

Victoria Hospital,  
LOVEDALE.  
14th April 1944.

Mr. Z.K. Matthews, M.R.C.,  
Fort Hare.

Dear Sir,

We have the honour to draw your kind attention to a matter which affects us very closely as hospital nurses, namely, the new scales for hospital nurses in the Cape Province. It was announced in the Press that substantial improvements in the salaries were being made in the salary scales of both the European and the non-European nurses, but when the scales were actually published we were disappointed to find that next to nothing had been done for African nurses. Here are the facts :-

OLD SCALES

European Sisters : £150 to £210.	African Sisters : £96 to £114.
" S/nurses : £110 to £140.	" S/nurses : £72 to £90.

NEW SCALES

European Sisters : £190 to £260	African Sisters : £96 to £128.
" S/nurses : £144 to £180	" S/nurses : £72 to £96.

From this you will see that European nurses have indeed had substantial increases to their salaries both in the starting minimum and in the maximum while African nurses in the new scales start where they used to start in the old scales, and their maximum has been raised by a matter of only a few shillings a month.

Moreover you will see that in the old scales African nurses were paid roughly on a two-thirds basis of the salary of the European nurse in the same grade. But in the new scales African nurses have been placed in a worse position than before proportionately, for now they will get only half of what the European nurse gets. We do not consider it fair that of two people who have passed exactly the same examinations, employed by the same hospital, doing the same work and bearing the same responsibilities one because she is white should get twice the salary of the other just because this other is black.

We know your efforts, Sir, on behalf of our people both in and outside the Native Representative Council and we hereby request you to kindly do your best to see that justice is done in this matter. The only just and satisfactory way of determining the scales of African nurses would have been at least to keep to the two-thirds basis of the European improved scales both in the minimum and in the maximum, and we trust that your efforts and recommendations will follow that line. Please acquaint the other Cape members of the N.R.C. about this grievance of African hospital nurses.

We would be glad also if you could find out how the Provincial Administration came to the conclusion that the scales would meet adequately the needs of African hospital nurses of the Cape Province.

Hoping the matter will receive your sympathetic consideration,

We are,

Yours faithfully,

C. R. MASEKELA (Staff Nurse)  
Secretary. *C.R. Masekela*

J. B. JOLOBE (Sister)  
Chairman. *J. B. Jolobe*

On behalf of the members of the LOVEDALE BRANCH of the  
BANTU TRAINED NURSES' ASSOCIATION.

# HIGHER PAY FOR NURSES

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## New Scales Take Effect From January This Year

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• CAPE TOWN, Tuesday.

The Nurses' Ordinance, No. 3 of 1944, passed by the Provincial Council at its last session, has now been assented to by the Officer Administering the Government and will be promulgated in an official Gazette Extraordinary tomorrow, March 22. The Administrator has also approved of a set of regulations, framed under that ordinance, which prescribe the new and improved scales of salary for nurses under hospital boards in the Cape Province. These regulations which come into operation with retrospective effect from January 1, 1944, provide, inter alia, for substantial increases in the salary scales of both European and non-European nurses in relation to the salary scales which were in operation prior to that date. In addition provision is made in the regulations for improved conditions of service for nurses.

In addition to salaries in accordance with the new scales all nurses receive the privileges of free board and lodging, uniform and shoe allowances, and, in certain cases, additional allowances for special duties.—S.A. Press Association.

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