

actions for criticism to public meetings of Nurses and provided for fair criticism from a public platform—and if they have done none of these things—why not?

It is the rank and file of the profession, together with the sick, who are to be the sufferers should unskilled women be guaranteed as skilled persons by the Government. This is a serious matter, and requires the light of day—no *in camera* must be tolerated.

The phrasing of the above Resolution appears abnormally out of touch with our democratic claims—government of the people by the people. Like a decision of the House of Lords, irrespective of consideration by the "Commons." Anyway, this dangerously demoralising proposition is to be "implemented" "immediately," by the General Nursing Council; and as both proposer and seconder have seats on the Council, the task should be easy. But the general public may take heart of grace, they are not to be deprived of self-determination until "after the war," but when that halcyon time arrives, there will be some rude awakening for autocrats in more ways than one.

THE ROYAL COLLEGE OF NURSING.

Nurses' Salaries.

The Council of the Royal College of Nursing has placed before the Minister of Health a letter containing proposals for a revised scale of minimum salaries and conditions for nurses in hospitals and institutions.

MATRONS.

The remuneration recommended is based on the number of hospital beds. Thus, in a hospital of 100 beds, the salary begins at £250, rising to £400; from 400 beds, £500 to £800; above 500 beds, £600 to £1,000.

ASSISTANT MATRON.

From £175 to £500.

HOME SISTER.

From £140 to £220.

NIGHT SUPERINTENDENT.

From £150 to £250.

HOUSEKEEPING SISTER.

From £160 to £220.

WARD SISTER.

From £150 to £200.

DEPARTMENTAL SISTERS.

£20 more than Ward Sisters.

STAFF NURSES.

From £100 to £150.

STUDENT NURSES.

First year, £30; second year, £35; third year, £40, and fourth year, £50.

SISTER TUTORS.

Senior Sister Tutors with two or more assistants, and from 60 to 180 student nurses, £300 to £500.

Sister Tutors in sole charge, with 60 student nurses, £200 to £350.

This proposed scale of salaries does not allude to the additional emoluments now enjoyed.

For student nurses, board, lodging, washing, uniform, light, heat, service, and theoretical and practical education in professional nursing, from Registered Sister Tutors and Ward Sisters. Neither does it include the additional emoluments, plus cash, for matrons and other officers, which range from £4 to £8 a week at least.

The list of from £1,000 to £1,400 per annum, if emoluments are included, for the office of matron in large hospitals, will call for a *quid pro quo* in their educational qualifications, which will inevitably cost much additional expenditure, as in the case of the medical and teaching professions.

Further, the letter to the Minister states: "There has

been a tendency in the past in our hospital system to use the probationer nurse in order to evade a more expensive form of labour, and therefore the College strongly recommends an increase in the proportion of trained nurses to student nurses, and the employment of a sufficient number of domestic staff to relieve these nurses of the unnecessary duties, which, incidentally, it is stated, are most difficult to obtain."

The letter contains many other recommendations. The nursing profession wants standard rates throughout the profession. The recommendations regarding conditions in hospitals and institutions, and the scale of salaries and allowances to operate in conjunction with a scheme of superannuation such as the federated superannuation scheme for nurses and hospital officers (contributory). Many other reasonable privileges are recommended which have long been in force in well-organised Training Schools.

How about the balance sheet? The financial point of view appears to have lacked consideration, or, at least, it is dismissed with the suggestion that if the hospitals cannot incur the huge additional cost the Government must do it.

That in effect means the death of the voluntary system of hospital management and the elimination of charity in their maintenance. There must be no mistake about that result; and ultimately the nurse will pay for her education as the members of all skilled professions do.

The Assistant Nurse.

The letter also says the Council considers that the uncontrolled employment of assistant nurses is a danger to the patients under their care, and their competition with the State Registered nurse tends to threaten the future economic safety of the profession.

It does, indeed, but only if the State grants legal status to a roll of semi-trained, unqualified women, which is being advocated by the Royal College of Nursing.

What action, if any, will be taken by the Ministry of Health is in the lap of the gods; but that the public will be prohibited from employing what attendance it chooses in a domestic capacity, will not appeal to those who guard the liberty of the subject.

THE BRITISH COLLEGE OF NURSES.

The following Obligation if faithfully performed by Fellows and Members of the British College of Nurses renders vicarious championship unnecessary:—

Duty and devotion to the sick; loyalty to the medical faculty; honourable reticence concerning patients; generous association with colleagues; the elevation of Nursing to the front rank of human endeavour.

Thus each individual member becomes a champion, as a Registered Nurse, of all that is worth winning in life.

OBLIGATION.

I,, in the presence of this Meeting of the Council of The British College of Nurses, do hereby solemnly and sincerely declare that I will always, as a Registered Nurse, fulfil to the best of my power and ability, and without any selfish consideration, every duty entrusted to me, in the nursing of the sick; that I will, in every way, loyally perform my professional duties to the medical practitioners under whose directions I shall work; that I will always regard as a sacred confidence, and will most strictly refrain from repeating or divulging to anyone, any private facts or personal information concerning my patients, their relations, or their friends, which may be communicated to me, or which I may learn during, or in consequence of, my attendance upon them, whether in Hospitals, or their private homes, except only if such information be demanded from me as a witness in a Court of Justice; that as a Member of The British College of Nurses, I will faithfully and constantly obey all Rules and Regulations of the College which are now, or may hereafter be, in force; that I will, so far as may be in my power, assist

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