

**Supplement to First report of Nurses Salaries Committee : notes on application of scales of salary (with examples) for the guidance of hospital authorities.**

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MINISTRY OF HEALTH

SUPPLEMENT TO  
FIRST REPORT OF  
NURSES SALARIES  
COMMITTEE

NOTES ON APPLICATION OF SCALES  
OF SALARY (WITH EXAMPLES)

FOR THE GUIDANCE OF HOSPITAL  
AUTHORITIES

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(i) Table numbers in Examples refer to Tables in the *Appendix* to the First Report of the Nurses Salaries Committee.

(ii) Paragraph numbers in Examples refer to paragraphs in the First Report of the Nurses Salaries Committee.

(iii) "Present salary" in Examples means the salary which would have been paid on the 1st April, 1943, if the Rushcliffe recommendations had not been made. Any allowances and any bonus payable are included in the "present salary".

(iv) Any queries arising out of these notes may be addressed in writing to the Secretary, Nurses Salaries Committee, Ministry of Health, Whitehall, S.W.1.

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# SUPPLEMENT TO FIRST REPORT OF NURSES SALARIES COMMITTEE

## Notes on Application of Scales of Salary (with examples)

For the guidance of Hospital Authorities

### INTRODUCTORY

1. These notes have been prepared by the Nurses Salaries Committee for the guidance of hospital authorities who adopt the Committee's recommendations. They contain examples showing how the Committee's recommendations operate in individual cases. A few points not specifically dealt with in the Report are covered in the Notes and Examples.

2. The Notes are for convenience divided into five parts, dealing respectively with :

I. Straight application to existing resident staff.

Special attention is drawn to the following points :—

(1) *The Committee have decided to amend their recommendation as to the method of application of their proposals to student nurses in the service of hospital authorities on 1st April, 1943.* Paragraph 57 of the First Report recommended that such student nurses, like other nursing staff, should be brought to their proper point on the new scales in two stages. The Committee have decided to substitute for this a recommendation that **student nurses shall be brought to their proper point on the new scales at once with effect from 1st April, 1943, i.e. they shall be placed on the new scales at the point they would have reached, had the scales been in operation throughout their period of training.** Example VI illustrates this. For other nurses, the method of application to existing staff recommended in paragraph 57 of the First Report remains unchanged.

(2) In paragraph 56 of their First Report, the Committee recommend that nurses in the service of hospital authorities on 1st April, 1943, shall be given the option of (a) accepting the Committee's recommendations as a whole, or (b) remaining on their existing salary and conditions of service until promoted. **It may happen that a nurse who desires to choose (a) is, on 1st April, 1943, receiving a salary higher than the point she would have reached on the Rushcliffe scales, had these scales operated throughout her nursing career.** Where this is so, the Committee recommend that that nurse, if she chooses (a), **shall not have her salary reduced, but shall continue to receive the salary she was receiving on 1st April, 1943, until by virtue of length of service sufficient increments have accrued on the Rushcliffe scale to entitle her to an increase.**

II. Transfers of resident staff.

III. Promotions of resident staff.

IV. Non-resident staff—straight application, transfers and promotions.

V. Non-resident staff who become resident and vice versa.



## PART I

# STRAIGHT APPLICATION OF RUSHCLIFFE SCALES TO EXISTING RESIDENT STAFF IN EMPLOYMENT ON 1st APRIL, 1943

1. It will be noted that existing members of hospital staffs on 1st April, 1943, have the option either

(a) of accepting *in toto* the Rushcliffe recommendations for their grade as to salaries and conditions of service, or

(b) remaining on their existing scale of salaries and under existing conditions of service until promoted to a higher grade. (Para. 56.)

2. The following notes apply to those existing members of hospital staffs who choose alternative (a) above (subject to what is said in I (2) on the Introductory page about nurses receiving on 1st April, 1943, a salary higher than the corresponding point on the Rushcliffe scale). (Para. 57.)

(a) The basic rule in applying the new scales is to ascertain the *difference* between the salary\* to which the individual in her present grade would now be *entitled* under the Rushcliffe proposals (assuming the proposals had been in operation throughout her service in her present grade) and the salary\* she would have been receiving on 1st April, 1943, if the Rushcliffe recommendations had not been made.

(b) In order to ascertain the amount to which she would now be entitled, the hospital should refer to the appropriate table (which differs according to the type and size of hospital) and pay regard to annual increments† due on account of years of service in her present grade ‡ not only in her present hospital but elsewhere.

In this connection the following points should be noted :

(i) The salaries of Departmental Sisters, Housekeeping Sisters, Home Sisters, Night Sisters and Night Superintendents are based on the salary of the ward sister. The rule therefore is that, in estimating the increments due to seniority, the basic salary is taken, plus the appropriate allowance as the case may be. Service in any of the above grades ranks, provided it is continuous service, for seniority in the computation of annual increments due, including the 10 years' service increment. This 10 years' service increment is payable to all grades of sister mentioned above, as part of the basic salary ; it should be paid from the 1st April nearest to the tenth anniversary of the nurse's entry to the grade of sister.

(ii) Except as above regard is paid only to previous service in the same grade, e.g., in connection with assistant matrons, no regard is paid to previous service as a sister tutor or superintendent nurse. Similarly, in computing seniority of matrons, no regard is paid to her service except as a matron.

\* For non-resident staff, 'salary' includes the cash payment made as a living-out allowance (Para. 57).

† Ref. to Para. 45 (b) of the Report indicates that increments are only due where the nurse has served 6 months or more in her grade. Therefore in the examples set out, it will be seen that, in calculating a nurse's position on the Rushcliffe scales, she has been regarded as entitled to an increment for each complete year of service in her grade, and for any balance of 6 months or over, as between the date of appointment in her grade and the date of application of the Rushcliffe scales.

‡ Grade—Section C of the Rushcliffe First Report defines each different grade, e.g., staff nurse, ward sister, departmental sister, etc.



(iii) If there have been any breaks during previous service, it is left to the employing authority to decide whether to take account of any service before the last break. (Para. 47.)

(c) When the difference between the present salary and the salary due under the Rushcliffe proposals has been ascertained:

Half this amount is payable over the 12 month period beginning 1st April, 1943, subject to the nurse's salary being not less than the minimum of the Rushcliffe scale. If the minimum of the scale is the higher figure, this is the salary which must be paid over this 12 month period.

The balance due (under the workings above) is payable in the 12 month period beginning 1st April, 1944, plus the appropriate annual increment for the grade, unless the nurse has reached the maximum for her grade. The nurse is then at her proper point on the Rushcliffe scale.

Thereafter increments are given as prescribed until the individual reaches the maximum salary for her grade.

3. The notes in the preceding paragraph do not apply to student nurses in the service of hospital authorities on the 1st April, 1943, who should be placed at once on their proper point—see I (1) on the Introductory page. I (2) on the Introductory page does, however, apply to these nurses.

## EXAMPLES

### Resident Nurses

EXAMPLE I. *Staff Nurse on General Part of the State Register in a General Hospital (Table X (a) (i), scale £100-£5-£140) appointed 1st August, 1941.*

(a) *Present salary £90 p.a.*

SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS (Table X (a) (i) scale £100-£5-£140).

(Nurse has done 1 year 8 months' service in the grade on 1st April, 1943, and is therefore due for two increments) ... £110 p.a.

PRESENT SALARY ... .. £90 p.a.

DIFFERENCE ... .. £20

(£10 due year beginning 1st April, 1943, and £10 due year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £90 + £10 = £100

SALARY YEAR BEGINNING 1ST APRIL, 1944 = £100 + £10 + normal increment of £5 ... .. = £115

THEREAFTER nurse receives £5 increment on each 1st April until she reaches maximum of scale (£140).

(b) *Present salary £80 p.a.*

SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS

(Nurse has done 1 year 8 months' service on 1st April, 1943, and is therefore due for two increments) ... .. £110 p.a.

PRESENT SALARY ... .. £80 p.a.

DIFFERENCE ... .. £30

(£20 of which due year beginning 1st April, 1943 to bring nurse to min. of scale (£100); and other £10 due year beginning 1st April, 1944.)



SALARY YEAR BEGINNING 1ST APRIL, 1943 = £80 + £20 ... = £100  
 SALARY YEAR BEGINNING 1ST APRIL, 1944 = £100 + £10 +  
 normal increment of £5 ... .. = £115  
 THEREAFTER nurse receives £5 increment on each 1st April  
 until she reaches maximum of scale (£140).

EXAMPLE II. *Ward Sister in a General Hospital (Table IX (a), scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale), present salary £150 p.a., appointed 1st February, 1934, after promotion from Staff Nurse.*

SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS (Table IX (a) scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale).

(Sister has done 9 years 2 months' service as Ward Sister on  
 1st April, 1943, and has therefore reached maximum but  
 not yet due for £20 service increment) ... .. £180 p.a.

PRESENT SALARY ... .. £150 p.a.

DIFFERENCE ... .. £30

(£15 due year beginning 1st April, 1943; and £15 due  
 year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £150 + £15 ... = £165

SALARY YEAR BEGINNING 1ST APRIL, 1944 = £165 + £15 +  
 increment on completion of 10 years' service of £20 ... = £200  
 maximum

THEREAFTER Ward Sister remains at the maximum.

EXAMPLE III. *Home Sister in charge of 160 nurses at a Tuberculosis Sanatorium (Table VI (b), scale £140-£10-£190, with one additional service increment of £20 after 10 years' service on Ward Sister's scale, plus Home Sister's allowance of £30), appointed 1st December, 1940, after one year's service as a Ward Sister, present salary £170 p.a.*

SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS (Table VI (b) scale £140-£10-£190, with one additional service increment of £20 after 10 years' service on Ward Sister's scale, plus Home Sister's allowance of £30).

(Sister has done 3 years 4 months' service—1 year as Ward  
 Sister, 2 years 4 months as Home Sister—and is due for 3  
 increments plus allowance of £30) ... .. £200 p.a.

PRESENT SALARY ... .. £170 p.a.

DIFFERENCE ... .. £30

(£15 due year beginning 1st April, 1943, and £15 due  
 year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £170 + £15 ... = £185

SALARY YEAR BEGINNING 1ST APRIL, 1944 = £185 + £15 +  
 normal increment of £10 ... .. = £210

THEREAFTER Home Sister receives £10 increment on each  
 1st April until she reaches maximum of scale (£220) UNTIL  
 she has done 10 years' service as a Sister when she receives  
 additional service increment of £20 making her salary ... £240  
 maximum



EXAMPLE IV. *Assistant Matron of Complete Training School with 450 beds (Table II (a), scale £250-£10-£310) appointed 1st September, 1940, present salary £220 p.a. She was previously Assistant Matron at Non-Training School with 315 beds (Table II (d) scale £220-£10-£270) from 1st May, 1934, until she took up present appointment.*

**SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS**

(Assistant Matron did 6 years 4 months' service in Non-Training Hospital (Table II (d)) and was therefore at maximum of scale viz., £270 (£220-£10-£270) when she left. On transfer to new scale (£250-£15-£310) at the Complete Training School (Table II (a)) as there was no exactly equal point to her salary she would start at the next highest point on the new scale, i.e., £280. (Para. 46 (b)). Having done 2 years 7 months' service in her present hospital she should be at the maximum of the scale) ... .. £310 p.a.

PRESENT SALARY ... .. £220 p.a.

DIFFERENCE ... .. £90

(£45 due year beginning 1st April, 1943; and £45 due year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £220 + £45 ... = £265

SALARY YEAR BEGINNING 1ST APRIL, 1944 = £265 + £45 ... = £310  
(No increment due because she is at maximum.) maximum

THEREAFTER Assistant Matron remains at the maximum.

EXAMPLE V *Matron of Complete Training School of 350 beds (Table I (a), scale £350-£30-£530) appointed 1st June, 1939, in her first appointment as Matron, present salary £425 p.a.*

**SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS** (Table I (a) scale £350-£30-£530).

(Matron has done 3 years 10 months' service as Matron and is therefore due for 4 increments) ... .. £470 p.a.

PRESENT SALARY ... .. £425 p.a.

DIFFERENCE ... .. £45

(£22 10s. due year beginning 1st April, 1943; £22 10s. due year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £425 + £22 10s. = £447 10s.

SALARY YEAR BEGINNING 1ST APRIL, 1944 = £447 10s. +  
£22 10s. + normal increment of £30 ... .. = £500

ON 1ST APRIL, 1945, SHE RECEIVES ONE FURTHER INCREMENT  
of £30 which brings her to maximum of scale ... .. = £530  
maximum

THEREAFTER Matron remains at the maximum.



# EXAMPLE VI

(Existing Student Nurses, unlike other nurses, are brought to their proper point on the new scales forthwith—see Introductory Page).

## STUDENT NURSES IN COMPLETE TRAINING SCHOOLS

(A) *Under 4 years' contract.*

	Example 1 First-year Student Nurse	Example 2 Second-year Student Nurse	Example 3 Third-year Student Nurse	Example 4 Fourth-year Student Nurse before State Registration	Example 5 Fourth-year Student Nurse after State Registration
Began training ... ..	1st November, 1942	1st November, 1941	1st November, 1940	1st February, 1940	1st November, 1939
Present salary ... ..	£30	£35	£40	£50	£60
Salary under Rushcliffe recommen- dations (Table XI) <i>due and</i> <i>payable at 1st April, 1943</i> ...	£40	£45	£50	£60 <i>until</i> State Regis- tered when she re- ceives £10 incre- ment and salary at rate of £70 <i>until</i> end of 4th year of con- tract on 31st Jan- uary, 1944.	£70 <i>until</i> end of 4th year of contract on 31st October, 1943.
Salary payable at <i>anniversary date</i> <i>next following 1st April, 1943</i>	£40 + £5 increment = £45	£45 + £5 increment = £50	£50 + £10 increment = £60 <i>until</i> State Registered when salary at rate of £70 <i>until</i> end of 4th year of contract on 31st October, 1944.		
Thereafter ... ..	She receives £5 incre- ment on next anni- versary date (1.11.44) and £10 increment on the anniversary date which succeeds that (1.11.45) <i>until</i> State Registered when she receives salary at rate of £70 <i>until</i> end of 4th year of con- tract (31st October, 1946).	She receives £10 in- crement on next anniversary date (1.11.44) <i>until</i> State Registered when salary at rate of £70 <i>until</i> end of 4th year of contract on 31st October, 1945.			

On completion of her 4 years' contract the nurse ceases to be a Student Nurse and if State Registered must be regarded as a Staff Nurse and paid the appropriate minimum salary for that grade.

(B) *Under three years' contract.* Position is the same as regards first, second, and third-year Student Nurses, but in her fourth year the nurse ceases to be a Student Nurse as soon as she is State Registered and must be regarded as a Staff Nurse and paid the appropriate minimum salary for that grade.



## PART II

## TRANSFERS OF RESIDENT STAFF FROM ONE HOSPITAL TO ANOTHER WITHOUT CHANGING GRADE

1. Transfer of staff of any grade, without change of grade, from one hospital to another where the same scales are in force for that grade

The nurse continues on her existing scale so that her salary will remain the same as though she had not changed her hospital. (Para. 46(1)).

These cases are straightforward and no examples are needed.

2. Transfer of staff below the rank of Sister Tutor, without change of grade, from or to a hospital, where there is a higher or lower scale of salary in force

(i.e., transfers between General Hospitals and Tuberculosis Institutions).

(Para. 46(2)).

(a) The nurse has her salary *increased*, or *decreased*, by the *difference* between her salary before transfer and the point on the new scale corresponding to the point she had reached on her pre-transfer scale.

## EXAMPLE VII.

(After 1st April, 1944).

Staff Nurse with exactly 3 years' service in her grade in General Hospital should receive £115 p.a.

Staff Nurse with exactly 3 years' service in her grade in T.B. Institution should receive £125 p.a.

## THEREFORE

(i) Staff Nurse with 3 years' service in the grade who transfers from General Hospital to T.B. Institution receives *increase* of £10 (£115 to £125).

(ii) Staff Nurse with 3 years' service in the grade who transfers from T.B. Institution to General Hospital suffers a *decrease* of £10 (£125 to £115).

(b) The following are examples of nurses who *transfer* to another hospital *during the transitional period* of the application of the Rushcliffe scales of salary, i.e., during year 1st April, 1943, to 1st April, 1944. In order to secure a general approximation to the position that a nurse who transfers should not be placed in a more favourable or less favourable position than a nurse who has remained at the same hospital throughout the year, she should receive or lose, as from her transfer date, *half the difference* between her pre-transfer salary and the point on the new scale corresponding to the point she had reached on her pre-transfer scale. She would receive or lose the remaining half on 1st April, 1944, when she would also get the balance due to her to make her salary appropriate to that for her grade under the Rushcliffe Committee's recommendations.



## EXAMPLE VIII.

(During transitional period 1st April, 1943, to 1st April, 1944)

*Staff Nurse on General Part of the State Register at General Hospital (Table X (a), scale £100-£5-£140) appointed on 1st March, 1940, present salary £105 p.a., transfers on 1st November, 1943, to Tuberculosis Institution (Table X (b), scale £110-£5-£150).*

SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE TRANSFER  
(£100-£5-£140)

(Nurse has done 3 years 1 month's service in the grade on 1st April, 1943, and is therefore due for 3 increments) ... £115 p.a.

PRESENT SALARY ... .. £105 p.a.

DIFFERENCE ... .. £10

(£5 due year beginning 1st April, 1943, and £5 due year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £105 + £5 ... = £110

SALARY ON TRANSFER (1st November, 1943)

(Nurse in Sanatorium having done 3 years' service is due for £125 p.a. Therefore nurse on transfer from General Hospital is due for increase of £10 (£115-£105) BUT she only receives HALF this sum (£5)—see (b) above—on transfer, and the remaining HALF on 1st April, 1944) = £110 + £5 ... .. = £115

SALARY YEAR BEGINNING 1ST APRIL, 1944 = £115 + £5 (balance due to put her on appropriate point of Rushcliffe scale) + £5 (balance of increase as result of transfer) + £5 (normal increment as staff nurse) ... .. = £130

THEREAFTER the nurse, so long as she remains at a Tuberculosis Institution receives an annual increment of £5 on each 1st April, until she reaches the maximum of £150.

## EXAMPLE IX.

(During transitional period 1st April, 1943, to 1st April, 1944)

*Staff Nurse on General Part of the State Register at Tuberculosis Institution (Table X (b), scale £110-£5-£150) appointed on 1st March, 1939, present salary £110 p.a., transfers on 31st January, 1944, to a General Hospital (Table X (a), scale £100-£5-£140).*

SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE TRANSFER  
(£110-£5-£150).

(Nurse has done 4 years 1 month's service in the grade on 1st April, 1943, and is therefore due for 4 increments) ... £130

PRESENT SALARY ... .. £110

DIFFERENCE ... .. £20

(£10 due during year beginning 1st April, 1943, £10 due during year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £110 + £10 ... = £120

SALARY ON TRANSFER (31st January, 1944)

(Nurse in General Hospital with the same service would be due for £120. Therefore nurse on transfer from Tuberculosis







## EXAMPLE XI.

(During transitional period 1st April, 1943, to 1st April, 1944)

*Matron in Non-Training General Hospital with 190 beds (Table I (d), scale £230-£20-£330) appointed as Matron for first time on 1st October, 1941, present salary £200 p.a., transfers on 1st June, 1943, as Matron to a Complete Training General Hospital with 180 beds (Table I (a), scale £250-£25-£375).*

## SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE

TRANSFER (£230-£20-£330)

(Matron has done 1 year 6 months' service in the grade on 1st April, 1943, and is therefore due for 2 increments) ... £270

PRESENT SALARY ... .. £200

DIFFERENCE ... .. £70

(£35 due year beginning 1st April, 1943, and £35 due year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £200 + £35 ... = £235

SALARY ON TRANSFER (1st June, 1943)

Notional salary on transfer ... .. £275  
(i.e., the point in new scale next above £270, there being no exactly equal point.)

Notional salary before transfer ... .. £270

Difference ... .. £5  
(£2 10s. due on transfer.)

Therefore *actual salary* on transfer is £235 + £2 10s. = £237 10s. but this is less than the minimum of £250 of the new scale and Matron therefore starts at that minimum... £250

SALARY YEAR BEGINNING 1ST APRIL, 1944

(Notional salary on transfer (£275) + normal increment (£25)) £300

THEREAFTER the Matron so long as she remains in a Complete Training General Hospital with less than 200 beds, receives a £25 increment on each 1st April until she reaches the maximum of £375.

(b) A Matron, Assistant Matron, Superintendent Nurse or Qualified Sister Tutor, who transfers from one hospital to a similar position in another hospital where a lower scale is in force will, if she was before transfer already receiving a higher salary than the maximum of the new scale, be placed at the maximum of the new scale.

## EXAMPLE XII.

(The same principle applies whether the transfer takes place during the transitional period 1st April, 1943, to 1st April, 1944, or after 1st April, 1944)

*Assistant Matron in a Complete Training General Hospital with 280 beds (Table II(a), scale £205-£15-£250) appointed 1st January, 1938, present salary £190 p.a., transfers on 1st May, 1944, as Assistant Matron to a Non-Training General Hospital with 260 beds (Table II(d), scale £200-£10-£230).*

## SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE

TRANSFER (£205-£15-£250)

(Assistant Matron has done 5 years 3 months' service in the grade on 1st April, 1943, and is therefore due to go to the maximum) ... .. £250

PRESENT SALARY ... .. £190

DIFFERENCE ... .. £60

(£30 due year beginning 1st April, 1943, and £30 due year beginning 1st April, 1944.)



SALARY YEAR BEGINNING 1ST APRIL, 1943 = £190 + £30 ... £220

SALARY YEAR BEGINNING 1ST APRIL, 1944

(£220 + £30 (balance of increase due under Rushcliffe recommendations). No increment due as the Assistant Matron is on the maximum) ... .. £250

SALARY ON TRANSFER (1st May, 1944)

(This Assistant Matron will be receiving more than the maximum (£230) of the new scale and will therefore go to that maximum) ... .. £230

THEREAFTER she will remain on the maximum of £230 so long as she remains an Assistant Matron in a Non-Training General Hospital with less than 300 beds.

(c) (i) A Matron, Assistant Matron, Superintendent Nurse or Qualified Sister Tutor who transfers from one hospital to a similar position in another hospital where a lower scale is in force will, if she was receiving less than the maximum of the new scale, retain her existing salary, and be brought to the next higher point of the new scale on the next 1st April.

### EXAMPLE XIII.

(After 1st April, 1944)

*Matron in a Complete Training General Hospital with 450 beds (Table 1 (a), scale £400-£30-£580) appointed as Matron for first time on 1st February, 1943, present salary £390 p.a., transfers on 1st December, 1944, as a Matron to a Non-Training General Hospital with 480 beds (Table 1 (d), scale £300-£25-£450).*

SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE TRANSFER (£400-£30-£580)

(Matron has done 2 months' service in the grade on 1st April, 1943, and is not therefore due for an increment) ... .. £400

PRESENT SALARY ... .. £390

DIFFERENCE ... .. £10

(£5 due year beginning 1st April, 1943, and £5 due year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943 ... .. £400  
(minimum of scale (Paragraph 57).)

SALARY YEAR BEGINNING 1ST APRIL, 1944  
(£400 + £30 (normal increment))... .. £430

SALARY ON TRANSFER (1st December, 1944)

(The maximum for a Matron in a Non-Training General Hospital with 480 beds is £450 which is more than this Matron is now receiving. She therefore continues on her present salary)... .. £430

THEREAFTER. This Matron would on 1st April, 1945, go to the next higher point on the new scale which is the maximum £450

(c) (ii) *During the transitional period 1st April, 1943, to 1st April, 1944, a Matron, Assistant Matron, Superintendent Nurse, or Qualified Sister Tutor,*



who transfers to a similar position in another hospital where a lower scale is in force, will, if her "notional salary" (i.e., the salary which would have been payable from 1st April, 1943, if the Rushcliffe scales had been in force throughout) is less than the maximum of the new scale, retain her *existing* salary, and be brought on 1st April, 1944, to the point on new scale next higher than her "notional salary".

#### EXAMPLE XIV.

(During transitional period 1st April, 1943, to 1st April, 1944)

*Matron in a Non-Training General Hospital with 80 beds (Table I (d), scale £220-£20-£300) appointed Matron for first time on 1st February, 1941, present salary £240 p.a., transfers on 1st December, 1943, as Matron to a Non-Training General Hospital with 40 beds (Table I (d), scale £215-£20-£275).*

#### SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE TRANSFER (£220-£20-£300)

(Matron has done 2 years 2 months' service in the grade on 1st April, 1943, and is therefore due for 2 increments)	...	£260
PRESENT SALARY	... ..	£240
DIFFERENCE	... ..	£20
(£10 due year beginning 1st April, 1943, and £10 due year beginning 1st April, 1944.)		
SALARY YEAR BEGINNING 1ST APRIL, 1943 = £240 + £10	...	£250
SALARY ON TRANSFER (1st December, 1943)		
Her "notional salary" before transfer (£260) is less than the maximum of the new scale. So she retains her salary of...		£250
SALARY YEAR BEGINNING 1ST APRIL, 1944		
She is brought to the point on the new scale next higher than her notional salary of £260, i.e.	... ..	£275
which is the maximum.		

#### 4. Transfer in post carrying allowance to post carrying different allowance

(a) A nurse in a post carrying an allowance who transfers to another post carrying a different allowance has her remuneration *increased* or *reduced* according as the allowance in the new post is larger or smaller than her previous allowance (Para. 46 (4)).

#### EXAMPLE XV. (After 1st April, 1944.)

Home Sister in a General Hospital in charge of 100 nurses should receive Ward Sister's salary + £15 allowance.

Home Sister in a General Hospital in charge of 180 nurses should receive Ward Sister's salary + £30 allowance.

#### THEREFORE

(i) Home Sister who transfers from a post in a General Hospital where she is in charge of 100 nurses to another post in a General Hospital where she is in charge of 180 nurses receives increase of £15.

(ii) Home Sister who transfers from a post in a General Hospital where she is in charge of 180 nurses to another post in a General Hospital where she is in charge of 100 nurses suffers a decrease of £15.



(b) Where, however, a nurse in a post carrying an allowance transfers *during the transitional period 1st April, 1943, to 1st April, 1944*, she will have her salary increased or reduced (as the case may be) in her new appointment by *half the difference* between the respective allowances of the two appointments. The remaining half will be added or taken off (as the case may be) when the salary is finally adjusted on 1st April, 1944, to bring the nurse to her right point on the new scales. This is necessary to secure a general approximation to the position that the nurse who changes appointments should not be in a more favourable or less favourable position during the transitional period than a nurse who had been in the same appointment since 1st April, 1943 (cf. 2 (b) above).

# EXAMPLE XVI

(During transitional period 1st April, 1943, to 1st April, 1944)

*A nurse with a hospital certificate after six months' training in house-keeping was appointed to a General Hospital with 290 beds (Table VII (a) (ii), scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale, plus a Housekeeping Sister's allowance of £10) on 1st December, 1937, having previously been a Ward Sister for exactly 5 years in the same hospital; present salary £155 p.a.; transfers on the 1st March, 1944, to a T.B. Hospital with 310 beds as a Housekeeping Sister (Table VII (b) (i), scale £140-£10-£190, with one additional service increment of £20 after 10 years' service on Ward Sister's scale, plus a Housekeeping Sister's allowance of £20).*

**SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE TRANSFER**  
(£130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale plus Housekeeping Sister's allowance of £10).

(Nurse has done over 10 years' service as a Sister on 1st April, 1943, and is therefore due to go to the maximum, plus the additional service increment)...

PRESENT SALARY	...	...	...	...	...	...	...	£155
DIFFERENCE	...	...	...	...	...	...	...	£55

(£27 10s. due year beginning 1st April, 1943, and  
£27 10s. due year beginning 1st April, 1944.)

**SALARY YEAR BEGINNING 1ST APRIL, 1943** = £155 + £27 10s. = **£182 10s.**

**SALARY ON TRANSFER (1st March, 1944).**

(Scale in new post is £140-£10-£190, with additional service increment of £20 on Ward Sister's scale, plus a Housekeeping Sister's allowance of £20. Therefore nurse on transfer gets £182 10s. + £5 (half the difference between the Housekeeping Sister's allowances in the old hospital (£10) and the new hospital (£20)) + £5 (half the £10 due on transfer to a T.B. hospital, since only half is paid during the transitional period) (see 2 (b) above)) ... .. **£192 10s.**

**SALARY YEAR BEGINNING 1ST APRIL, 1944**

(£192 10s. + £27 10s. (balance of increase due under Rushcliffe recommendations) + £5 (the other half of the difference between the Housekeeping Sister's allowances) + £5 (the other half of the £10 due on transfer to a T.B. hospital). No increment due as she is on the maximum) ... ..

**£230**  
maximum

**THEREAFTER** she remains on maximum while in present post.



**5. Transfer of nurses only on a Supplementary Part of the State Register from work for which they are State Registered to work outside their speciality and vice versa. [Para. 46 (5).]**

(a) A nurse who is only on a supplementary part of the State Register and has been paid as a staff nurse for doing nursing work of the type for which she is State Registered, but who subsequently transfers to work outside her speciality and so is treated as an assistant nurse (Para. 29 (1)), should be placed at the point on the assistant nurses' scale corresponding to the point she had reached on the staff nurses' scale before transfer, i.e., she will be treated as if she had been employed throughout as an assistant nurse.

**EXAMPLE XVII**

(After 1st April, 1944)

*Nurse only on supplementary part of the State Register for Sick Children's Nurses employed as a Staff Nurse in a Children's Hospital (Table X (a) (ii), scale £100-£5-£140) appointed 1st January, 1940, and receiving £120 p.a. on 1st April, 1944, transfers on 1st August, 1944, to a General Hospital, where she will be paid as an Assistant Nurse, Category A (Table XIII (a), scale £75-£5-£95).*

**SALARY ON TRANSFER (1st August, 1944)**

(If this nurse had been employed throughout as an Assistant Nurse she would be due for 4 increments on 1st April, 1944.

Salary on transfer is therefore £75 + 4 increments of £5)... **£95**  
maximum.

**THEREAFTER** so long as she is employed outside her speciality she will remain on the maximum.

**EXAMPLE XVIII (During transitional period 1st April, 1943, to 1st April, 1944.)**

*Nurse only on supplementary part of the State Register for Fever Nurses employed as a Staff Nurse in an Infectious Diseases Hospital (Table X (a) (iii), scale £90-£5-£140), appointed 1st July, 1942, present salary £85 p.a., transfers on 1st January, 1944, to a Public Assistance Institution where she will be paid as an Assistant Nurse, Category A (Table XIII (a), scale £75-£5-£95).*

**SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE TRANSFER (£90-£5-£140).**

(Nurse has done 9 months' service as a Staff Nurse at 1st April, 1943, and is therefore due for 1 increment) ... ..

**PRESENT SALARY** ... .. **£85**

**DIFFERENCE** ... .. **£10**

(£5 due year beginning 1st April, 1943, and £5 due year beginning 1st April, 1944.)

**SALARY YEAR BEGINNING 1ST APRIL, 1943 = £85 + £5 ... = £90**

**SALARY ON TRANSFER (1st January, 1944)**

(The corresponding point on the Assistant Nurse's scale to her pre-transfer "notional salary" of £95 is £80. Her actual pre-transfer salary from 1st April, 1943, is, however, £5 less than her "notional" salary; on transfer, therefore, she should receive £5 less than the corresponding point on the Assistant Nurse's scale, i.e. £75) ... .. **£75**



SALARY YEAR BEGINNING 1ST APRIL, 1944 (£75 + £5 (the other half of the increment due under Rushcliffe recommendations) + £5 (normal increment)) ... .. £85

THEREAFTER so long as she is employed outside her speciality she will receive a £5 increment on each 1st April until she reaches the maximum of £95.

(b) (i) A nurse registered only on a supplementary part of the State Register who has been engaged on nursing work outside her speciality and so has been treated as an Assistant Nurse (Para. 29 (1)) but who subsequently transfers as a Staff Nurse to nursing work of the type for which she is State Registered, shall commence at the minimum of the appropriate Staff Nurse's scale, unless she is already receiving a higher salary, in which case she will commence on the new scale at the point equal to her salary before transfer, or, if there is no exactly equal point, at the next higher point. She will receive an increment on the 1st April following her appointment as a Staff Nurse, if she has served at least 6 months in that grade.

#### EXAMPLE XIX (After 1st April, 1944)

*Nurse only on supplementary part of the State Register for Sick Children's Nurses employed in a Sanatorium and therefore paid as an Assistant Nurse, Category A (Table XIII (b), scale £85-£5-£105) appointed 1st February, 1937, and receiving £105 p.a. on 1st April, 1944, transfers on 1st May, 1944, as a Staff Nurse to a Children's Hospital (Table X (a) (ii), scale £100-£5-£140).*

#### SALARY ON TRANSFER (1st May, 1944)

(Nurse is receiving more than the minimum of the new scale, and she therefore starts at the point on the new scale equal to the salary she was receiving before transfer) ... .. £105

THEREAFTER so long as she is employed in her speciality she will receive a £5 increment on each 1st April, until she reaches the maximum of £140.

(b) (ii) *During the transitional period 1st April, 1943, to 1st April, 1944, the nurse's salary on transfer will be calculated by reference to her "notional salary" before transfer (i.e., the salary which would have been payable on 1st April, 1943, if the Rushcliffe scales had been in operation throughout). If the "notional salary" before transfer is less than the minimum of the new scale, she should go to the minimum of the new scale on transfer. If the "notional salary" before transfer is the same as the minimum of the new scale, again she should go to the minimum of the new scale on transfer. If the "notional salary" before transfer is above the minimum of the new scale, she should retain on transfer the actual salary she was receiving before transfer, unless this is below the minimum of the new scale in which case she should go to the minimum. In all cases she should be brought to the proper point on 1st April, 1944. In the first 2 cases, this would be done by giving her an increment on the salary she was already receiving, if she had served six months in her new grade. In the 3rd case it would be done by giving her her "notional salary" before transfer, plus an increment if she had served at least six months in her new grade.*

#### EXAMPLE XX (During transitional period 1st April 1943, to 1st April, 1944)

*Nurse only on supplementary part of the State Register for Children's Nurses employed in a General Hospital and therefore paid as an Assistant Nurse, Category A (Table XIII (a), scale (£75-£5-£95) appointed 1st April, 1942, present salary £65 p.a., transfers on 1st July, 1943, to a Children's*



*Hospital, where she will be paid as a Staff Nurse (Table X (a) (ii), scale £100-£5-£140).*

**SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE TRANSFER (£75-£5-£95)**

(Nurse has done exactly 1 year's service as an Assistant Nurse on 1st April, 1943, and is therefore due for 1 increment) ... .. £80

PRESENT SALARY ... .. £65

DIFFERENCE ... .. £15

(£7 10s. due year beginning 1st April, 1943, and £7 10s. due year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £65 + £7 10s. = £72 10s. But this is less than minimum of scale (£75).

So nurse gets minimum ... .. = £75

**SALARY ON TRANSFER (1st July, 1943)**

Nurse's "notional salary" before transfer was £80, which is less than the minimum of the new scale before transfer; she therefore goes to the minimum ... .. £100

**SALARY YEAR BEGINNING 1ST APRIL, 1944**

Nurse receives the normal increment of £5 on the new scale, having served over 6 months in her new position ... .. £105

THEREAFTER so long as she is employed in her speciality she will receive a £5 increment on each 1st April, until she reaches the maximum of £140.

**EXAMPLE XXI (During transitional period 1st April, 1943, to 1st April, 1944).**

*Nurse only on supplementary part of the State Register for Sick Children's Nurses employed in a Sanatorium and therefore paid as an Assistant Nurse, Category A (Table XIII (b), scale £85-£5-£105) appointed 1st March, 1939, present salary £80 p.a., transfers on 1st September, 1943 to a Children's Hospital where she will be paid as a Staff Nurse (Table X (a) (ii), scale £100-£5-£140).*

**SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE TRANSFER (£85-£5-£105).**

(Nurse has done 4 years 1 month's service as an Assistant

Nurse at 1st April, 1943, and is therefore due for 4 increments) £105

PRESENT SALARY ... .. £80

DIFFERENCE ... .. £25

(£12 10s. due year beginning 1st April, 1943, and £12 10s. due year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £80 + £12 10s. = £92 10s.

**SALARY ON TRANSFER (1st September, 1943)**

(Nurse's "notional salary" before transfer was £105. The equivalent point on the new scale is £105. Therefore she would continue on transfer to receive the salary she was receiving before transfer, i.e., £92 10s. This is, however, less than minimum of new scale, so she goes to minimum of £100) ... .. £100



## SALARY YEAR BEGINNING 1ST APRIL, 1944.

("Notional salary" before transfer (i.e., £105) + £5 (normal increment) since she has served over 6 months in her new grade) ... .. £110

THEREAFTER so long as she is employed in her speciality she will receive a £5 increment on each 1st April until she reaches the maximum of £140.

(c) Where a nurse who is registered only on a supplementary part of the State Register and is paid as a Staff Nurse for doing work of the type for which she is State Registered transfers, without a break in service, to work as an Assistant Nurse outside her speciality, but subsequently returns, without a break in service, to work again as a Staff Nurse in the special branch of nursing for which she is State Registered, all her service as a Staff Nurse should be taken into account in determining her salary. This is not specifically provided for in the Report. If, however, there has been a break in service, it is for the hospital authority to determine whether previous service as a Staff Nurse should count (Paragraph 47).

## EXAMPLE XXII (After 1st April, 1944) (c.f. EXAMPLE XVII).

*Nurse only on supplementary part of the State Register for Sick Children's Nurses employed as a Staff Nurse in a Children's Hospital (Table X (a) (ii), scale £100-£5-£140) appointed 1st January, 1940, and receiving £120 p.a. on 1st April, 1944, transfers on 1st August, 1944, to a General Hospital, where she will under Para. 29 (1) be paid as an Assistant Nurse, Category A (Table XIII (a), scale £75-£5-£95). She returns to a Children's Hospital on 1st March, 1945, her service throughout being continuous.*

## SALARY ON FIRST TRANSFER (1st August, 1944)

(If this nurse had been employed throughout as an Assistant Nurse she would be due for 4 increments on 1st April, 1944. Salary on transfer is, therefore, £75 + £4 increments of £5)

£95  
maximum

## SALARY ON SECOND TRANSFER (1st March, 1945)

(Her service prior to the first transfer should be taken into account; and her salary on second transfer is the same as she was receiving before the first transfer) ... ..

£120

THEREAFTER she will not be entitled to an increment on 1st April, 1945, as she will not have served six months in her speciality since 1st April, 1944 (Paragraph 45 (b)), but she will, so long as she remains in her speciality, receive a £5 increment on each subsequent 1st April until she reaches the maximum of £140.

## EXAMPLE XXIII (During transitional period 1st April, 1943, to 1st April, 1944) (c.f. EXAMPLE XVIII).

*Nurse only on supplementary part of the State Register for Fever Nurses employed as a Staff Nurse in an Infectious Diseases Hospital (Table X (a) (iii), scale (£90-£5-£140) appointed 1st July, 1940, present salary £85 p.a.; transfers on 1st January, 1944, to a Public Assistance Institution where she will, under Para. 29 (1), be paid as an Assistant Nurse, Category A (Table XIII (a), scale £75-£5-£95). She returns to an Infectious Diseases Hospital on 1st March, 1944, her service throughout being continuous.*



**SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE FIRST TRANSFER (£90-£5-£140)**

(Nurse has done 2 years 9 months' service as a Staff Nurse at 1st April, 1943, and is therefore due for 3 increments) ... £105  
 PRESENT SALARY ... .. £85

DIFFERENCE ... .. £20  
 (£10 due year beginning 1st April, 1943, and £10 due year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £85 + £10 ... £95

SALARY ON FIRST TRANSFER (1st January, 1944)

(The corresponding point on the Assistant Nurse's scale to her pre-transfer "notional salary" of £105 is £90. Her actual pre-transfer salary from 1st April, 1943, is, however, £10 less than her "notional" salary; on transfer, therefore, she should receive £10 less than the corresponding point on the Assistant Nurse's scale, i.e., £80) ... .. £80

SALARY ON SECOND TRANSFER (1st March, 1944)

(Her service prior to the first transfer should be taken into account, and her salary on second transfer is, therefore, the same as that she was receiving before the first transfer) ... £95

SALARY YEAR BEGINNING 1ST APRIL, 1944.

(£95 + £10 (balance of increase due under Rushcliffe recommendations) + £5 (normal increment)) ... .. £110

THEREAFTER, so long as she is employed in her speciality, she will receive a £5 increment on each 1st April until she reaches the maximum of £140.

### PART III

## PROMOTIONS OF RESIDENT STAFF TO DIFFERENT GRADE, WHETHER IN THE SAME OR A DIFFERENT HOSPITAL

1. (a) A nurse promoted to a new scale, the minimum of which is lower than the salary she was previously receiving, shall start on that scale at the point equal to her previous salary, or, if there is no exactly equal point, at the next higher point (Para. 46 (6)).

EXAMPLE XXIV (after 1st April, 1944).

*Staff Nurse on General Part of the State Register at General Hospital (Table X(a) (i), scale £100-£5-£140) receiving £140 p.a. on 1st April, 1944, promoted to Ward Sister on 1st August, 1944, in same hospital (Table IX (a), scale £130-£10-£180 with one additional service increment of £20 after 10 years' service on Ward Sister's scale).*

SALARY ON PROMOTION (1st August, 1944)

(Nurse was receiving more than the minimum of new scale, she therefore goes to the point equal to her previous salary) £140

THEREAFTER the nurse, so long as she remains a Ward Sister, receives a £10 increment on each 1st April until she reaches the maximum apart from the additional service increment, which she will receive if she completes 10 years' service on Ward Sister's scale.



(b) During the transitional period 1st April, 1943, to 1st April, 1944, the nurse's position on promotion will be calculated by reference to her "notional salary" (i.e., the salary she would have been receiving, if the Rushcliffe scales had been in operation throughout)—c.f. Part II 3 (a) (ii) above. If a nurse is promoted during this period, and her "notional salary" before promotion is higher than the minimum of the new scale to which she is promoted, she should be "notionally" put on the new scale at the point equal to her "notional salary" or, if there is no exactly equal point on the next higher point. Then to arrive at the *actual salary* on promotion, the nurse should be given, in addition to her actual salary before promotion, half the difference (if any) between the notional salaries before and after promotion (provided that she does not receive less than the minimum of the new scale). On 1st April, 1944, she should be brought to the proper point on the new scale (i.e., notional salary on promotion, plus an increment if she has served at least 6 months in her new position).

**EXAMPLE XXV** (during transitional period 1st April, 1943 to 1st April, 1944).

*Staff Nurse on General Part of State Register at Sanatorium (Table X(b)(i), scale £110-£5-£150) appointed 1st June, 1936, present salary £125 p.a., is promoted Ward Sister on 1st August, 1943, in a Sanatorium (Table IX (b), scale £140-£10-£190 with additional service increment of £20 after 10 years' service on Ward Sister's scale).*

**SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE PROMOTION (£110-£5-£150)**

(Nurse has done 6 years 10 months' service as Staff Nurse on 1st April, 1943, and is therefore due for 7 increments) ...	£145
<b>PRESENT SALARY</b> ... ..	£125
<b>DIFFERENCE</b> ... ..	£20
(£10 due year beginning 1st April, 1943, and £10 due year beginning 1st April, 1944).	

**SALARY YEAR BEGINNING 1ST APRIL, 1943 = £125 + £10 ... £135**

**SALARY ON PROMOTION (1st August, 1943)**

Notional salary on promotion ... ..	£150
(i.e., the point in new scale next above £145 there being no exactly equal point).	
Notional salary before promotion ... ..	£145
<b>DIFFERENCE</b> ... ..	£5
(£2 10s. due on promotion).	

**THEREFORE actual salary on promotion is £135 + £2 10s. = £137 10s. but this is less than the minimum (£140) of the new scale and she therefore goes to the minimum of ... £140**

**SALARY YEAR BEGINNING 1ST APRIL, 1944**

(Notional salary on promotion (£150) + normal increment (£10) since she has served more than 6 months in her new grade. Para. 45 (b)) ... ..	£160
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**THEREAFTER** Sister receives a £10 increment on each 1st April until she reaches the maximum apart from the additional service increment, which she will receive if she completes 10 years' service on Ward Sisters' scale.



EXAMPLE XXVI (during transitional period 1st April, 1943 to 1st April, 1944.)

*Qualified Sister Tutor in sole charge (Table IV, scale £230-£10-£280) appointed 1st July, 1941, present salary £220 p.a., is promoted on 1st August, 1943, Assistant Matron of a Complete General Training School with 305 beds (Table II (a), scale £235-£15-£280).*

**SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE PROMOTION (£230-£10-£280)**

(Sister Tutor has done 1 year 9 months' service as Sister Tutor on 1st April, 1943, and is therefore due for 2 increments) £250  
**PRESENT SALARY** ... .. £220

**DIFFERENCE** ... .. £30  
 (£15 due year beginning 1st April, 1943, and £15 due year beginning 1st April, 1944.)

**SALARY YEAR BEGINNING 1ST APRIL, 1943** = £220 + £15 = **£235**

**SALARY ON PROMOTION (1st August, 1943)**

Notional salary before promotion ... .. £250  
 Notional salary on promotion ... .. £250  
 (point equal to her previous "Notional salary".)

**DIFFERENCE** ... .. Nil  
 (nothing therefore due on promotion.)

In this case there is no difference between the notional salary before and after promotion and *actual salary* on promotion is therefore the same as the actual salary before promotion ... ..

**£235**

**SALARY YEAR BEGINNING 1ST APRIL, 1944**

(Notional salary on promotion (£250), plus an increment (£15) since she has served more than 6 months in her new grade (Para. 45 (b)) ... .. **£265**

**THEREAFTER** she will receive an increment of £15 on 1st April, 1945, when she will reach the maximum.

2. (a) A nurse promoted to a position, the minimum salary for which is greater than the salary she was receiving before promotion, shall start at the minimum of the new scale. (Para. 46 (7)).

EXAMPLE XXVII (after 1st April, 1944).

*Staff Nurse in General Hospital (Table X (a) (i), scale £100-£5-£140) receiving £120 p.a. on 1st April, 1944, promoted on 1st August, 1944, to Ward Sister in the same hospital (Table IX (a), scale £130-£10-£180 with one additional service increment of £20 after 10 years' service on Ward Sister's scale).*

**SALARY ON PROMOTION (1st August, 1944)**

Nurse was receiving less than minimum of new scale ; she starts therefore at the minimum ... .. **£130**

**THEREAFTER** she receives a £10 increment on 1st April 1945, having served over six months in new grade (Para. 45 (b) ), and on each subsequent 1st April until she reaches the maximum of £180, apart from the additional service increment, which she will receive if she completes 10 years' service on Ward Sister's scale,



(b) During the transitional period 1st April, 1943, to 1st April, 1944, the nurse's position on promotion will (as in 1(b) above) be calculated by reference to her "notional salary" (i.e., the salary which would have been payable from 1st April, 1943, had the Rushcliffe scales been in operation throughout). The nurse will, if her "notional salary" before promotion is less than the minimum of the new scale, go at once to the minimum of the new scale. On 1st April, 1944, she will receive an increment if she has served at least 6 months in her new position.

EXAMPLE XXVIII (During transitional period 1st April, 1943, to 1st April, 1944)

*Ward Sister in a Public Assistance Institution (Table IX(a), scale £130-£180 plus one additional service increment of £20 after 10 years' service on Ward Sister's scale) appointed 1st February, 1939, present salary £120 p.a., is promoted on 1st December, 1943, Superintendent Nurse in a Public Assistance Institution with 40 beds (Table III, scale £200-£220).*

SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE PROMOTION (£130-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale)

(Sister has done 4 years 2 months' service as Ward Sister on 1st April, 1943, and is therefore due for 4 increments) ... ..	£170
PRESENT SALARY ... ..	£120
DIFFERENCE ... ..	£50
(£25 due year beginning 1st April, 1943, and £25 due year beginning 1st April, 1944.)	

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £120 + £25 ... = £145

SALARY ON PROMOTION (1st December, 1943)

(The "notional salary" (£170) before promotion is less than the minimum of the new scale and the nurse therefore starts at the minimum) ... .. £200

SALARY YEAR BEGINNING 1ST APRIL, 1944

(No increment is due as she has served less than six months in new grade (Para. 45(b)) ... .. £200

THEREAFTER so long as she remains a Superintendent Nurse in a P.A.I. with less than 50 beds she receives a £10 increment on each 1st April until she reaches the maximum of £220.

3. (a) Where a nurse is promoted to a post in which the minimum of the new scale is exactly equal to the salary she was previously receiving, she will start at the minimum of the new scale. (This is not specifically mentioned in the Rushcliffe Report.)

EXAMPLE XXIX (After 1st April, 1944)

*Assistant Matron in a Non-Training General Hospital with 280 beds (Table II(d), scale £200-£10-£230) receiving £220 p.a., on 1st April, 1944, is promoted on 1st September, 1944, to Matron in a Public Assistance Institution that is not a Training School with 220 beds (Table I(e) (2), scale £220-£10-£300).*

SALARY ON PROMOTION (1st September, 1944)

(This Assistant Matron was receiving a salary exactly equal to the minimum of new scale, she therefore starts at the minimum) ... .. £220



THEREAFTER she receives an increment of £10 on 1st April, 1945, having served over six months in her present post, and so long as she remains an Assistant Matron in a Non-Training P.A.I. with 200-299 beds, she will receive a £10 increment on each 1st April until she reaches the maximum of £300.

(b) *During the transitional period 1st April, 1943, to 1st April, 1944*, the nurse's position on promotion will (as in 1(b) and 2(b) above) be calculated by reference to her "notional salary" (i.e., the salary which would have been payable from 1st April, 1943, had the Rushcliffe scales been in operation throughout). If her "notional salary" before promotion is exactly equal to the minimum of the new scale, she will at once start at the minimum of the new scale, as in 3(a) above.

4. (a) Where a Ward Sister is promoted to a post where the salary is based on a Ward Sister's salary plus an allowance, or a Sister in a post carrying an allowance is promoted to a different post carrying a higher allowance, she will receive, in addition to her salary before promotion, the allowance, or the difference between the two allowances (as the case may be), i.e., she remains at her proper point on the Ward Sister's scale and receives the allowance of her new post in addition—cf. 4(a) of Part II.

[*Note.*—A Sister in a post carrying an allowance who is appointed to a Ward Sister's post, or a post carrying a smaller allowance, during the transitional period, will have her salary decreased by two steps in the same way, bringing her to her proper point on 1st April, 1944.]

#### EXAMPLE XXX (After 1st April, 1944)

*Ward Sister in a General Hospital (Table IX(a), scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale) appointed on 1st January, 1940, receiving £160 p.a., on 1st April, 1944, is promoted on 1st December, 1944, to Night Superintendent with more than one Night Sister working under her in the same hospital (Table V(a), scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale, plus an allowance of £40).*

#### SALARY ON PROMOTION (1st December, 1944)

(Nurse receives £160 (existing salary) plus £40 Night Superintendent's allowance)	...	...	...	...	...	£200
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THEREAFTER she receives a £10 increment on 1st April, 1945, having been on the Ward Sister's scale the whole year, and a further £10 on the next 1st April, when she reaches the maximum, apart from the additional service increment, which she will receive if she completes 10 years' service on Ward Sister's scale.

(b) *During the transitional period 1st April, 1943, to 1st April, 1944*, her salary on promotion will be increased in her new appointment by half the allowance or half the difference between the respective allowances (as the case may be). The remaining half will be added when the salary is finally adjusted on 1st April, 1944, to bring the nurse to her right point on the new scale. This is necessary to avoid placing the nurse who changed appointments in a more favourable position during the transitional period than a nurse who had been in the same appointment since 1st April, 1943. (Cf. Transfers, Part II. 4 above.)



EXAMPLE XXXI (during transitional period 1st April, 1943, to 1st April, 1944).

*Departmental Sister in a General Hospital (Table VIII(a), scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale, plus Departmental Sister's allowance of between £10 and £20) appointed 1st February, 1940, present salary £145 p.a., having previously been a Ward Sister for exactly 4 years, is promoted on 1st July, 1943, to Night Superintendent with three Night Sisters under her in a T.B. Hospital (Table V(b), scale £140-£10-£190, with one additional increment of £20 after 10 years' service on Ward Sister's scale, plus a Night Superintendent's allowance of £40).*

SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE PROMOTION (£130-£10-£180 with one additional service increment of £20 after 10 years' service on Ward Sister's scale, plus Departmental Sister's allowance of not less than £10 or more than £20).

(Sister has done 7 years 2 months' service on Ward Sister's scale and is therefore due to go to the maximum of £180 + Departmental Sister's allowance of, say, £15) ... ..	£195
PRESENT SALARY ... ..	£145
DIFFERENCE ... ..	£50
(£25 due year beginning 1st April, 1943, and £25 due year beginning 1st April, 1944.)	

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £145 + £25 ... = £170

SALARY ON PROMOTION (1st July, 1943)

(£170 + £12 10s. (half the difference between a Night Superintendent's allowance of £40 and the allowance of £15 she was getting as a Departmental Sister) + £5 (half the difference between the corresponding points at a General Hospital and a T.B. Hospital (see 2 (b) of Part II)) ... ..

£187 10s.

SALARY YEAR BEGINNING 1ST APRIL, 1944.

(£187 10s. + £25 (balance due under Rushcliffe recommendations) + £12 10s. (the other half of the difference between Night Superintendent's allowance and Departmental Sister's allowance) + £5 (the other half of the difference between the corresponding points at a General Hospital and a T.B. Hospital). No increment is due since she is at maximum of scale (£190 + £40 allowance) apart from the additional service increment, to which she is not yet entitled) ... ..

£230

THEREAFTER she remains at £230 until she completes 10 years' service on Ward Sisters' scale, when she will be entitled to the £20 additional service increment.

EXAMPLE XXXII (during transitional period 1st April, 1943, to 1st April, 1944).

*Ward Sister in a General Hospital (Table IX (a), scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale) appointed 1st January, 1932, present salary £150 p.a., is promoted on 1st January, 1944, to Night Superintendent with one or more Night Sisters working under her, in the same hospital (Table V (a), scale*



£130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sisters' scale, plus an allowance of £40).

SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE PROMOTION  
(£130-£10-£180, with one additional service increment of £20 after 10  
years' service on Ward Sister's scale).

(Sister has done 11 years 3 months' service as Ward Sister on 1st April, 1943, and is therefore due to go to maximum of scale (£180) + the additional service increment (£20) ...

PRESENT SALARY	...	...	...	...	...	...	...	£150
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DIFFERENCE      ...      ...      ...      ...      ...      ...      £50

(£25 due year beginning 1st April, 1943, and £25 due year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £150 + £25 ... = £175

SALARY ON PROMOTION (1st January, 1944)

(£175 + £20 (half the Night Superintendent's allowance))      **£195**

SALARY YEAR BEGINNING 1ST APRIL, 1944.

(£195 + £25 (balance due under Rushcliffe recommendations) + £20 (the other half of the Night Superintendent's allowance))

**£240**  
maximum

## PART IV

## NON-RESIDENTS

(1) The general principles for residents apply to non-residents. The main difference is that the living-out allowance (Para. 38) is taken into account in working out the application of the new scales (last part of para. 57) ; accordingly it would only be necessary to add the value of the emoluments provided by the hospital for non-residents (Para. 38) to arrive at the total value of salary and emoluments for superannuation purposes.

A few examples follow, showing how the calculations should be made.

(2) Straight application to existing non-resident staff in employment on 1st April, 1943

See Part I above for General Notes.

EXAMPLE XXXIII *Qualified Assistant Sister Tutor (Table IV, scale £200-£10-£250, living out allowance £85) appointed 1st January, 1939 (non-resident) present salary £190 p.a., plus £60 living-out allowance, a total of £250.*

SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS (Table IV, scale £200-£10-£250. Living-out allowance £85).

(This Assistant Sister Tutor has done 4 years 3 months' service in the grade on 1st April, 1943, and is therefore due for 4 increments = £240 + £85 (living-out allowance) ) ... ..

PRESENT SALARY	£190 + £60	...	...	...	...	...	£250
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[illegible]

(£37 10s. due year beginning 1st April, 1943, and  
£37 10s. due year beginning 1st April, 1944.)



SALARY YEAR BEGINNING 1ST APRIL, 1943 = £250 + £37 10s.      £287 10s.

SALARY YEAR BEGINNING 1ST APRIL, 1944. (£287 10s. + £37 10s.  
(balance of increase under Rushcliffe recommendations) +  
£10 (normal increment) bringing her to the maximum of  
£250 + £85 living-out allowance)      ...      ...      ...      £335

THEREAFTER Assistant Sister Tutor remains at the maximum.

EXAMPLE XXXIV. *Departmental Sister at a General Hospital (Table VIII(a), scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale, plus an allowance of not less than £10 or more than £20, living-out allowance £70) appointed 1st May, 1937 (non-resident), having previously served as a Ward Sister since 1st February, 1932, present salary £150 p.a., plus £60 living-out allowance, a total of £210.*

SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS (Table VIII(a), scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale, plus an allowance of not less than £10 or more than £20. Living-out allowance £70).

(Sister has done 11 years 2 months' service on Ward Sister's scale and is therefore due to go to the maximum (£180) plus the additional service increment (£20) plus a Departmental Sister's allowance of, say, £10 = £210 + £70 living-out allowance)      ...      ...      ...      ...      ...      £280

PRESENT SALARY £150 + £60      ...      ...      ...      ...      ...      £210

DIFFERENCE      ...      ...      ...      ...      ...      £70

(£35 due year beginning 1st April, 1943, and £35 due year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943, £210 + £35      ...      £245

SALARY YEAR BEGINNING 1ST APRIL, 1944. (£245 + £35  
(balance of increase under Rushcliffe recommendations)  
bringing her to the maximum of £200 + £10 Departmental  
Sister's allowance + £70 living-out allowance)      ...      ...      £280

THEREAFTER Sister remains at the maximum.

EXAMPLE XXXV. *Staff Nurse on General Part of the State Register at a Sanatorium (Table X (b) (i), scale £110-£5-£150. Living-out allowance £65), first appointed 1st March, 1933, but gave up nursing on 1st May, 1938, and returned (non-resident) to the Sanatorium on 1st March, 1940, present salary, £110 + £60 living-out allowance, a total of £170.*

SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS (Table X (b) (i), scale £110-£5-£150. Living-out allowance £65).

(a) If total service of 8 years allowed to count for incremental purposes (Para. 47), she would have reached the maximum of £150 on 1st April, 1943 + £65 living-out allowance      ...      ...      £215

(b) If employing authority do not recognise service before the break (Para. 47) first increment would be due on 1st April, 1941, and two further increments would also be due = £110 + £15 (increments) + £65 (living-out allowance)      ...      ...      £190



PRESENT SALARY £110 + £60 ... ..	£170
DIFFERENCE IF (a) APPLIES ... ..	£45
(£22 10s. due year beginning 1st April, 1943, and £22 10s. due year beginning 1st April, 1944.)	
IF (b) APPLIES ... ..	£20
(£10 due year beginning 1st April, 1943, and £10 due year beginning 1st April, 1944.)	
SALARY YEAR BEGINNING 1ST APRIL, 1943.	
IF (a) APPLIES £170 + £22 10s. ... ..	£192 10s.
IF (b) APPLIES £170 + £10 ... ..	£180
SALARY YEAR BEGINNING 1ST APRIL, 1944.	
IF (a) APPLIES £192 10s. + £22 10s. (balance of increase due under Rushcliffe recommendations) = maximum of £215 (£150 + £65 living-out allowance) ... ..	
IF (b) APPLIES £180 + £10 (balance of increase due under Rushcliffe recommendations) + £5 (normal increment) = £195 (£130 + £65 (living-out allowance) ) ... ..	
THEREAFTER	
IF (a) APPLIES Nurse remains at the maximum ... ..	
IF (b) APPLIES Nurse will receive a £5 increment on each 1st April until she reaches the maximum of £150 + £65 living-out allowance = £215.	

### (3) Transfers of non-resident staff without change of grade

EXAMPLE XXXVI (after 1st April, 1944) (cf. Example XV).

*Home Sister in a General Hospital in charge of 160 nurses (Table VI (a), scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale, plus an allowance of £30. Living-out allowance £85), appointed 1st January, 1940, non-resident and receiving at 1st April, 1944, £170 p.a., plus £30 Home Sister's allowance, plus £85 living-out allowance; transfers on 1st August, 1944, to another General Hospital as a non-resident Home Sister in charge of 90 nurses (Table VI (a), scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale, plus a Home Sister's allowance of £15. Living-out allowance £85.)*

SALARY ON TRANSFER (1st August, 1944).

(Sister has her salary reduced by £15, i.e., the difference between the two Home Sister's allowances—see 4 (a) of Part II above. Salary is therefore £170 + £15 (Home Sister's allowance) + £85 (living-out allowance) ... .. £270

THEREAFTER Sister will receive a £10 increment on 1st April, 1945, when she reaches the maximum apart from additional service increment. If she completes 10 years' service on Ward Sister's scale, she will receive the additional service increment of £20.

EXAMPLE XXXVII (after 1st April, 1944) (cf. Example VII).

*Ward Sister in a General Hospital (Table IX (a), scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale. Living-out allowance £70) appointed 1st April, 1940, non-resident and receiving at 1st April, 1944, £170 p.a. plus £70 living-out allowance; transfers on 1st June, 1944, to a non-resident post o*



*Ward Sister in a Sanatorium (Table IX (b), scale £140-£180-£190, with one additional service increment of £20 after 10 years' service on Ward Sister's scale. Living-out allowance £70.)*

**SALARY ON TRANSFER (1st June, 1944)**

(Sister goes to the point on the new scale corresponding to the point she had reached on her pre-transfer scale (i.e., £180 + £70 living-out allowance)—see 2 (a) of Part II above) ... .. **£250**

**THEREAFTER** Sister will receive a £10 increment on 1st April, 1945, when she reaches the maximum apart from additional service increment. If she completes 10 years' service on Ward Sister's scale, she will receive the additional service increment of £20.

**EXAMPLE XXXVIII (during transitional period 1st April, 1943—1st April, 1944). (cf. Example XVI.)**

*A nurse with a hospital certificate after 6 months' training in housekeeping was appointed non-resident Housekeeping Sister in a General Hospital with 250 beds (Table VII (a) (ii), scale £130-£180-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale, plus a Housekeeping Sister's allowance of £10. Living out allowance £70.) on 1st May, 1940, present salary £140 plus £65 living-out allowance, a total of £205; she had previously been a Ward Sister since 1st May, 1938, in the same hospital; she transfers on 1st May, 1943, to a non-resident Housekeeping Sister's post in a Sanatorium with 310 beds (Table VII (b) (i), scale £140-£180-£190, with one additional service increment of £20 after 10 years' service on Ward Sister's scale, plus an allowance of £20. Living-out allowance £70).*

**SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE TRANSFER**

(£130-£180-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale, plus a Housekeeping Sister's allowance of £10. Living-out allowance £70).

(Housekeeping Sister has done 4 years 11 months' service on 1st April, 1943, on Ward Sister's scale and is therefore due for 5 increments = maximum, apart from the additional service increment, of £180 + £10 Housekeeping Sister's allowance + £70 living-out allowance) ... .. **£260**

**PRESENT SALARY** £140 + £65 living-out allowance ... .. **£205**

**DIFFERENCE** ... .. **£55**

(£27 10s. due year beginning 1st April, 1943, and  
£27 10s. due year beginning 1st April, 1944.)

**SALARY YEAR BEGINNING 1ST APRIL, 1943 = £205 + £27 10s. £232 10s.**

**SALARY ON TRANSFER (1st May, 1943).**

(£232 10s. + £5 (half the £10 due on transfer to a Sanatorium, since only half is paid during the transitional period, see 2 (b) of Part II above) + £5 (half the difference between the allowance in the old hospital (£10) and the new hospital (£20)—see 4 (b) of Part II above)) ... .. **£242 10s.**

**SALARY YEAR BEGINNING 1ST APRIL, 1944.**

(£242 10s. + £27 10s. (balance of increase under Rushcliffe recommendations) + £5 (the other half of the £10 due on transfer to a Sanatorium) + £5 (the other half of the difference between the allowances)) ... .. **£280**

**THEREAFTER.** No increment is due as she is on the maximum apart from the additional service increment, which she will receive if she completes 10 years' service on Ward Sister's scale.



EXAMPLE XXXIX (during transitional period 1st April, 1943, to 1st April, 1944).

*Staff Nurse on General Part of State Register in a General Hospital (Table X (a) (i), scale £100-£5-£140) appointed 1st February, 1939, (non-resident), present salary £100 p.a., plus £60 living-out allowance, transfers to another General Hospital as a non-resident Staff Nurse on 1st January, 1944.*

SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE TRANSFER (£100-£5-£140. Living-out allowance £65).

(Nurse has done 4 years 2 months' service in the grade on 1st April, 1943, and is therefore due for 4 increments = £120 + £65 living-out allowance) ... .. £185  
PRESENT SALARY £100 + £60 living-out allowance ... .. £160

DIFFERENCE ... .. £25  
(£12 10s. due year beginning 1st April, 1943, and £12 10s. due year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £160 + £12 10s. £172 10s.

SALARY ON TRANSFER (1st January, 1944)

No change because she transfers to another hospital where the same scale is in force (Para. 46 (i)) ... .. £172 10s.

SALARY YEAR BEGINNING 1ST APRIL, 1944.

(£172 10s. + £12 10s. (balance of increase due under Rushcliffe recommendations) + £5 (normal increment)) ... { £190  
(£125 + £65 living-out allowance).

THEREAFTER Nurse receives a £5 increment on each 1st April until she reaches the maximum of £205 (£140 + £65 living-out allowance).

EXAMPLE XL (during transitional period 1st April, 1943—1st April, 1944). (cf. Example VIII.)

*Assistant Nurse Category A in a General Hospital (Table XIII (a), scale £75-£5-£95) appointed 2nd December, 1939 (non-resident) present salary £60 p.a. plus £60 living-out allowance, transfers on 1st June, 1943, to a non-resident post at a Sanatorium (Table XIII (b), scale £85-£5-£105. Living-out allowance £65).*

SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE TRANSFER (£75-£5-£95. Living-out allowance £65).

(Assistant Nurse has done 3 years 4 months' service in the grade at 1st April, 1943, and is therefore due for 3 increments = £90 + £65 living-out allowance) ... .. £155  
PRESENT SALARY £60 + £60 living-out allowance ... .. £120

DIFFERENCE ... .. £35  
(£17 10s. due year beginning 1st April, 1943, and £17 10s. due year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943.

(£120 + £17 10s. = £137 10s. But this is below minimum of £140 (£75 + £65 living-out allowance), so she goes to minimum) ... .. £140

SALARY ON TRANSFER (1st June, 1943).

(£140 + £5 (half the difference between the corresponding points at a General Hospital and a Sanatorium, see 2 (b) of



Part II) = £145. But this is less than minimum of £150 (£85 + £65 living-out allowance); so she goes to minimum)... £150

SALARY YEAR BEGINNING 1ST APRIL, 1944.

(£150 + £15 (balance of increase due under Rushcliffe recommendations, after taking account of adjustment necessary on 1st April, 1943) + £5 (normal increment). She is not due to be paid anything more in respect of transfer to Sanatorium, owing to adjustment made on 1st June, 1943)... { £170  
(£105 + £65 living-out allowance.)

THEREAFTER no increment is due as Assistant Nurse has reached the maximum.

#### (4) Promotions of non-resident staff.

EXAMPLE XLI (after 1st April, 1944) (cf. Example XXVII).

*Staff Nurse only on supplementary part of the State Register for Sick Children's Nurses at a Children's Hospital (Table X (a) (ii), scale £100-£5-£140. Living-out allowance £65), non-resident and receiving at 1st April, 1944, £120 p.a. plus £65 living-out allowance; is promoted on 1st December, 1944, to a non-resident post of Ward Sister in the same hospital (Table IX (a), scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale. Living-out allowance £70.)*

SALARY ON PROMOTION (1st December, 1944).

(Nurse was receiving £185, which is less than the minimum of the new scale, she therefore starts at the minimum of £130 + £70 living-out allowance (Para. 46 (7)) ... .. £200

THEREAFTER. No increment is due on 1st April, 1945, as Sister has not served 6 months in her new post (Para. 45 (b)) but she will receive a £10 increment on each subsequent 1st April until she reaches the maximum apart from additional service increment. If she completes 10 years' service on Ward Sister's scale, she will receive the additional service increment of £20.

EXAMPLE XLII (after 1st April, 1944) (cf. Example XXX).

*Ward Sister in a General Hospital (Table IX (a), scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale. Living-out allowance £70), appointed 1st February, 1938, and receiving at 1st April, 1944, £180 p.a. plus £70 living-out allowance is promoted on 1st May, 1944, to a non-resident post of Home Sister in another General Hospital in charge of 100 nurses (Table VI (a), scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale plus a Home Sister's allowance of £15. Living-out allowance £85).*

SALARY ON PROMOTION (1st May, 1944)

Nurse receives, in addition to her salary before promotion, the full Home Sister's allowance of £15 (see 4 (a) of Part III). In addition, since her living-out allowance as a Home Sister (£85) exceeds her living-out allowance as a Ward Sister (£70) she receives the difference between the two allowances. She receives therefore :—£180 + £15 (Home Sister's allowance) + £85 (£70 + £15) living-out allowance ... .. £280

THEREAFTER she receives no increment, being at maximum, apart from additional service increment of £20 which she will receive if she completes 10 years' service on Ward Sister's scale.



EXAMPLE XLIII (during transitional period 1st April, 1943—1st April, 1944) (cf. Example XXVI.)

*Home Sister in charge of 170 nurses in a Sanatorium (Table VI (b), scale £140-£10-£190, with one additional service increment of £20 after 10 years' service on Ward Sister's scale, plus a Home Sister's allowance of £30. Living-out allowance £85), appointed 1st April, 1937 (non-resident) after exactly 5 years' service as Ward Sister present salary £180 p.a. plus £95 living-out allowance; is promoted 1st July, 1943, to non-resident Qualified Assistant Sister Tutor (Table IV, scale £200-£10-£250. Living-out allowance £85).*

**SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE PROMOTION** (£140-£10-£190, with one additional service increment of £20 after 10 years' service on Ward Sister's scale, plus a Home Sister's allowance of £30. Living-out allowance £85).

(Home Sister has done exactly 11 years' service as a Sister on 1st April, 1943, and is therefore due to go to maximum of £190 + £20 (additional service increment) + £30 (Home Sister's allowance) + £85 (living-out allowance)) ... .. £325

**PRESENT SALARY** £180 + £95 living-out allowance ... .. £275

**DIFFERENCE** ... .. £50  
(£25 due year beginning 1st April, 1943, and £25 due year beginning 1st April, 1944.)

**SALARY YEAR BEGINNING 1ST APRIL, 1943** = £275 + £25 ... .. £300

**SALARY ON PROMOTION (1st July, 1943)**

(This is calculated during the transitional periods by reference to "Notional Salary"—see 1 (b) of Part II above)

Notional salary before promotion ... .. £325

„ „ on „ ... .. £325

**DIFFERENCE** ... .. Nil  
(the equal point on the new scale; nothing therefore due on promotion cf. Example XIX.)

As the notional salary before promotion is exactly equal to a point on the new scale, *actual salary* on promotion is therefore the same as the salary she was receiving immediately before promotion ... .. £300

**SALARY YEAR BEGINNING 1ST APRIL, 1944.**

(Notional salary on promotion (£325), plus an increment (£10) since she has served more than 6 months in her new grade (Para. 45 (b)) bringing her to the maximum £250 + £85 living-out allowance) ... .. £335

**THEREAFTER** Qualified Assistant Sister Tutor will remain on the maximum.

EXAMPLE XLIV (during transitional period 1st April, 1943 to 1st April, 1944) (cf. Example XXXII).

*Ward Sister in a General Hospital (Table IX (a), scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale) appointed 1st June, 1940 (non-resident); present salary £125 p.a. plus £75 living-out allowance; is promoted on 1st December, 1943, to a non-resident post of Home Sister in a Sanatorium in charge of 80 nurses (Table VI (b), scale £140-£10-£190, with one additional service increment*



of £20 after 10 years' service on Ward Sister's scale, plus a Home Sister's allowance of £15. Living-out allowance £85).

**SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE PROMOTION** (£130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale. Living-out allowance £70).

(Sister has done 2 years 10 months' service as Ward Sister on 1st April, 1943, and is therefore due for 3 increments = £160 + £70 living-out allowance) ... .. £230

**PRESENT SALARY** £125 + £75 living-out allowance ... .. £200

**DIFFERENCE** ... .. £30  
(£15 due year beginning 1st April, 1943, and £15 due year beginning 1st April, 1944.)

**SALARY YEAR BEGINNING 1ST APRIL, 1943** = £200 + £15 ... .. £215

**SALARY ON PROMOTION (1st December, 1943)**

(£215 + £7 10s. (half the Home Sister's allowance of £15—see 4 (b) of Part III) + £5 (half the difference between the corresponding points at a General Hospital and a Sanatorium—see 2 (b) of Part II) + £7 10s. (half the difference between the living-out allowance for a Home Sister (£85) and that for a Ward Sister (£70)—on the analogy of 4 (b) of Part III = £235 but as this is less than the minimum, i.e., £140 + £15 (allowance Home Sister's) + £85 (living-out allowance) = £240, she goes to the minimum (see (3) of Part III)) ... .. £240

**SALARY YEAR BEGINNING 1ST APRIL, 1944.** (£240 + £10 (balance due under Rushcliffe recommendations—not £15 because of adjustment above) + £7 10s. (the other half of the allowance of £15) + £5 (the other half of the difference between the corresponding points at a General Hospital and a Sanatorium) + £7 10s. (the other half of the difference between the living-out allowance for a Home Sister and a Ward Sister) + £10 increment)... .. £280  
(£180 + £15 Home Sister's allowance + £85 living-out allowance.)

**THEREAFTER** Home Sister will receive an increment of £10 on 1st April, 1945, when she reaches the maximum, apart from the additional service increment, of £190 + £15 (allowance) + £85 (living-out allowance) = £290. If she completes 10 years' service on Ward Sister's scale, she will receive the additional service increment of £20.

**EXAMPLE XLV** (during transitional period 1st April, 1943 to 1st April, 1944) (cf. Example XXVIII).

*Nurse only on Supplementary Part of the State Register for Fever Nurses in an Infectious Diseases Hospital (Table X (a) (iii), scale £90-£5-£140, living-out allowance £65) appointed 1st May, 1940 (non-resident); present salary £100 p.a. plus £60 living-out allowance; is promoted on 1st June, 1943, to non-resident Ward Sister in another Infectious Diseases Hospital (Table IX (a), scale £130-£10-£180, with one additional service increment of £20 after 10 years' service on Ward Sister's scale. Living-out allowance £70).*



**SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE PROMOTION**  
(£90-£5-£140. Living-out allowance £65).

(Nurse has done 2 years 11 months' service as Staff Nurse on 1st April, 1943, and is therefore due for 3 increments = £105 + £65 living-out allowance) ... ..	£170
PRESENT SALARY £100 + £60 living-out allowance ... ..	£160

DIFFERENCE ... ..	£10
(£5 due year beginning 1st April, 1943, and £5 due year beginning 1st April, 1944.)	

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £160 + £5 ...	£165
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**SALARY ON PROMOTION (1st June, 1943)**

(In this case the "notional salary" (£170) before promotion is less than the minimum of the new scale and the nurse therefore starts at the minimum, i.e., £130 + £70 living-out allowance) ... ..	£200
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**SALARY YEAR BEGINNING 1ST APRIL, 1944.**

(An increment (£10) is due, since the nurse has served more than 6 months in new grade (Para. 45 (b))) ... ..	£210
THEREAFTER she will receive an increment of £10 on each 1st April, until she reaches the maximum, apart from the additional service increment of £180 + £70 living-out allowance = £250. If she completes 10 years' service on Ward Sister's scale she will receive the additional service increment of £20.	

## PART V

### NON-RESIDENT STAFF WHO BECOME RESIDENT AND VICE VERSA

(a) Where a nurse who is non-resident transfers to resident in the same grade in the same or any other hospital, she should, as from the date of the change, cease to be given a living-out allowance, and be paid the salary appropriate in her hospital to resident nurses of her grade with the same length of service. This applies whether the change takes place after 1st April, 1944, or during the transitional period 1st April, 1943, to 1st April, 1944; during the transitional period she should, of course, be paid the resident salary appropriate to the transitional period.

**EXAMPLE XLVI** (during the transitional period 1st April, 1943 to 1st April, 1944).

*Assistant Nurse Category C in a General Hospital (Table XIII (a), scale £65-£5-£85. Living-out allowance £65) appointed 1st August, 1941 (non-resident), present salary £55 p.a. plus £60 living-out allowance, transfers on 1st July, 1943, to a resident post in another General Hospital.*

**SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE TRANSFER**  
(Table XIII (a) scale £65-£5-£85, living-out allowance £65).

(Assistant Nurse has done 1 year 8 months' service in the grade on 1st April, 1943, and is therefore due for 2 increments = £75 + £65 living-out allowance) ... ..	£140
PRESENT SALARY £55 + £60 living-out allowance ... ..	£115

DIFFERENCE ... ..	£25
(£12 10s. due year beginning 1st April, 1943, and £12 10s. due year beginning 1st April, 1944.)	



## SALARY YEAR BEGINNING 1ST APRIL, 1943.

(£115 + £12 10s. = £127 10s. But this is less than minimum of £130 (£65 + £65 living-out allowance) so she goes to minimum) ... .. £130

## SALARY ON TRANSFER (1st July, 1943)

(£55 + £10 (half the difference between her salary (£55) before the application of the Rushcliffe recommendations and the salary (£75) due under the Rushcliffe recommendations)) ... .. £65

## SALARY YEAR BEGINNING 1ST APRIL, 1944.

(£65 + £10 (the other half of the increase due under the Rushcliffe recommendations) + £5 (normal increment)) ... £80

THEREAFTER Assistant Nurse will receive an increment of £5 on the 1st April, 1945, bringing her to the maximum of £85.

(b) *A resident nurse who transfers to non-resident in the same grade in the same or another hospital should :—*

(i) if the change takes place after 1st April, 1944, be given the full living-out allowance for her grade recommended in the Rushcliffe Report.

## EXAMPLE XLVII (after 1st April, 1944)

*Staff Nurse on General Part of the State Register at General Hospital (Table X (a) (i) scale £100-£5-£140. Living-out allowance £65) resident and receiving £130 p.a. on 1st April, 1944, transfers on 1st June, 1944, to a non-resident post in a Children's Hospital.*

## SALARY ON TRANSFER (1st June, 1944)

(£130 + £65 living-out allowance) ... .. £195

THEREAFTER Nurse will receive a £5 increment on each 1st April, until she reaches the maximum.

(ii) if the change takes place *during the transitional period 1st April, 1943, to 1st April, 1944*, be given the same living-out allowance for the transitional period as other non-resident nurses of her grade employed in the same hospital. This can for the present purpose be most conveniently calculated as follows :—

If the living-out allowance at a hospital was, before 1st April, 1943, less than the living-out allowance recommended by the Rushcliffe Committee, the transitional living-out allowance should be calculated by adding to the amount of the allowance before 1st April, 1943, half the difference between that allowance and the Rushcliffe allowance ; the remaining half will be added on 1st April, 1944, when the nurse is brought to her proper point. If the living-out allowance was, before 1st April, 1943, *greater* than the Rushcliffe allowance, half the difference should be subtracted to arrive at the transitional allowance, and the remaining half on 1st April, 1944.

## EXAMPLE XLVIII (during transitional period 1st April, 1943 to 1st April, 1944).

*Ward Sister in a Sanatorium (Table IX (b)), appointed 1st February, 1938 (resident) ; present salary £125 p.a. ; transfers on 1st May, 1943, to a non-resident post in another Sanatorium (Table IX (b), scale £140-£10-£190, with one additional service increment of £20 after 10 years' service on Ward Sister's scale. Living-out allowance £70), where the living-out allowance before 1st April, 1943, was £65 p.a.*



SALARY DUE UNDER RUSHCLIFFE RECOMMENDATIONS BEFORE TRANSFER  
(£140-£10-£190, with one additional service increment of £20 after  
10 years' service on Ward Sister's scale).

(She has 5 years 2 months' service as Ward Sister on 1st  
April, 1943, and is therefore due for 5 increments) ... £190

PRESENT SALARY ... .. £125

DIFFERENCE ... .. £65

(£32 10s. due year beginning 1st April, 1943, and  
£32 10s. due year beginning 1st April, 1944.)

SALARY YEAR BEGINNING 1ST APRIL, 1943 = £125 + £32 10s. = £157 10s.

SALARY ON TRANSFER (1st May, 1943)

(£157 10s. + £67 10s. (i.e., the living-out allowance (£65)  
before 1st April, 1943, at the Sanatorium to which transferred  
+ half the difference between that allowance and the allow-  
ance (£70) under the Rushcliffe recommendations) ... £225

SALARY YEAR BEGINNING 1ST APRIL, 1944.

(£225 + £32 10s. (the other half of the increase due under  
the Rushcliffe recommendations) + £2 10s. (the other half  
of the difference between the living-out allowances). No  
increment due as she is on the maximum apart from the  
additional service increment) ... .. £260  
(£190 + £70 living-out allowance)

THEREAFTER she remains on the maximum, but if she completes  
10 years' service on Ward Sister's scale she will receive the  
additional service increment of £20.

