

## LETTERS TO THE EDITOR.

*Whilst cordially inviting communications upon all subjects for these columns, we wish it to be distinctly understood that we do not in ANY WAY hold ourselves responsible for the opinions expressed by our correspondents.*

## THE TRAINED NURSES' ASSOCIATION OF INDIA.

February 21st, 1941.

Mrs. Bedford Fenwick, *Editor*,  
THE BRITISH JOURNAL OF NURSING,  
19, Queen's Gate, London, S.W.7, England.

DEAR MRS. BEDFORD FENWICK,

I am writing to tell you that this office is leaving Coonoor, and that in future, my address will be :—

15, Hall Road, Richards Town,  
Bangalore, S. India.

I cannot tell you how often our thoughts are with you, in this grave hour of trial. You have our greatest love and admiration, although in your case, this is nothing new, even in war time. Many of us realise that had there been more people like yourself, there would either have been no war, or we should have been better prepared, although no praise is great enough for the splendid work and fortitude of all those at home.

With kindest regards.

Yours sincerely,  
DIANA HARTLEY,  
*Editor, Nursing Journal of India.*

[We are proud and happy indeed to be an Hon. Member of the Trained Nurses' Association of India.—ED.]

## SOUTH AFRICAN TRAINED NURSES' ASSOCIATION.

Headquarters : 716/7, Geneva House,  
Parliament Street, Cape Town,

Mrs. Bedford Fenwick, *April 7th, 1941.*  
President of the National Council of  
Nurses of Great Britain,  
19, Queen's Gate, London, S.W.7.

MY DEAR MRS. BEDFORD FENWICK,

On behalf of the S.A. Trained Nurses' Association, I wish to thank you very much indeed for the attractive book on war speeches which you sent.

Your kind thought is very much appreciated, and I wish to assure you that the nurses in this country consider it a privilege to help all our colleagues who are bearing the heat and burden of the day at this very difficult time.

With cordial greetings and best wishes from South Africa.

Yours very sincerely,  
B. G. ALEXANDER,  
*General President.*

[It was our pleasure as a greeting from our National Council of Nurses of Great Britain for 1941, to send a copy of "King and Country; Selections from British War Speeches, 1939-1940" to Sister Councils in Canada, Australia, New Zealand, South Africa, India, and the United States of America, as these speeches emphasised "that honour should be our guide."—ED.]

## A CALL TO ACTION.

To the Editor of THE BRITISH JOURNAL OF NURSING.

DEAR EDITOR,

A little while ago I wrote a letter to the *Daily Telegraph* on the subject of Nurses' Salaries and the Editor very kindly inserted this letter in the Correspondence Column. As a result I have received letters from varying sources giving a diversity of opinion, but united on one point, that it is time we united and bestirred ourselves to re-organise our profession before it is too late.

Many members of the Nursing Profession do not even

now seem to realise the anomalies of salaries among hospital nursing staffs.

Members of the Civil Nursing Reserve are going to receive as from February, 1941, the following rates of pay :—

Probationers	... ..	£40 to £50.
Assistant Nurses	... ..	£70, plus £1 1s. per week board and lodging allowance.

Trained Nurses	... ..	£105, plus £1 1s. per week board and lodging allowance.
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Trained Nurses in Charge of Wards or Depts.	... ..	£125, plus £1 1s. per week board and lodging allowance.
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Nursing Auxiliaries	... ..	£55, plus £1 1s. per week board and lodging allowance.
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Rates of pay in Voluntary Hospital vary considerably, but the following are the average salaries offered :—

Probationer Nurses	... ..	£22 to £36 per annum.
Staff Nurses	... ..	£65 to £75 per annum.
Sisters	... ..	£75 to £90 per annum.

Municipal Hospital also vary considerably, but their rates of salaries are approximately as under :—

Probationers	... ..	£36 to £50.
Staff Nurses	... ..	£75 to £90.
Sisters	... ..	£90 to £120.
Assistant Nurses	... ..	£55 to £90.

Many Matrons are compelled by force of necessity to employ members of the Civil Nursing Reserve on their Staff at much higher rates of salary than their own permanent staffs are receiving. This makes for much bad feeling, which can hardly be wondered at and what is more serious, it is ruining the whole spirit of the Nursing Profession. We are continually reading in the *Daily Press* how the nursing staffs of hospitals are behaving marvelously under terrific aerial attack, and they will continue to rise to the occasion while there is a human being needing care and nursing skill; but many nurses wonder why permanent nursing staffs are always overlooked when financial matters are discussed.

Many members of the Civil Nursing Reserve feel very acutely the injustice of the difference in the salaries and do not like receiving considerably more money than the Sister under whom they are working. The Nursing Press is full of letters of petty grievances from various members of the Civil Nursing Reserve, St. John Ambulance and the British Red Cross Society, and permanent nursing staffs, which is ample evidence that the various staffs do not work amicably. Surely the root of all this dissatisfaction is the difference in salaries and conditions. There cannot be satisfaction and complete co-operation where there is injustice.

Another difficulty. Assistant nurses from the Civil Nursing Reserve at £70 per annum, often work side by side with Probationer nurses. These Probationers are not over enthusiastic and very many leave mid-way through their training attracted by the higher salary of the Civil Nursing Reserve assistant nurse. Yet, the imperative need of our country is for more fully trained, highly skilled efficient nurses, and not masses of half-trained personnel to serve the community NOW and after the war is over.

Many of us may have been apathetic in the past, but let us get together now and safeguard the future of our Profession.

Yours faithfully,  
DOROTHY M. DICKINSON, S.R.N., S.C.M., M.B.C.N.  
*Matron.*

[We hope Miss Dickinson will take the initiative and invite representatives from leading Nurses' organisations to

[previous page](#)

[next page](#)