

18th July 1934.

Dear Dame Alicia,

Under the new arrangements for Miss Baggallay's work only £200 of her salary will come under Bedford College for Women and £300 under the Florence Nightingale International Foundation. This will affect her pension prospects adversely, unless special arrangements are made.

Since 1928 Miss Baggallay has been a member of the Federated Superannuation System for Universities, which operates for all the Universities of England, Wales and Scotland. Under the terms of the scheme each University Institution has to make pension provision for members of the Staff by means of an annual payment reckoned at 15% of the salary - 5% of which is paid by the Employee and 10% by the Employer. Thus in the case of Miss Baggallay, the Employer's liability, with regard to pension contribution, on a salary of £200 would be £20, which it is presumed the Foundation are prepared to meet. The money is used to

take out an insurance policy on behalf of the member, which matures at the 60th year of age.

The College holds a policy for Miss Baggallay reckoned on her present salary of £375. If her pension contributions are in future only to be reckoned on her £200 salary in respect of work at Bedford College, she will have to drop a large portion of the benefits receivable at 60 years.

I do not know what pension provision the Florence Nightingale International Foundation intend to make for their administrative staff, but I should like to commend to the serious consideration of the Committee the suggestion that Miss Baggallay's whole salary from the Foundation, namely £500, should be pensionable at the same rate as is required under the terms of the Federated Superannuation System for Universities. Such an arrangement would involve the Foundation in a total annual payment of £550 on behalf of Miss Baggallay - £500 salary and £50 pension contribution. In this way Miss Baggallay would retain all the advantages which accrue to her from her existing ^{policy} salary and on an

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additional one taken out for the £125 increase in salary.

If your Committee approves this suggestion the Secretary could make arrangements for the whole premium to be paid through the College and would explain the system to your Financial Officer.

Yours sincerely,

Principal.