

THE DUTIES OF SERVANTS.

By SOPHIA F. A. CAULFIELD.

THE question of the respective duties of all classes of domestic servants to their employers, and no less so those of the latter to their paid dependants, is one which often supplies a subject of painful disagreement between the two parties concerned. Unhappily for each, they are too much disposed to regard each other as opponents, actuated by conflicting interests. On the contrary, the well-being and peace of the household forms an important object of interest to each. They have it equally in their own power, respectively, to promote, or mar their mutual comfort and happiness, and to confer more substantial benefit on each other in their own especial departments of duty than money could either purchase or reward. All antagonistic feeling should be extinguished on both sides, and this can be effected without in the least degree interfering with the order of society and of those distinctions of position which exist by the ordinance of God. It is to be recognised throughout all nature, from the humble "hyssop on the wall, to the cedar of Libanus;" "one star differing from another star in glory;" one faithful servant being "ruler over ten cities," and another "over five" only. "The head cannot boast itself," we are told, "against the hand" or the foot; nor can they be envious of the head. For all the members there is a fit and seemly place, and an honourable work to do; and of every arrangement of divine appointment we may be perfectly sure that all is well and wisely ordained.

In giving a general summary of the duties devolving on those employed in every department of female domestic service, I propose to offer a few suggestions both to them, and to those appointed to be heads of households.

The HOUSEKEEPER has the entire direction of all the female servants, with the exception of the lady's-maid and the head nurse; receiving the orders of her mistress and acting as her deputy. Excepting where a house steward is kept, it devolves on her to keep the weekly accounts, to enter on her ledger the expenditure of each day; to pay all bills and file receipts; superintend the weighing of meat, to correct the tickets sent with it, and to examine every article sent to the house for the table or otherwise. Should there be a man cook he will relieve her of many of her duties, including that of marketing, one with which she would otherwise be charged. In the case of a female cook being kept, the housekeeper should be prepared to supplement her work as may be found necessary, and to make, as well as to superintend the making of all dishes of a delicate or *recherché* kind, and likewise the arrangement of the bill of fare for every meal. The taking in of the fruits in their due season for preserving, and all the direction and assistance requisite for the making of pickles, jams, and confectionery; the preparation of syrups and the bottling of them, and other juices and liquors are also amongst her duties; as also salting of meat, changing of the brine, the curing and smoking of hams, the storing of salted butter and of eggs, the preserving of potted meats, preparation of stock for soup, and, in fact, everything connected with the kitchen, larder, store-room, still-room, and dairy; as well as the superintendence of the poultry, and all live stock designed for the table, outside the house, all this comes under her jurisdiction. But her duties must be regulated in each particular family, by the establishment kept, and the character of the house, whether a country seat where most of the necessaries of her several departments of trust are home-supplied, or a

town mansion where the domestic arrangements are of a different character.

The linen closet and laundry demand her close attention, and she has to give out from the former what is either for use or repair to the under-servants, and to see that the requisite mending be accomplished. The body linen she separates from the rest and commits to the hands of the lady's-maid or head nurse, as the case may be. In the evening she directs the breaking of lump-sugar, washing and stoning of raisins, blanching of almonds, and general preparation of all that will be required for use on the following day.

The inventory, which she should receive on entering her situation, should be carefully compared with everything committed to her charge at stated intervals of six or twelve months, including all the household furniture and kitchen requisites, and a report of wear and tear or deficiencies supplied to her mistress, and entered on the list, if not made good. Her own accounts should likewise be submitted for inspection at least once a month. But all such rules must depend on the wishes of the mistress herself. The wages of a housekeeper vary from £20 to £50 per annum. The "finding" or providing with beer, tea, and sugar, over and above the ordinary food of an indispensable character is subject to no "hard and fast" rule. It varies, according to private arrangement, as regards every class of domestic servants.

The COOK, where no housekeeper is kept, has a considerable amount of work on her hands besides the cooking of meals, such as the marketing, continual supervision of the larder, the salting of the meat, the making of the preserves, and the baking of cakes and perhaps of bread. She must make the study of cookery her continual business, by reading as well as by practice. She must know when meat of all kinds, and different sorts of game, poultry, and fish are in season. She must study the gardener's calendars to ascertain when certain vegetables and fruits come in, and when to make pickles and jams. The cooking of the dinners, and what may be required for all the other meals, of course devolve on her, and the scullery-maid is under her direction, to whom she should make it a point of conscience to teach, to the best of her ability, the art of cookery. In small households she is required to give some assistance in household work, such as to take the front hall, dining room, hall door, and the steps and pavement in front of a town house under her care; not to speak of the kitchen and all the basement. But where a kitchen-maid is kept, the basement floor, area, pavement, with pot and pan, and all floor cleaning, and the bringing in of coal and water, naturally devolve on her, instead of on the cook. But private arrangements may be made by mutual agreement, either increasing or decreasing the legitimate work which a mistress has a right to demand of her cook. Her wages vary from £16 to about £30 per annum.

It will be remembered by the reader that a cook's duties—while she cannot refuse to fulfil those which I have named—may, as I have stated, be multiplied by private arrangement; and must be so, as a matter of course and right, when she undertakes a situation where no housekeeper, nor kitchen-maid is kept. Thus she will have to study the list of that functionary's duties, to be thoroughly acquainted with her own. On this account I have introduced her out of her place in the order of precedence amongst servants, in which she ranks after both the lady's-maid, and the head nurse.

The LADY'S-MAID holds a position next to the housekeeper. Her duties commence before her mistress rises; and if tea be taken in bed, it is her duty to bring in the small tray containing

it, and the toast or bread and butter she also should prepare. She then places all the under-linen, slippers, and dressing-gown ready for use, takes out the dress and cap to be worn, and remains to assist, or retires for a time, according to her mistress's wishes, until she be summoned for the hair-dressing, and to complete her mistress's toilet. Every such maid should be proficient in the art of dressing hair, and should learn every new style as it comes in. She should also know how to make cleansing washes, and rosemary and other decoctions requisite for the hair, so as to provide them at home; also such necessaries of the toilet as camphor-cake and lip-salve, pomatum, &c. After her lady has left the bed-room, it is her business to fold the night and dressing-gowns, and place all in order before the entrance of the housemaids, throwing open the bed and the window, taking out such articles as may need repair or alteration, those requiring fresh lace and frills, and the linen that should be aired. Gloves and boots should likewise be inspected, that buttons may be supplied and small rips sewn up as required. The jewel-case and all private drawers should be locked before leaving the room.

Not only reparations and alterations of dresses come within the limits of her duties, but she should know how to cut out, fit, and make them. She should understand the art of blending colours, so as to become a light or a dark complexion; and her mistress, whether tall or short, stout or slight, fair, sallow, or a brunette, should be to her an object of study; as it is her duty to make her appear at all times to the best advantage. In many houses where a lady's-maid is kept, there is no private laundry-maid, and thus it is one of her duties to understand the cleaning of lace, "getting up" of fine things, clear starching and gaufering. Also how to preserve furs from moth.

A lady's-maid should likewise understand millinery, how to make a bonnet, cap, or hat, and should study all the new fashions in their style as they appear in the best shops. She will have to keep an account of all that she expends in reference to her needlework, as she may be intrusted with a certain sum to meet current expenses. It is her duty to count all the body linen on its return from the laundry, to divide all requiring buttons and strings or other repairs from the rest, and to place each set in a separate spot, drawer, or work-basket, after all have been well aired. An inventory should be kept and notice given to her lady when the wardrobe needs to be replenished with new articles. Having inquired at what hour she proposes to go out, it is her duty to be again in attendance at the appointed time, having to place all that is needful, whether for driving, riding, or walking, in readiness for her; and on her return her lady should find the suitable change of dress prepared for her, and the maid awaiting her arrival to attend upon her. A knowledge of folding and packing closely, so as to save space, without injury to clothing, is another of her essential duties, and one in which much deficiency is generally observable amongst them. At a suitable time before dinner the maid should again adjourn to the bed or dressing-room, and lay out all she may require for her evening costume, and be prepared to dress her. On her leaving the room she extinguishes the candles or lets down the gas, and places a screen on the fire. At bed-time all required for night should be put out in readiness, and she should be in attendance until dismissed. In case of going out to dinner, or any kind of evening entertainments, her mistress has a right to expect her to sit up till her return, and see that she has all that she may require, such as tea or sandwiches, hot water, &c. Should the mistress be an invalid or an elderly person, the

maid would be required to act more or less as a nurse, and would have to read aloud, which she should study to do agreeably, and to write letters at dictation, on which account her writing and spelling should be thoroughly good. But under these circumstances many of the duties required of her by a younger mistress, and one in good health and going into society would not be required of her, so that her work would not be excessive. In small families some of the duties of a housekeeper are united to those of the lady's-maid. Her wages vary, according to her efficiency in all her duties, from £18 to £30 per annum.

An UPPER NURSE should have a thorough acquaintance with all the ailments to which infants and children are commonly liable. She should therefore have some reliable book on the subject of nursing the sick, and children in particular, always by her, and keep her memory perpetually refreshed on all points, so as to recognise the first symptoms of every complaint, and be prepared for all emergencies. She should also study all questions relative to attendance upon her mistress, so as to nurse her, and supplement the services of the regular nurse temporarily hired. Her place is the nursery, for meals as well as for a sitting and work-room, should it happen that there were no day-nursery; and only when her charges are asleep for the night can she leave them in the care of the under nurse, or housemaid, to take her supper in the housekeeper's room, or with the other servants if there be none. The only female servants who have a right to avail themselves at all times, for meals and otherwise, of the housekeeper's room are the upper nurse and the lady's-maid. The washing and dressing of a young infant must be exclusively done by the upper nurse, and that of the older children by the under nurse, always by the supervision of the former. She must take them out, wheel their carriage, and carry them in turn with her assistants. She has the dress and under-linen to make and mend, and she has the assistance of the under nurse, who acts at all times under her directions, helps her to make the bed, and does the rough work of cleaning the room and grate, making the fire, and bringing up the water and all the meals. Should the nurse be single-handed, she must be prepared to keep the nursery in all due order herself, and obtain assistance from the under housemaid, or the single-handed housemaid, as she could not be expected to leave her charge to fetch water, coals, nor the daily meals. She also lights her own fire when single-handed, unless assisted by the housemaid, and makes the beds. A head nurse receives from £18 to £25 or £30 per annum. Ordinary single-handed nurses in small households receive less. But the qualifications, experience, and age of the latter must always regulate the amount of wages expected, even should a valuable servant prefer a situation in a small family of limited means, and to undertake the whole charge of the nursery and its young occupants, to a situation of a higher character.

The UPPER HOUSEMAID.—The duties that devolve on this class of domestic servants are comparatively light, but they are only well performed by a careful, industrious woman—methodical, gentle in touch, and one who “has her eyes about her,” knowing how to direct and superintend, and is not above assisting in any duties which are performed by the under-housemaid. Whether she be aided in her work, or be single-handed, that work must be the same in every house, great or small. The cleaning and arrangement of the breakfast room, boudoir, and then the drawing-room, should be accomplished before the family leave their bed-rooms; just as the cleaning of the hall, hall door, steps before it, and dining-room are all done by the cook

or kitchenmaid before their appearance downstairs. While the family are at breakfast the bed-rooms have to be set in order, the windows opened, the beds shaken and turned, the slops emptied, and all crockery washed and scalded, caraes, jugs, and tins refilled; a T-shaped sweeping brush wrapped in a wet cloth passed under the bed and all round the room where there may be no carpet; and a damp and dry duster employed in successively removing the dust from the whole room, especially all the ledges in the wood-work. The table, looking-glass, and cheval-glass, or that in the wardrobe door, should be well polished. The rugs should be taken out and shaken daily, the grate and irons cleaned; the cinders must be sifted from the ashes, and the latter removed before the dusting of the room, and the bed also, having been previously shaken and turned, may be re-made without making any fresh dust, the last thing in the finishing of the work. The making of the bed is no unimportant matter, as there is much variety of taste, and one person does not like the bed to be made as another may like it to be arranged. Thus the housemaid should observe what alterations have been made in the amount and ordering of the clothes, and also inquire whether any change would be agreeable. Housemaids are little aware how often the beds are completely re-made by their occupants, as visitors never like to give directions to the servants of their hosts, even in reference to the room especially allotted to their own use, and many are the comments made on the dulness, and want of observation of those who attend to the bed-making.

The cleaning of the paint and of the windows, the washing of china ornaments, and the polishing of the furniture (if need be) should be the work appointed for a certain day in every week, a room or more being completely cleaned every week. The wiping down of the uncovered portions of the stairs and landings, and upper corridors and passages with a damp cloth should be the housemaid's daily work, but when two are kept it devolves on the under maid. The taking out of each rod, one at a time, to wipe underneath the carpet, should be done weekly, on a certain day, and each rod rubbed with a leather before being returned to its place. It is a most inconvenient and unsightly habit, adopted by half-trained maids, to always be taking up the whole of the stair carpet at once. Furniture polish should also be applied to the top of the balusters at intervals, and careful rubbing performed afterwards.

It is the housemaid's business to collect and count the linen to be washed, under the housekeeper's or lady's maid's supervision, weekly; to mend and hem the house-linen, and also to count all on its return home. She has to take down, shake, and put up the curtains and hangings; attend also to all the rugs and cushions in the house, and destroy all moths and flies which may be found behind the shutters in the spring or early summer. Of course, much devolves on the housemaid which properly is the work of a lady's maid, if there be none in the establishment, and she may also be required to assist a good deal in various ways in the nursery, and even sometimes in waiting at table, if only one man-servant be kept. It is also very usual for the office of housemaid to be combined with that of parlour maid, and this demands great quickness, method, and extra knowledge—such as that of cleaning plate, knives, lamps (including the entire management of the latter), the laying of the table, and the art of waiting well—observantly, in reference to the requirements of each individual at the table, quickly, and noiselessly. As a housemaid's duties may be so much regulated by the circumstances of the establishment kept, she may have, as I said, to include some of those

which naturally belong to the lady's maid, nurse, and footman, and must not be ready to say “this or that is not my work.” She will also have to answer the hall door at certain times, if not always. Her wages range from £15 to £25 per annum.

The UNDER HOUSEMAID, UNDER NURSE, and KITCHEN MAID are directed by the servants holding a higher position in the same department of service as themselves; and, with the exception of remarking that the kitchen maid is expected to dress the nursery and kitchen dinner, it is not necessary to enter into any detailed account of the work of each respectively. The wages of all these maids vary from £9 to £14.

A GENERAL SERVANT should be a very well-informed person, particularly active, methodical, and intelligent; yet she is usually more ignorant and more incompetent than any other class of servants. Well-trained and experienced persons naturally object to the almost never-ceasing work which their situation entails; but quickness and a judicious timing of all the work to be done will, with the kindly aid of her mistress, enable her so to get through her duties—if the dinner be an early one—and enable her to have a quiet hour or two for her own needle-work or reading before bedtime. She will have to be an early riser, and she must manage her work so as to be dressed in the afternoon, to attend to the hall door when visitors may be expected; but the enumeration of all her duties is superfluous in this place, as she needs only to study the directions given to the cook, housemaid, and parlour-maid to be fully acquainted with all her own work. Her wages vary, according to her efficiency as a cook especially, from £8 to £18.

Upon the duties of the Laundry and Under Laundry Maids, the Still-room and the Dairy Maids it is scarcely necessary that I should write, and I hope in my next paper to add a few friendly words to those of my readers who have selected domestic service as their vocation.

(To be concluded.)

VARIETIES.

DOUBLE ACROSTIC.

Oh, write on me an ode, or rhyme, or sonnet,
Or simple prose about “my last new bonnet!”
But let it be in words that all may scan
In every clime inhabited by man.

My nature's peaceful, yet I rage and boil,
And man to conquer me in vain may toil.

Ungainly proportions!
Yet, hark to the sound!
And in cottage and palace
I'm equally found.

No, madame, 'tis not, 'tis your complement,
though
You may presently guess, if at first you don't
know,
If you take off my head and my tail I still
stand
Unrivalled by all, through the whole of the
land.

We like it not; we shrink in horror and
dismay,
And fain would let it pass on unmolested way;
Yet shun it not—a hidden treasure lies,
Can glad the heart, and fit it for the skies.

ALICE LEGG.

ANSWERS TO BURIED MOUNTAIN RANGES
(p. 503).—Andes, Alps, Apennines, Ural,
Grampians, Alleghany, Kong, Altai, Balkan

as in the presence of One who could read her inmost thoughts. She wished at times she could escape from it, and she remembered a story that once she had read of a prisoner, in the wall of whose cell was a small hole so contrived that the eye of his gaoler could always rest upon him. The prisoner, unable to move hand or foot without being closely watched, at last went mad! Katie longed to get away from the eye of God; to her, as yet, it brought no sense of pleasure, but rather a feeling of dread. How many times she had sinned, and God had known it all!

The week that followed passed much as usual, but Katie did her work more carefully than before. Once, just as the dinner-bell was ringing, she upset her can of oil. It ran over the sewing-machine, and, unfortunately, spoilt the greater part of her work. Bridget caught sight of her woful face.

"What's up now?" she asked. "Down in the dumps again?"

Katie pointed to her work. Bridget looked serious for a minute.

"Never mind," then she said. "Just fold it up on the outside, and Old Frumps will never see. She always says you do your work so well, there's no need to look at it. Wish she'd say as much for me!"

Katie hesitated. The temptation was great; if she *told the forewoman* she would have to pay for the garment, and that would take half her wages for the week. But the remembrance of what she had so lately learnt came over her.

"I can't, Bridget," she replied.

"And why in all the world can't you?" asked her friend.

Slowly Katie repeated the words: "Thou, God, seest me."

Bridget stared. "Might have known you'd turn parson if I took you to that place," she muttered. "You'll be a rare goose if you let her know; and what's the odds to the governor if he does lose a shilling or two?"

Katie shook her head, and at once went up to the forewoman, and, holding out the injured article, simply said, "I am sorry, Miss Waters, but just now I upset some oil, and I am afraid this is quite spoilt."

"Then you must pay for it, that's all," was the quick reply.

"Will you tell me how much?" Katie asked.

The woman looked keenly at her. "Well, I never did know you make a mistake before. If you like to do some extra work at home this week, you can make up for it that way."

Katie thanked her, much relieved, and, by working hard, finished her task within the week. Meanwhile, she found time to read her Bible. Sometimes she gathered comfort from its pages, but more often felt afraid and alarmed. "God shall bring every work into judgment, with every secret thing, whether it be good or whether it be evil," she read, and an accusing conscience made her fear the future. She found herself looking forward to the Friday, when night-school would again be held; perhaps Miss Johnson might say something that would help her.

The days seemed longer than usual; Katie's companions found her more quiet, if more gentle than before, and once Bridget whispered in an anxious voice, "I say, Kitty, you aren't going to turn good, are you? Why, you'll get no end of teasing; they'll call you Saint and Methodist, and all sorts of horrid names."

Katie smiled. "I don't think I'm in danger of turning good," she said, "I've just been finding out how bad I am."

(To be continued.)

THE DUTIES OF SERVANTS.

PART II.



WHILE the world lasts there will be the rich and the poor, the rulers and the ruled, the employer and the employed; each class enjoying its own rights, privileges, and responsibilities.

Those employing your labour, be assured, are fellow-workers, even if not for hire, and have to bear the cares and anxieties which belong to their position, many of which are far heavier than your own, and with which you have little or no acquaintance.

Do not wish to exchange your lot for theirs. You can elevate your position and gain the respect of your employers as well as your fellows by your propriety of conduct, manners, and dress. Common, cheap finery is as little becoming as it is unsuitable, and those who wear it are not those who obtain first-class situations and become elevated to confidential positions amongst their employers. The common-looking, vulgar style of wearing what a low class of servant-girls in lodging-houses call a "flag" at the back of the head stamps them at once as belonging to the lowest grade of untrained and cheap servants. A real cap is pretty and becoming, and is suitable to those whose work must make their hair dusty, and the exposure to draughts disarrange it. That most respectable and high-class race of servants who used to live from twenty to fifty years, or for life, in the same family—dying in the home of their adoption, beloved and respected; or else were pensioned on the death of their employers, to enjoy independence in a home of their own—these were not people who wore a strap of crochet work on the back of a dusty head. They had no desire to look "shabby genteel" either. They wore good, plain dresses and pretty white caps. And so in the present day, in all high-class houses of the gentry, the maid servants are dressed as in olden times, following in the steps of those who rose to positions of competence and future independence. The lady's-maid alone is exempt from wearing a cap, simply because she is always about her mistress, and her work does not expose her to any chance of looking dusty and disarranged. But as she advances in life she also adopts a cap, as looking more respectable and becoming when the hair becomes grey and possibly thin.

It is said that "there is honour amongst thieves." If not influenced by better and more sacred motives, at least you might be ashamed to degrade yourself to a lower standard than theirs. Yet, rightly or wrongly, young servant girls are accused of being very dishonourable, in being much given to what

is called "tittle-tattle," as well as charged with trying hopelessly to look like what they are not. It should be regarded as a point of honour amongst you never to repeat outside the house, nor even in the servants' hall nor kitchen, what you were trusted to hear at your master's table or in your mistress's apartments. Never stop to listen to their conversation (which you *might* misunderstand if you did), but give your whole attention to your own business. With reference to the respect due to them, to the duty of "not answering again," of abstaining from purloining, and "showing all fidelity," I refer you to the words of Divine inspiration, which have given no "uncertain sound" in their directions both to masters and servants. Having known of several instances within the circle of my own family and connections of those who have lived from five-and-twenty to upwards of fifty years in the same family, deservedly beloved and respected, I know how to appreciate the faithful and high-principled amongst them, and am ready to believe in the extensive existence of such, in the class to which you, my readers, belong. Strive early to emulate such bright examples, and ever remember that amongst the most humble in birth and circumstances there is such a thing as "Nature's nobility"—the highest sentiments of honour and feelings of propriety, combined with the greatest humility and modesty of demeanour, and of that good sense which makes a man or woman know and live according to their natural position in life; and are placed in that position of trust and trial only as a temporary training for a state of far higher existence.

"Be thou faithful in a few things, and I will make thee ruler over many things."

To the mistresses of families I would now make two or three suggestions. The inefficiency of domestic servants, the rare examples of grateful and loving service rendered, the silly vanity which induces ignorant young girls to ape a position they can never attain, and thus even throw a doubt on their moral character—all these points form subjects of perpetual fault-finding, sour your temper, and prejudice you against the whole class.

Doubtless you cannot "make bricks without straw," and you have much cause for dissatisfaction. A servant professes to know all the duties and method of performing them, for which she expects all the wages you may be induced to give, with all the comforts of a home, and you discover that she possesses but a very superficial idea of any of them. She wastes your provisions perhaps by bad cookery or forgetfulness of them; articles destroyed by neglect of repair, and every description of disaster and annoyance. We all suffer in a greater or less degree, paying honest wages for dishonest service. Alas! "that which is crooked cannot be made straight, and that which is wanting cannot be numbered."

But if we feel so keenly our own wrongs we should apply ourselves all the more zealously to redress them; and if we judge the shortcomings and misdoings of our maid-servants, let us take care that our own conduct be absolutely above reproach.

If, as a general rule, the young domestic servants of the present day are inferior as regards both their efficiency and manners, as well as devoted fidelity to their predecessors, the fault is not always and entirely to be laid to their charge. Those who employ them very frequently show themselves utterly ignorant of their own duties towards them and the great responsibility which lies on their own shoulders. Apart from all higher motives, the old saying, "*Noblesse oblige*," seems little to influence their deportment towards them. There is a petty and most vulgar meanness in the ostentatious way in which ladies of no real position in society

themselves will order about their attendants as if they were only automatons, and not persons under their benevolent care and wise judicious training. The more or less uneducated need as careful and considerate training as children.

Every household should remember that by a Divine decree it is the mistress who is to "guide the house," and the duties which this sacred charge involves are to be gravely accepted and prayerfully carried out. It is not to be supposed that she has only to give her servants certain orders, and to scold or dismiss them if they be not fulfilled. In a very extended sense, she has the souls and bodies, health, training, and the present and eternal well-being of those under her authority placed in her charge; or, to say the least, within her influence—an influence for good or evil for which she will assuredly have one day to render an account.

The service which she buys with gold may be rendered for love. How often has this been realised when reverses have changed the order of the household, and the faithful servant has selected to share the scant necessities of life with the beloved and revered heads of the family; not grudging the least extra service that seems to outweigh the gold in the balance set against it, but, thenceforth, as the tried and tested and deservedly trusted friend, clinging with affection and respect to her unfortunate master and mistress!

But money alone will not purchase fidelity like this. "If a man would give all the substance of his house for love, it would utterly be contemned." Of course, there are the naturally high-principled, as well as the God-fearing, amongst little-educated people, as well as amongst those who have had the benefit of the best intellectual culture. Faithful service, even in little matters,—out of sight, perhaps, and unappreciated—will sometimes

be found here, even when the mistress—who pays her servant, and gives her a home—is not to be classed among "the good and gentle." But "as a man sows so shall he reap" is a rule of very general application. If kindness and consideration, supplementing honest payment of service, do not always meet a just reward at the hands of our servants, so we have no right to expect a cordial, hearty, cheerful service for a cold return in money only.

To claim unquestioning obedience—a respectful address and answers—a suitable style of dress—a strict conformity to the hours and rules of the house—and of the performance of the work, in conformity with your own directions—are all requirements perfectly within the limits of your rightful authority. But be careful to give each servant, before her entrance into your family, the complete list of the rules by which she is to be guided; so that if she should demur at any of them, she may do so at once. In the same way, make her acquainted with the amount of rest and recreation you can allow her; and after her ready agreement to your proposals, then let her find that—strict as you may be on certain points—you are no niggard in kindly consideration for her, and that her pleasures are given with an ungrudging hand. Above all things, remember that if you lose your temper in speaking to her, you lower yourself in her estimation. Speak firmly, and gravely, if need be; but do not forget yourself for a moment, nor lower your dignity by saying anything in haste that you would not like to hear repeated in the servants' hall as a specimen of an ill-governed temper. Such outbreaks, however justly you may have been offended, may make your servants fear, but never respect you.

In reference to the recreations to which I alluded, a few suggestions should be given.

Going out after dark is by no means included amongst them, unless it be to take turn with other servants in going to church or chapel. Let no Sunday pass without sending each servant to a place of worship once in the day. They need out-of-door air, as well as their mistress. Send them for their weekly outing while the sun shines, or at least that the daylight lasts, to see their families and friends, or do their shopping. Do not grudge a cup of tea, "once in a way," to the relative or friend who may come to see them when the chief work of the day is over.

Supply them always with some nice book—such as a volume of magazines (for instance, our own paper, the *Sunday at Home*, or the *Leisure Hour*), for, apart from the kindness of the act, it is your duty to educate their minds; and in so doing you are also training them to be more efficient servants.

Some little time should always be allowed—if not every day, at least once in the week—for their own needlework, the necessary mending and making of their clothing and caps. It is equally for your own satisfaction that they should be accorded some time for this, as otherwise their appearance will be unsuitable to your house; and sitting up late at night—as many are obliged to do—is most undesirable on every account.

Remember that while all familiarity should be avoided, there is a quiet dignified politeness of manner and mode of address that invariably calls forth a politeness of response. Do not allow your self-respect and self-assertion to border upon an ostentatious demeanour. You will never elevate your position in their eyes by so doing. The lady-like politeness of your own manner will invariably be reflected to some extent in that of the servant whom you address.

SOPHIA F. A. CAULFEILD.



THE FISHER-MAID.

A TRUE TALE.

"THE signal gun!" exclaim the fisher-wives:
 "No men at home to run and save the lives.
 The night is dark—the wind and waves are high:
 Too far the lifeboat sailors for the cry!"
 "I go!" a maiden says, and speeds away,
 While "come back!" echoes through the blinding spray.

Bravely she dashes to the wave-washed shore;
 Safety behind, danger or death before.
 The lifeboat house is three good miles from home,
 Still she wades knee-deep through the seething foam;
 With steadfast courage and accustomed feet
 Treads the rough pebbles—breasts the biting sleet.

No slackening pace or heart-subduing fears,
 Even when the dangerous sea-morass she nears:
 "Help me, dear Saviour," her unuttered cry,
 "To save the perishing; to do or die!"
 And so, God-watched, through perilous swamp she goes,
 To where the cliff-path lies, mid falling snows.

Onward and upward hies the fishermaid,
 Too near her goal to pause or be afraid;
 Passes the rock-bridge on the topmost height,
 Scarce notes the creaky railings in the night;
 Yet sees, with faith's far-reaching luminous eyes,
 Below, the village where the lifeboat lies.

She hears it—gains it—hatless, breathless, wild.
 "Wake up!" "Arouse ye!" shouts the woman-child.
 The men are up, the lifeboat manned, and she
 Points through the darkness and the towering sea
 To where the ship, scarce half an hour before,
 Battled for dear life near yon rock-bound shore.

The boat is launched and mounts the raging sea;
 A signal-light is seen, and onward she
 Labours until the sinking ship she nears.
 Back to the maid a freight the lifeboat bears:
 Of rescued souls, whose grateful blessings reach
 Her who still watches by the lonely beach.

ANNE BEALE.