suburbs.(6) Most of the doctors did not agree and counter-attacked in the Lancet. While the negotiations were afoot Mr Whitfield apparently persuaded the governors to accept the Nightingale Fund, but part of the deal was that the Fund must accept their matron as the superintendent and certain conditions that they imposed on the programme. During the course of the Spring of 1859 Miss Nightingale's ambitious plan for nurse training was watered down because Mr Whitfield declared "the probationers would not understand the half that you intend".(7)

The Fund Council was not unanimously happy about this arrangement but after three years some action had to be taken and in 1860 they got the best deal they could with St Thomas'. The Fund agreed to pay the board and lodging of its nurses and also £100 a year to Mrs Wardroper, as head of training, and £50 a year to Mr Whitfield as the medical instructor. The probationers were to be assessed by Mrs Wardroper, who could dismiss them at any time, and after their year's training they agreed to further service for four years in hospitals for the poor sick in posts found them by the Fund. The Fund in fact became an employment agency. In return for their service on the wards the probationers were given £10 a year and a gratuity by the Fund if their conduct was satisfactory; they were provided with their keep, some outdoor clothing, indoor uniform and an allowance of tea and sugar. The contract demonstrates that the original intention was to attract the servant class. It was a servant's contract.

During the first years of the scheme when St Thomas' was at the Surrey Gardens Miss Nightingale was not greatly interested. She had, as she said, more urgent business. The manager became her cousin, Henry Bonham Carter; and he, with an inner cabinet of the Council, set about producing propaganda for the scheme. The Council was prestigious and its publicity good; it wrote letters to The Times and articles in those many Victorian magazines. It addressed the Society for the Promotion of Social Science and it was not long before the Fund was inundated with letters from hospitals and associations asking for Nightingale nurses. The trouble was that the sickness rate was so great and the dismissal rate so high that there was hardly anyone to send. Applicants for nurses were asked the same questions, what salary and accommodation were they offering? and more important, to whom would the nurse be responsible? If not to a matron who was a trained nurse, then the application was not considered. As Mr Bonham Carter wrote in one letter:

> "Doctors are very apt to imagine that because they are the only and proper persons to give orders respecting treatment, therefore they must have the entire control of staff."(8)

By 1867 the Fund Council realised that its trainees would not be 'missioners' unless it recruited a proportion of better educated candidates of leadership calibre. It therefore launched a publicity campaign to get what it called 'Special Candidates' who could pay for their maintenance, do the same training, but be groomed for superintendents' posts. The fact that there was no one to do the grooming was worrying but this seemed the only way of cutting the Gordian knot. The reason for the change was partly financial. St Thomas', now realising the value of probationers as biddable