

**QUEEN ALEXANDRA'S IMPERIAL MILITARY NURSING SERVICE.**

**INCREASED PAY, PENSIONS, ETC.**

A Royal Warrant published in an Army Order issued on August 21st provides for increased pay and pensions and other improvements in the conditions of service of Queen Alexandra's Imperial Military Nursing Service.

*Pay.*—Entry as Staff Nurse will be at £80 in future instead of at £65. Instead of having to wait three years before promotion to Sister, such promotion will follow after one year, if the nurse is otherwise qualified. Biennial increments for Sisters are replaced by annual increments and the maximum is increased by £15 a year. The effect of these changes is that a nurse may now enter the Queen Alexandra's Imperial Military Nursing Service at £80 and expect to proceed by annual steps of £5, reaching maximum of £125 as a Sister after nine years' service, whereas hitherto she received £65 at entry and took 17 years to reach maximum of £110. At the same time additional and specialist pay, as described below, will be introduced and a number of Sisters will benefit from these and from the improvements in charge pay.

There are substantial improvements in the pay of the higher ranks, and a new appointment of Principal Matron is to be made in Egypt; and some of the larger military hospitals will in future have an Assistant Matron who will receive £20 a year in addition to her pay as Sister. Additional pay at the same rate is to be given to the Tutor Midwife at the Louise Margaret Families Hospital and at £15 a year for those required to nurse infectious diseases.

Specialist pay of £15 a year is provided for Sisters qualified as midwives or to take charge of operating theatres, when they are so employed; and charge pay will in future be given to every Matron or Sister in charge of a military or military families hospital.

(*Note.*—A Matron could not hitherto qualify for charge pay if she was in charge of a military hospital of less than 100 beds or of a families hospital; and a Sister in charge of a military hospital of less than 70 beds has hitherto been ineligible for charge pay.)

*Pensions.*—There are substantial improvements in the pensions to be earned, e.g., Sisters' maximum pension is increased from £105 a year (after 27 years' service) to £140 a year (after 30 years' service); on the new scale, 27 years' service would earn a pension of £125 a year for a Sister; and there are corresponding improvements for those retiring in higher ranks.

The age for compulsory retirement of all over the rank of Sister is increased from 55 years to 57 years.

*Board and Washing.*—The allowances for nurses' board and washing have been increased from 18s. to 21s. a week at home and from 22s. 6d. to 25s. a week abroad, and for servants' board from 12s. 6d. to 14s. 6d. a week at home and from 14s. 6d. to 16s. 6d. a week abroad.

**1. PAY.**

RANK	OLD RATES			NEW RATES		
	Minimum	Annual Increment	Maximum	Minimum	Annual Increment	Maximum
Matron-in-Chief -	£450	£15	£495	£525	£25	£600
Principal Matron at War Office -	275	12	323	350	15	400
Principal Matron -	—	—	—	300	15	350
Matron -	130	10	200	160	12½	250
Sister -	75	* 5	110	85	5	125
Staff Nurses -	65	2½	70	80	—	—

\* Biennially

**2. RETIRED PAY.**

Retired pay is made up of two elements, viz. :—

- (a) Service Element.
- (b) Rank Element.

The following table shows a comparison of the old and new codes :—

Old.	New.
Service Element - £3 a year	£3 a year for 5 years, £5 a year thereafter.

Rank Element.	Old.			New.		
	After 1 year in rank	Each other year in rank	Maximum rank element	After 1 year in rank	Each other year in rank	Maximum rank element
Matron-in-Chief -	£170	£40	£290	£205	£25	£280
Chief Principal Matron	120	15	165	150	15	180
Principal Matron -	100	12	148	110	12	150
Matron -	10	10	100	40	10	100

Sister After 12 years in rank of Sister £2 a year with maximum rank element of £30.

Nil

*Maximum Total Retired Pay (i.e., service element + rank element).*

Matron-in-Chief -	£370	£425
Chief Principal Matron -	250	315
Principal Matron -	220	275
Matron -	170	225
Sister -	105	140

**3. RETIRING GRATUITIES.**

Old.	New.	
After 10 years' service -	£250	£325
After 15 years' service -	400	500

We are very pleased to note the increase of salaries and pensions in the various grades, as this Government Service has long been underpaid in comparison with many other institutions.

**STERILIZATION OF DISHES AND SILVERWARE.**

The Nursing Education Bulletin (No. III.) published by the Bureau of Publication for the Department of Nursing Education, Teachers' College, Columbia University, New York, is devoted to a study of Medical and Surgical Asepsis by Miss Virginia Henderson.

In connection with a recommendation for the sterilization of all dishes and silverware in hospital departments, the writer says that this recommendation probably needs no justification or elaboration for many persons. There must be, however, a number of hospital administrators who are not convinced of the importance of this measure in the control of communicable conditions, for the practice is not yet universal. A class of sixty students, head nurses, supervisors and administrators from hospitals in all parts of the country, was asked in the summer of 1933 whether the institutions they represented carried out the practice of sterilizing all dishes used in the hospital. Ten per cent. reported that dish-washing machines (generally considered to be sterilizers as well) or other means subjecting the

[previous page](#)

[next page](#)