School of Nursing
Glasgow Royal Infirmary

SCHOOL OF NURSING

MATRON
Miss E. G. Manners, R.G.N., S.C.M.

ASSISTANT MATRON
Miss M. T. Robertson, R.G.N., S.C.M.

SISTER TUTORS
Miss J. M. Dodds, R.G.N., R.F.N., S.C.M., Certificate of the Nurse Teachers' Course, Royal College of Nursing.

PRELIMINARY TRAINING SCHOOL

LECTURERS TO THE SCHOOL OF NURSING
(Appointed from the Medical Staff)

Theory of Medicine - - Miss Agnes T. Kennie, M.D., F.R.F.P.S.G.
Bacteriology - - Miss Christina B. Buchanan, M.B., Ch.B.
Venereal Diseases - - Professor J. A. G. Burton, M.B., F.R.C.S.E., F.R.F.P.S.G.
Diseases of Ear, Nose and Throat Stephen Young, Esq., M.B., Ch.B.
Diseases of the Skin - - George Harvey, Esq., M.B., Ch.B.
Ophthalmology - Miss Janet F. Steel, M.B., Ch.B.
Gynecology - Miss Alison M. Hunter, M.B., Ch.B., F.R.C.O.G.
Massage - - Miss B. Pullen, C.S.P., Teacher's Certificate.
The Glasgow Royal Infirmary was founded in 1787 at the instance of Professor George Jardine, Professor of Logic at Glasgow University and who was once called “the philanthropic and amiable father of the charity.” Glasgow Royal Infirmary received its incorporation by Royal Charter in 1791 and was opened for the reception of patients in 1794, with 136 beds.

During the years 1787 to 1794 the newly formed Committee directed their attention towards securing a suitable site on which to build an institution and obtaining a Royal Charter.

The Archbishop’s Castle, immediately west of the Cathedral across Vicar’s Alley, had long been in ruins, but the ground was Crown property, leased to the Earl of Dundonald until 1793. By the end of 1788, however, Professor Jardine, then Secretary to the Committee, persuaded the Lords of His Majesty’s Treasury and Barons of the Exchequer to give a grant of the ground for the Hospital.

Having obtained the best site then available in the City, it was decided to engage the services of the famous Scots architects, Robert and James Adam. The foundation stone was laid in 1792.

Throughout the first half of the nineteenth century additions to the buildings were made and by 1861 the total number of beds had reached 572. The Infirmary, thus completed in 1861, remained unchanged for almost fifty years. The rebuilding of ‘The Royal’ was commenced in 1907 and in July, 1914, His late Majesty King George V performed the opening ceremony.

That the Royal Infirmary was born to greatness, both as a Hospital and a House of Teaching, was an idea well formed in the mind of its first historian, Dr. Moses Steven Buchanan. It will always be famous as the birth-place of the greatest surgical discovery of any time, the principle and practice of antiseptic surgery of Lister, and as the house of Macewen’s pioneer work in Surgery of the Brain. Here also Dr. Perry discovered, in early days, the distinction between typhus and typhoid fever, and it was in this Hospital that X-rays were first used for diagnostic purposes by Dr. John Macintyre.
The Royal Infirmary has another claim to make as a great teaching school, in the sphere of nursing. In making such a claim it is proud to acknowledge its association with one of the earliest pioneers of nursing reform, the late Mrs. Rebecca Strong.

Mrs. Strong joined Florence Nightingale’s School at St. Thomas’s Hospital in 1867 and subsequently worked in the Military Hospital, Millbank, and Winchester Hospital. She was for a few years Matron of Dundee Royal Infirmary before being appointed Matron of “The Royal” in 1879. After retirement in 1907, Mrs. Strong maintained an active interest in her profession, striving always towards an all-round
improvement in nursing education and conditions of service. She travelled extensively, and in countries as far apart as Finland and America, addressing congresses and meetings on the future of nursing as it appeared to her.

She was honoured by the King, who conferred upon her the O.B.E. in 1939. Mrs. Strong lived to the great age of one hundred years, and by her passing on April 24th, 1944, the Royal Infirmary and, indeed, the nursing profession as a whole, lost the wise counsel, sympathy and wealth of experience of a great lady and nurse.

There was no organised teaching for nurses anywhere until 1893, when Mrs. Strong opened a Preliminary Training School for Nurses at the Glasgow Royal Infirmary and so inaugurated a plan of nursing education. This plan laid the foundation for all subsequent schemes and it has had, and is still having, widespread and notable influence on the development of nursing education all over the world.

Two courses were arranged in conjunction with the Professors of St. Mungo's College — the first being a three months' course comprising instruction in elementary Anatomy, Physiology and Hygiene. On passing examinations in these subjects a second course was given which was devoted to Medicine, Surgery and Practical Nursing. The prospective nurse was then able to enter the Hospital with this theoretical knowledge.

In 1895, two years after the inception of the Preliminary Training School, Mrs. Strong was asked to address the Matrons of the London Hospitals and to discuss with them all the advantages of her scheme for the furtherance of nursing education. By this time it was being realised that there was no uniformity of education, no general test or examination to prove whether or not a woman was qualified to take charge of the sick, and she had no definite position. Mrs. Strong has played a very great part in hospital reform by providing the public with efficiently trained nurses and in this way was instrumental in helping to promote and maintain the well-being of the people.

The Royal Infirmary can, to-day, look back upon a century and a half of service, during which time nearly one million patients have been admitted and treated in the wards alone and these patients, it is correct to say, have come from every corner of the
the earth. The bed complement of this, the second largest Voluntary Hospital in Great Britain, is now 862, and the associated institutions of the Glasgow Royal Infirmary are—The Ophthalmic Institution, 36 beds: The Schaw Convalescent Home, 74 beds: and Canniesburn Auxiliary Hospital, 151 beds (for paying and convalescent patients).

In the Hospital there are ten general medical and eighteen general surgical wards, together with wards for the treatment of Diseases of Women, Burns, Ear, Nose and Throat, Skin, Urological, Orthopaedic, Cardiac, Malignant and Neuro-Surgical conditions. A large new Out-Patient Department was opened in 1940, and in addition there are fully equipped Pathological, Radiological, Massage and Electrical Departments.

THE PRELIMINARY TRAINING SCHOOL

The Preliminary Training School is apart from the Hospital. It is situated in the west-end of Glasgow, affording easy access by tramcar and bus to both the social amenities of the City and the surrounding countryside. It is also within a few minutes walk of the Botanic Gardens.

A qualified Sister Tutor is in charge of the School and she is directly responsible to Matron. The School accommodates 53 pupil student nurses and consists of Lecture Rooms, Practical Demonstration Room, Demonstration Kitchen, Laboratory, Sitting Room and Dining Room.

Twenty-six to thirty pupil student nurses, who must be not less than 18 years of age and of average height and physique, are received into the School six times a year—January, February, April, August, September and November. Each term is a thirteen weeks' course and is followed by one week's holiday.

During this period instruction is given by the Sister Tutors in Elementary Anatomy and Physiology, Hygiene and Dietetics, Theoretical and Practical Nursing including Bandaging and Practical Housewifery. Sick Room Cookery is taught by a certificated cook. During the course instructional visits are paid to places of interest in connection with the lectures.
THE PRELIMINARY TRAINING SCHOOL
(4-5 Lancaster Crescent)

THE DINING ROOM
(The Preliminary Training School)
Written and oral examinations are held at the end of the course in all subjects taken. Those in Anatomy, Physiology, Hygiene and Sick Room Cookery are conducted by external examiners who are appointed by the Board of Managers. (These lectures are given in accordance with the syllabus of the General Nursing Council for Scotland for Part 1 of the Preliminary State Examination).

It will be necessary for the pupil student nurse on entering the School and subsequently during her training, to provide herself with such text books as will be from time to time recommended.

A “Keep Fit” Class is arranged for once a week and a talk on the social aspect of nursing is given by the Hospital Almoner.

During the course the pupil student nurses spend alternate week-ends in the wards in order to gain insight into ward work, and every other Saturday and Sunday they are free.

Pupil student nurses who have passed the examinations satisfactorily and after their week’s holiday will enter the wards of the Hospital for a probationary period of three months.

**TIME TABLE IN THE PRELIMINARY TRAINING SCHOOL**

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>7.30 a.m.</td>
<td>8 a.m.</td>
<td>8.50 a.m.</td>
<td>9 a.m.</td>
<td>9.45 a.m.</td>
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</tbody>
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<th></th>
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<th></th>
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</thead>
<tbody>
<tr>
<td>1 p.m.</td>
<td>2 p.m.</td>
<td>5 p.m.</td>
<td>5.30 p.m.</td>
<td>10 p.m.</td>
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</table>

One afternoon of 5 hours off duty is given each week.
SCHEME OF TRAINING
Total Four Years

1.—Preliminary Training School—13 weeks.

2.—Probationary Period in the Wards—3 months.

A student nurse whose work has been satisfactorily reported on by the Ward Sisters and having been examined and found to be physically fit will then require to sign an Agreement binding herself to complete four years’ training in the Hospital (to date from her entry into the Preliminary Training School) and undertaking to conform to the rules and regulations of the Hospital. In the case of a minor the Agreement will be sent to her parent or guardian for ratification. The Matron can, at any time during the Preliminary Training School course or during the trial period in the wards terminate the training of an unsuitable student nurse.

Every student nurse will be prepared for and will require to enter for the State Examinations conducted by the General Nursing Council for Scotland, i.e.,

Preliminary State Examination, Part I—the first examination after completion of six months’ training.

Preliminary State Examination, Part II—the first examination after completion of one year’s training.

Final State Examination—after completion of three years’ training.

The student nurse is responsible for the payment of her own examination fees:

Preliminary State Examination, Part I, - - - - £1 1s.
Preliminary State Examination, Part II, - - - - 10s. 6d.
Final State Examination - - - - - - £3 3s.

During the first few weeks in the wards the student nurse does not require to attend lectures, so giving her the opportunity of adapting herself to ward work before commencing revisal classes in preparation for Part I of the Preliminary State Examination. Towards the end of the first year she attends further lectures and practical demonstrations on Junior Nursing.
Student nurses continue to have lectures in accordance with the syllabus of the General Nursing Council for Scotland. Courses are given twice yearly in Medicine, Surgery, Gynaecology and Special Diseases, by the Medical and Surgical Staff of the Hospital. Lectures are also given on General Nursing and Dietetics by the Sister Tutors, who also give revision and coaching classes on all the above subjects. In addition, the ward and departmental Sisters take an active part in the practical teaching, which can only be given in the wards. Examinations on the principal subjects are held at the completion of each course.

Books of reference on Nursing and allied subjects are available for the use of the student nurses. They may borrow these for a limited period, on application to the Sister Tutors.

The student nurses work in the wards as directed by Matron. They gain a varied experience in each type of nursing, both on day and night duty. When on day duty the student nurses shall be under the supervision of the Sisters and on night duty they shall be under the control and subject to the orders of the Night Superintendent.

Student nurses are allowed 28 days holiday in each leave year, with full pay and, in addition, an allowance of 15s. weekly (one week at the end of the Preliminary Training School Course and three weeks after five months in the wards, followed with three weeks’ holiday after the completion of every seven months’ duties, or as may be arranged with the Hospital).

The salaries for student nurses are paid monthly, on the following scale and in accordance with the Wheatley Committee’s recommendations.

<table>
<thead>
<tr>
<th>Year</th>
<th>Salary (per annum)</th>
<th>Value of Emoluments (full board, laundry, uniform and medical attention)</th>
<th>Total value of Salary and Emoluments.</th>
<th>Value of Emoluments (full board, laundry, uniform and medical attention)</th>
<th>Total value of Salary and Emoluments.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year</td>
<td>£55 per annum</td>
<td></td>
<td>£130</td>
<td></td>
<td>£130</td>
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<tr>
<td>2nd year</td>
<td>£65 per annum</td>
<td></td>
<td>£140</td>
<td></td>
<td>£140</td>
</tr>
<tr>
<td>3rd year</td>
<td>£75 per annum</td>
<td></td>
<td>£150</td>
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<td>£150</td>
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<tr>
<td></td>
<td>until State Registered</td>
<td></td>
<td>£75</td>
<td></td>
<td>£75</td>
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<tr>
<td></td>
<td>£95 per annum after State Registration</td>
<td></td>
<td>£95</td>
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<td>£95</td>
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</tbody>
</table>
Any time lost beyond 14 days a year cannot be counted in the period of training and must be made up before the four years can be considered complete.

Candidates whose names are entered on any of the Supplementary Registers of the General Nursing Councils are accepted for a term of three years’ training. Such candidates are not required to pass through the Preliminary Training School and enter as second year student nurses. They are subject to the same conditions of service as the four year student nurses. Salary is payable at the following rates per annum:—First year, £65: Second year, £75: Third year (after State Registration) £95. They have four periods of three weeks’ holiday during training.

The Certificate of the Hospital and the Training School Badge are awarded to all student nurses who complete their training satisfactorily and have passed the necessary Hospital examinations.

Vacancies on the permanent staff as they arise are usually filled by trainees of the Hospital who are considered most suitable for promotion. These posts are resident or non-resident.

The salaries for the trained staff in the Hospital are in accordance with the Wheatley Committee’s recommendations.

<table>
<thead>
<tr>
<th>Salary</th>
<th>Value of Emoluments (uniform, full board, laundry and medical attention)</th>
<th>Total value of Salary and Emoluments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Nurses</td>
<td>£120–£180 per annum</td>
<td>£100</td>
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<tr>
<td>Ward Sisters</td>
<td>£160–£260 per annum</td>
<td>£120</td>
</tr>
<tr>
<td>Sister Tutors (qualified)</td>
<td>£240–£400 per annum</td>
<td>£140–£150</td>
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</tbody>
</table>

With a view of ensuring that all trained nurses on the staff have some provision made for an adequate pension in their later years the Federated Superannuation Scheme for Nurses and Hospital Officers is in force in the Hospital. This is a contributory scheme, whereby policies are taken out for the individual employees. The annual premiums paid are 15% of salary and emoluments, of which 5% is paid by the nurse and 10% by the Board of Managers. The policy, held by the Hospital, follows a nurse who leaves before pension age for another institution within the Scheme.
A CLASSROOM IN THE TEACHING DEPARTMENT

THE NURSES' DINING ROOM
### TIME TABLE FOR DAY DUTY

<table>
<thead>
<tr>
<th>Called</th>
<th>Breakfast</th>
<th>To Wards</th>
<th>Dinner</th>
<th>To Wards</th>
<th>Off duty</th>
<th>Tea</th>
<th>Tca.</th>
<th>Off Duty and Supper</th>
</tr>
</thead>
<tbody>
<tr>
<td>7 a.m.</td>
<td>7.30 a.m.</td>
<td>8 a.m.</td>
<td>12.40 p.m.</td>
<td>1.30 p.m.</td>
<td>10 a.m.—1.30 p.m.</td>
<td>4.30 p.m.</td>
<td>9 p.m.</td>
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<td></td>
<td></td>
<td></td>
<td>or 1.40 p.m.</td>
<td>or 2.30 p.m.</td>
<td>or 1.40 p.m.—5 p.m.</td>
<td>or 5 p.m.</td>
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A short time is allowed during the morning for a light lunch.

One whole day off duty is given weekly, with usually an evening off duty beforehand. Each week four hours off duty are given on two days and three hours on three days. On alternate Sundays the student nurses are off duty until 1.50 p.m. or are off duty from 2 p.m. On day-duty the 48 hours working week is not in force in all Wards and Departments but will be introduced as soon as circumstances permit. At present working hours average fifty per week.

### TIME TABLE FOR NIGHT DUTY

<table>
<thead>
<tr>
<th>Called</th>
<th>Breakfast</th>
<th>Tea</th>
<th>To Wards</th>
<th>Supper</th>
<th>To Wards</th>
<th>Tea</th>
<th>To Wards</th>
<th>Off duty</th>
<th>Dinner</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.15 p.m.</td>
<td>5.40 p.m.</td>
<td>8.40 p.m.</td>
<td>9 p.m.</td>
<td>12 m.n.</td>
<td>12.30 a.m.</td>
<td>3.45 a.m.</td>
<td>4.15 a.m.</td>
<td>8.15 a.m.</td>
<td>8.20 a.m.</td>
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<td></td>
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<td></td>
<td>or 12.30 a.m.</td>
<td>or 1 a.m.</td>
<td>or 4.15 a.m.</td>
<td>or 4.45 a.m.</td>
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</table>

When on night duty the student nurse has three consecutive nights off duty twice monthly. Student nurses are free to sleep away from the Hospital if they desire, on nights off, evenings before days off and on Saturday nights preceding a Sunday morning off duty.
Student nurses are allowed out until 10.30 p.m. and State Registered General Nurses who have not completed their training, until midnight, when they are asked to go quickly and quietly to their own bedrooms on entering the Nurses’ Home. This is for the good of their own rest and health and for the benefit of those who wish to sleep. First Year student nurses have an 11 p.m. pass weekly and a 12 m.n. pass monthly, until they have passed in Part I of the Preliminary State Examination, after which they have midnight leave fortnightly. Second, third and fourth year student nurses have a midnight pass weekly until they are State Registered. Further late leave is granted by special permission from Matron for any particular occasion.

Every possible step is taken to protect the health of the student nurse, which is under the care of a Physician specially appointed for the purpose and such specialists as may be consulted. Routine medical examinations are made throughout the student nurses’ training but they are advised to report immediately if they do not feel well. When a student nurse is off duty owing to illness Matron notifies her parents or guardian, so that they may visit her.

On production of a medical certificate sick leave with pay, reduced by an amount equivalent to the statutory benefit to which a student nurse may become entitled under the National Health Insurance Acts, will be granted up to the following periods:—

During the first year 1 month’s full pay and (after 4 months’ service) two months’ half-pay.
During the second year 2 months’ full pay and 2 months’ half-pay.
During the third and subsequent years 3 months’ full pay and 3 months’ half-pay.

If the student nurse is not being provided by the Hospital with in-patient treatment she will receive during the periods of sick leave, in lieu of board and residence, an allowance of 15s. per week while on full pay, and 7s. 6d. per week while on half-pay.

Each student nurse is assumed to know the rules and regulations of the Hospital and also to make herself acquainted with the routine of the Hospital work, according to her standing in training.

Student nurses shall in all cases have the right of appeal to the Board of Managers, through the Matron, if they desire.
MEDALS AND PRIZES AWARDED ANNUALLY

Three Medals (Gold, Silver and Bronze) are offered for competition annually. The awards are made to those who obtain the highest percentage of marks in the Senior Examinations—(Medicine, Surgery, Gynaecology and Senior Nursing).

The Mrs. Strong Medal—awarded for proficiency in medical nursing.

The Sir William Macewen Medal—awarded for proficiency in surgical nursing.

Scottish Co-operative Wholesale Society Medal—awarded to the most efficient student of three years’ training.

A Book Prize is awarded to the student nurse who obtains the highest marks in each Class examination.

The names of all student nurses will be entered in a Register, which will record their work during training, the period spent in each Ward and Department, attendance at lectures, examination results and reports on their efficiency and conduct.

PRELIMINARY TRAINING SCHOOL COURSES

A Book Prize is awarded to the pupil student nurse who obtains the highest percentage of marks in each course.

The Professor John Glaister Prize is awarded to the pupil student nurse who obtains the highest marks in Hygiene during each year.

A Book Prize is awarded to the pupil student nurse who gains the highest marks in Sick Room Cookery during each year.

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THE MRS. REBECCA STRONG SCHOLARSHIP

(Ranging to £100 annually) is available to Glasgow Royal Infirmary trainees for the purpose of post graduate education.

RECREATION

Student nurses are encouraged to take recreation which appeals to them.

A tennis court adjoins the Nurses' Home.

Members of the nursing staff compete annually for the Tennis and Badminton Cups.

There is a Social Club, which includes arts and crafts, singing, country dancing, swimming, hockey, etc.

Student nurses may smoke in their own bedrooms and sitting rooms if they wish.

The nursing staff who wish to attend will be very welcome at the service conducted by the Hospital Chaplain every Sunday at 5.15 p.m. in the Hospital Chapel.

There is a branch of the Nurses' Christian Fellowship in the Hospital which holds meetings from time to time.

Each student nurse is expected to consider herself an important part of the Hospital unit and by her work, behaviour and influence to further the good name and fame of the Hospital and the Nurses' Training School.

The Certificate and Badge of the Glasgow Royal Infirmary School of Nursing carries tremendous weight if the nurse herself upholds the tradition of this Certificate and Badge and there is a wide range of work available to her, according to her ability and inclination, e.g., Hospital appointments, Government and Civil appointments abroad, Public Health appointments, District Nursing, Industrial Nursing and Private Nursing are some of the many varieties of work.
There is an active branch of the Student Nurses' Association, which is a junior branch of the Royal College of Nursing, and to this Association all student nurses are encouraged to belong. This enables the student nurse to maintain an interest in, and a wider outlook on, the social and economic problems of the work outside the Hospital curriculum. Student nurses hold their own meetings, elect their own officers and have direct representation to the Council of the Royal College of Nursing.

NURSES' REPRESENTATIVE COUNCIL.

In order that the student nurses may have an opportunity of discussing with the Matron questions affecting their own well-being and, if necessary, of making direct representation on these matters to the Managers of the Infirmary, the Managers welcomed the institution of a Nurses' Representative Council.

The Council are at liberty to make representation to the Nursing sub-committee.
GLASGOW ROYAL INFIRMARY SCHOOL OF NURSING

upon any matter of Hospital management in which the student nurses are concerned. Matters of personal conduct or discipline are not discussed.

GLASGOW ROYAL INFIRMARY NURSES’ LEAGUE

The League was founded in 1922, to promote fellowship between past and present members of the staff and to afford opportunities for united effort on all matters affecting the profession. On completion of training all certificated trainees are invited to become members of the League. A Journal with a directory is published annually, which contains a résumé of all the matters of interest taking place in the Hospital and items of news of other trainees. Members of the League are now working in almost every part of the world—as Matrons, Sisters in hospitals, as Public Health Nurses and as members of the Navy, Army and Air Force Nursing Services. Every member receives a Journal which reminds her that she is a living member of the School and holds its honour and well-being in her hands.

POST GRADUATE COURSES

The Hospital is a Training School for Radiography and Physiotherapy. Nurses on completion of their training wishing to take any of these courses are given certain concessions.

PROCEDURE OF APPLICATION FOR TRAINING.

Completed application form and health certificate should be returned to Matron, when the candidate will receive a letter arranging for entrance examination and interview or otherwise.

The candidate comes on her own responsibility and at her own expense.

Each candidate must, before being accepted, send to the Physician in charge of the Nurses' health the completed medical form, which she will have received.

It will also be necessary for her to be medically examined at the Hospital and to save time and trouble a candidate who comes from a distance will be examined immediately after her interview with Matron.

References will be taken up.

After acceptance she will require to furnish before entry to the School—

1. Official copy of birth certificate.
2. Immunisation certificate against diphtheria.
3. Dental certificate.
4. Vaccination certificate.

Candidates are required to have had a good general education, and whilst the Senior Leaving Certificate is not essential it is desirable.