

Comparative Pay and Promotion Opportunities British Army Nurses, 1914

Pay and allowances are minimums (entry level positions). For soldiers, the allowance amounts are for when quarters and rations are not available.

Comparison of Annual Remuneration Pounds Sterling

Rank/Position	Pay	Allowances	Total
1 st Lieutenant, Infantry	119	59	178
Staff Nurse	40	112	152
Bandmaster	91	41	132
Schoolmaster	73	32	105
Sergeant, RAMC	65	27	92
Schoolmistress	38	31	69

War Office Sources: *Regulations for the Allowances of the Army, 1913*;
Royal Warrant for the Pay of the Army, 1914.

Staff nurses were rank-equivalent to combatant lieutenants. While paid much less than combatant officers, nurses received generous allowances so they could maintain themselves as respectable, middle-class women. Bandmasters were rank equivalent to infantry sergeant-majors; schoolmasters (initial engagement) infantry colour-sergeants; schoolmistresses infantry corporals. Pay for medical corps sergeants includes one shilling per day while working in a nursing section (not received when on annual furlough or sick leave).

As shown in the table below, there was little room for advancement in the Territorial Force Nursing Service. Regular Army nurses; however, could expect promotion to Nursing Sister.

Army Rank Distribution Selected Non-Combatants, 1914

	TF Nurses	Army Nurses	Schoolmasters	RAMC
Senior Ranks	2.5	9.0	6.6	1.1
Middle Ranks	24.8	34.8	32.9	3.2
Entry Rank	72.7	56.2	60.5	10.7
Rank & File	--	--	--	85.0

War Office Sources: *Army Estimates for 1914-15, 1914*, H.C. Accounts & Papers, No. 131;
Standing Orders for the Territorial Force Nursing Service, 1912.

For nurses, the senior ranks were Matron, Principal Matron, and Matron-in-Chief; the middle rank was Nursing Sister. Schoolmasters who re-enlisted were promoted to Senior Schoolmaster (Warrant Officer) and the senior ranks were Sub-Inspector and Inspector (rank-equivalent to First Lieutenant and Captain, respectively). For RAMC men, other than medical practitioners, the senior rank was Quartermaster, a commissioned rank equivalent to First Lieutenant through Major (depending on time-in-rank and position). Middle NCO ranks were Sergeant-Major and Quartermaster-Sergeant; “entry” ranks Sergeant and Staff-Sergeant. Generally, there were no promotion opportunities for bandmasters and schoolmistresses, only longevity pay increases. Exceptional bandmasters; however, could be commissioned Second Lieutenants.

Table Color Legend

Rank and File	NCOs & Warrant Officers	Commissioned Officers
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