25s for 3 mths course of midwifery.

Thus 5 mths is the full course for the two  
branches. Those who take both will pay 25s.  
for the whole.

Nurses chosen as for Hospitals.

It is about 20 applications a day from would be nurses.  
2 wks day duty.

2 wks night.

Day nurses come on 8.15 am

go off 9.15 PM.

Work is so variable. Cases may come on at any time

Cases are allotted to certain nurses & they must  
wait on them throughout. Does not approve of  
patients



Large Lying-in Hospitals

Large out patients dept

Males have a way of getting  
the best of female students

Mission training

Qualifications for L.O.S.

Deserving unmarried mothers admitted.

Remuneration.

Arranged for each case.

having a change of nurses  
This not a large hospital.

Queen Charlottes is located  
City Road next.

Then this one

Have a very large out-patients dept in con with hosp.

No male students here.

At Queen Charlottes they have male students  
24 beds here indoors.

Does not approve of male with female student  
The men somehow 'generally get the best of it.'

Great number of lady nurses com who go out to the  
Zeneras -

Nurse pass is not pd anything at all here.

A mid wife must take conduct at least

25 cases before they become L.O.S. Examined

by L.O.S. 20 Hanover Sq. with written &

oral questions

Admitted unmarried mothers if deserving in  
their opinion after investigation.

Monthly nurses receive from 5 to 10 guineas for the  
month. Each nurse makes her own arrangement  
for every case. Poor out-patients pay nothing



Midwives can make £100 a year  
even in poor districts

Offers of drink

Humanised milk has choked  
demand for wet-nurses

Unmarried mothers go as wet-nurses.

Many from France.

They have apportioned the immediate neighbourhood  
under midwives to whom they pay 5/- for  
attendance at confinement & after.

A midwife in a poor district who is established and  
liked can make £100 a year. Much depends  
upon the personal recommendation of patients.

Thinks that midwives are as a rule abstemious but  
can only speak for her own nurses. Sarah Jay  
do still exist. Poor people never always press drink  
upon midwives.

The demand for wet-nurses is now very small since  
the humanised milk & sterilised milk have  
been introduced.

3 years ago 10/6 fees to stop to wet nurse produced  
£20 a year.

now they only make for or £5. in this way.

Does not like the system of wet nursing.

Unmarried mothers generally though not  
always sent out as wet nurses.

Thinks it a dreadful thing to encourage  
this & so make 'a traffic of sin'.

Great number of English get their wet nurses  
from Paris.



Pay of wet nurses.

Wet nurses board out  
their own children with foster parents.

Nurses don't suffer from overwork  
as in a General Hospital

No real responsibility until nurses go out  
to private houses.

Wet nurses get from 18/- to 20/- 18/- for the unmarried women.

Ladies who send for wet nurses are always - so she thinks - told whether they are married or single.

Wet nurses have to put out their children.

They pay 6/- or 7/- per week.

Send out their children to families in the country. Great many applications for those who want to become foster parents. Most of them they won't even consider.

She never sends children to foster parents in London & w'd be very sorry to do so.

They work here to a certain ~~connection~~ extent in connection with Rescue homes.

Pretty busy all year round.

Nurses don't suffer from overwork 'It is not like in a General Hospital'. It is exciting work but not hard.

Nurses have no real responsibility until they go out in private nursing.



London Hospital

Drawn from all classes.

Many applications, but few chosen.

Hospital staff 240.

Remuneration of probationers

G.H.D.

April 29<sup>th</sup>

Miss Lückes. Matron. London Hospital.  
Whitechapel Road.

Drawn from all classes. Prefer ladies. Have also many who have been parlour maids & housemaids - of the better sort only. Majorily perhaps w<sup>d</sup> in former days have been governesses & music teachers.

Applicant is sent form. wh she fills up. if suitable she is seen. about 2000 applicants. great many w<sup>d</sup> be on the books of other hospital, but because of age, health, educational <sup>or personal</sup> unfitness it is difficult from these 2000 to choose out the 150 for whom there are vacancies

Ladies have a distinct preference for sisters places because they are so much more fitted for them.

Actual Hospital staff. varies from 240 to 250.

There will be 20 more than under 50 more are in the Private nursing home & take duty in the Hosp: as wanted.

Probationers have £12 15<sup>s</sup> pr.

£20 2<sup>s</sup> pr. Then they become Staff nurses, sisters or private nurses



Staff nurses.

Each is allowed 2/6 per week  
for washing = £7.10.0 per yr.

Sisters

Superintendents

Domestic staff

with salaries.

Staff nurses get £24 first yr to £27 rising per yr  
Privates £30 rising £2 to £40. get no  
percentage on cases.

Sisters £40 to £60 according to  
size of wards. rising £1 for 4 yrs.

2 Superintendents begin at £60 & promoted according to  
capacity.

2 Superintendents at £55 rising to £60.

1 Domestic Staff £45 " " £50  
£35 " " £40.

1/4 Resident servant in nursing home. best get £14/10.

4 regular scrubbers 1/6 per day | lowest £14 - highest £18  
& food. | Cook. £35 to £40

irregular scrubbers 1/2 day 1/6 & food.

6 Servants housemaids 16 to 18 qd

1 Hospital cook (w) £30

2 Scullery maid £20.

1 Kitchen " "

1 or 2 men Cooks :

30 Ward maids 10/6 per wk, live out  
& get dinner & post uniform  
& washing of dresses



Saturday Scubbers.

775 beds

Certificate in 2 years.

Army & Navy Nursing

Laundry Staff.

7 regular scubbers at the same rates as  
farmers.

13 night scubbers 2/ per night without food  
coming on 11 PM to 5 AM. Have Sat  
night off each wk & come 12 on Sunday night  
to scrubbing of corridors, stairs, offices  
etc.

<sup>in number.</sup>  
40 On Saturdays a small army moves to scrub ward  
floors at 1/2 rate without food.

775 beds in the Hosp. 657 patients in today.  
Certificate is obtained in 2 yrs but every nurse is  
bound for 3 yrs. The ordinary curriculum for a  
nurses training lasts a year. As soon as you  
have attended the whole set of lectures you  
can present yourself.

For the army & navy & Indian nursing service you  
must have been 3 yrs in a hosp. but  
think it thinks the time they are foolish in beds  
where hosp is full & large like this give somewhat  
more experience than small hosp.

Laundry staff 8 indoor: calenders - folders - presses.  
(7 w/ one head)



Difference between a calender  
& a mangle.

Wages of Laundry staff

Hours of work

4 bay for 15 to 16 outdoor women + 2 men to  
maching, who do principally folding, airing  
mang

Calender is a large cylinder (brass) covered with  
brown paper, felt, calico. with pressure of roll top in  
to iron & dry things at the same time.  
a mangle presses out creases out of dry things  
& want give a close smooth goods.

7 indoor	as per	16 qd.	} with uniform & men washing.
1	_____	10 qd.	
6 fork		16 qd.	
1 head lands		35	
outdoor have		10p per wk. + 1 qt beer or milk per day (get take beer) tea at teatime with an egg & provide me bread & butter.	

Drummers they give themselves.

Start at 8 AM till 7 PM with 1 1/2 hrs off. on  
Sats begin at 9 & leave at 4. overtime rare  
perhaps sometime 1 hr on Sats for the sorters  
& men who clean up after the women.

The laundry indoor hands have beds made for them by  
maid + so are free of home duties.



## Army nurses

### Nurses ailments.

### Arguments against triple shifts

Nurses as a rule begin as specialists.

Start at 25 years of age.

Deplores existence of nurses Cooperation

Effect of nursing on nurses.

Probationers start in home

Military nurses are all sisters with orderlies inst of nurses working under them.

Nurses ailments 1. Flat feet - painful when coming on.  
2. Sore throats, rhus here. America. Overstrain  
Anything is against 3 shifts. food. is not working all the time.  
expense.  
3 hands for reports.

Nurses might go out everyday but of course they all don't. They might not to walk when they do go out. have a day off once a while etc  
Nurses both start in special hospo (mental (v. fam).  
Consumption etc & then come on to Gen hospo.  
& vice versa. though as a rule they begin as  
specialist :: they take their groups.  
Here start at 25 yrs. but in lesser training schools 21.  
w'd not be unusual.

Deplores existence of Coop or nurses working on own account.

Depends upon kind of work who should be made sister

Nurses leave younger than they used to.

Some improve very much by nurse some deteriorate very much  
none remain the same.

At start as probationers are kept in home in Bow Rd when they get 6  
who prelim training in which that can be taught without patients.











