

*Uniform.*

14. A distinctive badge will be issued to members which will be returned on their leaving the Service. No other uniform or allowance in lieu will be issuable in time of peace.

When called up for duty on embodiment, Sisters and nurses will wear a special cap and cape in addition to their ordinary indoor uniform; these will not be worn except on embodiment. The several ranks will be indicated by distinctive stripes upon the sleeve.

*Emoluments on embodiment.*

15. The following will be the scale of pay and allowances on embodiment: —

Rank.	Pay per annum.			Board and washing allowance per annum	Uniform allowance per annum.	When quarters are not provided	
	Initial rate.	Annual increment.	Maximum.			Fuel and light allowance (average)*	Lodging allowance.
Nurse...	£ s. d. 40 0 0	£ s. d. 2 10 0	£ s. d. 45 0 0	£ s. d. 39 0 0	} 8 0 0	£ s. d. 11 3 0	£ s. d. 41 1 3
Sister...	50 0 0	5 0 0	65 0 0	39 0 0			
Matron	75 0 0	10 0 0	150 0 0	39 0 0			

\* Or such other rates as may be fixed from time to time by Army Order.

16. In addition to the above, servant allowance will be issuable when the necessary establishment of servants is not provided.

17. Charge pay will be granted to a Matron or Sister on the undermentioned scale—

	Per annum.
If in charge of 300 beds and over .....	£30
"    "    from 200 to 299 beds .....	£25
"    "    from 100 to 199 beds .....	£15

18. A member of the Territorial Force Nursing Service employed in a Territorial Force military hospital on embodiment will also, on the cessation of her employment from causes beyond her own control, receive a gratuity, provided that she is certified by the Administrative Medical Officer under whom she has served to have rendered satisfactory service. If her employment has extended beyond one year she will be granted under the same conditions and at the same rates a further gratuity for every complete year of further service, broken periods to be calculated accordingly. If she has relinquished her employment for reasons not satisfactory to the Army Council, she will forfeit her title to a gratuity.

The following will be the rates of gratuities:—  
Matron, £15. Sisters, £10. Nurses, £7 10s.

19. When called up for service on embodiment, and on the termination of such service, members will be entitled to their travelling expenses between their place of residence and the hospital.

*Emoluments of Matrons during Training.*

20. Matrons called up for training during peace will, except as provided in paragraph 14, receive army pay and allowances at minimum rates, and will travel at the public expense.

**"Registration" and "Infirmaries Nursing."**

(AN OPEN LETTER TO MY NURSES.)

My Dear Nurse,

The other day, in course of conversation, you will remember that the subject of State Registration cropped up, and you remarked that you had been discussing the question a good deal with some of your colleagues, but that you were none of you clear as to whether the measure would benefit you professionally, and that you were, therefore, somewhat divided in opinion as to what attitude you should adopt towards it.

Now, from our conversation, and from what I have since heard elsewhere, it seems to me that, in spite of public discussion and propaganda, there is still a great deal of ignorance about Registration prevalent, and it is on account of this that I am anxious to explain some of the provisions of the Bill and to show you how beneficial Registration would be to you, particularly as trained in a Poor Law Infirmary.

It is only quite recently that the Poor Law Infirmaries have taken their proper position as the State hospitals, and have admitted probationers for training. Agnes Jones, the first Superintendent of the wards of a Poor Law Infirmary, died just 40 years ago, after only three years work at Brownlow Hill, and pauper "nurses" were not abolished by the Local Government Board until very many years later.

Old prejudices die hard, and there is no doubt that under the old system the patients were very badly looked after and their wants neglected. They were treated more like criminals, and harsh treatment tended to brutalise the chronic cases. The infirmaries were as cheerless and miserable as it was possible to make them, and the decent poor shunned the infirmary and refused to enter its doors unless in the very direst extremity. The pioneer nurses, therefore, found their patients almost invariably of the lowest and most depraved type, and it was difficult to attract decent women (with the exception of a few enthusiasts) to undertake the nursing in the Workhouse and Poor Law Infirmaries.

When, however, the system of training nurses in the Poor Law Infirmaries was instituted, matters were soon greatly changed for the better.

The enormous size of the infirmaries ensures a great variety of cases, and as these institutions are the final resting place of patients discharged from hospital as incurable, and the

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