

Her ability as a Sister Tutor proved outstanding and it will be recalled that in recognition of this she was awarded a Gold Medal, the only other person to hold a similar one being Miss M. S. Cochrane, R.R.C., under whom Mrs. Carmichael received her training.

Professionally, Mrs. Carmichael has asked us to state that she wishes to be known as Miss M. B. McKellar. She has been a keen member of the British College of Nurses for some years.

From "Una" we learn that the Council of the Royal Victoria College of Nursing announces with sincere regret the resignation of Miss J. Bell, O.B.E., as president for many years. It has been unanimously decided that an expression of warm appreciation of the very valuable services she has rendered to the College in particular and the nursing profession generally be placed on record.

Miss Bell is recognised as the outstanding pioneer of nursing reforms in Australia. She played an important part in the foundation of the Australian Nursing Federation, which has branches in all the States of the Commonwealth and which has enabled Australia to affiliate with the International Council of Nurses, when Miss Bell represented Australian nurses at the Conference of the International Council held in London in 1937 and the A.N.F. became a partner in this august and powerful body speaking for trained nurses all over the world.

Miss Bell introduced the position of sister-tutor which has been adopted throughout Australia with very great benefit to student nurses and contributed towards standardisation of teaching.

She strove continually with others to bring about legal status for registered nurses regarding training, examination and registration, and this culminated in the Nurses Act. She was an original member and has served for many years on the Nurses Board instituted to administer the Act.

The medical and nursing professions owe a debt of profound gratitude to Miss Bell for her outstanding work during the time she was Lady Superintendent of the Royal Melbourne Hospital for over 23 years and for the many improvements in training and conditions introduced by her. Adequate remuneration for graduate and student nurses was always urged. Miss Bell is deeply interested in the educational and cultural side of nursing and has been a most ardent advocate on the Florence Nightingale International Foundation, Victorian Committee.

Another activity has been the introduction of post-graduate nursing courses conducted by the College through medical lectures.

Since her retirement from her position at the Royal Melbourne Hospital, Miss Bell has devoted the greater portion of her time to the interests of nurses, and all the many who have benefited by her work and wisdom wish her a long period of happy leisure and good health. Her own trainees in particular welcomed the public recognition of her achievements when the O.B.E. was conferred upon her by His Majesty King George.

Miss Bell is well known and respected in Britain, and her British colleagues wish her well.

STATE REGISTRATION: ITS VALUE TO THE GOVERNMENT

The shortage of nurses has brought into prominence the exact financial worth of the State Registered Nurse over that of the Enrolled Assistant Nurse. The State Registered Nurse is worth exactly one penny more per hour than the State Enrolled Assistant Nurse.

As this JOURNAL prophesied, the giving of State recognition and legal status to an inferior grade of nurse has resulted in a general deterioration of nursing services to the country.

It also foretold that State Registered Nurses would suffer economic competition from a less qualified grade of women, and we consider that the following pamphlet received from the Minister of Health with reference to the salaries for trained and semi-trained nurses amply fulfils our earlier prognostications. It also proves that the battle fought by the British College of Nurses, Ltd., against the Royal College of Nursing (who did all in their power to encourage the Government to recognise the semi-trained assistant nurse) was in a just cause, although doomed to failure because of the lack of courage and foresight shown by the rank and file of Registered Nurses.

PAYMENT OF PART-TIME NURSES.

Supplementary Recommendations of the Nurses' Salaries Committee.

The Nurses' Salaries Committee recommend that a nurse who performs part-time duties only should be paid as follows:—

(a) If employed for not more than 30 hours per week, the nurse should be paid at a rate of 12½ per cent. in excess of the mean of the non-resident salary scale for the grade (including the appropriate living-out allowance). The payment should be for hours worked *pro rata* to a 48-hour week, which for the purpose of this recommendation is regarded as full-time service. This gives typical hourly rates as follows:

Female Ward Sister, 2s. 10d. per hour. (This is worked out as follows.—Non-resident salary scale [including £100 living-out allowance], £260 to £360. Mean of this scale, £310. Add 12½ per cent., £348 15s. per annum. Divide by 52 weeks in the year, £6 14s. 2d. per week. Divide by 48 hours in the week, 2s. 10d. per hour.) Female Staff Nurse (General trained), 2s. 1d. per hour; Female Enrolled Assistant Nurse, 2s. per hour; Intermediate Assistant Nurse, 1s. 5d. per hour.

(b) If regularly employed for not more than 30 hours per week, but required, on occasion, to work for a few hours in excess of 30, the nurse should be paid for the first 30 hours on the basis of (a) above, but for the hours in excess of 30 she should be paid on the same basis without the 12½ per cent. loading. This gives typical hourly rates as follows:—

Female Ward Sister, 2s. 6d. per hour; Female Staff Nurse (General trained), 1s. 10d. per hour; Female Enrolled Assistant Nurse, 1s. 9d. per hour; Intermediate Assistant Nurse, 1s. 3d. per hour.

(c) If regularly employed for more than 30 hours per week, the nurse should be paid, *pro rata*, on the (non-resident) salary scale recommended by the Committee for the grade, a week of 48 hours again being regarded as whole-time duty. In determining the point of entry into the scale, the employing authority should take account of the nurse's previous continuous service in the grade, as in the case of whole-time employees.

The Committee have further recommended that employing authorities shall supply free meals whilst on duty for all part-time staff, shall provide uniform and launder it free of charge, and shall provide free transport where necessary. Questions of payment during holidays and

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