

families, and my Sister colleagues." (Here follows date and signature.)

After a year's satisfactory Sisterhood, the Red Cross brooch is presented to the Sister. After three years of good work her entrance fee of £5 is returned to her. At the end of five years of dutiful service the Sister receives a silver cross, and is regarded as *fully* qualified.

As in the Rudolfinerhaus in Vienna (a Red Cross Union already described in the columns of the *Nursing Record*), the statutes give to the Nurses the position of "daughters of the house." Here they receive everything they require: under-clothing of every description, caps, aprons, collars and cuffs, bonnets, pocket handkerchiefs, stockings, and — night-caps! But they must buy their own gloves and boots, and to this purpose they receive a monthly pocket money of 12 shillings.

Every year the Sisters have a holiday of four weeks, when they may wear their own dress in any district out of Hanover. Their pocket-money is continued during this time, and travelling expenses paid up to 36 shillings.

After ten years' service, the Sister is entitled to permanent provision in the Clementinenhaus, with all former advantages, and a fifth up to the full amount of previous pocket-money, according to the length of active service. Those Sisters who are unfit for work, find a home in the Union's "House of Rest."

Cases of insubordination, etc., may be followed by immediate dismissal by the Matron. Among the vast number of excellent nursing institutions that Germany numbers, many of the rules and statutes already described would be found with variations.

In the Victoria Hospital of Berlin (an institution under Imperial patronage), the Nurses are obliged to fall in with a scheme that has recently been somewhat warmly discussed in England, *i.e.*, they are *obliged to save*. Probationers of this Hospital pay a surety of 300 marks (nearly £15), but receive their uniform and 10 marks pocket-money after the first six months. The actual term of probation lasts one year, when the Probationer becomes a Nurse with a salary of 300 marks, which gradually rises to 500 or 600 with uniform, board, lodging, and laundry. Out of this sum, the Nurse is bound to save 50 marks (about £2 7s. 6d.) annually. It is invested for her, and repaid as an annuity, if she remains in the Hospital after her 60th year. If she leaves the Union (*Verband*) of the Victoria House before, her money is returned to her with compound interest. To the 50 marks of the Nurse, the Union adds 30 marks, which augments the annuity, but are returned to the Institution in case the Nurse does not reach her 60th year in its service. A Nurse who has worked for the Institution 25 years, is entitled to free board and lodging for the rest of her life. Nurses who are incapacitated before that time, receive assistance out of the invalid fund.

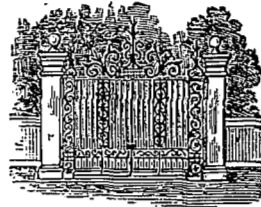
In the Augusta Spital (and other Hospitals), Sisters and Nurses work together. The latter are subordinate, and do not advance to the rank of Sisters.

In connection with many of these institutions—more especially those of the Red Cross—are lectures and demonstrative lessons given to women who wish to learn the elements of Nursing from domestic and humanitarian motives.

LINA MOLLETT.

## — Outside the Gates. —

### THE SOCIETY OF WOMEN JOURNALISTS.



COMBINATION and co-operation are the order of the day. Unions, Societies, and Clubs alike are necessary to cement interests and to extend privileges. A great awakening has come to women in this direction. Only a few years ago work was considered by women to be a hateful necessity; now it is regarded as a privilege, and a right belonging to every human being. The working woman of the past was a solitary unit who worked for what wages she could get, thankful to earn a bare living. The wise woman of to-day combines, for she has learnt from man's experience that labour without organisation is as a shuttlecock in the hand of capital; and she has learnt that she has a duty to other women; and that she must regard her work, her hours, and her salary not only as affecting herself, but as affecting the rank and file of her fellow workers. The argument that was so often used by women that having some small means, or because they were helped by a relative, they could therefore accept a salary less than a "living wage" is disappearing, and must vanish before the steady combination of workers in all the fields open to women.

The Society of Women Journalists has been established for mutual protection and mutual advancement. It has been found that a large number of "bogus" journalists exist who bring discredit on the profession and lower the standard of remuneration; and this Society has been started to represent the *bona fide* members of the profession, and to raise the general standard. It is formed on the excellent principle of being entirely a body of workers. There are no mere nonentities among the Council or Vice-Presidents. Every name on the list is that of a woman who has put her shoulder to the wheel, and who knows the trials and the difficulties of a woman worker's life.

The enterprise is largely due to the Hon. Secretary, Mrs. Jack Johnson — herself a hardworking and successful journalist.

Any woman who has contributed to the literary or artistic departments of a recognised journal or Magazine for two years is eligible as a member; probationers are appointed after one year of such work, and are eligible for election as members at the end of the second year.

One of the chief aims of the Society is to bring members into friendly relation with employers, so that Editors and Publishers who are in want of efficient women writers and artists, can apply with full confidence to head-quarters, when they will be brought into touch with the right persons. Two gentlemen have consented to act as Honorary Counsel and Honorary Solicitor of the Society so that advice may be obtained by members gratuitously who need help in copyright and literary matters.

No difficulty was experienced in finding an Honorary Physician to attend such members as need medical advice.

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