

further responsible for the equipment of their wards, and for carrying out the prescribed courses of nurse training. The Matrons' Council recommended that Sisters should be responsible to the medical officers for carrying out all directions for the treatment of the sick, and to the Head Sister for the good order and cleanliness of their wards.

Under the Army Nursing Service regulations a Nursing Sister who acted as Superintendent received extra pay, principally, apparently, because, in addition to acting as Sister of a ward, she acted also as Housekeeper for the Staff of Sisters. The relations of the Nursing Sisters to the Superintendent were not defined, and the degree of general control exercised by the Superintendent appears to have depended mainly upon her own individuality.

The appointment of a Superintendent of Nursing in each hospital vested with definite, instead of nominal, authority must be productive of increased efficiency in the nursing department.

5. Nurses. The appointment of Staff Nurses is entirely new.

In this connection the recommendation of the Matrons' Council was that there should be two grades of Sisters, senior and junior. This arrangement is, we think, more suitable to the organisation of a military hospital, and would also make the position filled more popular with certificated nurses and thus encourage the best class to apply for appointments. We do not think under the present regulations that the position of Staff Nurse in Military Hospitals will be greatly sought after by the most competent nurses.

5. The fifth class in Q.A.I.M.N.S. comprises such non-commissioned officers and first-class orderlies of the R.A.M.C. as have been specially recommended.

The Matrons' Council suggested that the training of orderlies should last not less than three years, during which time they should receive systematic instruction.

One of the duties assigned to the Advisory Board was, in consultation with the Nursing Board, to submit to the Secretary of State a scheme to develop the training of orderlies as attendants upon the sick and wounded. This scheme is not included in the Regulations for the new Service. We conclude, therefore, that it has not, so far, been formulated.

QUALIFICATION OF CANDIDATES.

Candidates for admission to the Service are required to possess a certificate of not less than three years' training and service from a civil hospital recognised by the Advisory Board.

Members of the Army Nursing Service were not under its regulations required to produce a certificate. On the other hand, they were required to produce a recommendation from a person of social position to the effect that the candidate's family

was of good standing in society. The regulations of the new Service wisely place the responsibility for the personal suitability of a candidate in the hands of the Matron-in-Chief, who is required to satisfy the Nursing Board that as regards education, character, and social status she is a fit person to be admitted to the Service.

We note with pleasure that candidates for appointments in the new Service are required to submit recommendations from the Matrons of the civil hospitals in which they were trained, and in which they are serving at the time of application.

It is well recognised in the nursing world that the Matron's opinion of the qualifications of a nurse is of paramount importance. If this is subordinated, for whatever reason, to high-sounding testimonials from ladies of social position, the sick soldier is the sufferer. We are glad that the Nursing Board of the new Service appears to appreciate this fact. The more fully it is realised the greater will be the efficiency of the Service.

TERMS OF APPOINTMENT.

Staff Nurses, if accepted for service, are engaged for two years, and are appointed provisionally for six months. Special reports on their work, conduct, and suitability are then forwarded by the Matron of the hospital concerned through the officer-in-charge to the Matron-in-Chief, who will lay these reports before the Nursing Board.

The recommendation of the Matrons' Council in relation to Junior Sisters was that the Senior Sister should report to the Head Sister (or Matron), and that reports on their efficiency and suitability should be forwarded by the Head Sister to the Nursing Department of the War Office, and that their appointment as Senior Sisters, as vacancies occur, should rest on the recommendation of the Principal Medical Officer and Head Sister.

PAY.

The pay of the various grades in the service is as follows:—

Matron-in-Chief, £250, rising by an annual increment of £10 to £300.

Principal Matrons, £150, rising by an annual increment of £5 to £180.

Matrons, £70, rising by an annual increment of £5 to £120.

Sisters, £37 10s., rising by an annual increment of £2 10s. to £50.

Nurses, £30, rising by an annual increment of £2 10s. to £35.

In addition, allowances of 15s. a week at a home station, or 21s. a week at a station abroad, are made for board and washing, and pensions are given after ten years' service. These are calculated on the rate of pay at the time of retirement, being, after ten years' service, at the rate of 30 per cent. of such pay, with an additional 2 per cent. for each

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