

EMERGENCY HOSPITAL ORGANISATION.

PAY OF NURSES AND NURSING AUXILIARIES PROVIDED BY THE CIVIL NURSING RESERVE AND GIVING WHOLE-TIME SERVICE IN HOSPITAL.

We are informed by the Minister of Health that members of the Civil Nursing Reserve who have been called up for whole-time duty in hospital in connection with the treatment of casualties, should be paid by the Local Authority or Voluntary Hospital at the rates set out below, which are those announced by the Minister in the House of Commons on July 28th, 1939, as applicable to the Civil Nursing Reserve generally for whole-time service in war-time:—

Trained nurses supplied by the Civil Nursing Reserve: £90 per annum plus board, lodging and laundry.

Assistant nurses supplied by the Reserve: £55 per annum plus board, lodging and laundry.

An additional sum of 3s. 6d. per week is payable to trained nurses and assistant nurses where free laundry is not provided.

Nursing auxiliaries, £2 per week (non-resident).

In the case of trained nurses in charge of wards, an additional allowance of £20 per annum is regarded as appropriate.

Where an assistant nurse bears special responsibilities she may be paid at the discretion of the Local Authority up to £65 per annum, provided the proportion paid in excess of £55 per annum does not exceed one in four of the assistant nurses in the hospital who have been provided from the Civil Nursing Reserve.

The rates of pay set out above for trained nurses and assistant nurses are those recommended to the Minister by the Central Emergency Committee for the Nursing Profession, which includes representatives of the principal organisations concerned with nursing, including the General Nursing Council, the Royal College of Nursing, the Voluntary Hospitals and the Local Authorities.

Where a trained nurse or an assistant nurse is not provided with board and lodging, either in the hospital or under arrangements made by the Local Authority or the hospital, an additional sum of one guinea per week will be payable to her.

The standard rate of pay appropriate for nursing auxiliaries engaged in whole-time work in hospital in connection with the treatment of casualties is, as already indicated, £2 per week. This corresponds to the general flat rate laid down for women volunteers, and it is a non-resident rate. Where board and lodging and laundry are provided by the hospital itself an appropriate reduction should be made, which it is suggested should not exceed 25s. per week.

In the case of nursing auxiliaries for whom board and lodging are provided under billeting arrangements made by the hospital with the Local Authority, the weekly sum paid to the householder for billeting—namely, one guinea—should be deducted from the pay of the auxiliary, a record being kept of such deductions for the purpose of financial adjustments with the Ministry. The actual payment to the householder with whom the auxiliary is billeted will be made by the Post Office and not by the hospital or the Local Authority or by the Ministry directly.

It will of course be for the individual nurse or auxiliary to bear the cost of travelling to and from her hospital, but where an appreciable journey is involved when she first reports for duty, a request for refund of third class railway fare or its equivalent might reasonably be met by the employing authority or voluntary hospital and a claim forwarded to the Ministry accordingly.

The appropriate employers' and employees' contributions must be made for National Health, Unemployment and Pensions Insurance, and the Local Authority or Voluntary Hospital, as the case may be, is responsible for seeing that cards of members of the Reserve giving whole-time paid service are stamped in the usual way.

In a recent intimation to Local Authorities concerning the pay of A.R.P. volunteers called up for whole-time service, the Lord Privy Seal expressed the view that those serving will realise that the rates of pay are not fixed on the basis of an industrial working day of so many hours, but that they will be expected to be on or available for duty as required. The Minister has no doubt that members of the Civil Nursing Reserve who are giving whole-time service in hospitals will realise that in their case similar considerations must also apply with at least equal force.

Expenditure necessarily incurred on the basis indicated above in connection with the treatment of casualties in hospital will be recognised by the Minister for the purposes of the final settlement with the Voluntary Hospitals and the Local Authorities.

THEORETICAL NURSING.

The Board of Education has issued a Circular, 1471, to Secondary schools which it hopes will revolutionise the methods of recruiting nurses.

Schoolgirls are to be given the chance of training as nurses, and girls and young women who have already left school will be able to take a course at night school. The arrangements are made in co-operation with the General Nursing Council, and follows upon the revision of the Rules of the Council under which the first part of the Preliminary Examination may be taken before entering hospital, provided that the candidate has followed an approved course of instruction at school, the subjects being anatomy, physiology and hygiene.

We note with relief that it will still be possible to take the whole of the Preliminary Examination after entering hospital without taking a pre-nursing course at school, and this course we commend to those would-be nurses of the sick who realise that clinical teaching in the wards, thus applying theory with practice, is the best method of instruction where the sick are concerned.

It will be appreciated, states the Circular, that the selection of suitable teachers for the professional subjects—namely, anatomy, physiology and hygiene—is a matter of the greatest importance. The instruction should be entrusted to medical men or women or to science teachers. In the case of the former, in addition to their knowledge of these subjects they should, of course, possess the necessary aptitude for teaching. In the case of the latter they should have included anatomy and physiology in their degree course or have taken a course for teachers in these subjects under properly qualified specialists. The Board invite special attention to the recommendation of the Inter-Departmental Committee that supplementary courses in anatomy, physiology and hygiene should be arranged for science teachers.

Exit the Sister-Tutor.

We draw the attention of highly qualified Sister-Tutors to the fact that their expert knowledge is not recognised by the Board of Education in its Circular—student nurses and patients will be the losers. Incidentally, we know two little typists who "favour" night school nursing courses, but have no intention whatever of entering a hospital for training. They wish to be secretaries to medical men!

[previous page](#)

[next page](#)