

Regulations for Queen Alexandra's Royal Naval Nursing Service.

The regulations for Queen Alexandra's Royal Naval Nursing Service have now been promulgated and nurses who study them will note with regret that modern methods of nursing organisation have not been adopted by the Admiralty. This is the more to be regretted as the present occasion, when the name of the Service has been changed, and the regulations revised, provided a good opportunity for introducing reforms which were as necessary in the Navy as in the Army Nursing Service.

REGULATIONS.

The following Regulations are to be observed for the Staff of Nursing Sisters:—

I.

QUALIFICATIONS FOR APPOINTMENT.

1. Candidates for appointment as Nursing Sisters must produce certificates of training for at least three years at a large Civil Hospital in the United Kingdom, in which adult male patients are received for medical and surgical treatment, such hospital being also provided with a Matron and staff of Nursing Sisters. Candidates must be of British parentage or naturalised British subjects.

If any doubt arises upon this question, the burden of clear proof will rest upon the candidate.

2. The limits of age for appointment will be, not under twenty-five and not over thirty.

3. All appointments, transfers, and dismissals will be dealt with at the Admiralty, as well as all questions in regard to the number of Head or Nursing Sisters to be employed at each Hospital. Nursing Sisters resigning their appointments are to give three calendar months' notice.

4. Head Sisters will, as a rule, be appointed by selection from the list of Nursing Sisters.

5. All Nursing Sisters will be required to undergo twelve months' probation before they are confirmed in their appointments. Should they then be reported upon as fit in every respect for H.M. service they will receive an appointment signed by H.M. Queen Alexandra, and their seniority will count from date of entry.

II.

ELIGIBILITY FOR PENSION.

1. A Head Sister or a Nursing Sister shall be eligible to retire on a pension after ten years' service, if she is rendered unfit for Hospital duty through disease or injury, certified by two medical officers specially appointed to examine her.

2. A Head Sister shall not continue in the Service after the age of fifty-five, nor a Nursing Sister after fifty; and both Head Sisters and Nursing Sisters may be called upon at any time to retire on the pension or gratuity earned by their service, should such a course be held to be desirable on public grounds by the Lords Commissioners of the Admiralty, whose decision will be final.

3. A Head Sister pensioned for disability under the age of fifty-five, or a Nursing Sister under the age of fifty, shall be liable, should such disability cease, to be called upon to re-enter the Service with the

salary to which she would have been entitled had she not been disabled, and should she refuse so to re-enter the Service her pension shall cease.

4. The pension of a Head Sister or Nursing Sister shall be calculated solely upon her salary, and the rate shall, after ten years' service, be 30 per cent. of her salary for the preceding year, and shall rise 2 per cent. of her salary for each additional year's service, to a maximum of 70 per cent. of her salary for the year preceding the grant of the pension.

5. A Head Sister or a Nursing Sister, in any case of special devotion to her duties, may be granted a higher pension than that fixed by paragraph 4, but not, however, exceeding £50 a year in all in the case of a Nursing Sister, or £20 a year in addition to the ordinary pension by service for a Head Sister.

6. A Head Sister or a Nursing Sister disabled in the Service, after five, but under ten years' service, shall be granted such rate of pension below that fixed in paragraph 4 as may be determined by the Board of Admiralty. If she has served for less than five years when disabled, she shall receive a gratuity, to be determined in like manner.

7. A Head Sister or a Nursing Sister, retired on account of unfitness for the duties of her appointment, may, provided she has not been guilty of misconduct, be granted a gratuity of one month's pay for each year of service, if not entitled to a pension under paragraph 4.

8. In cases where, after a period of not less than six months' sick leave, a Head Sister or a Nursing Sister is pensioned for a disability not permanently unfitting her for duty, the pension shall cease on the date when she again becomes fit for duty, unless there should then be no vacancy, in which case, should she be willing to continue her service, she may remain on pension for a period not exceeding one year, pending a vacancy.

9. A Head Sister or a Nursing Sister retiring, without having previously obtained permission to do so, or being dismissed for misconduct, shall forfeit all claim to pension or gratuity.

NOTE.—The Regulations as to pension and retirement apply only to Nursing Sisters entered on or after February 9th, 1901. Nursing Sisters entered before that date may be retained until the age of sixty, and their rate of pension will be calculated on the scale allowed by the regulations under which they entered the service.

III.

SALARIES AND ALLOWANCES.

The salaries and allowances will be as follows:—

Head Sisters.

At Haslar, Plymouth, and Chatham, £125 to £160 by annual increments of £5.

At Malta, none borne, but an allowance of £10 a year will be made to the Sister acting as Head Sister for the time being.

At Dartmouth, none borne.

Nursing Sisters.

£37 10s. to £50, by annual increments of £2 10s.

Each Head Sister and Nursing Sister at home will be allowed, in addition, 15s. a week in lieu of board, and for the washing of her personal linen, except at Dartmouth, where an allowance of 19s. a week will be allowed. At Malta each will be allowed 21s. a week in lieu of board and washing. Charge pay to Senior Sister in charge of Hospital Ship, 1s. 6d. per diem.

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