

## **Nursing and kindred services.**

### **Contributors**

Great Britain. Ministry of Labour.  
Incorporated Association of Headmasters and Headmistresses of Public  
Secondary Schools.

### **Publication/Creation**

London : H.M.S.O., 1938.

### **Persistent URL**

<https://wellcomecollection.org/works/c8zdy344>

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# CHOICE OF CAREERS



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To be purchased directly from H. M. STATIONERY OFFICE at the following addresses :

120 George Street, Edinburgh 2  
1 St. Andrew's Crescent, Cardiff  
or through any bookseller

Kingsway, London, W.C.2  
26 York Street, Manchester 1  
80 Chichester Street, Belfast  
1938



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# NURSING AND KINDRED SERVICES

1. The present pamphlet is one of a series compiled by arrangement between the Incorporated Association of Head Mistresses and the Ministry of Labour. Its purpose is to afford useful and authoritative information to girls from public secondary schools, their parents, teachers, and all who are concerned in advising them on the choice of a suitable career.

## SCOPE

2. The pamphlet deals with the profession of Nursing as a career for women, but there is also included information on the kindred services of Massage, Medical Gymnastics, and Medical Electricity; Radiography; Midwifery; and the work of the Health Visitor and the Sanitary Inspector. Information on Dietetics and Occupation Therapy is given in pamphlets Nos. 9 and 22 respectively of the Choice of Career series (see list on cover).

## THE NURSING PROFESSION

3. The nursing profession as it exists to-day in this country owes its origin to the work of Florence Nightingale. All candidates thinking of taking up nursing as a career would do well to read something of her life and experiences; reference is made in para. 84 to publications likely to be of interest.

## REGISTRATION OF NURSES

4. Although it is not compulsory for a nurse to be qualified or to have her name on the Register of Nurses in order to practise her profession, the unqualified and unregistered nurse has no professional status and can never rise to higher posts. She may also have difficulty in obtaining posts.

Marked developments have taken place during the last 20 years in nursing as a career, the most important being the passing in 1919 of the Nurses' Registration Acts, which standardised the professional training of nurses and gave the qualified nurse a definite status. The Acts set up the General Nursing Councils for England and Wales, for Scotland, and for Ireland, and the Joint Nursing and Midwives Council for Northern Ireland. Each Council maintains the Register of Nurses, approves hospitals which satisfy the required conditions as training schools, and conducts the various examinations which nurses must pass in order to have their names entered on the Register. The Councils are also concerned with the



uniform or badge which may be worn by registered nurses and with regulations which have been made in respect of their uniform. (See also para. 18 as to registration.)

5. The Register of qualified nurses consists of the following parts:—

(a) *A General Part* containing the names of nurses (women) who have satisfactorily completed an approved course of general hospital training.

(b) *Supplementary Parts* containing (in addition to the names of male nurses)

(i) the names of female nurses trained in the nursing of *sick children*;

(ii) the names of female nurses trained in the nursing of persons suffering from *infectious diseases*;

(iii) the names of female nurses trained in the nursing and care of persons suffering from *mental diseases or from mental deficiency*.

### CONDITIONS OF ADMISSION TO THE REGISTER

6. For admission to the *General Part of the Register* it is necessary for a nurse to have had:

Three years' training in a complete Training School approved by the General Nursing Council; or

Three-and-a-half years' training in *Associated\** Hospitals which together provide training approved by the Council; or

Four years' training in *Affiliated†* Hospitals which together provide training approved by the Council; or

Two years' training in an approved *Special‡* Hospital followed by two years' training in a General Hospital approved as a complete Training School. The two years in the Special Hospital must include the subjects of the preliminary examination. (See para. 24.)

7. For admission to the *Supplementary Part of the Register for Sick Children's Nurses* three years in a complete Training School for Sick Children's Nurses approved by the Council or four years in an "affiliated" school is required.

\* An *associated* hospital is one which is sufficiently large, but on account of deficiency of material in some branch cannot be approved as a complete training school; such hospitals are approved for association with other hospitals which supply the deficiency in clinical material. In Scotland there are no *associated* hospitals; the recognised training period is four years, except in the case of complete training schools.

† The term *affiliated* is applied to hospitals which are not considered sufficiently large to provide adequate clinical material and other facilities for complete training, but are approved in affiliation with a larger hospital.

‡ *Special* hospitals to which this rule applies include Fever, Gynaecological, Ophthalmic, Ear and Nose, Orthopaedic, Tuberculosis, Children's Diseases, and (provided that the applicant has had training in bedside nursing for not less than six months) Mental Diseases.



8. For admission to the *Supplementary Part of the Register for Nurses of Infectious Diseases* it is necessary for the nurse to have had:

Two years' training in a complete Training School for Fever Nurses approved by the Council; or

Two-and-a-half years' training in an Affiliated Training School for Fever Nurses approved by the Council. In Scotland a course of not less than three years in two or more combined or affiliated approved hospitals must be completed.

9. For admission to the *Supplementary Part of the Register for Mental Hospital Nurses or for Nurses of Mental Defectives*, three years' training in a complete Training School for Mental Hospital Nurses or for Nurses of Mental Defectives, approved by the Council, or four years in an "affiliated" school, is necessary.

10. Further regulations provide for nurses who are registered in the General Part of the Register to be registered also in a Supplementary Part of the Register, or *vice versa*. For instance a nurse who wishes to be registered both as a General and Sick Children's Nurse would be required to pursue a course of at least five years in all, *i.e.*, three years in an approved Training School for Sick Children's Nurses and, subsequently, two years in an approved Complete Training School for General Nurses, or *vice versa*. In some General Hospitals approved as complete Training Schools, nurses who have previously qualified for admission to the Supplementary Part of the Register are *not* allowed a reduction in the length of their training in General Nursing.

Lists of approved hospitals may be obtained from the appropriate General Nursing Council (address in para. 85). The rules of the Councils may be obtained similarly (price 1s.).

11. The minimum age for admission to any part of the Register is 21 years. The annual fee for retention of name on the Register is 2s.

## QUALIFICATIONS

12. *Personal*.—The sense of vocation which has inspired generations of nurses was formerly considered to be in itself an equipment for nursing. Under modern conditions, while a sense of responsibility, a real interest in the problems of sick people, and a desire for direct personal service are still needed, the humanitarian qualities of a nurse must be reinforced by training based on scientific study. Nursing has become a highly skilled profession especially in view of recent advances in the arts of medicine and surgery, and in the development of hospital equipment. The qualities which have made a girl a good prefect at school are as much needed in the nursing profession, particularly for the higher administrative posts, as in other



professions. There is scope for every type of talent within the ranks of the profession. All hospitals require probationers to undergo a medical examination; in some cases a special dental certificate is required. Physical fitness is important, for the probationer actually does (under supervision) the work of nursing hospital patients while learning her profession.

13. *Educational*.—A good general education is necessary, not only because examinations must be passed, but also because sick people need nurses with well-informed and well-balanced minds. Under the rules of the General Nursing Council, no candidate entering a training school after 1st January, 1938, may enter for the preliminary examination of the Council unless she either (i) possesses one of the educational qualifications set out in the Rules, such as school certificate or matriculation, or (ii) has passed a test examination set by the General Nursing Council for all hospitals, comprising simple questions on general knowledge, English and arithmetic, either before or within three months after her entry into the training school. The General Nursing Council has power to extend the period within which the test examination may be taken. (The General Nursing Council for Scotland has not laid down any definite educational standard and has not instituted a test examination. This examination is only in force in England and Wales).

## TRAINING

14. *Age at Entry*.—Formerly it was not possible to begin general nursing training before the age of 21 years, but the age minimum has been reduced to 19 years in some of the large voluntary hospitals in London; in others the minimum is 20 years. In a large proportion of voluntary hospitals in the provinces, in the municipal hospitals both in London and the provinces, and in hospitals for children it is possible to begin training at 18 years. Although in some districts girls are being recruited below the age of 18 for the nursing services in certain hospitals, it is generally agreed that before that age the physique of the average entrant has not developed enough and that her temperament is not sufficiently steady to stand the strain of work in the wards.

15. *The Gap between School and Hospital Training*.—The girl who leaves school before she is 18 years of age has therefore to face the problem of finding suitable occupation until she is old enough to begin her nursing training. Matrons of hospitals hold varying views as to the wisest procedure. Work with young children in nursery schools, residential institutions or day nurseries; domestic science training; time spent at home helping in the ordinary daily routine of the house; a period "au pair" abroad; work in convalescent homes; or an occupation of any kind which will afford contact with people and thus broaden experience; all these serve as a useful preparation. Bursarships



are granted by some Education Authorities to enable girls of about 16 years of age who intend to enter the nursing profession to remain at school, usually for an additional two years during which they can continue their general education and study subjects which have some bearing upon their future professional career. Preparatory courses are available at some technical institutes which include such subjects as elementary physiology; anatomy; hygiene; and housecraft.

16. Various suggestions were made in the report of the Lancet Commission on Nursing for bridging the gap between leaving school and entering hospital as a probationer. These included the proposal to establish a pre-nursing preparatory course of general or special education with instruction in elementary science, anatomy, physiology and hygiene. This has already been adopted in certain secondary schools and technical institutes.

17. The rules of the General Nursing Council for Scotland provide that the preliminary examination shall be divided into two parts and that the first part may be taken after or before, but not more than two years before, a candidate enters hospital. A candidate entering for the first part of the examination must furnish evidence that she has completed a course of instruction in accordance with the Council's syllabus in the prescribed subjects in a hospital approved by the Council for some part of the register; or has completed such a course commenced after she has obtained the age of 17 in an educational institution approved by the Council for the purpose.

The General Nursing Council for England and Wales has recently (June, 1938) also agreed to the division of the preliminary examination (see para. 24). [Details concerning the conditions under which the first part of the examination may be taken before entering hospital are not available at time of going to Press.]

## GENERAL HOSPITAL TRAINING

18. It is important to obtain training which will lead to registration, and probationers should be careful, before beginning their training, to ascertain that the hospital selected is approved by the General Nursing Council. Lists of approved hospitals may be obtained free on application to the Council.

A variety of types of training is open to girls who wish to become State Registered Nurses, but for registration in the main or general part of the register the nurse must obtain her training in a General Hospital.

General Hospital training is generally required for senior posts in all types of hospitals, and the possession of the dual qualification of general and special training is of particular value in obtaining an administrative appointment in a Special Hospital. The larger hospitals which have facilities for the



teaching of medical students are able to offer a more complete training than those hospitals which have no such facilities.

19. *Application for Admission.*—Applications to a hospital for admission as a probationer should be made in writing before it is intended to enter upon training. The written applications are considered by the Matron who interviews candidates and arranges for the initial formalities to be completed.

20. *Preliminary Training.*—When accepted for training in a large hospital a probationer first enters the preliminary training school as a pupil, and generally spends from six to fifteen weeks in the school; the length of this period varies in different hospitals. Probationers in the preliminary training school attend lectures on elementary anatomy and chemistry, physiology, and hygiene, given by a Sister Tutor, and are trained in sick room cookery, bandaging, and such practical nursing details as can be taught outside the wards of the hospital. In some hospitals pupils in the preliminary training school have no contact with the wards; in others they may be given occasional practical instruction in certain wards. In the smaller hospitals and those having no preliminary training school, probationers usually enter the wards direct.

21. *Training in the Wards.*—Having successfully completed her preliminary training in the school, the probationer then passes into the wards, where she enters on a further trial period varying from one to four months according to the hospital. Probationers entering a hospital with no preliminary training school are also on trial in the wards for a period of one to four months. If the candidate satisfies the hospital authorities as to her fitness to become a nurse, she may then enter into an agreement for a specified period of training. The minimum time required to qualify in a complete Training School as a Registered General Trained Nurse is three years; in some hospitals the time is extended to four years. In Scotland all the larger hospitals engage probationers for four years (see also paras. 6 and 10).

## REMUNERATION DURING TRAINING

22. During her training the nurse is provided with board and lodging, and is usually paid a salary which ranges from £18—£30 in her first year; from £22—£35 in her second year; from £26—£45 in her third year and, if the training extends over a fourth year, from £35—£50 in that year. It is rare for a hospital to require a premium. At some hospitals which have a preliminary training school a charge varying from 3—16 guineas is usually made for the time spent in the school. In some hospitals probationers find their own uniform for the first year, in others it is provided. The necessary professional expenses are mainly the preliminary training school fees, examination fees (see para. 24), cost of books, uniform (if not provided) and contributions towards a superannuation fund.



## HOURS OF WORK

23. There are wide variations in the arrangements made in different hospitals for the nurse's hours of work and for her off-duty time. In some hospitals the working day in the wards may begin at 7 a.m. and end at 8 p.m., and the time on night duty from 8 p.m. to 8 a.m. Time is allowed for meals, and two or three hours off-duty daily may be allowed out of the working day, together with regular weekly free time, and an annual holiday of about three weeks.

Certain hospitals have introduced schemes for limiting the weekly hours of duty to *minima* ranging from 48 hours upwards. The question of weekly and daily hours of duty is receiving much consideration at the present time.

In work connected with sick people, emergencies may arise which necessitate alterations in the nurse's work, and she may be required to adjust her duty hours to meet the needs of the moment.

## PROFESSIONAL EXAMINATIONS

24. The probationer, in addition to her practical training under sisters in the wards, has to prepare by independent study and by attending lectures given by the medical staff and sister tutors for the examinations set by the General Nursing Council and for any internal examination which the authorities of her own hospital may set. The arrangements made to prepare probationer nurses for their examinations vary according to the facilities available in the hospital, and inquiries should be made on this point before training is commenced.

There are two examinations, preliminary and final. The preliminary is usually taken after a year to 18 months of training, but it has recently been decided that this examination shall be divided into two parts, the first part consisting of the subjects anatomy, physiology and hygiene under certain conditions, may be taken before entering on training (see para. 17). The final examination is taken when training has been completed and in any case not before the age of 21 years. Fever nurses may take their final examination at the age of 20 years, but they may not be registered until the age of 21 years. The examinations, which consist of written, oral and practical tests, are held three times a year—in February, May and October—at various centres throughout the country. The subjects included in the preliminary examination are elementary anatomy and physiology, hygiene and first aid, and the theory and practice of nursing. The final examination includes *materia medica* and therapeutics, medical nursing, surgical nursing, and gynaecology.

The examination fees charged by the General Nursing Council in England and Wales are 2 guineas for the Preliminary and 3 guineas for the Final. The fees charged by the General Nursing Council for Scotland are 1½ guineas for the Preliminary and 2½ guineas for the Final.



25. *Sick Children's Nursing*.—For registration in the appropriate supplementary part of the register as a sick children's nurse, a training of at least three years must have been pursued in a complete training school for sick children's nurses or a training of four years in affiliated hospitals. The preliminary examination as set for General Trained Nurses (see para. 24) and the final examination designed for this particular branch of nursing must have been passed. The subjects set include the theory and practice of nursing, in health as well as sickness, *Materia medica* and therapeutics and surgical training. The preliminary examination may be attempted at any time after one year's training, but it is usually taken after from one year to eighteen months. The final examination is taken on the completion of training.

The arrangements for practical training, remuneration during training, hours and conditions of work are much the same as for general hospital nursing (see paras. 18 to 23).

26. *Fever Nursing*.—The length of training for registration in the appropriate Supplementary Part of the Register for Fever Nursing is either two years in a complete Training School for Fever Nurses approved by the Council, or two-and-a-half years (in Scotland three years) in two Affiliated Training Schools. If a nurse has already completed her General Hospital Training, the length of time required to qualify also as a fever nurse is one year in a complete Training School for fever nurses.

The examinations which are necessary for the certificate in fever nursing are the preliminary (the subjects for which are the same as for general nursing) and the final for fever nurses, which includes the theory and practice of nursing, fevers and fever nursing.

The arrangements for practical training, and hours and conditions of work, are much the same as for general hospital nursing (see paras. 18 to 23), but fever, tuberculosis and mental nursing are rather better paid than other branches.

27. *Mental Hospital and Institutional Nursing*.—Mental Hospitals are of two kinds, those for patients who have become ill mentally and are curable, and those for the permanently mentally deficient, who may be trained in habits, behaviour and occupational activities.

The work of the nurse in a Mental Hospital is constantly extending in scope, and affords opportunities for those who are interested in psychology, handicrafts, and teaching as well as actual bedside nursing.

The full training for a nurse who wishes to be registered for Mental Hospital work covers a period of three years in a complete approved Training School, or four years in an affiliated school, and must include training in bedside nursing for at least six months.

If a candidate has already had her name included in any part of the Register, she is entitled to qualify for admission to



the part for Mental Nursing on completing not less than a further two years in a complete approved Training School for such nurses.

In order to qualify for admission to the supplementary part of the Register for Mental Nursing, it is necessary to pass two examinations; the preliminary, as for General Nursing; and the final, designed for this particular branch of nursing.

For *curative* work the final examination includes such subjects as the mind in health, causes of nervous and mental disorders, their signs and symptoms, and their special nursing requirements; mental nursing in institutions and private houses, together with the theory and practice of nursing. For *mental deficiency* work, a section on mental deficiency is included; but certain sections set in the examination for curative work are omitted.

28. *The Royal Medico-Psychological Association.*—There is another qualification open to mental hospital nurses, that is, the Certificate of Proficiency of the Royal Medico-Psychological Association. In order to obtain this qualification, a candidate is required to sit for a preliminary and a final examination. Candidates who have completed their general nursing training are exempt from the preliminary examination, the subjects of which are general duties of nurses in a mental hospital; anatomy and physiology; accidents and emergencies, and hygiene. For the final examination in mental nursing the subjects are the theory and practice of nursing; bodily diseases and disorders; elementary anatomy and physiology of the nervous system; the mind in health; aetiology; signs and symptoms of nervous and mental disorder; special nursing requirements for nervous and mental disorders; and mental nursing in institutions and private houses. In the final part of the syllabus for the Certificate in Nursing of Mental Defectives, candidates may present themselves for examination in one or more of the following branches: bedside nursing; special methods of teaching mentally defective children; the teaching of mentally defective adults; physical training, drill, dancing, indoor and outdoor amusements. Candidates for either certificate must have been for three years in training at an Institution for Mental Disorder or for Mental Defectives respectively, and must be at least 21 years of age. The fee for the preliminary examination is 7s. 6d., and for the final examination 10s. The fee for registration with the Association is 5s.

The arrangements for practical training, remuneration during training, and hours and conditions of work are much the same as for general hospital nursing (see paras. 18 to 23).

## SPECIALISED TRAINING AFTER QUALIFICATION

29. The trained nurse who wishes to specialise has many fields open to her. She may take a *university diploma* course in nursing or specialise in a particular branch of nursing.



If she desires to widen her experience of institutional work with a view to an administrative post, she may, after undertaking duty as a ward sister, be given an opportunity to take a hospital housekeeping course, or one of the international courses offered by the Florence Nightingale Foundation, in which the principles of hospital training and training school administration can be selected for special study.

30. *University Diploma.*—The University of London and the University of Leeds grant a Diploma in Nursing intended for those who undertake further study and training with a view to qualifying for the more responsible posts open to nurses.

31. The diploma of the University of London is open to nurses eligible for State Registration who produce satisfactory evidence of general education (approximately school certificate standard). Part A of the examination can be taken when the nurse is generally qualified; but Part B cannot be taken until after a post has been held for at least one year in an approved hospital or department appropriate to the special branch concerned. Certain other special conditions may be prescribed, particulars of which may be obtained from the University Extension Registrar.

Part A includes the scientific basis and general principles of nursing, including elementary psychology; Part B covers the history of nursing and nursing ethics and one of the following branches: general nursing; obstetric and gynaecological nursing; nursing of children; mental nursing (including more advanced psychology); fever nursing and epidemiology; elementary economics, sociology and hygiene in relation to the duties of public health nurses; hospital administration. Methods of teaching and elements of educational psychology may be offered as an additional subject.

The examination is held once in each year, Part A in October and Part B in November. The fee is £2 12s. 6d. for each part.

32. Candidates for the Diploma in Nursing of the University of Leeds must have completed four years in a General Hospital recognised by the University for the purpose, or have completed three years in a General Hospital approved by the University, and after having obtained the State Certificate, have gained a further two years' experience of a character approved by the University.

Candidates are required to furnish evidence of having obtained an adequate standard in general education and to attend a course of instruction of not less than three months in the University in elementary social economics. Full consideration is given to the practical nursing and administrative qualities of candidates. The examination comprises (a) written papers; (b) practical work; (c) *viva voce*; it is held twice annually and may be taken in two parts. For Part I, the subjects, all of which must be taken, are anatomy and physiology, diseases of



infancy and childhood, and hygiene. In Part 2 the subjects, all of which must be taken, are principles and practice of nursing (general and administrative), medicine, surgery, obstetrics and gynaecology.

The total fees amount to £9 6s.—one guinea for registration, £3 for tuition at the University of Leeds and five guineas for entrance to the examination (2½ guineas for each part of the examination).

33. *Sister Tutor*.—The sister tutor is concerned with the preparation of nurses for their examinations, and her work includes lecturing and coaching the students under her care. Special courses of training are available for the qualified nurse who wishes to become a sister tutor

King's College of Household and Social Science (University of London), in conjunction with the College of Nursing, has arranged a one-year course for such training. The subjects of study for a Sister Tutor's Certificate are: biology and bacteriology; hygiene; physiology and anatomy; institutional administration. Instruction in psychology, principles of education and methods of teaching can be obtained. The tuition fee is 35 guineas.

There is a full-time day course of study covering a minimum of two terms of about 12 weeks each at Battersea Polytechnic, London, in preparation for a Sister Tutor's Certificate, for which the fee is £20. A part-time evening course (fee £1 10s. per annum), extending over two years is also available at this polytechnic for those who may wish to qualify for the Sister Tutor's Certificate while in employment.

As a means of setting a more uniform standard of qualification for teachers in Schools of Nursing, the College of Nursing maintains a Roll of qualified sister tutors, who must possess at least one of the following qualifications:—

(a) Sister Tutor Certificate of King's College of Household and Social Science;

(b) Sister Tutor Certificate of Battersea Polytechnic;

(c) Diploma in Nursing awarded by the University of London or by the University of Leeds and, in addition, a Special Course to cover methods of teaching and elements of educational psychology.

(d) Other approved teaching qualification;

and, in addition, must have held a ward sister's post for at least one year and a whole-time sister-tutor's post for the same period; or a combined post, such as that of home sister and sister-tutor, for at least two years.

34. *Industrial Nursing*.—Recently the demand for nurses in industrial establishments has increased, and the College of Nursing, in co-operation with Bedford College for Women (University of London), has established a full-time day course



covering a period of not less than nine calendar months. The subjects of study are: health of the industrial worker; the nursing service in industry; psychology (general and applied); principles and administration of the social services; the modern industrial system. Practical experience is arranged at centres in London and in the provinces. Tuition fees to members of the College of Nursing are 30 guineas for the course, and to non-members 45 guineas.

In addition, a part-time course has been arranged for women already employed in a nursing capacity in industry; this extends over a period of six months. The tuition fee to members of the College of Nursing is 12 guineas, and to non-members 15 guineas.

35. *Queen's Institute of District Nursing*.—District Nursing Associations are formed by voluntary bodies for the purpose of providing, within certain defined areas, skilled nursing in their homes for sick people who cannot afford the services of a private nurse. Each nurse is allocated her own nursing district. Her duties may include any of the following: general nursing; midwifery and maternity nursing; child welfare work; nursing of infectious diseases; tuberculosis; sick nursing; health visiting; and occasionally inspection of boarded-out children and mental defectives.

A fully trained nurse who wishes to become a Queen's Nurse, *i.e.*, a member of the Queen's Institute of District Nursing, is required to spend at least six months in a recognised *Training Home* attached to one of the local Nursing Associations. During her training, the nurse receives a salary of £60 a year with uniform, board, lodging and laundry, and undertakes to work for at least one year anywhere that her services may be required after her training has been completed and at a higher salary.

## KINDRED SERVICES

36. There are many professions which are akin to nursing and for which the qualifications of State Registration in Nursing is of immediate value. Such a qualification may permit of a reduction in the length of training period, as in Midwifery, Health Visiting and Occupation Therapy (see pamphlet No. 22); or may be a qualification for admission to courses which are restricted to certain classes, as in Dietetics (see pamphlet No. 9); or may assist in the obtaining of an initial or a higher post, as in Radiography and Massage.

## RADIOGRAPHY

37. The term Radiographer is applied to the trained non-medical man or woman who assists and works under direction of the Radiologist. The Radiologist is a doctor who undertakes diagnosis and treatment by means of X-rays and radium.



Training as a radiographer may be obtained in the X-ray department of certain hospitals and extends over two years. Instruction is given in the care of X-ray apparatus; methods of taking radiographs; methods of treatment, including the curative application of X-rays and radium; ultra-violet radiation; the photographing of clinical cases; dark room technique; radiographic anatomy; general elementary physics and chemistry. The minimum age for admission to most training centres is 19 years. Tuition fees for a full course of training in radiography are about 50 guineas; maintenance is additional. While training in radiography is complete in itself as a qualification for appointment as a radiographer, training in radiography and light treatment is a valuable additional qualification for the trained nurse and the qualified masseuse.

38. *The Society of Radiographers* has approved hospitals for training in preparation for an examination for the diploma and membership of the Society. The examination is held simultaneously in London, Manchester, Birmingham, Dublin, Glasgow and Johannesburg, twice a year. The subjects set include general and X-ray physics; photography; anatomy and elementary physiology; radio-activity; apparatus construction; practical radiography; and radiation therapy. Candidates must be at least 21 years of age, must have passed a school certificate or equivalent examination and must possess certificates in first aid and home nursing, such as those granted by the British Red Cross Society, St. John's Ambulance Brigade, St. Andrew's Ambulance Association or similar organisation. Good health is essential. Training centres are required to be satisfied that students are physically fit for future employment as radiographers. The fee is two guineas if the complete examination, theoretical and practical, is taken; or £1 5s. od. for each part if taken consecutively.

## MASSAGE, MEDICAL GYMNASTICS, ELECTRO- AND HYDRO-THERAPY

39. The qualified masseuse need not necessarily be a trained nurse, but the wider knowledge and equipment gained from dual qualification in nursing and massage would be an advantage, though the training required to qualify as a masseuse is not reduced in length for the candidate who has already qualified as a nurse. Certain concessions are sometimes made as to fees, and in some cases nurses are able to obtain free training through orthopaedic nursing.

40. *The Chartered Society of Massage and Medical Gymnastics* is the recognised controlling and examining body concerned with training in massage, medical gymnastics, hydro-therapy, medical electricity and light and electro-therapy.

Candidates for the examinations of this Society are required to hold the school certificate or its equivalent, but those over 18 years of age may apply for exemption to a special Committee



of the Society. In order to be admitted to the register of qualified masseuses and become a member of the Chartered Society, candidates must pass the conjoint examination (Massage and Medical Gymnastics) set by the Society. Only registered members are eligible to take the examination in electro-therapy.

In view of present-day requirements, candidates are strongly advised to complete their training by taking this additional qualification. A further examination in hydro-therapy and wet massage has recently been instituted; and there are in addition special courses of training and examinations for those wishing to qualify as teachers in any of these subjects.

41. *The Conjoint Examination.*—The subjects of this examination include anatomy and physiology, the theory and practice of massage, and medical gymnastics (including elementary medicine and surgery). In addition to the written examination, candidates are required to undergo a *viva voce* examination in anatomy and physiology, and a practical examination in general massage and care of patient; massage and medical gymnastics; injuries-bandaging and splinting. The fee for this examination is six guineas.

*Electro-therapy.*—The written examination includes the subjects of anatomy, medical electricity, high frequency currents, medical diathermy, and light therapy. The oral and practical examination includes the theory and practice of these subjects, the use of electrical apparatus, and the treatment of patients. The fee is 7½ guineas.

*Hydro-therapy.*—Candidates for this examination must hold the Society's certificates in massage and medical gymnastics, and electro-therapy. The subjects for the written examination include the applications of the various douches, baths and packs, the principles of hydro-therapy and spa treatment and the management of a hydrological department. The oral and practical examination includes the manipulation of apparatus and the treatment of patients. The fee for this examination is four guineas.

42. *Length and cost of Training.*—The training for the conjoint examination covers a minimum period of 78 weeks; for the electrical examination, a further seven months is required, making a total of just over two years. The course for the hydro-therapy examination covers 12 weeks.

The fees for the conjoint training range from about 35 guineas to £70 according to the school selected, and a further 10 to 12 guineas is payable for the electrical training. Syllabuses of training, and a list of schools recognised by the Chartered Society for the purpose of training in subjects for which the Society holds examinations and grants its certificates, may be obtained from the Secretary.

43. *Training for Teachers.*—Members of the Society may qualify as teachers of (a) massage and medical gymnastics, (b) medical electricity, (c) hydro-therapy. The training for each



of these sections covers a period of one year and includes practical teaching experience and attendance at classes conducted by a trained teacher, and the supervision of students during treatment of patients. A minimum of one year of practical work is required before starting a teacher's course. Attendance at a course of lectures on the elements of physiology and principles of teaching is also required; but candidates who hold one teacher's certificate do not take this course again when training for a further teacher's certificate. In addition to the written papers a *viva voce* examination in practical class teaching (prepared lesson) is given. Examination fees are five guineas. Pupil teachers receive a small salary of about £50 per annum resident.

## MIDWIFERY

44. In order to practice as a midwife it is necessary to obtain the certificate of the *Central Midwives Board*, which has prescribed courses of training approved by the Minister of Health, both for qualified nurses and for those who have not so qualified. Apart from practice as a midwife, midwifery qualifications are usually required by the nurse who may wish to proceed overseas; they are also necessary for Public Health work in such appointments as health visitor and domiciliary midwife and usually for district nursing.

Although midwifery is not included as a rule in the training given to a nurse in a General Hospital, some hospitals offer scholarships to their senior nurses who on the completion of their nursing training wish to qualify for the Central Midwives Board Certificate; and in some cases free training or training at reduced fees may be obtained. The training rules of the Central Midwives Board have been revised and the period of training lengthened. For State Registered Nurses the training extends over one year and for others over two years. The first certificated examination may be taken after a training of six months by state registered nurses and after 18 months by others. Before starting training all candidates must be registered as Pupil Midwives with the Central Midwives Board. The minimum age for registration is 20 years and the minimum age for admission to the certificate examination is 21 years.

State Registered Nurses beginning training before the 1st September, 1938, will be allowed to sit for the Certificate Examination under the old rules after a training of six months.

45. *Grants in Aid of Training.*—In addition to the free training or scholarships which may be offered to qualified nurses, grants in aid of training are payable by the Minister of Health under certain conditions. Free training may also be arranged by various nursing associations, candidates for such training being required to fulfil conditions of service for a certain period after qualification.



A Ministry of Health publication (now under revision) entitled "Memorandum as to the Conditions upon which Grants will be made by the Minister of Health in Aid of Training of Midwives" (Memo. 102/M.C.W., price 1d.) gives details as to grants payable by the Ministry of Health. The pamphlet may be obtained from H.M. Stationery Office or on order through any bookseller. A list of training bodies recognised by the Ministry of Health for the purposes of these grants may be obtained free from that Department.

The Central Midwives Board issues a list of training centres approved for courses in midwifery. The "Rules framed by the Central Midwives Board under the Midwives Acts, 1902, 1918 and 1926", published by authority of the Central Midwives Board, may be obtained (price 6d.) from Messrs. Spottiswoode, Ballantyne and Company, Limited, 1, New Street Square, London, E.C.4. For further information, reference should be made to the Ministry of Health.

46. *Scotland*.—In Scotland, the midwives certificate is granted by the Central Midwives Board for Scotland, and grants are paid by the Department of Health for Scotland to approved institutions in respect of the midwifery training of registered nurses. The Central Midwives Board for Scotland issues *gratis* a list of training centres approved for courses in midwifery. The rules—framed under The Midwives (Scotland) Act, 1915, and The Midwives and Maternity Homes (Scotland) Act, 1927, published by authority of the Central Midwives Board for Scotland—may be obtained (price 6d.) from Messrs. George Robb & Co., 16, Clyde Street, Edinburgh, and are not dissimilar from those in operation in England and Wales. They are now under revision, and a similar extension in the period of training will shortly be made.

## HEALTH VISITING

47. The duties of a health visitor include home visiting and general supervision of the health of expectant and nursing mothers and children under school age in her districts; the attendance at maternity and child welfare centres, where advice is given to mothers on questions concerning the care and upbringing of their children, as well as their own personal health and hygiene; and usually the work of child life protection visiting (formerly under the Children's Act, 1908, and the amending Children and Young Persons Act, 1932, now consolidated in the Public Health Act, 1936) which involves the visiting of foster-parents who take children for payment. The health visitor may also undertake the visiting of tuberculous patients, and special inquiries and investigations. Her duties are sometimes combined with those of the school nurse, who assists the school medical officer in the medical inspection of children, in applying remedial treatment under his guidance or in dealing with minor ailments in the schools or school clinics, in following up at the homes of the children defects discovered



by medical inspection, and in advising the parents how to obtain treatment. The work is mainly preventive rather than curative, and in order to deal wisely with the many problems which may come before her the health visitor needs both professional and personal qualifications; her influence may be of vital importance to mother or child, and her advice on home hygiene, including dietary, cleanliness, and ventilation may obviate much ill-health.

48. *England and Wales*.—Regulations have been laid down by the Minister of Health as to the qualifications of health visitors appointed by local authorities—these are published in *The Local Government (Qualifications of Medical Officers and Health Visitors) Regulations* (H.M. Stationery Office, price 1d.). As regards persons not already qualified for whole-time appointments, a Health Visitor's Certificate is required, which can be obtained only by:—

(a) Trained nurses (i.e., nurses who have completed a three-year course of training in an approved hospital) who have completed an approved course of training in Public Health work lasting for at least six months; or

(b) Women who have undergone an approved course of training in Public Health work lasting for two years, together with six months' training in hospital; or

(c) Existing health visitors who have completed at least three years of satisfactory service.

Every candidate must have obtained at least the first certificate of the Central Midwives Board or declare in writing their intention of obtaining the certificate.

49. The Health Visitor's Certificate is granted by the Royal Sanitary Institute, which is the Central Examining body approved by the Minister of Health. Applicants for admission to an approved course of training must be between the ages of 18 and 35 years, and must show evidence of good education. A list of training bodies recognised by the Minister of Health for the training of health visitors under Memo. 101/M.C.W. (see below) is issued by the Ministry of Health and is set out in the regulations for the examination issued by the Royal Sanitary Institute.

The fees for theoretical and practical training in Public Health work vary and range from £20 upwards for a six-month course, and from £40 per annum upwards for a course extending over two years. Grants in aid of training are payable by the Minister of Health under the conditions set out in Memorandum 101/M.C.W., which may be obtained from H.M. Stationery Office or through any bookseller, price 2d. The training in midwifery and nursing necessary for the completion of qualification as a health visitor is not included in the course provided by the above bodies.



50. Nurses who find financial difficulty in taking training in Public Health work have two methods of meeting such difficulty:—

(a) An advance of salary during their six months of training in Public Health work may be obtained from the Local Authority in certain areas, provided the candidate undertakes to serve as health visitor in those areas for at least six months after obtaining the Health Visitor's Certificate.

(b) An approved course of training of at least three academic terms covering the syllabus for the examination for the Health Visitor's Certificate may be taken while the student, who must be a trained nurse holding the Certificate of the Central Midwives Board, is employed by the Local Authority in the capacity of probationer health visitor, at a salary not exceeding three-quarters of that of the ordinary commencing salary of a health visitor. Health visiting is carried out under supervision and is regarded as part of the practical training.

Health visitors who are also trained nurses probably have the best chance of securing appointments under Local Authorities.

51. *Scotland*.—In Scotland the examination for the Health Visitor Certificate is conducted by the Royal Sanitary Association of Scotland in accordance with regulations approved by the Department of Health for Scotland. This certificate has also been recognised, subject to certain exceptions, by the Ministry of Health, for the purpose of appointments in England and Wales. Grants in aid of courses of training are paid by the Department of Health for Scotland to the approved training institutions, viz., the Department of Social Study and Training, Edinburgh University, and the School of Social Study and Training, Glasgow University. The conditions relating to training for the Health Visitor Certificate and the payment of grant to training institutions are described in N.M. & C. Memo. No. 36/1932, issued by the Department of Health for Scotland and obtainable (price 1d.) from H.M. Stationery Office.

Part-time health visitors are employed in many rural areas in Scotland. They are mostly district nurses of the Scottish Branch of the Queen's Institute of District Nursing, who have received a modified health visitor training during their course of district nursing at the Institute.

52. *The Certificate Examination*.—The examination for the Health Visitor's Certificate includes the following subjects:—elementary physiology and structure of the body; personal and domestic hygiene; general hygiene and sanitation; infectious and communicable diseases; maternity, infant and child welfare; school medical services; sanitary law and administration; elementary economics and social problems; and the principal legal enactments and regulations connected with these subjects.



The practical work during training usually includes attendance at infant welfare centres, school clinics, tuberculosis dispensaries, ante-natal clinics and mothercraft classes. It also involves home visiting, tuberculosis after-care work, record-keeping and office routine, and various educational visits in connection with public health work, e.g., to special schools, day nurseries, hospitals, and common lodging houses.

The examination for the Health Visitor Certificate is conducted by the Royal Sanitary Institute at various centres, and—including the oral and written parts—usually occupies three days. The examination fee is four guineas.

53. Although it is possible for a candidate to sit for the examination immediately on completion of the course of training in Public Health Work, the Certificate is not given to students who take the two-year course until the hospital training has been completed and the Certificate of the Central Midwives Board has been obtained. Students who take the shortened course (see para. 48 (a)) may be granted the certificate when the Certificate of the Central Midwives Board has been obtained.

### SANITARY INSPECTION

54. Some Local Authorities require candidates who seek appointment as Health Visitors to possess, in addition to the Health Visitor's certificate, the qualification of a Sanitary Inspector. Occasionally an Authority may appoint a woman as Sanitary Inspector, but such posts are not numerous.

The duties of a woman Sanitary Inspector include the inspection of workshops where women and girls are employed, laundries, and outworkers' homes; the inspection of sanitary accommodation; home visiting of old and infirm people, and in connection with infectious diseases, and insanitary conditions; inspection of lodging houses; visiting schools for special inquiry purposes on instruction from the Medical Officer of Health; and work such as the enforcement of special by-laws in connection with housing.

55. *Professional Status.*—Women sanitary inspectors qualify in the same manner as men through the examinations of the Royal Sanitary Institute and Sanitary Inspectors Examination Joint Board. Full information including a list of recognised training Institutions in England, Wales and Scotland which provide academic courses may be obtained from the Secretary of the Board (see para. 85).

56. Candidates for the certificate examination must produce evidence of:—

(a) Having passed matriculation, school certificate, or an approved equivalent examination.

(b) Having attended an approved course of lectures and demonstrations at a Training Institution recognised by the Board, and



(c) Having undergone practical training in the work and duties of Sanitary Inspector, by:—

(i) having held office as surveyor, assistant surveyor, sanitary inspector, assistant sanitary inspector or health visitor to a Local Authority for at least one year, or

(ii) having worked in a Public Health Department for a period of at least one year, with practical instruction for at least 300 working hours, in evidence of which a certificate must be submitted from a Medical Officer of Health.

It is more difficult for a woman to obtain this practical instruction than for a man, unless she is qualified as a health visitor, in which case, as indicated above, a year's experience as a health visitor is accepted as the necessary practical experience in a Public Health Department.

Candidates for the certificate examination are required to have a practical as well as theoretical knowledge of the subjects of the syllabus, which include the inspection of various types of buildings, ventilation, warming, lighting, building construction, meat and food inspection, drainage, sewage disposal, prevention of disease, disinfestation of premises, the provision of the various Acts, Orders and By-laws relating to the duties of sanitary inspectors, office routine, and statistics. The fee for examination is eight guineas.

Certificates are not granted to successful candidates until they attain the age of 21 years.

57. In Scotland, Sanitary Inspector Certificates are granted by the Royal Sanitary Association of Scotland, which holds an Examination (fee five guineas) annually at Glasgow and Edinburgh; but the regulations and conditions are practically the same as in England and Wales.

58. *Cost of Training.*—Tuition fees for the various approved courses of lectures and demonstrations vary according to the Institution chosen and range from £1 5s. to six guineas.

In view of the practical experience referred to in para. 56 (c) (ii) above, the total cost of training as a sanitary inspector will usually include that of qualifying as a health visitor.

## PROSPECTS

59. The qualified nurse has a wide and varied choice of employment. Among the various avenues open to her are appointments on the staff of a hospital; the Public Health Service; District Nursing; the State Services—including the Colonial Governments, the Navy, Army, Air Force and the Ministry of Pensions Nursing Services, and the Prison Service; private nursing at home or abroad.



## HOSPITAL APPOINTMENTS

60. On the staff of a hospital there are the following recognised grades above that of probationer: Staff Nurse, Sister, Ward Sister, Sister-in-Charge of a Department (e.g., Maternity, Massage, X-ray), Home Sister, Sister Tutor, Assistant Matron, Matron. If on passing her final examination for registration a nurse decides to continue to work in a hospital she may, first of all, take a post as Staff Nurse in order to gain some administrative experience directly under a Sister. The salaries offered for such a post vary widely; the initial rates are usually £60-£65 per annum resident, though some hospitals offer less, others more. The maximum salary is rarely more than £85 per annum resident. Occasionally, non-resident appointments for Staff Nurses occur, in which case board while on duty and a maintenance or lodging allowance of up to about £90 is made. A nurse who has held an appointment as Staff Nurse in a well-known hospital is unlikely to find difficulty in obtaining later a post as Ward Sister. In some hospitals, posts as Staff Nurse are given to probationers in their third or fourth year of training, in which case the position would be somewhat different from that taken by the Registered Nurse, and the salary paid would be lower.

Owing to the development of Mental Hospitals and of Colonies and Institutions for the Mentally Defective, there is a demand all over the country for trained Mental Hospital and Mental Deficiency Nurses. The salaries paid are rather higher than those mentioned above.

61. *Sisters*.—The work of a Sister is responsible and offers scope for organising ability, particularly in wards where relatively large numbers of patients are handled. There is a wide variation in the salaries paid to Sisters in different hospitals; the usual range on initial appointment is between £70-£90 per annum resident, rising to about £110-£125 per annum resident or in some cases higher. Where additional qualifications are required for special duties the salary is higher. Few non-resident posts as Sister occur; for such posts a non-resident allowance of up to £130 may be made, in addition to salary and board while on duty. The salary of a Home Sister—a post which is sometimes combined with that of Assistant Matron—is usually at a rate of £20 or £30 above that of a Ward Sister or Sister-in-Charge of a Department. Such a post as that of Night Superintendent is also one of the higher appointments sought by those whose aim is administrative work.

62. *Sister Tutor*.—A Sister Tutor, who works directly under the Matron and is responsible for the theoretical instruction of student nurses during their training, has usually had experience in hospital administration and pursued a course of post-graduate training. Her salary depends upon the size of the training school and her academic qualifications. The initial salary may be about £100 or £150, and the maximum about £170 to £250 resident, but sometimes higher.



63. *Matron*.—The Matron of a hospital is responsible for the nursing and comfort of the patients, for the efficiency and discipline of the nursing and domestic staff, for the education and training of the probationers, and generally for the hospital organisation with its wide ramifications. In a small hospital her duties are possibly more varied than in a large one, where her work may be chiefly administrative. The salary of a matron depends largely on the size of the hospital she controls; the range is particularly wide and may vary from £100 a year up to £600 a year or even more resident.

64. *Resident Appointments*.—In assessing the full value of all resident hospital appointments the value of board, lodging and laundry, medical attendance, and sometimes the provision of uniform should be taken into consideration with the salary.

### PRIVATE NURSING

65. Private nursing is considered to be the most precarious branch of the nursing profession. The tendency to send sick members of a family to hospitals or nursing homes rather than have them nursed at home where accommodation, particularly in flats, is unsuitable, may lead to a diminished demand for the private nurse. Private nurses in this country are usually paid from three to five guineas a week with board and residence, or, if this is not provided, an additional amount in lieu. The possibly discontinuous character of the work should be taken into account in comparing the salary of the private nurse with that of a permanent appointment.

### INDUSTRIAL NURSING

66. Arrangements for *First Aid* are now required by law in factories and workshops, and the provision of a First Aid and Ambulance Service is an important part of welfare work. In the larger works an ambulance room for the treatment of injuries may be under the charge of a qualified nurse. In many factories there is regular medical supervision of the health of workers, and the nurse would co-operate with the doctor and the welfare supervisor in the preventive work as well as in the treatment of accident cases. Recently the demand for nurses in this work has increased, and a special course of training has been established (*see* paragraph 34). Appointments of this type offer interesting work and are likely to become more numerous. Salaries are similar to those paid to welfare supervisors, ranging from £150 per annum non-resident.

### DISTRICT NURSING

67. Members of the Queen's Institute of District Nursing, to which various District Nursing Associations are affiliated, may receive salaries ranging from £70-£110 with board, lodging and uniform provided, or a varying minimum of £190 to £200 rising to £240 or £250 a year non-resident. Responsible posts



such as Superintendents of County Nursing Associations, Superintendents of Homes and Assistant Superintendents also exist, with salaries up to £500 inclusive non-resident. There is a special pension fund of £40 for those in the direct employ of the Institute, and an annuity for all Queen's Nurses, who, retiring at the age of 55 years, have completed 21 years of service, and who have not already been provided for under the Federated Superannuation Scheme for Nurses and Hospital Officers.

### OVERSEA NURSING

68. The Overseas Nursing Association arranges for qualified nurses to proceed overseas for both private and hospital work. The Association is the recognised channel through which the Colonial Office draws its supply of nurses for Government posts in the Crown Colonies. The salaries for appointments abroad are usually somewhat higher than for corresponding appointments at home; in different Colonies initial salaries vary between £100 and £350 per annum. Nurses in Government Service are eligible for the permanent pensionable establishment in most Colonies; many of the nursing homes overseas participate in the Federated Superannuation Scheme for Nurses and Hospital Officers; and in other Services such as the Shanghai Municipal Council there are local pension schemes.

Applicants are usually considered by the Overseas Nursing Association for appointment between the ages of 25 and 30 years.

Another organisation which deals with appointments overseas is the Society for the Oversea Settlement of British Women. This Society has a special section and a panel of experts to deal with the nursing profession.

### STATE SERVICES

69. *Defence Forces.*—For the State Services, nurses must be fully qualified on appointment. In Queen Alexandra's Imperial Military Nursing Service and Princess Mary's Royal Air Force Nursing Service the lowest grade is that of Staff Nurse, which together with the Sister grade, corresponds with that of Nursing Sister in the Naval Nursing Service, and the ranks are Staff Nurse, Sister, Matron, Principal Matron, and Matron-in-Chief. The commencing salary in the lowest rank is £80 a year, rising by annual increments of £5 to £125 for Sisters with, in addition, emoluments for board and laundry and additional pay for midwifery and operating theatre work. The higher appointments carry salaries from £160 to £600. Pensions are payable after service of 20 years and gratuities after 10 and 15 years. The retiring age is 57 years for higher ranks, and 55 for Sisters.

70. *Prison Nursing.*—For the Prison Nursing Service, nurses must be fully qualified on appointment. The grades comprise Nursing Sister and Principal Nursing Sister, and there is a Hospital Lady Superintendent. The initial salary for a nursing



sister is £118 15s., with furnished quarters, uniform allowance, and laundry. The higher posts of principal nursing sister carry salaries ranging from £166 15s. to £190 5s. with emoluments. The service is pensionable, and the retiring age is 60 years with an option to retire at 55 years.

71. *Ministry of Pensions.*—Nurses must be fully qualified on appointment, but posts are not permanent. The Ministry of Pensions participate in the Federated Superannuation Scheme for Nurses and Hospital Officers (Contributory), thus enabling the member to receive a pension or lump sum at the age of 55 years or later if she continues in nursing employment beyond that age. The lowest rank is that of nursing sister and the salary range (nursing sister to matron) is from £70 to £245 per annum and includes board and quarters with an allowance for uniform and laundry.

## PUBLIC HEALTH SERVICE

72. Posts under Local Authorities in the Public Health Service offer an interesting field of work for the qualified woman who is attracted to this form of social service. Opportunities in Municipal hospitals have widened the choice of employment open to nurses; the appointments in these hospitals are of the usual recognised grades previously enumerated. Under an authority such as the London County Council, with its vast Public Health Department, not only are there full opportunities of promotion to all hospital nursing and administrative posts—with salaries ranging at present from £65 to £500 a year together with residential allowances of board, lodging, uniform and laundry—but in addition candidates may be transferred to the Council's *School Nursing Service*.

73. The nurse possessing the necessary qualifications who prefers to maintain a home of her own rather than lead an institutional life, has such appointments open to her under Local Authorities as that of the health visitor, sanitary inspector, tuberculosis visitor, infant life protection visitor, municipal midwife, domiciliary midwife, and school or clinic nurse. Work of this type is strenuous, usually involving much walking or cycling, and exposure to all weathers. Under some Authorities the health visitor combines various duties, and may undertake the work of the infant life protection visitor and of sanitary inspector, but the appointments are sometimes made independently, especially in London. In future, in pursuance of regulations issued by the Ministry of Health (April, 1937) non-medical supervisors of midwives will be appointed from among those who have had practical experience for a specified period.

74. *Health Visitors.*—The salaries paid to Health Visitors by Local Authorities vary in different districts, and there is a higher scale in London to meet the higher cost of living. In London, the majority of the Metropolitan Boroughs have



adopted the Whitley Council scale (£225—£390 per annum) and several reach a still higher maximum of £450 per annum. Initial salaries in the provinces range from £170—£250 per annum, with a maximum of from £200—£350 per annum.

Some Local Authorities offer allowances for uniform and travelling expenses, others do not. In Scotland, salaries paid by Local Authorities are somewhat lower than those in England, usually ranging from £150—£200 per annum.

75. Salaries of municipal and domiciliary midwives who are also nurses on the General Part of the State Register are usually on the same level as those of Health Visitors; and appointments such as that of Superintendent or County Organiser for *Maternity and Child Welfare* carry salaries above the maximum for those prevailing for health visitors in the district.

76. *School Nurse*.—The work of a School Nurse affords steadily increasing employment for the woman who is generally interested in health problems among children of school age. Under the supervision of the School Medical Officer, she assists in the medical inspection of children, conducts cleanliness surveys, treats minor ailments in the schools or in school clinics, assists in the treatment of more serious defects, and follows up defects discovered at medical inspections by visiting the homes of the children and advising the parents how to obtain treatment. In some areas school nurses are employed entirely by the Local Education Authority and deal only with children attending school; in others their services are divided between the Local Education Authority and the maternity and child welfare authority, and they act as Health Visitors in respect of children who are not attending school. In the latter case, it is necessary that they should hold the Health Visitor qualification.

In all, there are about 6,000 nurses undertaking nursing duties for the Education Authorities, about 1,600 of whom give their whole time to the school medical service, while some 2,000 are part-time Health Visitors and part-time School nurses. When the post of school nurse is not combined with that of health visitor, the scale of salary is usually somewhat lower than that of the health visitor. In some areas, district nurses are employed as part-time school nurses by arrangement with the District Nursing Associations.

77. *Orthopaedic Nurse*.—With the development of Orthopaedic Schemes there has arisen the need for a specialised nurse, the Orthopaedic Nurse, who attends the Orthopaedic Clinic, assists the surgeon, and carries out after-care treatment and supervision. As she gives remedial exercises and massage at the clinic she must not only have had orthopaedic experience but should be a qualified medical gymnast and masseuse. (The Central Council for the Care of Cripples grant an orthopaedic



nursing certificate on completion of a recognised course of training.) The salaries range from £250-£300. There are also opportunities for private practice.

78. *Sanitary Inspector*.—Women are occasionally appointed by Local Authorities as whole-time sanitary inspectors, or as part-time sanitary inspectors combining this work with that of health visiting. In London and district, initial salaries range from about £200 to £285 and maximum salaries from £385 to £450. In other areas lower salaries are usually paid.

## MASSAGE, MEDICAL GYMNASTICS, ELECTROTHERAPY AND HYDROTHERAPY

79. Prospects on completion of training are good for a fully qualified chartered masseuse who takes pains to keep herself up-to-date. There is a choice of three careers, hospital appointments, private practice, and teaching. Appointments in hospitals carry starting salaries of about £85 per annum resident, or £200 non-resident. An allowance is often made for uniform, laundry and meals when on duty, and members of the massage staff are usually eligible to join the Federated Superannuation Scheme for Nurses and Hospital Officers. Private practice may offer more scope to those with initiative and business ability and usually proves more remunerative, but it is essential to obtain experience in a hospital for a few years after qualifying before launching out in this way, and some capital will be required for equipment and preliminary expenses.

Salaries for teachers in the recognised schools of the Chartered Society (see para. 40) range from £150 resident; or £260 non-resident, for an assistant teacher, and from £250 resident, or £360 non-resident, for a head teacher. The teaching side of the profession is not crowded, and there are many openings for those keenly interested; for senior appointments the dual qualification in nursing and massage is very frequently required.

## RADIOGRAPHY

80. Opportunities are mainly in the X-ray Departments of Hospitals, although there are occasional openings as secretary-radiographer to a Radiologist. Commencing salaries are from about £70 per annum, resident, or £150 per annum, non-resident.

## SUPERANNUATION

81. Under the Federated Superannuation Scheme for Nurses and Hospital Officers, it is possible for nurses in voluntary hospitals, district nurses, and private nurses to make provision for an endowment insurance or a deferred annuity policy. Under the scheme the nurse contributes 5 per cent. of her 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. It may be a matter of concern, therefore, to inquire about superannuation arrangements at the outset of training.

*82. Local Authority Posts.*—Nurses employed in Municipal Hospitals and those working under the Local Authority in the School Medical Service or as Health Visitors, are usually eligible to participate in any special Superannuation Scheme of the Local Authority.

The Local Government Superannuation Act, 1937, applies, with a few specified exceptions, to all local government employees (not already provided for under other superannuation acts) who are employed whole time, and to such other classes of servants as may be specified by a Local Authority by statutory resolution. The age limits for which persons may enter into the scheme are 18 and 55; and 65 is the compulsory retiring age. Superannuation allowance may be claimed at 60 after 40 years' service; or earlier on the ground of ill-health, if a minimum of 10 years' service has been given. Contributions by employees are normally five per cent. of annual remuneration. Subject to certain minimum conditions of service, the superannuation paid is at the rate of one-sixtieth of the average remuneration for each completed year of service, with an overriding maximum of two-thirds of the average remuneration. To those not entitled to superannuation allowance, gratuities may be granted on retirement.

In the case of nurses, midwives, and health visitors, the age of retirement is 60 instead of 65, and pension may be claimed at 55, after 30 years' service.

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

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 experience difficulty on this account.

*83. Mental Nursing.*—There are special schemes of superannuation for nurses employed in Mental Hospitals and in Mental Deficiency Institutions. Under the Scheme for Mental Hospitals, nurses are eligible to retire at the age of 55 years after completing not less than 20 years service. Under the Scheme for Mental Deficiency Institutions nurses are eligible to retire at the age of 60 years after not less than 20 years' service. A nurse in either type of institution is pensionable after 10 years' service if incapacitated through ill-health.



## FURTHER INFORMATION

84. The "Life of Florence Nightingale" by Sir Edward T. Cook, abridged by Rosalind Nash (Macmillan and Company, Limited, 15s.); "The Life of Florence Nightingale" by Irene Cooper Willis (Allen & Unwin, 7s. 6d.); "Sketch of the Life of Florence Nightingale" by R. Nash (6d.); "Story of the Growth of Nursing" by A. Pavey (15s.); and a "General History of Nursing" by L. R. Seymer (Faber & Faber, 7s. 6d.), will be of interest to those who wish to read of the history and development of the nursing profession.

The Final Report of the *Lancet* Commission on Nursing, published by The Lancet, Limited, 7, Adam Street, Adelphi, London, W.C.2, price 2s. 6d., gives details of the usual hours of work, conditions of service in the profession and contains recommendations regarding superannuation. The details given in this report (which was published in 1932) are now, however, to some extent out of date as improvements have been made in many hospitals during the last six years. The whole of the arrangements with regard to the nursing services, including the training and conditions of service, are at present being reviewed by an Inter-Departmental Committee appointed by the Minister of Health and the President of the Board of Education.

A pamphlet entitled *Nursing as a Career*, together with a memorandum giving scales of salaries and conditions of service approved by the London County Council for Nursing Staffs in its hospitals may be obtained *gratis* from the Matron-in-Chief, The Public Health Department, London County Council, County Hall, Westminster Bridge, London, S.E.1.

The Report of the Scottish Departmental Committee on the Training of Nurses, obtainable from H.M. Stationery Office (price 1s.) gives details of the training and registration of nurses in Scotland.

85. The following are the addresses of various bodies, institutions and departments interested in the profession of nursing, to which reference has been made in the pamphlet—addresses are in London unless otherwise stated:—

Battersea Polytechnic, Battersea Park Road, S.W.11.

Central Midwives Board, 23, Great Peter Street, Westminster, S.W.1.

Central Midwives Board for Scotland, 18, Nicolson Street, Edinburgh.

Chartered Society of Massage and Medical Gymnastics, Tavistock House (North), Tavistock Square, W.C.1.

College of Nursing, 1a, Henrietta Street, Cavendish Square, W.1.

General Nursing Council for England and Wales, 23, Portland Place, W.1.



General Nursing Council for Scotland, 5, Darnaway Street, Edinburgh.

Joint Nursing and Midwives Council, Northern Ireland, 118, Great Victoria Street, Belfast.

Ministry of Health, Whitehall, S.W.1.

Ministry of Pensions Nursing Service, The Principal Matron, 18, Great Smith Street, Westminster, S.W.1.

Overseas Nursing Association, Imperial Institute, South Kensington, S.W.7.

Princess Mary's Royal Air Force Nursing Service, Matron-in-Chief, Air Ministry, Adastral House, Kingsway, W.C.2.

Prison Nursing Service, England and Wales, Hospital Lady Superintendent, H.M. Prison, Holloway, N.7.

Queen Alexandra's Imperial Military Nursing Service, Matron-in-Chief, War Office, S.W.1.

Queen Alexandra's Royal Naval Nursing Service, Medical Department, Admiralty, S.W.1.

Queen's Institute of District Nursing, 57, Lower Belgrave Street, S.W.1.

Queen's Institute of District Nursing (Scottish Branch), 26, Castle Terrace, Edinburgh.

Royal Medico-Psychological Association, 11, Chandos Street, Cavendish Square, W.1.

Royal Sanitary Institute, 90, Buckingham Palace Road, S.W.1.

Royal Sanitary Institute and Sanitary Inspectors' Examination Joint Board, 90, Buckingham Palace Road, S.W.1.

Royal Sanitary Association of Scotland, 185, St. Vincent Street, Glasgow.

Scotland, Department of Health for, 121A, Princes Street, Edinburgh

Society for the Oversea Settlement of British Women, Caxton House (West Block), 12, Tothill Street, S.W.1.

Society of Radiographers, 32, Welbeck Street, W.1.

University of London, The Senate House, W.C.1.

University of Leeds, University Road, Leeds.

86. Further information regarding choice of a career may be obtained at Juvenile Employment Offices and Divisional Offices of the Ministry of Labour, and special Secondary School Committees which have been set up in certain parts of the country. All secondary school pupils are recommended to obtain a personal interview at one of these offices, where their qualifications and suitable careers may be fully discussed. Inquiries



should be addressed in the first instance to the Divisional Controller of the Ministry of Labour at one of the following addresses:—

South-West.—Parklands, Tyndalls Park Road, Bristol, 8.

Midlands.—281-289, Corporation Street, Birmingham.

North-Western.—Sunlight House, Quay Street, Deansgate, Manchester.

North-Eastern.—Quebec Chambers, Quebec Street, Leeds, Yorkshire.

Northern.—Exchange Buildings, Queen Street, Newcastle-on-Tyne, 1.

Scotland.—44, Drumsheugh Gardens, Edinburgh, 3.

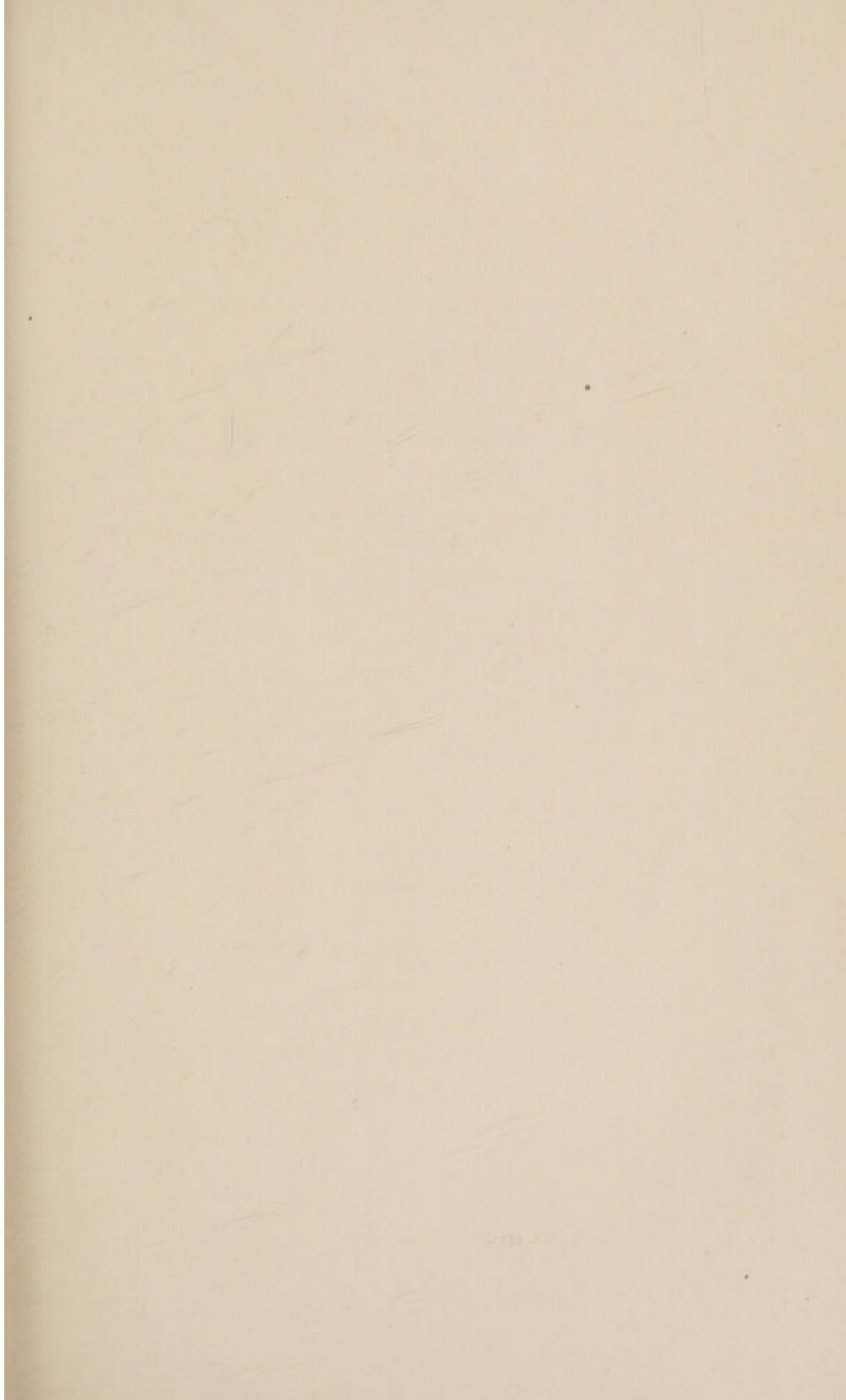
Wales.—Dominions House, Queen Street, Cardiff.

In London and the south-eastern counties inquiries may be made direct to the Headmasters' and Headmistresses' Employment Committees, at Queen Anne's Chambers, 41, Tothill Street, Westminster, S.W.1. Telephone No. Whitehall 7010.

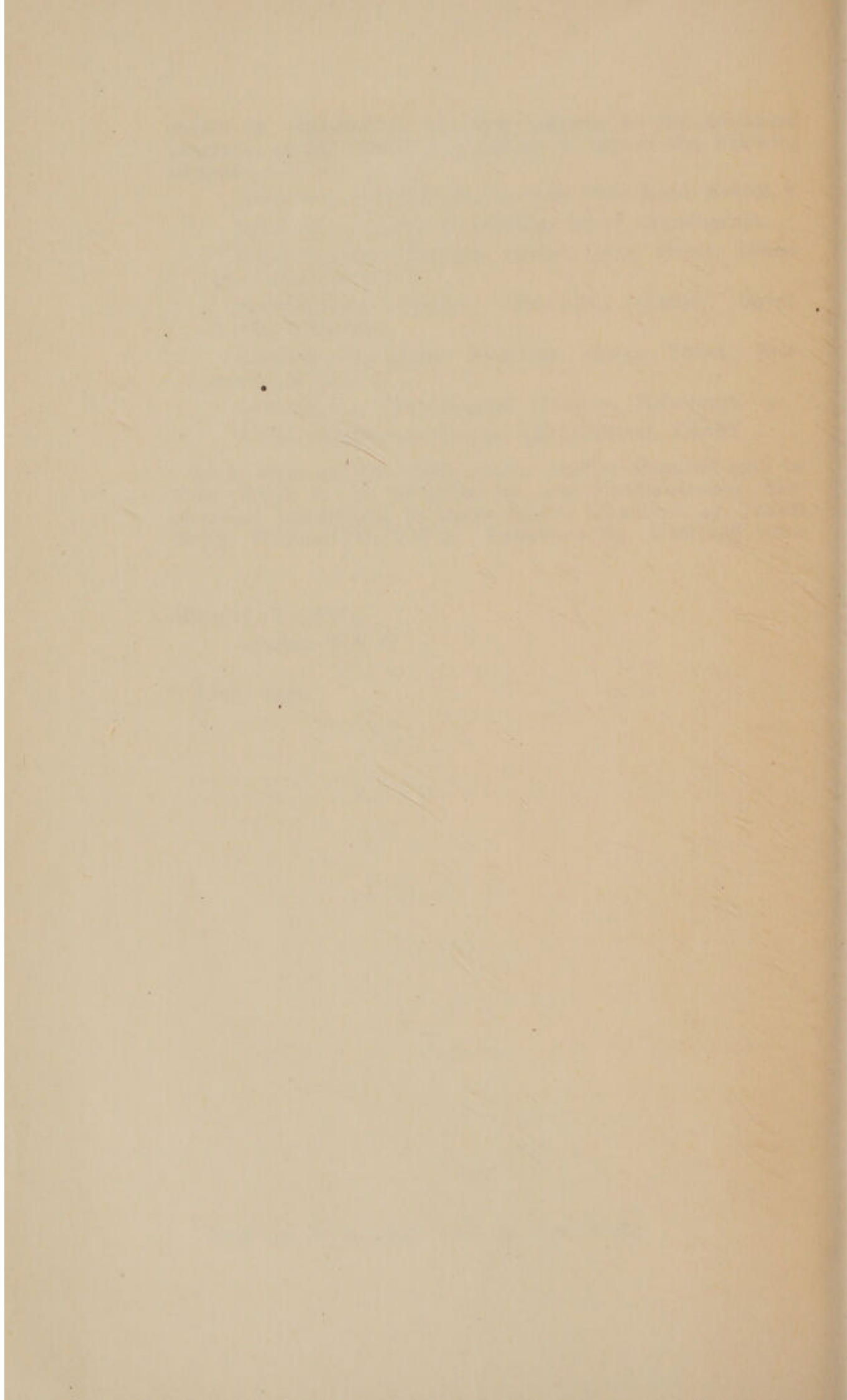
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