



# NURSING AND MIDWIFERY SERVICES (WOMEN)

*Careers for Men and Women series*

## 33

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Detailed description  
of qualifications, training and  
prospects of employment



ISSUED BY THE MINISTRY OF LABOUR AND NATIONAL SERVICE  
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# CAREERS FOR MEN AND WOMEN SERIES

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## NOTE

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# NURSING, MIDWIFERY AND NURSERY NURSING

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## NURSING

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### *Introduction*

1. Nursing in all its branches is an absorbing occupation and one which offers scope for almost every type of ability ; it appeals to those who enjoy giving direct personal service, and to those who seek responsibility and scope for real administrative talent. To the benefit of free professional training is added security of employment and in most cases, superannuation on retirement. It is true that the training period is a testing one, for the nurse's work is frequently arduous and always responsible ; but once that is past, and State Registration, the important basic qualification of the fully-trained nurse, is gained, the field of opportunity open is so wide that, be it at home or abroad, the nurse may choose not only the kind of nursing work in which she can give her best service, but also that in which she can find the deepest personal satisfaction. She may be engaged in caring for or rehabilitating the sick or injured or helpless, or in teaching young, fit people how to prevent disease and to live healthily. Her opportunities for work are not necessarily limited by marriage and her training and experience as a nurse will be of direct use to her as a wife and mother.

2. The age of entry is generally between eighteen and thirty years, though a few hospitals take girls at seven and a-half. Good health and a good general education are essential.

### **Ex-Service Women**

3. Some of the readers of this pamphlet will be ex-service women and many of them will be particularly suitable for nursing. Quite a number of hospitals welcome student nurses who will be over the minimum age of entry, particularly women between the ages of twenty-one and twenty-six who will be more mature in their experience and judgment than

girls fresh from school. There is no doubt that much of the ex-service woman's experience will be of value to her in a nursing career. Quite a proportion of vacancies are in training schools throughout the country so that although all student nurses must be resident and it will not be possible to live at home during training, it may be possible to take training near home. On the other hand a wider choice of training schools is naturally available to the intending nurse who is not specially anxious to remain in a particular area. Whatever the age at which training is started, the salary and emoluments of the student nurse remain the same according to the type of institution in which she is training. It is probably an important consideration to an ex-service woman thinking of training that she will not only be paid a salary during training but that all her living accommodation, uniform, laundry and medical attention will be provided free of cost. It will be seen from the information later in this pamphlet that training as a nurse enables a woman to earn a good salary after training and that state registration brings with it many opportunities for interesting posts both at home and abroad.

#### **Pre-Nursing Period**

4. Many girls decide to become nurses long before the time at which entry to a hospital is possible. If the girl makes the decision before leaving school, she may choose a full-time recognised pre-nursing course. If no such course exists at her own school, it is possible for a transfer to be arranged to another school having such a course, or (in Scotland) to a Central Institution. In England and Wales full-time pre-nursing courses last one year and require attendance at a secondary or technical school; in Scotland, the courses last from eight to twenty-four months according to the standards of the girls' previous education and require attendance at a secondary school or a Central Institution. The curriculum of the one year pre-nursing course includes

- (a) Special subjects, and
- (b) General education.

The special subjects are anatomy, physiology and hygiene, together with elementary physics, chemistry and biology.

Alternatively, the girl may choose to attend a part-time pre-nursing course at a technical school (in Scotland, at continuation classes or a Central Institution) in addition to doing work in some occupation useful as a preparation for nursing, such as clerical work, nursery nursing or household duties at home. Such courses cover a period of two years. It is not essential for the intending nurse to have been through one of these pre-nursing courses, but if she has she can take the first part of the Preliminary State Examination before entering hospital, and will find her first year of hospital training less strenuous. If a girl is unable to remain at school until the age of seventeen or eighteen years or to join a recognised pre-nursing course she is advised to make every effort to continue her education at an evening school, taking as her subjects English and arithmetic.

#### **General Training**

5. The training of a nurse is specialised education for a profession with numerous branches which give professional education not only in a very wide range of subjects, but also in skilled bedside nursing technique. Many simple nursing procedures can be taught by lectures and practical demonstrations in a classroom but the skill is acquired during the nurse's training in the wards as she assists the senior nurses and gradually undertakes responsibility for more important tasks. The main qualification to be obtained is that of admission to the General Part of the State Register. This means that a nurse has been trained in general nursing, including nursing of medical, surgical and gynaecological cases and children's diseases, and that her training has included experience of the operating theatre, the out-patients' department and other special departments. The training requires a minimum period of three years and normally begins at eighteen years of age although some hospitals will accept students at seventeen and a-half years and others require them to have reached the age of nineteen years. It is unusual to accept students who are over thirty years of age. Some hospital contracts are for four years but the final state examination may be taken at any time after the completion of three years' training in the wards, provided the full syllabus of training laid down by the General Nursing





*The Lecture Room*

Councils has been covered. The theoretical training in the lecture rooms and the practical training in the wards run side by side, but in many hospitals the first three months are spent away from the wards in a preliminary training school.

6. During the first year a nurse works in the wards as a junior student nurse on day and night duty. She is taught how to make beds, to wash and bath patients, to serve meals and to feed helpless patients, to collect specimens of body fluids, etc., for pathological examination, and to escort patients to the operating theatre, to special clinics and the x-ray departments. She helps the senior nurses and is shown how to prepare instruments and equipment. The lectures attended cover the syllabus laid down by the General Nursing Council and include anatomy, physiology, hygiene, first-aid and the theory of simple nursing procedure. The student nurse must complete at least one year of her hospital training before she can take the whole of the Preliminary State Examination which includes the above-mentioned subjects and a practical examination covering only simple



*A Nurses' Dining Room*

nursing procedure. This examination is in two parts which may be taken together or separately. Some student nurses take the first part before entering hospital (see para. 4) and others can take it at the end of six months' training in their training hospital.

7. The second and third years of training are spent on day and night duty in male and female medical, surgical and special wards. Some time is spent in the operating theatre and the out-patients department. The lectures cover more detailed and skilled nursing work; the nursing of patients suffering from medical and surgical diseases; the study of drugs, their dosage and their action in the body; dietetics; diseases of the ear, nose and throat and gynaecological diseases (the diseases peculiar to women). The final state examination is taken at the end of three years' training. This includes written papers on general nursing, medical, surgical and gynaecological nursing and a practical examination on highly skilled nursing procedure. The training described must be taken at a hospital recognised as a training school by the General Nursing Council for



### *Learning Invalid Cooking*

England and Wales or the General Nursing Council for Scotland.

8. Some hospitals are too small or too specialised, e.g., the tuberculosis hospital, to give the complete general training and are therefore affiliated to a complete school. Students may begin their training in the smaller or specialised hospital from which they take the Preliminary State Examination and then pass on to the complete school to finish their training. The training normally takes four years. Other hospitals provide training in a certain branch of work such as the nursing of male patients—such hospitals combine with another hospital in which women and children are nursed. This is known as associated training and it takes three and a-half years in England and Wales to complete the course. In Scotland, there is only one associated course and it is of four years' duration.

9. The state registered nurse who is ambitious may later continue her study and aim at a University Diploma in Nursing. The Universities of London and Leeds both award such diplomas.

# *Training in Specialised Branches of Nursing*

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## *Introduction*

10. In addition to the General Part of the State Register there are parts for nurses specialising in sick children's, fever, mental and mentally defectives' nursing. Training other than for state registration is also available in the fields of mental, tuberculosis and orthopaedic nursing (see paragraphs 15, 20 and 23).

11. With the exception of fever nursing, which requires a two-year training period, the training for a special part of the Register takes three years, but the first examination in every case is the same as the Preliminary Examination for the General Part of the Register. If a nurse, therefore, is already on the General or one of the special parts of the Register, her training for another part may be reduced by one year. Many nurses qualify for both general and special registration as they realise that promotion prospects are better for the nurse with a double qualification.

## *Award of Certificate at the End of Training*





*Mental Nursing—Pleasant, sunny rooms help to speed recovery*

### **Mental Nursing**

12. There are two branches of mental nursing—the nursing of those who are mentally ill, a great many of whom recover, and the nursing of those who are mentally defective and whose treatment consists mainly in manual and social training and in the development of good habits. In both types of nursing a knowledge of games, handiwork and music is a great advantage to the nurse.

13. After the initial stage mentally ill patients do not, as a rule, spend very long periods in bed. Medical science has made great strides in this field of healing; the nurse has an important part in carrying out special methods of treatment. In addition the nurse's duties, apart from necessary sick nursing, consist of observation and report to the doctor on the patient's symptoms, e.g., behaviour, conversation, appetite and sleep. Occupational therapy, which includes handicrafts and recreation, is also one of the methods by which the mental nurse may help to restore peace of mind to the patient and so promote recovery.

14. The nursing of mental defectives consists more of training than of sick nursing. It includes the treatment of all grades of defectives from those who are helpless to those who, after a period of training, may become self-supporting in the community. By special methods both children and

adults are taught occupations and trades. The nurse is also concerned with training in physical exercises, dancing, games and in scout and guide activities.

15. There are separate qualifications in mental nursing and in the nursing of the mentally defective. The General Nursing Council has a register of nurses who qualify in either of these branches. There are two examinations, the preliminary being the same as that taken in general nursing. Some nurses prefer to take the certificate of the Royal Medico-Psychological Association instead of becoming state registered. The training period in all cases is three years.

### **Sick Children's Nursing**

16. This branch of nursing has a special appeal for the girl who is fond of children. Tiny children cannot describe their pains and needs and the sick children's nurse, therefore, must learn to know and understand children so well that she can realise without being told what her patients need. She is taught the skilled treatment of diseases and she will experience the great satisfaction of seeing little children who were brought to her in a thin and wasting condition

*The satisfaction of seeing sick children made healthy*



become happy little beings as she nurses them back to health. During this time she is the one to whom the child turns in its difficulties and she has generally to cope with a continual stream of "whats" and "whys."

### **The Nursing of Infectious Diseases**

17. Infectious diseases, or fevers, can be transmitted to another person. Such cases, therefore, require nursing in isolation and fever hospitals are often some distance out of town. The student nurse on entry is usually tested for her susceptibility to diseases such as diphtheria and scarlet fever, and if it is found that she is susceptible, she is immunised. She then learns how to nurse the various fevers, how to prevent them from spreading and how to avoid them herself. She is taught how to prevent complications—always more serious than the actual diseases—which may cause life-long chronic illnesses. As many of the patients are children, she, like the sick children's nurse, has to learn to know what the child needs without having to be told.

### **Tuberculosis Nursing**

18. The Government have undertaken a real fight against tuberculosis. They are trying to detect it early and to cure it quickly. To facilitate this they are encouraging the mass use of a special x-ray apparatus by which the presence of the disease may be detected even before the person begins to feel ill. The cure is carried out in specially equipped hospitals or sanatoria, where such matters as diet, ventilation, sunshine treatment and the elimination of fatigue are given special attention. These sanatoria are usually in rural and often very lovely parts of the country.

19. If the hospital is recognised as an affiliated training school by the General Nursing Council, the two years' training in the sanatorium is recognised as part of the general nursing training so that the nurse may in four years become state registered as well as specialised.

20. Some tuberculosis nurses qualify only for the certificate of the Tuberculosis Association, which may be taken in many sanatoria; the period of training is two years and two examinations have to be passed. The preliminary examination is on general nursing.



*A Sanatorium Nurse*

At the present time nurses qualifying in this way are eligible to have their names included on the Assistant Nurses Roll kept by the General Nursing Councils for England and





*Orthopædic Nursing—Plastic Technique*

Wales and for Scotland, so that in their two years at a sanatorium they will also obtain a double qualification. Thereafter they would be eligible to perform any nursing

work appropriate to an enrolled assistant nurse.

State Registered Nurses are exempt from the Preliminary examination for the Tuberculosis Association Certificate and can qualify for the Certificate in one year.

### **Orthopaedic Nursing**

21. This branch of nursing has for its object the correction of deformities such as curvature of the spine, dislocation of the hip, etc., which may have been present from birth or may occur as the result of an accident or disease. The cure is carried out by such means as surgery, splinting, electrical treatment, massage and exercises. The team of workers consists of the surgeon, the nurse and the physiotherapist. Almost all patients need treatment extending over many months and many of them are children.

22. The orthopaedic nurse has to learn much anatomy in the course of her work and, in addition to the general ward routine, she must acquire skill in bandaging, splinting, the making of plaster bandages and the care of intricate equipment. The hospitals are usually in the country and the patients are out of doors as much as possible.

23. If the hospital is recognised as an affiliated training school by the General Nursing Council, the two years' training there is recognised as part of the general nursing training so that the nurse may usually in four years become state registered as well as specialised. In almost all orthopaedic hospitals a nurse may train during the two year period for the Certificate of the Central Council for the Care of Cripples, for which she has to pass two examinations. She will not be awarded this Certificate, however, until she has either obtained her state registration in general nursing or has qualified in physiotherapy. The training for this Certificate is an excellent preliminary for a career either in general nursing or in physiotherapy.

### **Training for Assistant Nurse**

24. Some girls who have a real desire to nurse feel that they cannot manage the full student nurse training for state registration. Such girls may train to become Assistant Nurses. The General Nursing Council now admits to the Roll of Assistant Nurses those who can satisfy them that



### *Nursing the Chronic Sick*

they have an adequate knowledge and experience in the nursing of the sick and can produce evidence of good character. A number of hospitals have Assistant Nurse training schemes and these generally last for two years. During this time the trainee receives the same emoluments and salary as does a student nurse. The work is often in connection with the care of those who are undergoing long illnesses or are old or frail. It calls for a love of one's fellow beings, a high degree of patience and a practical trained approach to the many problems which arise in the course of the day's work.

#### **Examination Fees and Salary while Training**

25. Nurses usually have to pay their own examination fees. For examination for the General Part of the Register these amount in all to four and a-half guineas in Scotland and five guineas in England and Wales. During training, free medical attention, board, accommodation, uniform and laundry are provided and an allowance of at least £40 in the first year rising by £5 in each succeeding year of training is paid. Thus the nurse can be self-supporting from the time she commences hospital training.

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## MIDWIFERY

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### *Introduction*

26. Midwifery is a career full of interest, a career in which the bringing forth of new lives provides always new associations and a sense of accomplishment. It is a vital health service ; the future of the nation depends upon healthy babies being born and reared and also because of the increasing birth rate the country needs an increasing number of practising midwives.

27. A good midwife will be regarded by her patients as their friend ; she will have gained their confidence and earned their gratitude by the encouragement, help and attention which she will have given them during an impressionable and difficult period of their lives,

28. The title of "midwife" is legally protected and in Great Britain is applicable only to a woman who has undergone a course of training and gained a certificate entitling her to admission to the Roll of Midwives maintained by the Central Midwives Board for England and Wales,

*The Midwife hands the  
Baby to his Mother*



or the Central Midwives Board for Scotland. Any woman who is not a certified midwife and who uses the title of midwife or practises midwifery is liable to prosecution.

### **Training**

29. To-day the majority of pupil-midwives are state registered nurses, but candidates who do not possess this qualification may be accepted for training if they can give evidence of a good general education. Little opportunity of promotion is, however, available to the midwife who is not also a trained nurse.

30. Candidates must be at least twenty years of age when their training commences and normally persons over the age of forty are not accepted for training. The prescribed course of training must be taken at an approved institution. There are recognised training institutions in most large towns.

31. Training takes one year for a General State Registered Nurse and two years for pupils who are not State Registered. There are two parts to the training ; the first part lasts six months for the General State Registered Nurse and eighteen months for other pupils ; the second part is of six months' duration in both cases. The first part consists of lectures, clinical (bedside) instruction, and supervised practical work, and, in the case of pupils who are not General State Registered Nurses, also includes training in elementary nursing technique, elementary anatomy, physiology and hygiene.

32. An examination (written, oral and practical) is taken at the end of the first part of training, and General State Registered Nurses (but not other pupils) who are successful at this examination are awarded a certificate known as the " First Certificate." Holders of this certificate who do not proceed to the second period of training are not entitled to act as midwives, but possession of the " First Certificate " is regarded as a qualification for some higher posts which, while they may call for basic knowledge of midwifery, do not involve its actual practice. It is a necessary qualification for a health visitor's certificate and for admission to the colonial nursing services.

33. The second period of training consists largely of practical work in institutions, in the patients' own homes

and at maternity and infant welfare clinics. The examination held at the end of this period, which admits successful candidates to the Roll of Midwives, is mainly oral, clinical and practical. During the oral examination the candidate is questioned on the records which she has kept of cases attended during her training. She is required to have some knowledge of social legislation, health insurance, and social conditions.

34. Nowadays the training is generally free and a salary paid.

35. The ambitious midwife who is also a General State Registered Nurse may continue her professional studies and aim at the University of London Diploma in Obstetrics and Gynaecological Nursing. She may also qualify after further training as a midwifery teacher (see paragraph 38 below).

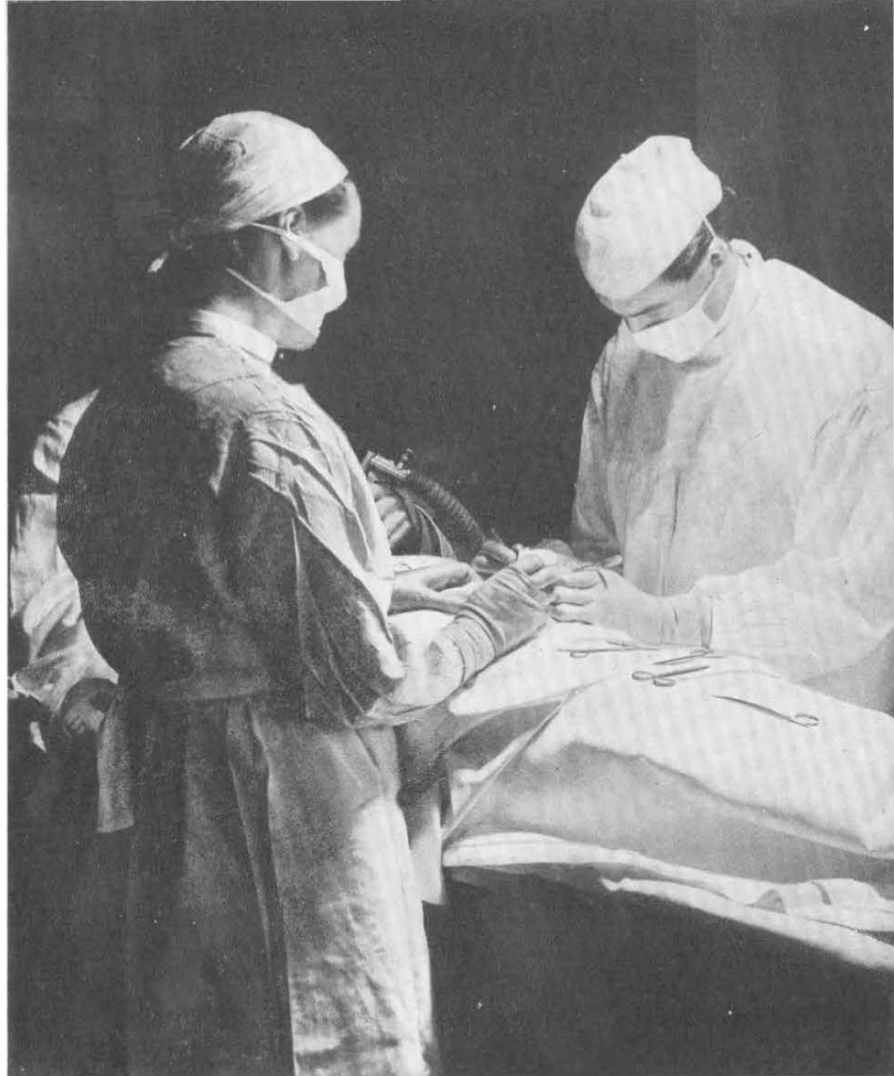
## *Opportunities of Higher Posts in Nursing and Midwifery*

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### **(a) In Hospitals and Institutions at Home**

36. **For Nurses.** In hospital, the ladder of promotion for the nurse is usually from staff nurse to ward sister or departmental sister, and then to assistant matron and matron.

37. The ward sister is responsible not only for the care of the patients in the ward or number of wards, but also for the training of the ward nurses in nursing practice. The departmental sister is the sister in charge of one of the special departments such as the out-patients department, the casualty department, or the operating theatre. The housekeeping sister is in charge of domestic administration and this is a senior post which is sometimes combined with the duties of the assistant matron or of the home sister. The sister tutor is responsible for lecturing and coaching the students for their examinations and she shares with the ward sister the duty of preparing students for the work of nursing the sick. Sister tutors take a special course of training for this



*The Theatre Sister assists the Surgeon*

work. This generally lasts one year and is fairly costly, but there are many scholarships and other means of financial assistance available.

38. **For Midwives.** At the completion of her training if she desires institutional work the midwife may take employment in a maternity hospital, a maternity department

of a general hospital, or a private maternity home. The ladder of promotion is then very similar to that of the nurse and there is a definite course of training for the midwifery sister who wishes to become a midwife teacher.

**(b) In State Services at Home**

39. Hospital and institutional appointments also cover those to be found in the Ministry of Pensions Nursing Service and the Prison Nursing Service. These services are open to state registered nurses only. For the Prison Nursing Service it is desirable also that the nurse should be a midwife or should at least have passed the first examination of the Central Midwives Board.

**(c) In other Health Services at Home**

40. The trained nurse or midwife may prefer to leave hospital work and, after a short course of training, to take up a position as a district nurse, or district nurse midwife, a health visitor, or an industrial nurse, or a midwife may prefer to take a post as domiciliary midwife.

*District Nursing*

41. The district nurse is usually employed by a local nursing association, and she may live in a nurses' home, in private rooms or in her own home in her district. It is her duty to provide skilled nursing in their homes for sick people if they do not obtain the services of a private nurse. Some district nurses perform nursing duties only, but others who have the requisite additional qualifications in midwifery and health visiting, may undertake these duties as well. In many areas, chiefly rural ones, it may be necessary for them to cover this whole field of work and to be qualified accordingly. The work needs initiative, a pioneering spirit and tact and, as her district may be extensive, the district nurse should be able to ride a bicycle or drive a car. District nurses are usually required to be General State Registered, and they receive the special training for district nursing through the Queen's Institute of District Nursing or through the Ranyard Mission in London.





*The District Nurse*

### *Domiciliary Midwifery*

42. The domiciliary midwife whose work in her special field is somewhat similar to that of the district nurse in her general field may be appointed by a Local Authority or by a voluntary organisation, or she may be engaged in private practice. She attends women who are confined in their own homes. This work is attractive to the midwife who prefers a home of her own to institutional life.

### *Health Visiting*

43. The field of the health visitor is that of public health and her work is preventive, educational and social. It entails a considerable amount of travel on foot, by bicycle or car according to the district and therefore appeals to

anyone who likes an outdoor life. Health visitors are in most cases appointed by the Local Authority and usually make their own living arrangements. The work includes amongst many other duties, the ante-natal care of the mother in co-operation with the midwife ; advising the mother as to the care of her young children ; advising mothers, expectant mothers and foster mothers how to promote their own health and welfare and that of their family by a knowledge of mothercraft ; and visiting all children born in or removed into the district until they reach the age of five. For this work special training is necessary and possession of the Health Visitor's Certificate of the Royal Sanitary Institute, or the Royal Sanitary Association of Scotland is almost invariably an essential qualification for appointment. It is usual, and in Scotland necessary, for the trainee health visitor to be a state registered nurse and she must have passed at least the first examination of the Central Midwives Board. For state registered nurses the health visitor's training period lasts at least six months, and for all others, two years. The majority of the higher posts are at present limited to health visitors who are also state registered nurses.

44. The health visitor may specialise and become a school nurse, a tuberculosis visitor, or a child protection visitor where her health visiting is specialised in a particular field.

### *Industrial Nursing*

45. In order to ensure that adequate industrial health services are available the Chief Inspector of Factories may require occupiers of factories to make arrangements to his satisfaction for the medical supervision of persons employed in these factories and for nursing, first-aid and welfare services for such persons. In many cases the industrial nurse may be the only fully trained nurse in a factory, and as factory medical officers are very often part-time only she may be without the regular guidance of a medical officer. She must therefore be a nurse with initiative and the capacity to accept responsibility. Her work is by no means confined to first-aid attention. She must undertake other

duties of a preventive and educational character and must know the dangers of the various industrial processes carried out in her factory. She must be able to educate the workers in personal hygiene as applied to the prevention of industrial maladies, and in the smaller factories she may also be asked to undertake duties in connection with the general welfare of the workers. Although special training is not insisted upon, many nurses do take the special courses arranged at the Royal College of Nursing or at the Birmingham Accident and Rehabilitation Centre. These last from three to twelve months.



*Nursing Sisters of the Navy*

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#### **(d) In Services Abroad**

##### *Defence Services*

46. Hospital appointments similar to those described in paragraphs 36-38 above are also to be found in the defence and colonial nursing services. The Nursing Services of the Crown are Queen Alexandra's Royal Naval Nursing Service, Queen Alexandra's Imperial Military Nursing Service, and Princess Mary's Royal Air Force Nursing Service. Applicants for these Services must be General State Registered Nurses.

47. In peace, as well as in war, nurses are required to nurse sick members of H.M. Forces, whether in this country or abroad. They are to be found wherever the troops are, except in the first lines of battle, working in close co-operation and adding their nursing skill to medical skill, to provide the most effective aid for the sick. They do their work wherever it is required—in base hospitals, field hospitals, casualty clearing stations.



*Army Nursing Sister*

ambulance trains and hospital ships—and like any other member of H.M. Forces in time of war they may find themselves in comparative safety, *e.g.*, in a reception station at home, or in great danger, *e.g.*, in taking wounded on a hospital ship under the enemy's fire. In peace time there are fewer foreign stations for nurses. A proportion of the work is in nursing the wives and families of serving men.

48. This is a career containing much variety, one full of interest and offering many opportunities to the well trained, energetic and competent young nurse. She has not only many opportunities for travel and for gaining experience of the world, but also the means of obtaining a practical knowledge of various tropical diseases which are of considerable medical and nursing interest. No matter whether she is serving in Gibraltar, in Egypt or in India, the nursing sister will find that each country possesses its own charm and attraction, together with its own absorbing interest from a nursing point of view.

#### *Colonial Nursing Service*

49. The primary ideals of a colonial policy are to protect and advance the interests of the inhabitants and assist them to progress towards eventual government of their own services. The nurse in Colonial Services must promote this policy in her work of nursing the sick, and preventing disease and in playing her part in the field of social service. She must realise that it is not possible to try to reproduce in the Colonies exactly the same system of nursing service as exists in this country. The British nurse's training is her very excellent background: she must be prepared to use it as a

basis, adapting it to the needs of the community she serves. In addition to her nursing duties, one of her chief aims will be to train the inhabitants of the Colonies as nurses, so that eventually they will be able to take over their own hospitals. Until that time the colonial nurse has a very great task in helping to establish and maintain hospitals and nursing services for British residents and the colonial population and to train the locally-recruited nurses.

50. The colonial nursing sister must be a General State Registered Nurse under thirty-five years of age and have passed at least the first examination of the Central Midwives Board. Preferably she should be a midwife. Additional qualifications, such as tuberculosis nursing or orthopaedic nursing certificate, health visitor's or a sister tutor's certificate are often of very great value. It is essential that the nurse should have good bearing with qualities of poise, initiative, tact and dignity so that she commands the respect and esteem of the native staff and patients. The nursing sister is allowed, as far as possible, a choice of colony, but she must be prepared to serve in any part of the colony. She may go to one of the colonies, protectorates or mandated territories in West Africa (Nigeria, the Gold Coast, Sierra Leone, Gambia) or in East Africa (Kenya, Northern Rhodesia, Nyasaland, Tanganyika, Uganda or Zanzibar), the Middle East (Aden, Palestine, Cyprus), the Falkland Isles, St. Helena, the West Indies, British Guiana, British Honduras or, in happier times, the Far Eastern Colonies of Hong Kong and Malaya.

### *Missionary Nursing*

51. A missionary nurse is not merely a nurse in a mission hospital. She is a missionary who is also a



*R.A.F. Nursing Service*



*A Sister in the Colonial  
Nursing Service*

nurse, and in addition to her nursing training she has to undergo special training in a missionary training college for the religious side of her work before she is sent abroad. As her duties as a nurse are very varied it is desirable for her to be not only a State Registered Nurse but also a certified midwife. On arrival in her mission abroad she has to cope with all sorts of difficulties amongst a strange people and in a strange language. She may be called upon to train nurses of another race whose education and background are quite different from her own. Or she may find herself in some isolated place where there is no resident doctor, and she has to decide when to deal with the patient herself,

send for the nearest medical officer or get the patient conveyed to another hospital. She will often have to undertake infant welfare work and must always be a person able to adapt and improvise and at the same time hold on to the essentials of her sound hospital training.

**(e) In Private Nursing and Midwifery**

52. Many nurses and midwives prefer to take private work. They attend patients in their own homes usually living there so long as the patient needs them. The work appeals chiefly to those who prefer bedside nursing to administrative work or the training of other nurses, and who enjoy giving to each patient the utmost individual care. Private nursing depends for its success on the nurse's own personality and ability. There are four methods in which a nurse may carry out her work as a private nurse :—

- (a) As a free lance—an independent worker.
- (b) As a salaried nurse attached to a hospital staff or institution.

(c) As a member of a Nurses Co-operation.

(d) As a visiting nurse.

If she works as a free-lance a good, professional connection with the doctors working in the neighbourhood is essential, for this method of private nursing may prove to be a somewhat precarious existence since the nurse receives no money when she is not working, though when she is at work the pay is often good.

53. Private nursing can be very pleasant, and it can be very hard and trying. In peace time there is a possibility of travel with a convalescent patient and of nursing in homes, houses and flats with every possible convenience and comfort ; on the other hand there are emergency cases to be dealt with, particularly maternity cases in small inconvenient houses and flats where the nurse may have to attend not only on the patient but also on herself. In this field of work there is a fairly large proportion of chronic cases.

### **Salaries and Hours**

54. Recently, the conditions of service of nurses and midwives in nursing services in this country were examined by three Government Committees—the two Rushcliffe Committees, appointed by the Minister of Health for England and Wales, and the Taylor Committee, appointed by the Secretary of State for Scotland, and certain recommendations were made which have been accepted by the Government and commended to hospitals for adoption. Amongst other things, these Committees recommended that a ninety-six-hour fortnight should be worked in hospitals as soon as conditions permit. More and more hospitals are conforming with this recommendation, and as soon as war difficulties disappear it is expected that these will be the usual hours worked by nurses in all hospitals. The Committee also recommended certain scales of payment for the various nursing services and grades, but as it would not be practicable to quote all scales of salaries in a pamphlet such as this, examples only of the recommended salaries in the main types of employment are given below. In practice these scales



*The Nurse helps Sister  
to do a Special Dressing*

are likely to operate in all hospitals and nursing services in this country. By adding the cash value of emoluments received by resident nurses to the cash salary received, it will be appreciated that the nursing profession nowadays offers not only wide scope and prospects of promotion, but also remuneration as high as that in many of the other openings for women. The salaries and allowances recommended by the Rushcliffe and Taylor Committees which are quoted in this pamphlet were formed with due regard to the conditions existing at the time the Committees made their reports, and it would be open to the Committees to submit to the Ministry concerned proposals for revision should circumstances warrant such a course.



55. In nursing the scale of salary for the General State Registered Nurse is naturally higher than for those without this qualification. In the hospital service, a General State Registered Staff Nurse is entitled to £100 rising to £140 per annum in England and Wales and £120 in Scotland. In addition there is uniform, food, laundry and accommodation valued at £90 per annum and usually also medical attention when required. Staff nurses in tuberculosis and mental hospitals receive somewhat higher salaries. So also do staff midwives who are qualified both as General State Registered Nurses and State Certified Midwives. State registered nurses have the opportunity of promotion to the higher grades mentioned in this pamphlet carrying with them appropriately higher salaries according to the kind of work done, the grade and qualifications of the nurse and the type and size of the hospital. A matron's salary may vary from £200 to £700 per annum plus emoluments valued at from £110 to £200 per annum according to the size and type of the hospital.

56. In the other health services at home, the posts may more often be non-resident. On taking up duty, the salary of a district nurse may vary according to her qualifications from £110 to £210 (in Scotland £130 to £220) if she is provided with full emoluments in a District Nurses Home (these are valued at £100 per annum) or £210 to £230 if not resident. She has the opportunity of promotion to a post carrying a salary which ranges up to £550 non-resident. The health visitor generally commences at £270 per annum non-resident and rises to £360 in England and Wales, or £250 per annum rising to £320 in Scotland. There are opportunities of promotion to the post of Superintendent Health Visitor with a salary varying from £360 to £550 non-resident according to the number of staff supervised.

57. The commencing salary in the Nursing Services of the Crown is a little higher than in the hospital service. For example, in these Services the trained nurse commences at £105 per annum, rising to £130 after one year's service and thence by £10 to £180 with a maximum of £200 after ten years' service. There is also a kit allowance, and an

annual upkeep grant as well as grants for tropical kit. These salaries were not the subject of recommendation by the Rushcliffe and Taylor Committees, although they were recently revised in the light of those recommendations.

58. Salaries for industrial nurses have not been the subject of consideration by the Rushcliffe or Taylor Committees and are normally fixed by personal agreement between the nurse and her employer. The Royal College of Nursing recommends a scale of payment for State Registered industrial nurses.

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### *Nursery Nursing*

59. The care of babies and young children makes a natural appeal to most adolescent girls. Those who are physically fit and have a love of children find the training in nursery nursing very satisfying. Apart from its value as an approach to nursery nursing itself, it is an excellent preparation for training in other health services such as nursing and for motherhood.

60. Nursery nurses may train in one of the residential nursery training colleges and prepare for the Nursery Nurses' Examination of the Royal Sanitary Institute, or they may enter an approved training nursery and prepare for a recognised examination. A secondary school education is desirable but not essential.

61. The college training lasts from one to two years and the fees for the course vary from 55 guineas to £145. A few bursaries are available. The majority of colleges prefer their students to be seventeen years of age before entry, but some of them will take a girl at sixteen years of age for a two year training. The course of study includes not only the physical welfare of the child but also his psychological care and the students learn both theoretically and practically how to care for the children who are resident in the colleges, aged from a week or two up to five years. Children's laundry, cooking and needle work are taught and the curriculum also includes home nursing, handwork and nature study.

62. Day nurseries prefer their entrants to be from sixteen to eighteen years of age, but some nurseries take specially likely students at an earlier age. As the recognised examination may not be taken until the student is seventeen years of age the length of the course is related to the age of entry but takes at the present time a minimum of one year. Training in these nurseries is not only free but there is a small salary of about £55 a year non-resident, or £26 to £39 resident. During training the students receive practical instruction in the care of infants and children. They learn how to feed and clothe the child, how to cook and serve food, the general management of the nursery and the care of the rooms and offices used by the children.

63. After training the nursery nurse may be appointed to a non-residential post in a day nursery at a salary of £150 rising to £175 per annum or to a residential nursery at a salary of £70 to £90 per annum. In Scotland, if a student obtains her diploma after only one year's training she is required to complete a two-year period before appointment as nursery nurse.

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### *Superannuation*

64. Under the Federal Superannuation Scheme for Nurses and Hospital Officers, it is possible for nurses in voluntary hospitals to make provision for an endowment insurance or a deferred annuity policy. Under the scheme the nurse contributes 5 per cent. of salary and emoluments, and the employer 10 per cent. of salary and emoluments. The nurse is thus enabled to receive a pension or a capital sum for investment at the age of 55 years (Scotland 60 years). It may be a matter of concern, therefore, to enquire about superannuation arrangements at the commencement of training.

65. *Local Authority Posts.*—Nurses employed in municipal hospitals are usually eligible to participate in the Superannuation Scheme of the Local Authority.

The Local Government Superannuation Acts, 1937 and 1939, and the corresponding Scottish Acts, apply, with

a few exceptions, to all officers of Local Authorities who are employed whole time and to such classes of servants as may be specified by a Local Authority by statutory resolution. The minimum age at which persons may enter into the scheme is 18, and 65 is the compulsory retiring age, but persons who are over 55 on taking up employment and cannot complete 10 years' service before reaching 65 cannot become contributory employees. A superannuation allowance may be claimed at 60 after 40 years' service or earlier on the grounds of permanent ill-health if the minimum of 10 years' service has been given. Contributions by employees are normally six per cent. of their annual remuneration. The superannuation allowance paid is at the rate of one-sixtieth of the annual average remuneration over the last five years of service for each completed year of contribution service and one one-hundred-and-twentieth for each year of non-contributing service, but no superannuation allowance can exceed two-thirds of the average remuneration. To those not entitled to a superannuation allowance gratuities may be granted on ceasing to be employed.

In general, provision is made for the transfer of accrued pension rights where the nurse changes service from one Local Authority to another

66. At present the superannuation schemes applicable to nurses of voluntary hospitals and those of Local Authorities are not interchangeable. Nurses, therefore, who have held posts at voluntary hospitals and who wish to gain experience in Public Health work under a Local Authority may at present experience difficulty on this account. The Joint Superannuation Sub-Committee of the Rushcliffe and Taylor Committees have recently published a report making recommendations the object of which is to secure uniformity and interchangeability of superannuation rates for nurses. Legislation would be required to implement the recommendations and the Minister of Health and the Secretary of State for Scotland are now considering the Sub-Committee's Report

67. *Mental Nurses.*—Under the provisions of (a) The Asylums Officers' Superannuation Act, 1909, all established

officers and servants employed in Local Authority mental hospitals and (b) the Asylums and Certified Institutions (Officers Pensions) Act, 1918, all established officers and servants employed in Local Authority mental hospitals and in certified institutions for defectives, are superannuable. Normally nurses engaged in mental hospitals are eligible to retire on pension at the age of 55 years after completing not less than 20 years' service, but nurses in certified institutions after completing the 20 years have to continue in employment till they reach 60 years of age. A nurse in either type of institution is pensionable after 10 years' service if permanently incapacitated through ill-health.

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### *Advice on where to apply for further Information about Training for these Careers*

68. You have now been given general information on the kind of preparation and training necessary for nursing, midwifery or nursery nursing, and if you wish to find out where you may train you should seek further advice.

69. If you are still at school, you should consult your head teacher or careers' mistress who will probably refer you to the Secretary of the Headmistresses Committee for Secondary Schools or the Careers' Council if there is one in your area, or to the Secretary of either the Local Juvenile Advisory Committee of the Ministry of Labour and National Service or the Local Juvenile Employment Committee of your Local Education Authority. If you have left school and are still under 18 years of age, you should get in touch with the appropriate Local Advisory Employment Committee mentioned above.

70. If you are in one of the Women's Auxiliary Services or other employment or at home, you should write to the nearest Nursing Appointments Office of the Ministry of Labour and National Service, the address of which you will be able to get from the list on page 36 of this pamphlet or to the Nursing Recruitment Centre, 21, Cavendish Square, London, W.1. Alternatively, you may write to or call at any of the Resettlement Advice Offices of the Ministry of Labour and National Service.

# NURSING APPOINTMENTS OFFICES

Regional Appointments Offices (Nursing Sections)	Nursing Sub-Offices	Addresses.	Tel. Nos.
London		Spencer House, 27, St. James's Place, London, S.W.1.	Regent 6757
	Brighton	3, Lansdowne Road, Hove, Sussex.	Hove 1042
Cambridge	Tunbridge Wells	31, Upper Grosvenor Road, Tunbridge Wells, Kent.	Tun. Wells 1643-4
	Colchester	16, Station Road, Cambridge. 31, St. John Street, Colchester, Essex.	Cambridge 56950 Colchester 4463-6
Reading	Norwich	5, Queen Street, Norwich, Norfolk.	Norwich 20571-4
	Reading	23, Valpy Street, Reading, Berks. Oxford Street Chambers, Oxford Road, Reading, Berks.	Reading 4801-6 Reading 4274
Bristol	Oxford	Exeter College Annexe, Turl Street, Oxford.	Oxford 48915
	Southampton	16, Westwood Road, Southampton.	Southampton 74084-7
Birmingham	Bristol	46, Pembroke Road, Clifton, Bristol, 8.	Bristol 34014
	Plymouth	1, Thorn Hill Road, Mannamead, Plymouth.	Plymouth 60323
Nottingham	Birmingham	237-239, Broad Street, Birmingham, 1.	Milland 6021-8
	Coventry	12, Manor Road, Coventry.	Coventry 60681
Leeds	Wolverhampton	3, Queen Street, Wolverhampton.	Wolverhampton 23407
	Nottingham	Commerce Chambers, Upper Parliament Street, Nottingham.	Nottingham 46711-3
Leeds	Leicester	10, Salisbury Road, Leicester.	Leicester 23418-9
	Bradford	Lloyds Bank Chambers, Vicar Lane, Leeds, 1	Leeds 31496 Bradford 11837-8
Manchester	Hull	15-19, The Headrow, Leeds, 1.	Leeds 31496
	Sheffield	Britannia House, Broadway, Leeds Road, Bradford.	Bradford 11837-8
Liverpool	Hull	Mail Buildings, Jamieson Street, Hull.	Hull 16261
	Sheffield	The White Building, Fitzalan Square, Sheffield, 1.	Sheffield 26671
Newcastle-on-Tyne	Manchester	Royal Exchange Buildings, Bank Street, St. Anne's Square, Manchester, 2.	Blackfriars 5173-6
	Preston	9, West Cliffe Terrace, Preston, Lancs.	Preston 3614
Edinburgh	Liverpool	Cotton Exchange, Bixteth Street, Liverpool.	Central 2625-8
	Newcastle-on-Tyne	153, Barras Bridge, Newcastle-on-Tyne, 2.	Newcastle-on- Tyne 22477-9
Glasgow	Edinburgh	5, Rothesay Terrace, Edinburgh, 3.	Edinburgh 22121
	Aberdeen	6, Queens Gate, Aberdeen	Aberdeen 4646-7
Cardiff	Dundee	30, Meadowside, Dundee, Angus.	Dundee 3073-4
	Glasgow	450, Sauchiehall St., Glasgow, C.3.	Douglas 7161
Wrexham	Cardiff	8, Cathedral Road, Cardiff	Cardiff 8327-31
	Swansea	Metropole Chambers, Salubrious Passage, Wind Street, Swansea.	Swansea 4184
	Wrexham	30, Grosvenor Road, Wrexham.	Wrexham 3235

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\* Information on Teaching may be obtained from the pamphlets on "Teaching as a Career" prepared by the Ministry of Education and the Scottish Education Department.



# NURSING AND MIDWIFERY SERVICES (WOMEN)

*Careers for Men and Women series*

# 33

A detailed description of  
qualifications, training and  
prospects of employment



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