

pans and dishes. In consequence of this amount of laborious work, the Probationers are often compelled to be late for their own meals and often are too tired to enjoy them.

The Probationers, having been requested to state their views with respect to the arrangements for the household work, in addition to the objections to the present system as given by the Matron, wrote as follows in reference to the night work:—

'As things now are, a Nurse Probationer goes on duty at 7 a.m., and spends her first two hours and a half or more in polishing the taps and sinks of the lavatories, in sweeping, dusting the ward, and in thoroughly cleansing the ward kitchen and all it contains. This done she has only about an hour, before going off duty in the morning, to attend to the patients.'

And again:—

'The Night Nurse's hardest work begins after she has been on duty eight or nine hours. These hours may have been, and frequently are, so busily spent that she has hardly time to sit down to have a meal, and yet during the last three or four hours of her duty she has so much work that it is often all she can do to finish it by 9 a.m. After being eleven hours on duty in the same atmosphere, she has to sweep and dust in the wards and to prepare the Staff Nurse's breakfast.'

The Probationers expressed their opinion that on entering the Hospital it is necessary for a Probationer to be taught all the domestic work that is now required; but that a period of from three to six months ought to suffice for such training.

Having considered these statements, the Committee came to the conclusion that it is necessary to relieve the Probationers of a great amount of the rough domestic work now allotted to them.

(3) The Mode in which relief can be given.

The work of cleaning the wards and staircases not allotted to the Probationers is given at present to five charwomen.

The Committee did not think it advisable to increase the number of charwomen and so to relieve the Probationers. They felt that there are serious objections to the introduction of persons who come daily to the Hospital from the outside. They agreed, after careful consideration of the subject, that the work could be much better done by resident wardmaids, and they agreed to recommend the introduction of such maids in the place of charwomen.

It was stated by the Matron that seven wardmaids in place of five charwomen could easily do all the work required.

(4) Sleeping accommodation for the servants.

The introduction of ward-maids, the Committee find, will require some addition to the dormitories for the servants.

As the present arrangements of the sleeping-rooms for the servants are very defective and in some cases very objectionable, and as there are many advantages in providing dormitories for the household staff separate from the main building—the Committee recommend that a servants' dormitory, sufficient for

all the staff of servants, be built adjoining the present dormitories of the Probationers.

(5) The substitution of Probationers' bed-rooms for cubicles.

As this subject was fully brought before the Quarterly Court held on October 29th, and as the advisability of the change was generally recognised by the Court, the Committee do not think it necessary to produce the letters on the subject which have been received from the Probationers.

They desire simply to express their entire agreement with the views of the Committee specially appointed to consider this subject.

(6) The financial effect of the proposed changes.

In relation to the Probationers.

The number of Probationers, now being trained in the Hospital, is 30; of whom 14 are Special Probationers, and 16 are Nurse Probationers.

The fee for a Special Probationer for the first year is £55 13s., for the second year £27 6s.

The fee for a Nurse Probationer for the first year is £32 5s., for the second year £3 3s.

The amount of the fees already paid to the

Hospital during the past year has been ... £810

The sum due at this time is ... .. 30

Total receipts ... .. £840

The present staff of Probationers is found not to be sufficient for the work of the Hospital. During the past year £40 has been paid for additional help. As it was calculated that the Probationers, working under the Nurses, would be able to perform all the work, this charge for extra help has to be deducted from the gross receipts, leaving £800 as the net result derived by the Hospital from the Nursing system.

The Committee recommend that for the future the number of Probationers should be 36, that of this number 6 should be Special Probationers who are being trained for one year, 14 Special Probationers who are being trained for three years, and 16 Nurse Probationers, who are also being trained for three years.

The fees for a Special Probationer they agree shall be: for the first year, £56; for the second year, £28; for the third year, £14.

For a Nurse Probationer: for first year, £28; for second year, £12; for third year, 'nil.'

The fees payable to the Hospital by these Probationers would on this scheme be as follows:—

Six in first year at £56 ... .. £336 per annum.

Fourteen at £98 for three years—

£1,372: i.e. ... .. 457 ..

Sixteen at £40 for three years—

£640: i.e. ... .. 213 ..

Total fees per annum £1,006

In order to compare this sum with the payments made at present, there must be deducted:—

The cost of maintenance estimated for six extra Probationers, at £21 each ... .. £126

The loss of interest on £1,600 (the estimated cost of alteration and furniture) ... .. 43

£169

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