

RESTRICTED

STANDING
INSTRUCTIONS
PARTS I-V

Not to be communicated to
anyone outside HM Service
without authority

DCIs (RN)
S187-189

1974

DEFENCE COUNCIL INSTRUCTIONS
(ROYAL NAVY)

MINISTRY OF DEFENCE
6 December 1974

By Command of the
Defence Council

Michael Campbell

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II. SERVICE PERSONNEL

S187. OFFICER STRUCTURE—QARNNS—UPGRADING OF PRINCIPAL MATRON AND MATRON RANKS (U)

[NP2/508/7/74/A(NP2)]

1. **Introduction.** The Admiralty Board have reviewed the senior officer rank structure of the QARNNS in the light of considerable changes in their responsibilities and the developments within the Service, including hospital administration. It is considered that the current rank structure which was created in 1949 as the result of a tri-Service review of the Nursing Services, is no longer appropriate and that it should be rationalized by filling the gap in equivalent ranks at Colonel/Group Officer level and removing the anomalous dual rank of Superintending Sister/Matron.

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2. **New Rank Structure.** It has therefore been approved that new upgraded ranks of Principal Matron and Matron should be created to equate with Colonel/Group Officer and Lieutenant-Colonel/Wing Officer ranks in the QARANC and PMRAFNS respectively. These measures will bring the QARNNS officer rank structure into line with the other Nursing Services in rank status and pay.

3. **Implementation—Principal Matrons' Rank.** The three existing Principal Matrons will be upgraded one rank in accordance with the revised equivalent rank table at ANNEX A to this DCI. However, subject to the requirement and the reserved rights of existing Principal Matrons, it is envisaged that the number of Principal Matrons' posts will be reduced to two in due course.

4. **Implementation—Matrons' Rank.** The five most senior Matrons will be upgraded one rank in accordance with the revised equivalent rank table at ANNEX A. Remaining Matrons will retain the rank but will not receive the pay of the new rank until they are appointed to upgraded posts as vacancies arise. These officers have a reserved right to be appointed to upgraded posts before further selections for promotion to Matron are made from Superintending Sisters.

5. **Promotion Arrangements.** Existing arrangements for selections for promotion to the ranks of Principal Matron and Matron are not affected by the upgradings. It will be appreciated that while the number of Principal Matron posts will be reduced from three to two and Matron posts from seven to five, the upgradings considerably enhance the promotion prospects of Superintending Sisters and new-style Matrons in terms of pay and equivalent status.

6. **Pay and Seniority.** Upgraded Principal Matrons and Matrons will retain their existing seniorities and will be paid according to the rates shown in ANNEX B from the effective date of their upgrading, without retrospection.

7. **Effective Date.** These upgradings, for all purposes, including equivalent rank status and pay, will take effect on 15 December 1974.

8. QRRN and BR 4008 will be amended.

ANNEX A

Relative Ranks—RN, WRNS, QARNNS, QARANC and PMRAFNS

RN	WRNS	QARNNS	QARANC	PMRAFNS
Commodore	Commandant	Matron-in-Chief	Brigadier	Air Commandant
Captain	Superintendent	Principal Matron	Colonel	Group Officer
Commander	Chief Officer	Matron	Lieutenant-Colonel	Wing Officer
Lieutenant-Commander	First Officer	Superintending Sister	Major	Squadron Officer
Lieutenant	Second Officer	Senior Nursing Sister	Captain	Flight Officer
Sub-Lieutenant	Third Officer	Nursing Sister	Lieutenant	Flying Officer

ANNEX B

QARNNS Pay and Allowances

Rank					£ Daily	£ Annual
Nursing Sister on entry	..	..	..	..	6.43	2,347
„ after 1 year	..	..	..	..	6.65	2,427
„ after 2 years	..	..	..	..	6.86	2,504
„ after 3 years	..	..	..	..	7.02	2,562
Senior Nursing Sister	..	..	..	..	8.07	2,946
„ after 1 year	..	..	..	..	8.26	3,015
„ after 2 years	..	..	..	..	8.45	3,084
„ after 3 years	..	..	..	..	8.66	3,161
„ after 4 years	..	..	..	..	8.80	3,212
„ after 5 years	..	..	..	..	8.94	3,263
„ after 6 years	..	..	..	..	9.11	3,325
Superintending Sister	..	..	..	..	10.45	3,814
„ after 1 year	..	..	..	..	10.63	3,880
„ after 2 years	..	..	..	..	10.81	3,946
„ after 3 years	..	..	..	..	10.99	4,011
„ after 4 years	..	..	..	..	11.18	4,081
„ after 6 years	..	..	..	..	11.37	4,150
„ after 8 years	..	..	..	..	11.56	4,219
„ after 10 years	..	..	..	..	11.75	4,289
„ after 12 years	..	..	..	..	11.94	4,358
Matron	..	..	..	..	13.59	4,960
„ after 2 years or with 19 years' service	..	..	..	..	13.92	5,081
„ after 4 years or with 21 years' service	..	..	..	..	14.29	5,216
„ after 6 years or with 23 years' service	..	..	..	..	14.65	5,347
„ after 8 years or with 25 years' service	..	..	..	..	15.00	5,475
Principal Matron	..	..	..	..	16.40	5,986
„ after 2 years	..	..	..	..	16.89	6,165
„ after 4 years	..	..	..	..	17.38	6,344
„ after 6 years	..	..	..	..	17.87	6,523
„ after 8 years	..	..	..	..	18.37	6,705
Matron-in-Chief	..	..	..	..	20.17	7,362

Allowances—Relative Rank

QARNNS

Nursing Sister

Senior Nursing Sister

Superintending Sister

Matron

Principal Matron

Matron-in-Chief

Relative Naval Rank

Sub-Lieutenant

Lieutenant

Lieutenant-Commander

Commander

Captain of under 6 years' seniority

Commodore (Captain of over 6 years' seniority)