

Educational (1903) Department.

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G.O., No. 98

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INDEXED.

ORIGINAL

[Despatch Abstract.]

Medical College.

Copy to the S.D. & the S.G. sanction of
the Govt of India to the proposal to raise
the pay of the asst to the professor of
hygiene & bacteriology, —, from Rs 200-10-0
to Rs 200 - 20 - 300.

BACK PAPERS.

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FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

ORIGINAL

Government {1903} of Madras.

EDUCATIONAL.

G.O., No. 98, 4th March 1903.

Pay of the Assistant to the Professor of Hygiene, Medical College.

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EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O., No. 545, EDUCATIONAL, DATED
6TH SEPTEMBER 1902.

[SUBJECT.—*Pay of the Assistant to the Professor of Hygiene, Medical College.*]

From the Director of Public Instruction, R.C. No. 1383, dated 24th June 1902.

The Director requests that the pay of the appointment of assistant to the professor of hygiene in the Medical College may be increased from Rs. 100—10—200 to Rs. 200—20—300. The appointment is a purely educational one and is held by a graduate in medicine, who is not a member of the Medical department.

2. The grounds for the increase are—

(1) that the addition of bacteriological work has rendered the duties of the appointment more arduous;

(2) that the other assistant professors in the college who are assistant surgeons draw a teaching allowance of Rs. 100 in addition to their grade pay; and

(3) that the work of the assistant to the professor of hygiene is of a higher order than that of the other assistants.

3. The Director strongly recommends the increase and says that the Surgeon-General, who has been consulted in the matter, recommends that the pay be fixed at Rs. 300 rising to Rs. 400.

4. The sanction of the Government of India is necessary to increasing the pay as proposed—*vide* article 93 of the Civil Service Regulations.

T. KANAKASUNDARAM PILLAI—2-7-02.

Will not the appointment of a State bacteriologist relieve this assistant of much or all of the extraordinary work in connection with which the addition to his pay is proposed?

A. T. PRINGLE—3-7-02.

Bacteriology is a subject newly introduced into the medical curriculum and instruction in it is now given by the professor of hygiene and his assistant. The State bacteriologist newly sanctioned will be superintendent of the bacteriological laboratory and of the central vaccine institute which will be established at Guindy. He will also undertake the duties of lecturer on hygiene and bacteriology which are at present discharged by the Deputy Sanitary Commissioner. In these circumstances, it does not appear that the work of the assistant professor will be reduced. He will have yet to prepare experiments and collect materials necessary for lectures; may have to give demonstrations and will have to guide the students in their practical work. The professor with his multifarious duties will have no time for these things.

T. KANAKASUNDARAM PILLAI—7-7-02.

I presume that the recommendation must be accepted and that the Government of India will have to be addressed.

A. T. PRINGLE—8-7-02.

The Director of Public Instruction may be asked officially to state in detail his objections to the post being included in the Provincial Educational service.

H. A. STUART—9-7-02.

The draft placed below may issue.

T. KANAKASUNDARAM PILLAI—10-7-02.

A. T. PRINGLE—10-7-02.

[Memorandum No. 181, dated 10th July 1902.]

From the Director of Public Instruction, R.C. No. 1383, dated 2nd August 1902.

The Director's reply will be found on pages 14 and 15 of the current file. He seems to show good grounds for not including the appointment in the Provincial service. It is however for consideration whether there is any necessity to go up to India at once for raising the pay from Rs. 100—10—200 to Rs. 200—20—300. It was originally Rs. 100—10—150 and was raised to Rs. 100—10—200 in G.O., No. 102, Educational, dated 3rd March 1900, the assistant professor being allowed to draw Rs. 150 from 1st August 1900. He will therefore be drawing Rs. 170 from the 1st instant. In consideration of the extra work thrown on him, will not Rs. 200—10—250 be sufficient for the present and this can be sanctioned by the Local Government. Whether he is granted Rs. 200—10—250 or Rs. 200—20—300, he is sure to come up for another increase before another five years. The lower rate seems therefore to be the more suitable for the present. None of the other assistants except the military assistant surgeons draws more than Rs. 200 at present including the teaching allowance of Rs. 100 and Mr. Chandrasekharam cannot complain that his Rs. 200 is too low.

P. T. THARYAN—4-8-02.

I spoke to Secretary about this to-day. He thinks the Director's case for not including the appointment in the Provincial service is made out.

2. I am inclined to hold that the objections raised above to making the appointment one on Rs. 200—20—300 are sound. We may as well keep within our powers of sanction.

A. T. PRINGLE—12-8-02.

I would ask for sanction at once, for I think the maximum pay of this very special appointment should certainly not be lower than Rs. 300—the Surgeon-General recommended Rs. 400—and if this is accepted, it will be better to get sanction before the new financial settlement is made.

2. The paper should now go to Finance department with a request that that department will submit it to Honourable Member.

H. A. STUART—15-8-02.

To the Financial department.

FINANCIAL DEPARTMENT.

It is proposed to increase the pay of the assistant to the professor of hygiene and bacteriology in the Medical College from Rs. 100—10—200 to Rs. 200—20—300 on the ground mainly of the addition of bacteriological work to his ordinary duties. The

proposal has emanated from a petition from the individual holding the appointment, who requested that he might be either granted a teaching allowance of Rs. 100 like that granted to his fellow medical assistants, or that his appointment might be added to the cadre of the Provincial Educational service. The Principal, Medical College, recommends the grant of an allowance of Rs. 100, while the Director of Public Instruction and the Surgeon-General are in favour of increasing the pay of the appointment in question to Rs. 200—20—300 and to Rs. 200—400, respectively. Educational considers that "the maximum pay of this very special appointment should certainly not be lower than Rs. 300" and that it will be better to get sanction before the new financial settlement is made.

2. In the last clause of paragraph 2 of G.O., No. 371, Educational, dated the 2nd July 1901, which dealt with the reorganization of the subordinate staff of the Medical College, it was decided that teaching allowances should not be granted to any but those belonging to the medical staff, and in the letter from the Surgeon-General, Page 2 of G.O., No. 42, Educational, dated 29th January 1902. No. 488, dated the 29th November 1901, which submitted proposals regarding the reorganization, the Surgeon-General

recommended the grant of a teaching allowance of Rs. 100 to each of the seven medical assistants in the college except in the case of a hospital assistant who was drawing Rs. 50. Apparently no additional allowance was then considered necessary in the case of the assistant to the professor of hygiene and bacteriology. In regard to the assignment of duties to the several assistant professors of the Medical College, the Surgeon-General remarked that it would not be possible to reduce the number of

Paragraph 3 of Surgeon-General's letter on page 2 of G.O., No. 42, Educational, dated 29th January 1902. assistants with any advantage as no combination of work so as to liberate any one of the assistants could be effected and that each one of the assistants has sufficient

work in the way of making the necessary preparation for his department or departments as the case might be. The duties of the assistant were formerly "assistant to the professor of hygiene and bacteriology, lecturer on hygiene, hospital assistant class". They are now "assistant to the professor of hygiene and bacteriology".

It is not quite clear whether the position has so altered since January last as to call for an increase in the pay of the post to which a teaching allowance was not attached for special reasons.

C. M. SCHMIDT—23-8-02.

I think a case is made out for fixing the pay at Rs. 200—20—300.

G. S. FORBES—28-8-02.

Be it so.

J. T. [HOMSON]—30-8-02.

Submitted that the file may return to Educational.

C. M. SCHMIDT—1-9-02.

G. S. FORBES—3-9-02.

To the Educational department.

EDUCATIONAL DEPARTMENT.

The draft placed below may issue.

P. T. THARYAN—6-9-02.

A. T. PRINGLE—6-9-02.

[G.O., No. 545, Educational, dated 6th September 1902.]

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—again the following papers:—

G.O., No. 545, Educational, dated 6th September 1902.

Read—the following papers:—

From the Hon'ble Mr. G. H. STUART, M.A., Barrister-at-Law, Director of Public Instruction, to the Secretary to Government, Educational department, dated 24th June 1902, Ref. on Cur. No. 1383.

In submitting the enclosed application * from the assistant to the professor of hygiene, Medical college, together with the Principal's endorsement thereon, requesting that his position in the department may be improved, I have the honour to request the sanction of Government to provide in next year's budget for raising the pay of the post to Rs. 200—20—300. The salary originally fixed for the post was Rs. 100—10—150, but this was raised in 1900 to Rs. 100—10—200. The circumstances which necessitated the increase are explained in this office letter, No. 450, dated 23rd January 1900, read in G.O., No. 102, Educational, dated 3rd March 1900. Since then, the addition of bacteriological work has rendered the duties of the appointment more arduous and M.R.Ry. P. S. Chandrasekhar requests that either the post be included in the Provincial Educational service or he be given a teaching allowance of Rs. 100 per mensem. I cannot see my way to entertain the former request, nor do I think that the appointment can be made a medical appointment. It was specially reserved as an educational appointment with a view to secure and retain the services of medical graduates of high attainments unconnected with the medical service who being thus free from all liability to transfer on account of the exigencies of that service can give the college the full benefit of their knowledge and experience for a number of years. In view, however, of the fact that the other assistant professors of similar status draw a teaching allowance in addition to their grade pay, and that the work of M.R.Ry. P. S. Chandrasekhar is, if anything, of a higher order than theirs, I would strongly recommend that the pay of the post be increased to Rs. 200—20—300, which will raise it to almost the same level as that drawn by Civil Assistant Surgeons doing duty at the college. The Surgeon-General who has been consulted recommends that the pay be fixed at Rs. 200—400, but I think that, for the present, it need not be more than Rs. 200—300.

ENCLOSURES.

From M.R.Ry. P. S. CHANDRA SEKAR, B.A., M.D., Assistant to the Professor of Hygiene, to the Director of Public Instruction, dated Madras, 5th February 1902.

With reference to the recent redistribution of work amongst the assistants of this college, I beg to lay the following facts before you for your kind and favourable consideration.

Till the beginning of this year, I have been an assistant to the professor of hygiene and have been mainly carrying on the work attached to the post, though I have also been doing some bacteriological work for the medical officers attached to the college and the hospital, though such work did not necessarily form part of the duties of the post.

But since the commencement of this year 1902, the amount of laboratory work performed by me has almost doubled, by the addition of bacteriological work to my usual work. This addition necessitates a greater amount of work not only during the spring session, when the practical classes are held, but will also necessitate work throughout the year. The collection of materials, the isolation of cultures, the maintenance of stock cultures, the renovation of old cultures from time to time, the necessary sterilisation and preparation of different media, the preparation of typical specimens for demonstration, the working of the incubators, etc., all require constant work throughout the year, if the spring course is to be of any value.

Bacteriology being a new science, that is advancing day by day, it requires an extensive study of the literature of the subject and frequent experiments and trials to study the relative value, importance, and utility (so far, at least, as teaching is concerned) of the various newer methods of technique, *e.g.*, in isolation, staining, differentiation, identification, etc., of bacteria, if the laboratory teaching is to be as efficient as is desirable and necessary.

Bacteriology is a subject for which a special assistant has been sanctioned by the Government in their G.O., No. 135, Public, dated 7th February 1900.

As it is a subject for which alone one assistant has been sanctioned and as the addition of bacteriological work to my present duties has considerably increased my work, I beg permission to request that I might be granted a monthly allowance of Rs. 100 from the 1st January 1902. The granting of such allowance will put me on a similar footing to that of my fellow assistants, who draw their pay in the respective medical grades *plus* an allowance of Rs. 100 as teaching allowance. If the Government cannot give any such allowance to me, I beg to request that my appointment be included in the list of Provincial Educational service appointments.

In conclusion, I beg to request that you will look favourably on my memorial and kindly recommend it to the favourable notice of the Government.

No. 1797/M.

Forwarded for favourable consideration.

2. The association of regular bacteriological duties has rendered the appointment of assistant to the professor of hygiene in this college more arduous than was expected. The post, moreover, is one that cannot be filled except by a man possessing special knowledge of his subjects. The nature of work that this assistant has to perform demands not only special qualifications but also devotion of considerable additional time and labour to make the instruction really efficient.

3. These considerations lead to the necessity of making the post sufficiently attractive especially as bacteriology is comparatively a new science and important results are expected from bacteriological investigations. The several professors of hygiene at college have testified to Dr. Chandra Sekar's good attainments and zeal for scientific work and his fitness to assist in such investigations. It appears desirable therefore that his services should be retained at college for a long time.

4. If the appointment in question were a medical appointment, the incumbent would, in the usual course, become entitled to the college allowance of Rs. 100 per mensem in addition to his grade pay and promotions in the medical service. But as it has been constituted an educational appointment, it carries no such allowance with it. I beg therefore to recommend that a college allowance of Rs. 100 per mensem be sanctioned for the appointment, in addition to the present scale of pay, in consideration of the qualifications, time and labour that the appointment demands, if, as an encouragement and a reward for scientific work, it is not found practicable to include it in the list of appointments in the Provincial Educational service carrying a salary of Rs. 200—10—300 per mensem. I understand that certain appointments in other technical institutions have been brought on the Provincial service list.

MADRAS,
15th February 1902.

W. R. BROWNE, M.D., Lieut.-Col., I.M.S.,
Principal, Medical College.

OFFICIAL MEMORANDUM.

No. 181.

With reference to his letter, R.C. No. 1383, dated 24th June 1902, the Director of Public Instruction is requested to be good enough to state in detail his objections to the inclusion in the Provincial Educational service of the post of assistant to the professor of hygiene at the Medical College.

10th July 1902.

A. T. PRINGLE,
Asst. Secretary to Government.

From the Hon'ble Mr. G. H. STUART, M.A., Barrister-at-Law, Director of Public Instruction, to the Secretary to Government, Educational department, dated 2nd August 1902, Ref. on C. No. 1383.

In reply to your memorandum, No. 181, dated 10th July 1902, I have the honour to say that my objections to including in the Provincial Educational service the post of assistant to the professor of hygiene at the Medical College are the following: The Provincial Educational service consists of a number of officers nearly all possessing the

same kind of attainments and employed either as teachers in institutions for general education or as inspectors of such institutions. The ordinary rule for promotion from class to class, laid down by Government when this service was instituted, is that promotion shall go by seniority. When an officer has reached one of the higher classes, it is generally possible to give him more important and responsible work corresponding to the increased pay that he draws; to make him the inspector of a circle or, if he is fit for it, a professor in a first-grade college. If the assistant to the professor of hygiene were appointed to the Provincial Educational service, there would be nothing to prevent him rising to the highest class on a salary of Rs. 700 a month. I consider this salary to be too high for the duties that he would have to perform at the Medical College; but his special qualifications would make it desirable to retain him there, and he would be of no use in a general education appointment. There are already some officers in the Provincial Educational service in similar positions; for example, the Assistant Superintendent in the School of Arts and the instructors in engineering and surveying in the College of Engineering; but I have no desire to see their number increased, and I have in fact proposed that the post in the School of Arts should be removed from the Provincial service. My objections would be partly removed if it were ordered that the assistant to the professor of hygiene should not rise above a certain class: but if that were done there would be no object in putting the appointment in the Provincial service.

Order—No. 545, Educational, dated 6th September 1902.

The Director will be permitted to make provision in the budget for 1903-1904 for raising the pay of the assistant to the professor of hygiene and bacteriology from Rs. 100—10—200 to Rs. 200—20—300. Meanwhile he should submit the necessary proposition statement.

(True Extract.)

A. T. PRINGLE,
Assistant Secretary to Government
in charge.

To the Director of Public Instruction, with enclosures returned.

„ Financial Department.
„ Accountant-General.

LETTER—No. 761, Educational, dated 11th December 1902.

Read—the following paper:—

From the Hon'ble Mr. G. H. STUART, M.A., Director of Public Instruction, to the Secretary to Government, Educational department (through the Accountant-General), dated 1st November 1902, Ref. on C. No. 1383.

I have the honour to submit, in duplicate, the proposition statement called for in G.O., No. 545, Educational, dated 6th September 1902.

Endt. No. P. A. 462/7732.

Forwarded to Government.

2. The entries in the column of "Present scale" have been compared with the registers of this office and are correct with the exception of items altered in red ink.

3. The increase of pay to the assistant to the professor of hygiene and bacteriology in the Medical college from Rs. 100—10—200 to Rs. 200—20—300 requires the sanction of the Government of India—*vide* article 93 (1) of the Civil Service Regulations.

4. The delay is due to the proposition statement first received having been returned to the Director of Public Instruction and a revised statement called for.

18th November 1902.

C. E. CRAWLEY,
Offg. Accountant-General.

Letter—No. 761, Educational, dated 11th December 1902, to the Secretary to the Government of India, Home Department.

I am directed to address you on the subject of raising the pay of the assistant to the professor of hygiene and bacteriology at the Madras Medical college.

2. The appointments of assistant professors of the Medical college are, as a rule, held by members of the subordinate medical service and these officers are in receipt of their grade-pay and a teaching allowance of Rs. 100 or Rs. 50 per mensem, according as they are assistant surgeons or apothecaries, or hospital assistants. The assistantship to the professor of hygiene and bacteriology is, however, held by a graduate in medicine who is not connected with the Medical department. This exception was made with the view of securing and retaining a graduate of high and special attainments who, being free from liability to transfer, would give the college the full benefit of his knowledge and experience for a number of years.

3. The present occupant of the post has requested that the appointment may be included in the Provincial Educational service, but there are objections to the course being taken. The appointment being a special one requiring special qualifications, it will never be advisable to assign any general educational appointment to the holder of it. The emoluments of this assistant are however at present lower than those to which the other assistant professors can attain, and the introduction of bacteriology into the curriculum of the Medical college has caused an increase in his duties, which were already more arduous and of a higher quality than those falling on the other assistant professors. The appointment of the new Provincial officer, who will have charge of bacteriology and also of the vaccine institute, will not relieve the assistant to the professor of any of his present duties. It will continue to be necessary that he should perform experiments, collect materials and give personal attention to the practical work of the students. This work, indeed, is likely to become more onerous in the future than it is at present. The Surgeon-General and the Director of Public Instruction both consider that the emoluments of the assistant professor should be increased; the former officer recommends that the pay may be fixed at Rs. 200—400. While not prepared to recommend the increase proposed by the Surgeon-General, His Excellency the Governor in Council considers, for the reasons given above, that the pay of the appointment should be raised from Rs. 100—10—200 to Rs. 200—20—300 a month, and I am to request that the Government of India will be pleased to accord their sanction to the proposition statement which accompanies this letter.

M. HAMMICK,
Secretary to Government.

READ—also the following paper:—

From W. S. MARRIS, Esq., Under Secretary to the Government of India, Home department (Medical), to the Secretary to the Government of Madras, Educational department, dated Calcutta, 24th February 1903, No. 234.

In reply to your letter No. 761, Educational, dated the 11th December 1902, I am directed to say that the Government of India sanction the proposal of the Governor in Council that the pay of the assistant to the professor of hygiene and bacteriology in the Madras Medical College should be raised from Rs. 100—10—200 to Rs. 200—20—300 a month.

ORDER—No. 98, Educational, dated 4th March 1903.

Communicated to the Director of Public Instruction and the Accountant-General.

(True Extract.)

A. G. CARDEW,
Ag. Secretary to Government.

To the Director of Public Instruction.

„ Financial department.

„ Accountant-General.

Exd. W. D'Moss.

Educational (190³) Department.

CURRENT No. 345

From

[Name] _____

[Designation] The Govt of India
Home dept.

[Station] Calcutta

No. 234

Received 2 - 3 - 1903.

Dated 24. 2. 1903.

Enclosures _____

Registered 2 - 3 - 1903.

SUBJECT.

*Same as the proposal to raise the pay of the asst
to the professor of hygiene in the medical college
from Rs 100-10-200 to 200-20-300.*

BACK PAPERS.

*h.p. 761 7.11.12-02
" 545 6.6.9-02*

FURTHER PAPERS.

READ ALSO :—

C. No. 345, From the Govt. of India., No. 234, dated 24th July: 1903.

190

ORDER No. 98, dated 4 . 3 . 1903

[Miss]
P.S.

Communicated to the D.P. and
the A.G.

313/3

[Signature]
3.3.03

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" Mail: Department
" A. G.

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199 .

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ENCLOSURES TO C. No.

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LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

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