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EDITORIAL.

THE SALARIES OF NURSES.

The Council of the College of Nursing, Ltd., has circularised the chairmen of hospitals in regard to the salaries of nurses trained and in training, and has submitted, with a covering letter from its Secretary, the minimum scale recommended, which we print below.

We are glad to see the proposals for a general rise of salaries, because, unless they are raised, there is little doubt that the present shortage of nurses will continue. Due consideration must, however, be given to the fact that the burden of taxation on the rate-payers, who finance poor law infirmaries and other public institutions, is already a crushing one, and that the financial position of the voluntary hospitals is most precarious.

We consider, in connection with the scale proposed, that the disparity between the salaries of the Matron and Assistant Matron is too great. The latter is usually a very hard worked official, and it would be equitable that her salary should be half that of the Matron.

We note it is proposed that probationers should receive moderate salaries, and this we

endorse for the first three years; probationers cost, and will cost, the hospitals more than they have done in the past, and it is not fair that they should receive high salaries during their pupilage; but we are of opinion that a nurse in her fourth year, who, when the Registration standard comes into force, will be a State Registered Nurse, should receive a minimum of £60 per annum.

In regard to private nurses, we consider 3½ guineas per week a fair minimum fee for nurses working on the co-operative system, if they are thoroughly qualified and competent, and this scale has been adopted by the Registered Nurses' Society, and is in force for all new patients attended from January 1st, 1921.

Of course, in the future, after the curriculum of training has been defined by the General Nursing Councils, and their examinations are established and must be passed before a nurse's name is entered on the State Register, the public will have a guarantee of technical knowledge. At present it is often asked, and pays fees for which it does not receive an equivalent in skilled nursing.

We await with interest the result of the College circular.

SCALE OF MINIMUM SALARIES RECOMMENDED BY THE COLLEGE OF NURSING, LTD.

Average Number of Beds in daily occupation.	Matron. (Annual increment, £25.)	Assistant Matron. (Annual increment, £15.)	Home Sister. (Annual increment, £10.)	Night Superintendent. (Annual increment, £10.)	Ward Sister. (Annual increment, £5.)	Staff Nurses. After termination of agreement. (Annual increment, £5.)
Above 500	£500	£150-£255	£120-£160	£120-£150	£85-£120	£60-£70
300-500	£400	£140-£245	£110-£150	do.	do.	do.
200-300	£350	£120-£225	£100-£140	do.	do.	do.
100-200	£300	£100-£160	do.	£100-£140	do.	do.
50-100	£200	£85-£130	—	£85-£125	£80-£90	do.
25-50	£200	do.	—	do.	do.	do.
Under 25	£150	—	—	—	do.	do.

Probationers.—
1st Year, £18.
2nd Year, £22.
3rd Year, £30.
4th Year, £40

Sister Tutors.—
£150 (annual increment, £15) to £255, if certificated King's College for Women, or other approved College.
£120 (annual increment, £15) to £225, if not holding a Special Certificate.

Non-Resident Posts.—
Minimum £250 for fully certificated Nurse, £10 extra for every required special qualification.
Private Nurses.—Fully certificated, 3½ guineas per week.
Resident District Nurses.—£85 to £120.

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In every case uniform to be provided, or monetary equivalent.

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