

Glasgow Training Home for Nurses,

250 RENFREW STREET.

Chairman.

MR. J. B. WINGATE, 102 HOPE STREET.

Vice-Chairman.

MR. JOHN R. KAY, 78 QUEEN STREET.

Directors.

*MR. J. C. ALSTON, 27 James Watt Street.
PROFESSOR T. M'CALL ANDERSON, M.D.,
2 Woodside Terrace.
MR. THOMAS BINNIE, 207 Hope Street.
The HON. G. A. BURNS, 30 Jamaica Street.
DR. HECTOR C. CAMERON, 200 Bath Street.
MR. ALEX. A. CUTHBERT, 14 Newton Terrace.
MR. ROBERT GOURLAY, Bank of Scotland.

MR. DOUGLAS M. HANNAY, 25 Exchange Square.
*MR. ARTHUR HART, 63 St. Vincent Street.
*MR. JOHN R. KAY, 78 Queen Street.
*MR. R. HOPE ROBERTSON, 58 St. Vincent Street.
MR. PAUL ROTTENBURG, 105 West George Street.
*MR. JAMES TEMPLETON, 2 West Regent Street.
*MR. WM. WILSON, 43 Virginia Street.
*MR. J. B. WINGATE, 102 Hope Street.

* Those marked thus form the House Committee.

Ladies' Committee.

LADY OVERTOUN of Overtoun, Dumbarton-
shire.
MRS. ARCHD. CAMPBELL, Edinburgh.

MRS. ANTHONY HANNAY, 10 Claremont Gardens.
MRS. SERVICE, Nordhoff, Kelvinside.
MISS MARG. M'ALPIN, 20 Lansdowne Crescent.

Medical Officers.

Consulting Surgeons.

PROF. G. BUCHANAN, M.D.
DR. HECTOR C. CAMERON.

Consulting Physicians.

PROF. W. T. GAIRDNER, M.D.
PROF. M'CALL ANDERSON, M.D.

Visiting Physicians and Surgeons.

DR. T. K. MONRO ; DR. H. RUTHERFURD ;
DR. E. A. GIBSON.

Honorary Lady Superintendent.

MISS M'ALPIN, 250 RENFREW STREET.

Honorary Treasurer.

MR. ROBERT GOURLAY, BANK OF SCOTLAND.

Secretaries.

MOIR & FORBES, 146 BUCHANAN STREET.

CONSTITUTION

OF THE

GLASGOW TRAINING HOME FOR NURSES.

1. The Institution shall be called "THE GLASGOW TRAINING HOME FOR NURSES."

2. The objects of the Institution shall be--

- (1) To train or cause to be trained women of high character for the work of nursing the sick, and to employ them either in the Home or in private families.
- (2) To provide and maintain premises for the resident officials, the servants of the Institution, and the nurses, and also for the purposes of a private hospital for paying patients; and
- (3) To do all such other things as are or shall at the time be deemed conducive to the encouragement or attainment of the above objects or any of them.

3. The persons entitled to vote and act as to the management and affairs of the Institution shall be--

- (1) All persons who have already given, or shall hereafter give, to the Institution a donation of not less than Five Guineas in one sum.
- (2) Annual subscribers of Ten Shillings or upwards.

These donors and subscribers are hereinafter called the donors and subscribers to the Institution. Donors or subscribers of a less sum are not included in that term, and shall not be entitled to vote, act, or interfere as to the management or affairs of the Institution. A donation or subscription by a Company shall qualify only one partner of the Company. No donor or subscriber shall be entitled to vote, nor shall his or her presence be taken into account in determining the voting at any meeting until three months after the payment of his or her donation or first subscription. Any past subscriber who shall not have paid a subscription of at least Ten Shillings during each of the two financial years prior to the financial year current at the time shall be deemed a new subscriber. The Directors may, at any time within three months after the receipt of the same, resolve not to receive, and may return, any donation or subscription.

4. The affairs of the Institution shall be managed by fifteen Directors, who must be qualified donors or subscribers to the Institution, and who shall be elected annually. Any vacancies in the Directorate, from whatever cause arising, may be filled up by the remaining Directors at any time; or the remaining Directors may, if they think proper, continue to act and to exercise all the powers of the Directors. Four Directors shall form a quorum. At their first meeting after election the Directors shall appoint one of their number to be Chairman, and another of their number to be Vice-Chairman of the Institution. The Chairman, when present, shall preside at all meetings of Directors or of the donors and subscribers to the Institution; in his absence the Vice-Chairman, if present, shall preside; and in

the absence of both, a Chairman shall be elected by and from amongst the Directors present; or if there be no Director present from amongst the donors or subscribers then present. Notwithstanding the foregoing provisions, it shall be in the power of the Directors, whenever they think it advisable to do so, to arrange for any person, whether a Director or a donor or subscriber to the Institution or not, taking the chair, and, at the request of the Directors, it shall be competent for any such person to take the chair, and exercise all the rights and powers of chairman, at any public meeting of the donors and subscribers to the Institution. At all meetings the Chairman shall have a deliberative and, in case of equality, a casting vote. The Directors shall in no case be entitled to alter or add to this constitution, and they shall not be entitled to sell the heritable property of the Institution unless and until authorized to do so by a resolution passed at a general meeting of the donors and subscribers to the Institution duly called for the purpose of giving such authority, and confirmed by another general meeting of the donors and subscribers to the Institution duly called for the purpose, and held at an interval of not less than fourteen days after the meeting at which such resolution shall have been passed; but in every other respect they shall have, and may without notice, and without being in any way further or otherwise specially empowered, exercise all the rights and powers of or competent to the whole body of donors and subscribers to the Institution. Till the first annual meeting of donors and subscribers, to be held as after provided, the Directors in office at the adoption of this constitution, and the acceptors and survivors of them, shall remain in office and have all the powers conferred on Directors by these presents.

5. Within ten days after election the Directors shall meet to enter upon the discharge of their duties, and until this meeting the Directors who have acted during the previous year shall continue to act. At this meeting the Directors shall annually appoint a Secretary, a Treasurer, a Lady Superintendent, Medical Officers, and any other officials they may from time to time think proper, and fix their duties and salaries. The Directors may at this or any other meeting appoint such honorary officials as they think proper. The Directors may also at this or any other meeting appoint all such Committees, either of their own number, or others, or partly of both, and whether donors or subscribers to the Institution or not, and delegate to such Committees such of their powers and duties as they think proper.

6. The donors and subscribers to the Institution shall meet on a day in the month of February annually. Ten days' previous notice of the meeting shall be given by advertisement in any two Glasgow daily newspapers. At this meeting the Directors shall submit a report and financial statement for the year up to the 31st day of December preceding, the Directors for the year shall be elected, and any other competent business transacted.

7. At any time upon receiving a written request to that effect from five Directors or twenty donors or subscribers, stating distinctly the purpose of the meeting, the Secretary shall be bound to call a Special General Meeting of the donors and subscribers to the Institution. The Secretary shall give at least ten days' previous notice of such meeting, such notice to be given by advertisement in any two Glasgow daily newspapers, stating the time, place, and purpose of the meeting.

8. The heritable properties acquired as aforesaid shall continue to be held by the Trustees, in whom the same are presently vested, and the survivors and survivor of them, or by any Trustees to be assumed or nominated by them in virtue of the powers hereinafter written or otherwise competent to them in trust (1) for the relief and indemnification of the said Trustees of and from the personal obligation granted by them as aforesaid, and (2) for the Institution; and after the said Trustees shall have been fully relieved and indemnified of the said obligation, the said properties and all other heritable property which shall from time to time be acquired for or belong to the Institution shall be held by the Trustees in whom the same were vested at the time of such relief and indemnification, or by Trustees

chosen at any annual or special general meeting of the Institution in trust for the Institution, and with such powers to sell, borrow on, or otherwise deal with the said whole properties as may from time to time be conferred upon them in terms of this Constitution or any amendment thereof. Till the said William James Davidson, John Birkmyre Wingate, John Langlands, Thomas Binnie, and Alexander Andrew Cuthbert, and the survivors and survivor of them are wholly freed and relieved as aforesaid, they may, notwithstanding anything herein contained (1) sell or borrow on the security of the said properties presently held by them as aforesaid or either of them in terms of the powers expressed in the conveyances thereof in their favour and (2) assume or nominate other Trustees to act along with or after them, and to hold the said properties in trust for the purposes and with the powers and others conferred on or competent to the said William James Davidson and others themselves. The whole moveable property of the Institution shall be held by the Directors for the time for the same purposes.

9. The funds which may from time to time belong to the Institution may be invested by the Directors in the purchase or on the security of lands, houses, feu-duties, ground annuals, or other heritable property in Scotland, or the funds of the British Government or any fund or loan, British or Colonial, issued or guaranteed by the British Government, or the debenture, guaranteed lien, annuity, rent charge or preference stock or shares, or the debentures, bonds or mortgages of any incorporated Company, Public Trust or Corporation in Great Britain, or any British Colony, or on deposit in any bank in Great Britain, or any British Colony, or in any other way the Directors for the time may think safe or desirable, but never on or in merely personal security or any investment inferring liability beyond the amount actually invested. The Directors may from time to time realize such securities and investments, and re-lend and re-invest the funds so realized or paid-up in manner before-mentioned. All investments (including any heritable property acquired or held as an investment) shall be taken and made in favour of the Chairman, Vice-Chairman, Treasurer, and Secretary of the Institution for the time, and their successors in office (any three of them being a quorum) in trust for the Institution.

10. The Accounts of the Institution shall be made up and balanced, as at 31st December, annually, and shall be audited once at least in each year by a professional Auditor or Auditors appointed by the Directors. All cheques on any bank account of the Institution shall be signed by the Treasurer and one Director, or, in the absence of the Treasurer, by two Directors.

And, lastly, this Constitution shall not be altered unless and until the proposed alterations shall have been submitted to a first general meeting of the donors and subscribers to the Institution, called and held after notice as before provided, and approved of and adopted at a second general meeting of the donors and subscribers to the Institution, called upon the instructions of such first general meeting, and after notice as aforesaid; and it shall not be competent to hold this second general meeting sooner than thirty days after such first general meeting.



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GLASGOW TRAINING HOME FOR NURSES,
250 RENFREW STREET.

TWENTY-FOURTH ANNUAL REPORT,
1897.

THE Directors of the Glasgow Training Home for Nurses have the pleasure to submit to the donors and subscribers and the public generally the twenty-fourth annual report on the affairs of the Institution, and they have the greatest satisfaction in assuring them that the beneficent work of the Institution continues to be increasingly appreciated.

At 31st December, 1896, there were one hundred and five nurses attached to the Home, and of these seventy-three were then fully qualified, and thirty-two were still under probation.

In the course of the year two trained nurses left, their health having failed, one left to be married, and two left to begin on their own account.

Eighteen probationer nurses were received during 1897, but of these ten proved unsuitable.

At 31st December, 1897, there were one hundred and eight nurses attached to the Home, and of these seventy-five were fully qualified, and thirty-three were still under probation.

The public of Glasgow and neighbourhood continue quite as much as ever to avail themselves of the advantages of the Institution.

The number of cases of sickness attended to in private families in 1897 was 658, rather fewer than last year, but this is accounted for by many nurses having been longer detained at serious cases than usual. The number of cases treated in the Home during 1896 was 375, while the number in 1897 was 386. Of these 386 cases 343 were surgical and 43 medical and massage. This is a distinct increase over last year.

The Directors regret that the Financial Statement for the year shows a debit balance on the year's working. The annual subscriptions from the public are rather less than last year. The Directors would press upon the consideration of the public that annual subscriptions are necessary for the maintenance of the Home, as it is apparent that the year's income of the Home does not always meet its annual expenditure. Moreover, the Directors have not yet been able to wipe off the bond of £2000 which still affects the Home buildings. The Directors also beg for continued assistance from the public in the rebuilding fund.

During the year Dr. E. Arthur Gibson was appointed a Visiting Medical Officer in room of Dr. A. W. Russell, who by the rules fell to resign.

In this report the Directors have the pleasure and satisfaction to mention that "The Dr. Samuel Johnston Moore Convalescent Home for Nurses," which is in a great measure for the benefit of the nurses of this Home, is now about to be opened at Busby, and will prove of immense benefit to the nurses, besides being a considerable saving to the Home in superseding the necessity of having separate premises for disinfecting nurses who have been engaged in infectious cases.

The Directors have again to record their entire satisfaction with the Visiting Medical Officers in the discharge of their duties. The patients to whom the Visiting Medical Officers are called are well attended to, and the instruction given to the nurses by these gentlemen is all that could be desired. Miss M'Alpin,

with unabated energy, zeal, and enthusiasm, continues in charge of the Home as Honorary Lady Superintendent, assisted as formerly by her sister, Miss Jessie M'Alpin, and the other members of the staff are performing their part of the work satisfactorily.

The Directors have again to express their thanks for the care and attention with which all the Officials of the Home have discharged their duties, and for the great assistance rendered to the Directors by the Ladies' Committee. They also gratefully acknowledge the donations of fruit, flowers, vegetables, game, fowls, eggs, books, old linen, and other useful articles from many kind friends. The free pass for the nurses from the Art Institute is also cordially acknowledged, and the Directors are deeply grateful to the ladies who collect the Annual Subscriptions.

Dr.

BUILDING FUND.

Cr.

To Balance from last year,	-	-	-	-	£1307	9	9		By Balance to next year,	-	-	-	-	£1307	9	9
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Dr.

NURSES' SICK FUND.

Cr.

To Balance from last year,	-	-	-	-	£436	9	5		By Balance to next year,	-	-	-	-	£472	14	6
" Donations from the Public,	-	-	-	-	25	1	6									
" Interest from Bank,	-	-	-	-	11	3	7									
					<u>£472</u>	<u>14</u>	<u>6</u>							<u>£472</u>	<u>14</u>	<u>6</u>

Dr.

EXTRAORDINARY REVENUE.

Cr.

To Balance from last year,	-	-	-	-	£159	19	0		By Balance to next year,	-	-	-	-	£409	19	0
" Legacy from Executors of Miss Hardie,	-	-	-	-	250	0	0									
					<u>£409</u>	<u>19</u>	<u>0</u>							<u>£409</u>	<u>19</u>	<u>0</u>

Dr.

JAMES TASKER FUND.

Cr.

To amount contained in D/R with City of Melbourne Bank—now in Liquidation. This Investment was handed over to Directors,	£110	0	0		By Amount per Contra,	-	-	-	-	£110	0	0
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NOTE.—There has been received to account of principal of above, the sum of £30 15s. 10d., which has been placed on D/R in the Bank of Scotland.

GLASGOW, 26th January, 1898.—We have examined the foregoing Accounts, compared them with the Vouchers, and found them correct, the cash in Bank on Deposit Receipt being Seventeen Hundred and Sixty-six Pounds Thirteen Shillings and Two Pence; on Current Account, Two Hundred and Eighty-one Pounds Two Shillings and Six Pence; and on hand, the sum of Thirty-four Pounds and Nine Shillings. There is also on Deposit Receipt, belonging to the James Tasker Fund, the sum of Thirty Pounds Fifteen Shillings and Ten Pence.

THOMSON, JACKSON, GOURLAY & TAYLOR, C.A.

Glasgow Training Home for Nurses.

TWENTY-FOURTH ANNUAL MEETING.

THE Twenty-fourth Annual Meeting of the subscribers and friends of the Institution was held in the Christian Institute, Bothwell Street, on Wednesday, 9th February, 1898, at two o'clock. The Most Noble the Marquess of Breadalbane, K.G., presided, and among others present were Lord Overtoun, Very Rev. Dr. Donald Macleod, Professor George Buchanan, Bailie Dick, Major F. W. Allan, Messrs. J. B. Wingate, Carfrae Alston, Pearce Campbell, Hope Robertson, Paul Rottenburg, Adair Campbell, James Templeton, Douglas Hannay, Robert Gow, and Robert Phillips, Miss M'Alpin, Miss Murison, Miss Allan, Mr. Arthur Forbes, secretary, and many others.

The SECRETARY intimated that apologies for absence had been received from Lord Inverclyde, Rev. Dr. P. M'Adam Muir, Rev. Dr. A. R. MacEwen, Professor M'Kendrick, Professor M'Call Anderson, Dr. Middleton, Robert Gourlay, Esq., Alex. A. Cuthbert, Esq., Hon. G. A. Burns, and T. M. Ferguson, Esq.

The Minutes of last meeting were read by the Secretary.

The MARQUESS OF BREADALBANE said—I presume, ladies and gentlemen, I may hold the report, which I understand has been distributed among you, as read. It is a great pleasure to be present on such an occasion as this. (Applause.) As chairman of this meeting I have pleasure in moving the adoption of the Twenty-fourth Annual Report of the Glasgow Training Home for Nurses, and in doing so I think it my duty to refer to one or two points contained in it. On the 31st January, 1896, there were 105 nurses attached to the Home, while on 31st December last there were 108, an increase of 3 during the year. It is very gratifying to observe that the benefits of the Institution are being taken advantage of to as great an extent as ever by the public of Glasgow and the West of Scotland, indeed, I might say, of Scotland, as Miss M'Alpin's nurses are to be found attending cases all over the country. I have no doubt that so long as the Home is managed in the admirable manner in which it is at present, this will continue. I note that in 1897 there were 658 cases of sickness attended in private families, which is rather fewer than during the previous year, but this is accounted for by the fact that many of the nurses had been detained by serious cases longer than usual. The number of cases, however, treated in the Home during 1897 was 386, while in 1896 the number was 375, thus showing an increase of patients, and thereby clearly

demonstrating that the advantages of the Home as an hospital are becoming better known and more highly appreciated. (Applause.) I regret to observe from the Report that the financial statement for the year ending 31st December last is not so satisfactory as might be desired, as it shows a debit balance on the year's working. It should, however, be mentioned that this deficit is not caused by any increase in management or house expenses, but is entirely due to the Nursing Department, and can be accounted for by the increased sum paid to nurses in the shape of salaries and bonuses, owing to so many of them having become eligible for the higher scale of pay. This, however, must be looked upon as a decided advantage to those who employ them, as they now have the opportunity of obtaining the services of more competent and experienced nurses; while it is also worthy of mention that the charges made by Miss M'Alpin are considerably less than those charged for equally qualified nurses in London. (Applause.) The lack of subscriptions last year may be accounted for by the unusual number of calls made upon the public in connection with many worthy objects set on foot to commemorate Her Majesty's Diamond Jubilee. One may therefore reasonably hope that many former contributors will again renew their support, and thus enable the Directors not only to maintain the efficiency of the Home, but also to wipe off the bond of £2000 which still affects the Home Buildings. (Applause.) It is gratifying to note from the Report that the Convalescent Home for Nurses, established by the liberal legacy of the late Dr. Samuel Johnston Moore, will shortly be opened at Busby. This will prove of immense benefit to the nurses, who, through overstrain of work, are obliged to seek rest and quiet to recruit their health, and will also be a considerable saving to the Home by avoiding the necessity of having to maintain separate premises for disinfecting nurses who have been engaged in infectious cases. (Applause.) I may here mention what the nurses position is in the Training Home. They are not dependent on the increase or decrease of cases for their remuneration, but are paid a yearly salary, and, in the event of sickness, they are maintained free of charge. (Applause.) It is also very pleasing to observe that the Directors are able to record the entire satisfaction with the manner in which the Visiting Medical Officers have discharged their numerous duties. During the year Dr. E. A. Gibson was appointed Visiting Medical Officer in room of Dr. A. W. Russell, who, by the rule of the Home, retired. Those present may possibly not be aware that the Home was opened this day twenty-four years ago, and that during the intervening period it has been under the able management of Miss M'Alpin and her sister. (Applause.) It is impossible to speak too highly of the manner in which Miss M'Alpin has managed this most excellent Institution, and I am sure that she is entitled to the sincere thanks of the Directors, as well as the gratitude of the public, for the unceasing care and attention she has bestowed not only on the Institution but also on all those who have used it as an hospital. (Applause.) It may not be known to all that these services have been given by her, as also by her sister, gratuitously. (Applause.) I think it would be difficult to find any one more suited than Miss M'Alpin for the position of Lady Superintendent, or one who would be more popular with the nurses. (Applause.) They showed their appreciation of her some years ago by presenting her with a portrait of herself. (Applause.) I may state that I think I am in a very fair position to give an opinion upon the admirable nurses

sent out by Miss M'Alpin from the Home, as, during a severe illness, I had the services of three of them. I am glad to say, not all at one time—as, even with these excellent ladies, it might have been a repetition of the case of the cooks and the broth, and as I was the “broth” it would not have been pleasant for me. (Laughter.) I venture to think it would have been difficult to obtain better or more qualified nurses from any institution, and I am sure that I am much indebted to them for their care and attention during the time they were with me. (Applause.) At a later date Miss M'Alpin sent two more of her nurses to attend some cases of scarlet fever at my home, and these also gave entire satisfaction, not only to patients but also to the local medical gentleman. (Applause.) I sincerely hope that the public will give the Glasgow Training Home for Nurses the support which it so thoroughly deserves, and of which it is at present so much in need. (Applause.) I have very much pleasure in moving the adoption of the Twenty-fourth Annual Report of the Glasgow Training Home for Nurses. I must apologize, ladies and gentlemen, I ought to have mentioned that I had a message to convey to the nurses from a gentleman very well known in Glasgow, and possibly I cannot do better than read his letter :

“Hotel Albemarle, Piccadilly,
London, February 7th, 1898.

DEAR BREADALBANE,—I am exceedingly sorry that I cannot be with you when you preside at the Annual Meeting of the Training Home for Nurses, as I have a great belief in the Institution and its admirable management under Miss M'Alpin, who has truly devoted her life to the relief of human suffering. I wish you would tell the nurses what a splendid Home is now ready for them when “sick or sorry,” founded by our mutual friend—the late Dr. Moore. I visited it lately, and was greatly pleased with the whole establishment as being eminently suited for the purpose of giving the nurses a needful rest.—Yours sincerely,

INVERCLYDE.”

The VERY REV. DR. DONALD MACLEOD said—I have been asked to second the motion for the adoption of the Report. First of all I desire, I think in the name of this meeting, to express our great gratification at seeing your Lordship in the chair, back again in your own country. (Applause.) I have some difficulty in not addressing you as “Your Grace,” because at the time when I had the honour of being Moderator, one of the greatest comforts and pleasures which I had was my connection with your Lordship when you occupied the high position of Her Majesty's Representative. (Applause.) I have great pleasure in seconding the adoption of the Report which has been so ably moved. As regards this Home, there is no doubt about it the nurses who are sent out are simply admirable, as they are not only skilled women but good women. (Applause.) There is an immense necessity for having character as well as skill. As they say of a poet, a nurse is born not made, and I don't think that anyone can be a real nurse except she has a sense that the occupation constitutes her mission in life. (Applause.) There is so much to bear in the way of patience, in the way of tenderness, of bearing with people whom it may be hard to bear with in the time of trouble, that if a nurse has not more than a mere knowledge of poultices she will make a very bad nurse indeed. (Applause.) I have seen a great deal of nurses going

out from this Home, as every clergyman necessarily does in connection with his labours, and the only testimony I have to give is that the nurses are admirable, good, kind women. (Applause.) I believe that the time will come when this Institution will be self-supporting. If it is not self-supporting, the cause is to be found in the fact that, in its generosity of soul, it wishes and tries to do too much. (Applause.) Nurses are sent out who are of the greatest help to people who are in trouble, and they try to do it at as moderate a scale as possible. (Hear, hear.) I don't know what Glasgow could have been when I was a young man, and when there were no such institutions, when we had no real trained nurses, such as we have in this and a number of similar institutions. First of all there is that admirable one, the District Nurses Institution, which Mrs. Higginbotham set working among the poor. Then we have similar Nursing Homes doing work in Garnethill. Really, the population now is admirably supplied. What our grandfathers did without these facilities I don't know. Probably on the principle of the cooks and the broth, to which Lord Breadalbane has referred, those with fairly good constitutions scrambled through because there were not too many cooks to spoil them. (Laughter.) In the great pressure of modern life and work, it may be we more readily succumb now-a-days. There is one thing in the Report which I wish to emphasize, and that is the gift of my dear old friend Dr. Moore. When I was with him on his death-bed—I attended him every day—he was very much pleased with what he was going to do for the nurses, and he used to say to me, "Don't you think I am doing right?" and I said to him, "You cannot do better." And the interest he took in the nurses, and the benefit he was going to do for the nurses was one of the things that brightened the close of his life. I have pleasure in seconding the adoption of the Report, and in wishing good strength to the elbow of Miss M'Alpin, who is really the soul of the whole affair. (Applause.)

The Report was then unanimously adopted.

LORD OVERTOUN—I have much pleasure in moving "That Mr. Alston, Dr. M'Call Anderson, Mr. Binnie, the Hon. G. A. Burns, Dr. Hector Cameron, Mr. Cuthbert, Mr. Gourlay, Mr. Douglas Hannay, Mr. Hart, Mr. Kay, Mr. Hope Robertson, Mr. Paul Rottenburg, Mr. Templeton, Mr. Wilson, and Mr. Wingate be appointed Directors for the ensuing year, and that the Ladies' Committee be re-appointed." In moving this resolution, I may say that I am sure we all appreciate the way in which the Directors and the Ladies' Committee have done their work, and I am sure that the names I have read will commend themselves to you. The ladies especially do their part in conducting the affairs of the Institution and in supporting Miss M'Alpin and her staff in the admirable work in which they are engaged. (Hear, hear.) I feel with Lord Breadalbane that too much cannot be said in regard to the Home which we all know as Miss M'Alpin's Home. It is a very easy thing comparatively, when some line which succeeds has been started, to follow in its wake. We know that imitation is the sincerest form of flattery, but Miss M'Alpin was the pioneer in the idea of a Training Home for Nurses. She, in starting it, was the means of bringing sunshine into sorrowing and sad homes, and by so doing I believe that Miss M'Alpin has conferred a great benefit not only on the present generation, but on generations that are still to come. Certainly she has conferred a great benefit on this city. (Applause.)

I am sure I am speaking the truth when I say that she has not only conferred benefit and happiness on others, but that she has in doing that noble work earned great happiness for herself. (Applause.) Like Lord Breadalbane, I too received personally much benefit from the skill and care of Miss M'Alpin's nurses. I never had three at once, but I had two at once, and I can say what a relief it is to go to them in the time of sickness and suffering. I had a great deal to do with them, because I remember that in a dark time, when there was a great deal of sickness in my connection, I had the responsibility of engaging seven of Miss M'Alpin's nurses at once. Every one of them was in the highest degree satisfactory. One felt when they were engaged in a case in which you were interested that you could leave it with an easy mind, knowing that persons with heart, head, and hands were doing all that could be done for those who were under their care. (Applause.) Furthermore, I may say that all those to whom I have talked, and many of the nurses have been a long time in the Home, testify to the kindness and consideration of Miss M'Alpin. Not a few of them have told me that Miss M'Alpin's motherly care over them has been the turning point of their lives, and has shed brightness on their path. (Applause.) Every one has the same idea about her. I have come under the same motherly spell that her nurses have felt, because she brings help when people are cast down and in trouble. (Applause.) Therefore, I think the least one can do when one knows the worth of Miss M'Alpin and her staff is to recommend the Institution, and I have never lost an opportunity of doing so. It is a great pleasure therefore to me to be here to-day. I wish we could reach all those in Glasgow who do not support the Institution as they ought to do. I expected that before this the bond would have been cleared off, and that better housing would have been provided for the nurses. I hope that Miss M'Alpin may look forward to having, at no distant day, more suitable premises than those in which she now is. I hope better times are in store for the Home. Although there are other homes doing similar work, I hope that the public will support the Institution which has led the way in this work for the benefit of humanity. (Applause.)

MR. M. PEARCE CAMPBELL, in seconding, said—I have only to say that I think an institution which can obtain the services of a body of gentlemen such as that whose names Lord Overtoun has read is a very fortunate one. (Applause.)

The motion was unanimously agreed to.

BAILIE DICK—My Lord, ladies, and gentlemen,—I have very much pleasure in responding to the request which has been made to me to move a hearty vote of thanks to the medical officers, subscribers, and lady collectors, who have given their services so graciously to this establishment of which we are all so proud. (Applause.) I have great pleasure in doing that. As a member of the Corporation Health Committee, I feel I should be short in my duty if I did not attend such a meeting as this, and tell you how much we are indebted to this Institution. Medical officers cannot be done without, and I am proud to think that we have in Glasgow such an immense number of medical officers ready and willing to give their time and their talent to this and every other cause that is going on to relieve suffering humanity. (Applause.) Then we have another body who are very useful indeed. Gratitude is described as a sense of favours to come, but we could not

carry on our work without subscribers ; and apart altogether from any hopes of what is to come, we should give our thanks to the lady collectors. We know their work is a very troublesome and laborious one, and yet it is engaged in with very great heartiness indeed. (Applause.) They very specially deserve thanks for what they do ungrudgingly and sometimes with not very much encouragement. I think that all the encouragement we can give, by a vote of thanks, it is our bounden duty and highest privilege to afford them. (Applause.) I do feel thankful that the Home exists, and although I have not required any personal aid from it, perhaps I am all the more thankful on that account. Therefore, I ask you to award a vote of thanks for what has been done for the Home in the past, and I am sure that they and their successors will do as much for the Home in the future. (Applause.)

MAJOR F. W. ALLAN—I have very much pleasure in seconding what Bailie Dick has said. I am as he is ; I have not had to go to the Home. It gives me very great pleasure to second this, because I know what our medical officers do, and how much their services are appreciated. I also know what the subscribers are. There is nothing which gives me more pleasure than when the ladies call on me for a subscription. (Laughter and applause.) I do what I think other subscribers might do ; that is, when the book is left at my house, I enclose the money to prevent the lady having the trouble of calling again. (Applause.) I need say no more in asking you to accept this motion.

The motion was unanimously adopted.

The CHAIRMAN—That ends the business of the meeting.

MR. CARFRAE ALSTON—Lord Breadalbane has been at the pains of coming from London expressly to attend this meeting. I think, therefore, that we ought to give him a very hearty vote of thanks. (Applause.)

LORD BREADALBANE—I am glad to be able to render any small service I can to Miss M'Alpin in return for the many services she has already rendered to me.

The proceedings then terminated.

Glasgow Training Home for Nurses.

SUBSCRIPTIONS RECEIVED BY MISS M'ALPIN.

For General Fund.

Mrs. Keith, 83 West Graham Street, - - - -	£0	2	6
George Sherriff, Esq., Woodcroft, Larbert, - - -	5	0	0
Mrs. Johnston, 15 Buckingham Terrace (for 1896 and 1897),	0	10	0
Mrs. Bell, 27 Lansdowne Crescent, - - - -	0	10	0
Miss Duncan, Ardenclutha, Port-Glasgow, - - -	1	0	0
Messrs. John Macdonald & Son, 18 Renfield Street, -	1	1	0
Mrs. Lucas, 7 Albion Crescent, Dowanhill, - - -	0	5	0
Glasgow Charity Cup Committee, 6 Carlton Place, -	5	0	0
Mrs. Eaton Lander, Arngomery, Kippen, - - -	3	0	0
T. Heys Jones, Esq., 12 Addison Gardens, Kensington, -	1	1	0
Mr. Buchanan, Muirhead, by Chryston, - - - -	1	0	0
Mrs. George Scott, Blantyrefernie, Uddingston, - -	1	0	0
"A Lady Friend," per Mr. Gourlay, - - - -	5	0	0
"A Friend," - - - - -	0	10	0
Miss Janet Murison, 6 Buckingham Terrace, - - -	2	0	0
"Donation," - - - - -	8	0	0
Mr. A. C. Riddall, 383 St. George's Road, - - -	0	2	0
Nurse Parker, Kilmalcolm, - - - - -	1	0	0
Miss M'Alpin, 250 Renfrew Street, - - - - -	5	5	0
Miss J. G. R. M'Alpin, 250 Renfrew Street, - - -	5	5	0
Mrs. Wingate, 12 Grosvenor Street, Edinburgh, - -	1	0	0
Kennyhill Bequest, Grant from Trustees, - - -	25	0	0
J. S. Napier, Esq., Orchard, West Kilbride, - - -	5	0	0
James Templeton, Esq., 6 South Park Terrace, - -	2	0	0
Archibald Walker, Esq., 8 Crown Terrace, Dowanhill, -	2	2	0

For Nurses' Sick Fund.

Mr. Wallace, 71 West Nile Street, - - - - -	£3	3	0
Mrs. Paterson, 12 St. Alban's Terrace, Dowanhill, -	1	0	0
Mrs. Butler, Easterhill House, Tollcross, - - -	0	5	0
Mr. Wynd, Strathblane, - - - - -	0	5	0
Mr. Mackenzie, Edinbarnet, Duntocher, - - -	2	0	0

Miss Miller, 2 Queen Margaret Crescent, - - - -	£0 10 0
Mr. E. J. Jones, Findhorn, Queen Street, Helensburgh, -	0 10 0
Mrs. Gow Smith, Calside Terrace, Paisley, - - -	2 0 0
Mr. Staveley Taylor, 4 Lyle Street, Greenock, - - -	2 2 0
Sheriff Guthrie, Maryfield, Langside, - - - -	0 7 6
"A Grateful Patient, in recognition of Nurse Arnott," -	1 11 6
Mrs. Hill, Biggarshiels, Biggar, - - - - -	1 0 0
Miss Mitchell, 4 Claremont Terrace, - - - - -	1 0 0
Mrs. Laurence Robertson, 14 Park Circus, - - - -	2 0 0
Mrs. Gemmell, 7 Ailsa Drive, Langside, - - - - -	1 1 0
Sir Thos. Erskine, Cambo, Kingsbarns, Fife, - - -	1 1 6
Hon. B. F. Primrose, C.B., 22 Moray Place, Edinburgh, -	5 0 0
Dr. Snodgrass, Riversdale, Kilmalcolm, - - - -	0 5 0

SUBSCRIPTIONS RECEIVED PER CHARITY ORGANIZATION SOCIETY.

For General Fund.

Mrs. Crerar Gilbert, Yorkhill, - - - - -	£3 0 0
Prof. T. M'Call Anderson, 2 Woodside Terrace, - - -	2 0 0
Messrs. Aitken, Lilburn & Co., 80 Buchanan Street, -	1 1 0
J. Carfrae Alston, Esq., 27 James Watt Street, - - -	1 0 0
Mr. and Mrs. Jas. A. Allan, 13 Park Terrace, - - -	5 0 0
J. Smith Park, Esq., 61 Hamilton Drive, - - - - -	0 5 0
Messrs. M'Corquodale & Co., Ltd., 96 Maxwell Street, -	1 1 0
Messrs. John and James White, 7 West George Street, -	5 0 0
Robert Gourlay, Esq., Bank of Scotland, - - - -	1 1 0
Robert Gow, Esq., Cairndowan, Dowanhill, - - - -	1 1 0
William Ker, Esq., 1 Windsor Terrace, West, - - -	2 2 0
Robert Blyth, Esq., Union Bank, Ingram Street, - -	1 1 0
Mrs. Couper, Holmwood, Cathcart, - - - - -	2 2 0
Messrs. Leisler, Greig & Co., 21 St. Vincent Place, -	1 1 0
Messrs. Bilsland Bros., 45 Hyde Park Street, - - -	1 1 0
Miss Janie Allan, Arrochar House, Arrochar, - - -	1 0 0

Collected by the HON. JANE CLELAND BURNS, Castle Wemyss.

Lord Inverclyde, - - - - -	£2 0 0
Lady Inverclyde, - - - - -	1 0 0
Mrs. Maylard, 10 Blythswood Square, - - - - -	0 10 6
Miss Reddie, 10 Blythswood Square, - - - - -	0 10 0
Mr. Finlay, Castle Toward, - - - - -	1 0 0
Mrs. Hannay, Lang House, - - - - -	1 0 0
Mr. Burns, Glenlee, - - - - -	2 0 0
Hon. G. A. Burns, - - - - -	1 0 0
Mrs. Burns, Kilmahew, - - - - -	2 0 0
Mr. Coats, Skelmorlie Castle, - - - - -	2 0 0

RECEIVED BY MISS M'ALPIN FOR BUILDING FUND.

Captain M'Noah, Port-William,	-	-	-	-	-	£1	1	0
Miss Adam,	-	-	-	-	-	3	0	0
Miss Osborne, 5 Cassilis Street, Ayr,	-	-	-	-	-	0	10	0
Mr. Adam, Elderslie, Kidderminster,	-	-	-	-	-	20	0	0
Lady Macleod, Finnary, Shandon,	-	-	-	-	-	1	0	0
Mrs. Shepherd,	-	-	-	-	-	3	0	0
Mr. John Gemmell, 10 St. Andrew's Square, Edinburgh,	-	-	-	-	-	5	0	0
Nurse Munro,	-	-	-	-	-	1	0	0
Nurse Dougall,	-	-	-	-	-	1	0	0
Nurse M'Allister,	-	-	-	-	-	1	0	0
North Woodside Free Church Young Women's Guild, per								
Mrs. Campbell,	-	-	-	-	-	6	0	0
Mr. Foulis, 90 Abbotsford Place,	-	-	-	-	-	2	0	0
Mr. Martin, West Regent Street,	-	-	-	-	-	1	0	0
Mrs. Cairns, Roseberry Place, Stirling,	-	-	-	-	-	0	5	0
Mr. Melvin, Springboig, Shettleston,	-	-	-	-	-	0	10	0
"A Sincere Friend,"	-	-	-	-	-	1	1	0
Mr. Clarkson, Cormiston, Biggar,	-	-	-	-	-	1	0	0
Mrs. Henderson, 29 Park Circus,	-	-	-	-	-	1	1	0
Mrs. Caldwell, Auchengare, Row,	-	-	-	-	-	1	4	0
Colonel Aitken, Lansdowne Park, Helensburgh,	-	-	-	-	-	5	5	0
Miss Finnie, Springhill House, Kilmarnock,	-	-	-	-	-	0	10	0
Nurse Hossack,	-	-	-	-	-	1	0	0
Mr. Armour, Mayfield, Irvine, Ayrshire,	-	-	-	-	-	1	11	0
Anonymous,	-	-	-	-	-	0	2	6
Mr. R. G. Brown, 41 Esplanade, Greenock,	-	-	-	-	-	2	2	0
From Arthur and Willie,	-	-	-	-	-	0	12	0
"A Friend,"	-	-	-	-	-	1	0	0
Mrs. Maclaren, 5 Belhaven Terrace,	-	-	-	-	-	10	0	0
Mrs. Fleming, Rosclea, East Kilbride,	-	-	-	-	-	1	0	0
Mrs. Shepherd, 8 Rothesay Gardens, Partick,	-	-	-	-	-	1	1	0
Miss Irvine,	-	-	-	-	-	5	0	0
Miss S. Y. M'Ewan, Girvan,	-	-	-	-	-	2	0	0
Mr. T. Crawford,	-	-	-	-	-	1	5	0
Mr. M'Millan,	-	-	-	-	-	0	10	0
"A Sincere Friend,"	-	-	-	-	-	5	5	0
Mrs. Woodside,	-	-	-	-	-	1	1	0

RULES FOR MEDICAL OFFICERS.

1. The medical officers of the Institution shall be appointed by the directors in terms of the constitution.

2. The visiting medical officers shall be three in number. All of them shall retire annually, but one of them shall not be eligible for re-election for at least twelve months. They shall attend at the Home in such rotation and at such times as may be arranged between them and the house committee. Any medical officer unable to attend in his rotation must provide for the attendance of one of the other medical officers of the Institution in his place.

3. He shall attend, and be responsible for, the treatment of all patients in the Home who have no medical attendant. He shall keep all proper and approved journals and records as to the state, progress, and treatment of all patients attended by him. All these journals and records shall be and remain the property of the Institution.

4. He shall attend, and be responsible for, the treatment of all nurses, probationers, and servants of the Institution who may require medical or surgical attendance or treatment in the Institution. He shall examine and report, in the form annexed, upon all applicants for engagement as probationers or nurses. He shall, by lecturing and all other approved methods, instruct and train probationers and nurses, and examine and certify as to their attainments and capabilities, and, generally, he shall see to, and be responsible for, the sanitary arrangements and state of the Home.

5. The medical officers acting conjointly shall, on or before 20th January in each year, send to the secretary a report made up to 31st December preceding, as to the work and state of the Institution, so far as falling within their department.

RULES FOR NURSES.

1. Persons applying to be trained as nurses must not be less than 25 nor more than 40 years of age.

2. They must apply on, and give the information required in, the application and declaration in the appendix, and undergo a medical examination by a medical officer of the Institution. They must also refer to two householders or other approved persons for the information mentioned in the referee's report given in the appendix. The officials of the Institution shall also be at liberty to make all other inquiries as to any applicant which they may think proper.

3. If deemed suitable, applicants will be received into the Home for one month on trial. If, on the expiry of this or any extended time which may be agreed on, an applicant be deemed unsuitable, she shall leave the Home, no charge being made against her for board or otherwise, and no remuneration being made to her. If found suitable she shall enter the service of the Institution for a period of 3½ years from the date of her first admission, and undergo the training necessary to qualify her as a nurse. An agreement to that effect in the form given in the appendix shall be entered into.

4. Persons who shall so become bound shall for the first six months after entering the Home receive board, lodging, uniform, and washing, but no wages. During the ensuing three years they shall, in addition to board, lodging, uniform, and washing, receive an allowance payable every six months at the following rates, that is to say, not less than £14 for the first year, not less than £17 for the second year, and not less than £20 for the last year of the engagement. Nurses wishing to remain for a longer term may, on the expiry of the three years above mentioned, be re-engaged, and if re-engaged shall receive an allowance at the rate of £30 per annum, and shall be obliged to give three months' notice before leaving during such after agreement.

5. Persons engaging as aforesaid shall carefully do all work and perform all duties required of probationers or nurses, as to all which the superintendent or the person in charge of the Home for the time shall be the sole judge, and shall also, when required by the medical officers or superintendent, attend lectures, undergo examinations, and take and use all other approved means of thoroughly qualifying themselves both practically and theoretically as medical and surgical nurses, so far as that can be done at the Home. The Institution shall not be bound to give or procure for them any other or further training; but the superintendent shall, with the previous approval of the house committee, be entitled, if and when that shall be thought proper, to send any person under engagement as aforesaid elsewhere to be partially trained, but not for any longer period than one year.

6. No nurse shall be sent out to cases by the Institution until she has been examined by at least one medical and one surgical officer and the superintendent of the Institution, and certified by them as competent to be sent out. The superintendent shall lay her register of nurses on the table at every meeting of the house committee, showing among other things the names of the nurses so certified.

7. Probationers and nurses not engaged in private families shall reside in the Home, and be bound to conform to its rules in all respects. Any probationer who has been for a longer period than one month in the service of the Institution, or any nurse failing to conform to any rule, or found to be inefficient, may be dismissed by the superintendent. If dismissed, she shall forfeit all right to any wages which would otherwise have been

due to her. Any probationer or nurse leaving during the term of her engagement shall forfeit all claim to wages due at the time.

8. Subject to all emergencies, as to which the superintendent or other person in charge for the time shall be the sole judge, probationers and nurses residing in the Home shall get to church once every Sabbath.

9. Nurses or probationers residing in the Home shall be allowed to go out to see their friends at and for such time as the superintendent or person in charge may arrange, but they must always be in the Home not later than 8.45 o'clock, unless allowed an extension of time by the superintendent under exceptional circumstances.

10. Persons entering into an engagement as aforesaid shall be entitled to a holiday of fourteen days annually during the engagement.

11. No probationer or nurse, whether living in the Home or with a family, shall be allowed to use beer, porter, or any alcoholic stimulant.

12. No gratuity or present of any sort is to be accepted by a nurse from any patient or friend of a patient; but any patient or friend of a patient wishing to testify their approval of a nurse's services may send to the superintendent any money present, but which present shall be put to the credit of the nurses' sick fund exclusively.

13. The terms upon which nurses shall be sent out to private families or others, and the rules and regulations to be observed by nurses so sent out, shall be those given in the appendix, or those which may from time to time be fixed by the house committee.

RULES FOR PATIENTS.

1. The Home, under the Constitution, being available for the purpose of a private Hospital for paying patients, patients will be received either into separate rooms or into the general wards as may be arranged. Persons desiring admission must make application on the proper form as in the appendix, and if deemed suitable by the superintendent or person in charge, and if there is accommodation, they may be admitted. The Directors, however, reserve to themselves the absolute right to select what patients shall be admitted.

2. No incurable patient, no infectious or contagious disease, and no mental case will be admitted.

3. Except by the special permission of the house committee no patient will be allowed to remain in the Home more than three months.

4. Patients may, if the Directors approve, arrange to be attended by their own medical men. In such cases both patients and medical men shall be bound to conform strictly to the rules and regulations of the Institution, and the Institution shall have no concern with, and be in no way liable for the remuneration of the medical man or for the medicines supplied by his orders.

5. Patients not arranging to be attended by their own medical men shall be attended by the staff of the Home.

6. The charges for patients shall be as under:—

Patients in general wards, 21s. per week.

Patients in separate rooms, £3 3s. to £6 6s. per week, according to accommodation, as may be arranged.

The days of arrival and departure shall be counted one day, and the charges (in the case of patients attended by the medical officers of the Institution) shall include cost of medicines and dressings.

7. All charges shall be paid either in advance or weekly, as may be arranged with the superintendent, and shall include maintenance and ordinary nursing, and, in the case of ward patients, medicines and medical attendance by the staff of the Institution.

8. Patients may be visited by any minister according to their wish.

9. Patients may be visited by friends and relatives on Tuesdays and Saturdays from two till four o'clock, and at such other times and subject to such regulations as the superintendent may determine; but the house committee may at any time alter the rules and regulations on this subject.

RULES FOR VISITORS.

1. Visitors are strictly forbidden to give to patients, or bring into the Home, any fruit or article of food or drink. Any visitor breaking this rule will be at once removed from, and in future refused admittance to, the Home.

2. Visitors are strictly forbidden to give any present or gratuity to any nurse or servant of the Institution.

3. Visitors are not admitted on Sundays.

APPENDIX.

I.

THE GLASGOW TRAINING HOME FOR NURSES,
Renfrew Street, Garnethill, Glasgow.

PROBATIONER NURSE,

APPLICATION AND DECLARATION.

This paper to be filled up in the Candidate's own handwriting and sent to the superintendent, 250 Renfrew Street, Glasgow.

Questions to be Answered by Candidate.

1. Name in full, and present address,
 2. Are you a single woman or widow?
(Marriage certificate or death certificate of husband to be produced when required).
 3. Present occupation,
 4. Place and date of birth,
 5. Religious denomination,
 6. Name and address of minister,
 7. Can you read and write well?
 8. Are you strong and healthy, and have you always been so?
 9. If a widow have you children? How many? Their }
ages? How are they provided for? }
 10. Where, if any, was your last situation? How long were }
you in it? }
 11. What is the address and occupation of your father? If }
not living, of your mother? }
 12. The names in full, and addresses of two persons to be }
referred to. State how long each has known you. If }
previously employed, one of these must be your last }
employer, }
 13. Name and address of your usual doctor,
 14. Have you read, and do you clearly understand, the }
regulations of the Glasgow Training Home for Nurses? }
- I declare that the above statements are true.

Date,

Signature,

Candidate.

II.

THE GLASGOW TRAINING HOME FOR NURSES,
Renfrew Street, Garnethill, Glasgow.

PROBATIONER NURSE.

250 Renfrew Street,
Glasgow, 18

having applied to be taken on the staff of this Institution as a probationer nurse, and having referred to you as to her character and qualifications, I shall feel obliged if you will answer the following questions. If you do not desire to give any information upon the point, leave the space blank.

Your communication will be considered confidential.

An envelope is enclosed for your reply.

I am, yours faithfully,

Superintendent.

To

-
1. Do you consider competent to fill the post of nurse?
 2. Is she perfectly honest, sober, and steady?
 3. Is she truthful?
 4. Is she cleanly and industrious?
 5. How long have you known her?
 6. Did she ever live in your service? If so, how long?
 7. When and why did she leave your service?

Signature,

Address,

Date,

III.

THE GLASGOW TRAINING HOME FOR NURSES,
Renfrew Street, Garnethill, Glasgow.

PROBATIONER NURSE.

MEDICAL OFFICER'S CONFIDENTIAL REPORT.
Name, occupation, and residence of the candidate.

Age

Date of examination, 18

QUESTIONS.

ANSWERS.

1. For what disease or injuries have you needed medical advice?
2. Have you been vaccinated?
3. Have you suffered from or had any symptoms of fits, insanity, asthma, spitting of blood, habitual cough, dropsy, rupture, or rheumatic fever?
4. Have any of your near relatives suffered from scrofula, consumption, or insanity?
5. Are your parents alive and well? If not, at what age did they die, and of what diseases?
6. How many children had they, and how many survive?
7. Are the survivors in good health?
8. Of what did the others die, and what were their ages at death?

Signature,

I hereby certify that I have this day seen and carefully examined her in reference to the points above specified, so as to enable me to judge of her health and constitution; and, as the result of my examination and inquiries, I consider that she is to undertake the duties of nurse.

(Signature and professional qualification).

Dated at this day of 18

IV.

THE GLASGOW TRAINING HOME FOR NURSES,
Renfrew Street, Garnethill, Glasgow.

AGREEMENT TO BE SIGNED BY PROBATIONER NURSE.

Having read, and made myself familiar with, the rules and regulations of the Glasgow Training Home for Nurses, I hereby agree to enter the service of the Institution for three and a half years, from , at the following wages:—

For the first six months,	None.
For the first year thereafter,	£14
For the second year thereafter,	£17
And for the third year thereafter,	£20

board, washing, and uniform to be provided for me. I undertake to conform strictly to the rules and regulations of the Institution, as these may from time to time be altered, fixed, and determined in terms of the constitution, and to be subject and conform to the directions of the superintendent of the Institution, or other person in authority at the time. And I agree that I shall not be at liberty to put an end to this engagement without the leave of the superintendent or other person as aforesaid.

Dated this day of 18

Signature,

* Witnesses to the signature of
the said

* Ordinary signature, occupation,
and residence.

V.

THE GLASGOW TRAINING HOME FOR NURSES,
Renfrew Street, Garnethill, Glasgow.RULES FOR HEADS OF FAMILIES AND OTHERS EMPLOYING NURSES FROM
THE INSTITUTION:—

1. The charge for a nurse in all cases is £1 10s. per week, in addition to board, lodging, washing, and travelling expenses. For infectious cases an additional sum of £1 1s. is charged, as the nurse must be disinfected for a week before returning to the Institution.

2. The charge for ladies' nurses is £1 10s. per week, with board, etc., as above, the charge to commence from date of engagement.

3. Part of a week is charged as a whole week.

4. When the nurse is required to sit up at night it is requisite, both for proper nursing and for the preservation of her health, that she should go to bed for at least eight hours during the day out of the atmosphere of the sick room, and have one night in bed every week. Without regular repose it is impossible for her to do justice to the patient.

5. The diet of the nurse must be plain, regular, and cooked for her, and she is not to take wine, beer, or other alcoholic stimulant. It is requested that the nurse should have her meals apart from the servants of the house where at all practicable.

6. No gratuity or present of any sort is to be given to a nurse by any patient or friend of a patient; but any patient or friend of a patient, wishing to testify their approval of a nurse's services, may send to the superintendent any money present, which present shall be put to the credit of the nurses' sick fund exclusively.

7. The head of the family, or the medical man in charge, is requested when the nurse leaves to send a statement of her conduct to the superintendent on the form annexed.

8. The nurse must take her instructions regarding the patient only from the medical man in attendance.

9. The nurses are required always to wear the dress of the Institution, and it is requested that any deviation from this rule be at once reported to the superintendent.

10. The nurse shall (except in cases of great emergency) be allowed out of doors, but she shall not be permitted to remain out more than one hour of the day. The head of the family is requested to report any breach of this rule on the part of the nurse to the superintendent.

11. Notice that the services of the nurse will no longer be required must be given to the superintendent two days before the nurse quits the house.

12. It is requested that on the death of a patient the head of the family shall at once communicate with the superintendent, stating at the same time whether it is desired that the nurse should remain for a few days longer.

13. All complaints having reference to the nurses must be communicated to the superintendent in writing.

14. No nurse shall be allowed to remain at one case longer than three months, except with the sanction of the House Committee.

15. Every nurse must take full charge of her patient's room and her own, as regards keeping them in order, except when the patient is so ill that she cannot overtake it.

VI.

THE GLASGOW TRAINING HOME FOR NURSES,
Renfrew Street, Garnethill, Glasgow.STATEMENT OF THE NURSE'S CONDUCT WHILE ATTENDING PATIENT IN
PRIVATE FAMILY.

To be filled up by the head of the family or by the medical man in charge of the patient.

Patient's Name,

Address,

Nurse's Name,

Date of Attendance,

18 , to

18

Remarks as to her conduct and efficiency while in charge of

*Signature, calling, and address
of person certifying,*

VII.

THE GLASGOW TRAINING HOME FOR NURSES,
Renfrew Street, Garnethill, Glasgow.

APPLICATION FOR ADMISSION.

To be filled up and returned or presented to the superintendent previous to admission, except in cases of emergency.

PATIENT'S NAME AND DESIGNATION.	AGE.	PROFESSION.	ADDRESS.

STATEMENT OF CASE.

(From the usual medical attendant or other person.)

Date,

Signature,

Address,

GUARANTEE.

I hereby guarantee payment of _____ per week so long as
continues an inmate of the Glasgow Training Home for Nurses; and I further undertake
to remove _____ when required to do so, and in any event to defray all
expenses.

Signature,

Profession,

Address,

*. * No chronic or incurable patient, no infectious or contagious case, and no
mental or epileptic case will be admitted; and no patient will be admitted under any
circumstances without a certificate from a medical practitioner as to suitability accord-
ing to the above.

