22-12-06

[L. & M.
2,000—]

Local & Munl. (1897) Department.

MISCELLANEOUS.

G.O., No. 2208 M.

DATED 11-10-97

INDEXED. CR

DESPATCHED

[Despatch Abstract.]

Establishment

Agreeing with the Mul. Commrs of Madras in considering that the applicat. of the Health officer of the Mcty for an increase of salary is premature.

BACK PAPERS.

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

FURTHER PAPERS.

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

[L. & M.]
150—30-6-97.

LOCAL AND MUNICIPAL DEPARTMENT.

Papers to be read in proceedings :—

Again G.O., No. 1391M dated 11th June 1897.
Again G.O., No. dated 189 .
Current No. 2789M of 1897, dated 30th July 97, from The President, Mc Madras
" " 3048M " 1897, " 23rd August 97, " "
" " " 189 , " , "

ORDER. No. 2208 M. mis. dd 11-10-97.

The Government ~~accepts~~ agrees with the Municipal Commissioners in considering that the application of the Health Officer for an increase of the salary is premature.

(From orders)

V.R
7/10/97

9/10/97

To
The President, Mc Madras. Bo
Despd. 15/10/97

MS

Local & Munl. (1897) Department.

CURRENT No. 2789M

From

THE PRESIDENT,
Municipal Commission,
Madras.

~~Reference~~ ~~Order~~ 879A / 19-8-97

G. No. 142

The President
is requested to return Dr. Cook's application for increase of salary, which was forwarded to him with G. O. No 1391-M, dated 11th June 1897.

V. R.
For Secretary
19/8/97

Copy to desp
[illegible]
KR 19/8

Dated 30th July 1897
Received 2 AUG. 1897
Registered 2-8-1897
Enclosures 3
Spare copies

SUBJECT.

Forwarding with reference to G. O. No: 1391 M. Mis. dated 11th June 1897, the views of the Commissioners on the Health officer's application for increase of pay together with a cutting from the Madras Times of 27th July 1897 giving a report of the proceedings and a statement of the Health officer in connection with ~~them~~.

To
The President, Municipal Commissioners,
Madras.

o/73/18
6/8 a/1878
Desp 21/8/97

7

BACK PAPERS.

G.O.	No.	Department.	Date.
Go	1391	Loc	11-6-97

FURTHER PAPERS.

G.O.	No.	Department.	Date.

Views of the Commissioners

When I expressed my views I thought the subject would come up formally before the Commissioners. It does not seem to be generally known that the work of the H.O. has about doubled since he first took charge of the office. At the commencement there were only 2 Sanitary Inspectors and now we have as many as 7 all of whom I believe send in full daily diaries and many more reports and returns than was formerly the practice. All these have to be scrutinised by H.O. In addition to this, work is now being done of a class that was never done by a Madras H.O. before and which -- requires a special scientific training beyond the ordinary medical education: e.g. the bacteriological analysis of water supplies, testing the filters of Aerated water factories, chemical analysis of air from crowded houses, Investigation of disease of animals sent for ----- slaughter-not to say of Bacteriological examinations of special epidemic diseases such as plague and cholera-Besides, more direct interest is now taken by Govt in sanitary matters than was formerly the case and all questions affecting the Municipality go to H.O. for report and we are to a considerable extent dependent on H.O's reports for our action and the expenditure of considerable sums of money. Altogether we have 27½ square miles as against 22 of the Bombay Municipality and I believe I am right in saying that the H.O. in Bombay is paid Rs.1500 and the Assistant H.O. Rs.900. Surely then the present application for an increase cannot be said to be either unreasonable or extravagant. I regret my friend Mr. Desika Charry's mistake as disclosed in his minute. If he had ~~not~~ but ----- bestowed a little thought on the matter, he would have found Dr. Maitland's views recorded on the President's letter to Government forwarding Dr. Cook's application.

(1)

(Sd) P. Subramania Iyer
1" July 97.

1. It is advisable to know the date of the H.Officer's entertainment.
2. The salary he received when he entered the service.
3. When was the 1st increase given and what is the amount of increase
4. If there were more than one increase when was the 2nd given

(Intld) P.R.

Information indicated above appears necessary before deciding to recommend the application.

(Intld) P.V.K.

(2) It is desirable that proper encouragement should be given to all hard

Encl 1
C No 2789 M

hard worked officials and the matter referred to herein can be thoroug discussed at the Meeting to be held in connection with this subject.

(Intld) M.R.

(3) From the short experience, I have of the Municipal work, I find that the Health Officer has got a heavy work to do. Men of his capabilities and service in Govt employ are, as stated by the Health Officer, much better off. Considering that, in other Presidencies, the salary of the Health Officer varies from Rs.1000 to 1500, it is but just that our Health Officer should be given the increase he asks for. I would therefore ---- support the application.

(Sd) M.K. Lakshmana Chariar
22-6-97.

(4) I think Dr. Cook deserves any amount of encouragement for his ~~truly-~~ truly hard work. His application for a modest increase should be granted without a grudge.

(Intld) A.Th.

(6) I heartly support Dr. Cook's application for increase of his salary. He has taken the highest diploma in Public Health and his usefulness as such cannot be over-estimated. The increase he applies for is modest compared with those of the Health Officers of the sister Presidencies, not upon the ground of his efficiency but on the ground of the increased work which these days of plague & pestilence involve. I have no doubt that, with increased salary Dr. Cook will work with redoubled energies with the view of making our City a model of sanitation.

(5) (Sd) C. Tirumalayya Naidu

(1) I am in favour of the increase applied for. The reasons urged by the Health Officer I think are ~~substatial~~ substantial. As the matter is --- likely to come up before a Meeting of the Commissioners, I refrain from further remark.

(Sd) R.F. Grant
- 30/6

(7) There can be no doubt that the Health Department is the most important of any in the Municipality and the Head of it ought to be well paid. In our Health Officer we not only need one who will efficiently supervise the satisfactory working of the sanitary department but one who will be able by his education and experience successfully to cope with epidemics of various kinds when they make their appearance. As to our present H.O's qualifications I am content to take the opinion of Dr. Maitland & Walker

I am on these grounds in favour of the increase applied for. I think the matter should be laid before a Meeting of the Commissioners.

(Sd) N. Subrahmanyam
1-7-97.

I am sorry that the opinion of Dr. Maitland is not forth coming. I think we must have the benefit of a General discussion before forming any opinion.

(Intld) M.V.C.

I express no opinion now let the matter be brought up before the -- next General Meeting.

(Intld) S.G.C.

Yes

(Intld) R.N.P.

I think the Commissioners ought to know the whole history of Dr. Cook's appointment and his increase of salary. The whole papers connected with this subject must be placed before the Commissioners.

(Intld) P. J.
25-6-97

(8) I have already expressed my opinion on this subject in another paper which came round. Dr. Cook's salary must be raised as his present pay is a totally inadequate return for the benefits accruing to us from his ----- knowledge and experience as a sanatarian and the qualifications which he holds. When the former paper Was circulated I was unaware that the matter rested with Government.

(Intld) J. M.
26-6-97.

Vicious! I agree with Dr. J. Maitland in the opinion expressed by him.

(Intld) P. S.

This is more than thought reading. Dr. Maitland has not seen this paper yet nor do I find his opinion recorded any where in this paper. I would suggest that the matter be brought before a meeting when we can have the benefit of a full discussion. Though I would like to see our Municipal Officers paid well yet our financial condition is such that any increase in the expenditure may become the proverbial last straw. I express no opinion now believing that the President will kindly put this matter on the agenda paper of a future meeting

(Sd) V.C. Desika Charry
20-6-97

(9) I fail to see how the proposed increase can become the "last straw"

(Intld) P.M.S.
23-6-97.

(10) There has been already too long a delay in raising the salary of the Medical Officer of health. The Commissioners cannot without great discredit to themselves delay any longer in this matter. The salary now drawn by Dr. Cook is very inadequate and does not in the least represent the value of the services of a Medical man of his age training and experience.

(Intld) J.M. (Maitland)

(11) I think the recommendation ought to proceed from us. Undoubtedly we ought to do something in the matter.

(Intld) P.S.

(12) Dr. Nield Cook has recently under gone, at his own expense, extended courses in bacteriology and in public health and sanitary science, and has taken the best English sanitary diploma, the D.P.H. Cambridge; his efforts in addition to his extended experience increase his value considerably as Health Officer of Madras Municipality. I recommend that his additional value, experience and service be recognised by the increase to salary applied for.

(Sd) Geo.L.Walker

(13) I think Dr. Cook makes out a very strong case for the increase asked by him especially when he points out that even the Assistant Health Officer in Bombay receives a higher salary than him and I shall therefore certainly vote for the increase.

(Intld) J.DeC.

|True Copy|

[illegible] Moore Lt. Col
President, Munl Council

1/2789 M of 1897

Health Department,
Municipal Office,
Madras, 29" July 1897.

The President,

Sir,

I have the honor to request that you will permit me to add a few remarks to what I have already written in my application for an increase of pay as some of the statements on which the Resolution was passed at last Monday's Meeting are inaccurate and misleading, as shown below:-

Mr. Theagaroya Chetty.	
1. "Dr. Nield Cook had been appointed H.O. of the Municipality in February 1891 on a salary of Rs.500 the minimum under the old Act on the condition that he should be prepared to accept Rs.350 per mensem in case the Government should in the then revision of the Municipal Act fix that sum as the starting salary of the appointment."	1. In my letter applying for the appointment I clearly stated that I was not willing to accept it on a salary of Rs.500 without increase. I only accepted it after being shown the draft of the Amended Act by the Member of Council in charge of the Revision and receiving his assurance that so far from being reduced the salary would be from Rs.500 to Rs.1000. The condition I accepted was therefore a mere formality.
2. "He had put in a service of six years and a few months during which he had taken leave for one year and eight months so that the period of his active service dwindles to 4 years and 9 months."	2. My total service is 6 years 5 months and some days and my leave 1 year, 4 months and some days, so my active service amounts to over 5 years.
3. "He had now qualified himself for the post by having passed the examination and in the opinion of the speaker he deserved a pay of only Rs.500. x x x x. Prior to his appointment as H.O. Dr. Cook had been an Assistant	3. There is no such appointment as that mentioned by Mr. Theagaroya Chetty. It is however true that I worked at Ophthalmic surgery amongst other things. For I was clinical assistant to the Royal London Ophthalmic Hospital

Enclosure 3
No. 2789 M

in Bartholomew Hospital under an ophthalmist and therefore not ---- capable of knowing anything about sanitation. It was only now he was fit for the place."

and acted as ophthalmic surgeon to the Great Northern & Central Hospital London, a position more or less corresponding to Superintendent of the Eye Infirmary of Madras, though the clinique was not so large. I cannot understand how the holding of such high class appointments can be considered as a proof of incapacity for the -- duties of a Health Officer. ---- Sanitary Science formed part of my medical curriculum under Dr. Thorne Thorne, C.B., the Medical Officer to the Local Government Board who represented the British Government at the Venice Conference. I could not take the D.P.H. when I took my other diplomas as there was no such diploma at the time. For the same reason very few of the senior men in the Public Health Service in England have it.

Surgeon Lt.Col. Walker, I.M.S.

4. "Medical Officers under Government had to be satisfied with drawing Rs.400 per mensem up to six years service and did not draw Rs.850 until they had put in twelve years service."

4. The figures given by Surgeon Lt.Col. Walker apparently refer to the minima that officers of the I.M.S. are entitled to receive. Those who get civil appointments are much better paid. To take a few instances amongst the officers best known to me, Surgeon Captain Grant after 2 years' service got Rs.700 and Rs.75 for house rent, so that his total pay with compensation allowance would be about

Rs.850. Surgeon Captain Crawford after 3 years drew Rs.700 and --- compensation allowance and also did private practice, which at a very low estimate would bring him in a further Rs.200 a month, so that his professional income would amount to nearly Rs.1000. Surgeon Capt. Giffard after 5 years ---- service is drawing Rs.800, compensation allowance of about Rs.80 and has a house rent free. Surgeon Capt. Elliot after 3 years service acted as Superintendent of the Eye Infirmary and his incomewith practice may be supposed to have amounted to at least Rs.1000. --- After 5 years' service he is now Secretary to the Surgeon General and --- Inspector of factories and his pay is over Rs.1000 with compensation allowance and house rent. The district appointments as a rule are not so well paid but the cost of living is less. The ----- officers I have mentioned are all much junior to me and I do not--- think that length of service on the scale laid down for the ---- Government Medical Services is a fair basis for estimating my pay as I was appointed Health Officer only after I had been 11 years in the profession and gained my ---- experience, whereas most officers

	enter the Government services soon after they qualify. They have --- therefore great advantages over me in the matter of pension.
5. "No medical officer under Government with six years service was eligible for leave for one year and eight months."	5. My leave was granted under the Civil Service Regulations --- under which an officer of 3 years service can take 2 years leave on Medical Certificate if it is certified that he requires it. Surgeon Lt. Col. Walker was on -- the Medical Board that recommended me for a year's leave. The Medical Board at the India Office did not permit me to return to duty at the end of it. I do not see that any special indulgence was shown me as my health broke down under the stress of my work and through my being unable to get privilege leave when I required it owing to the state of the --- health of the City. In the whole of my service I have only had 6 weeks privilege leave. I am at a loss to understand Surgeon Lt.Col Walker's sudden change of opinion for in his minute he most cordially recommended the increase I asked for.

II. With regard to the Resolution of the Commissioners that my --- application is premature I beg to point out that under the Act my pay is to be fixed "from time to time." When the Amended Act was drawn up the pay was fixed at Rs.500 rising by annual increments of Rs.100 and I was --- given to understand that this would be the case when I accepted the ----

appointment

appointment, in which case I should now be in receipt of the maximum, Rs.1000. This proposal was thrown out however by a small majority of the Legislative Council, but it may be taken as evidence that it was not ---- intended that an increase to the Health Officer's salary should be long delayed. I have, moreover, a precedent to go upon in making my application For Mr. Ellis was appointed Engineer on Rs.750 in 1890. In 1892 he ----- received an increase and in 1895 after 5 years service including leave his pay was raised to Rs.900. I have served nearly 6½ years and as the Engineer and Health Officer are placed on an equal footing under the Act I submit that there is no ground for considering my application premature.

III. In 1892 Mr. P. Theagaroya Chetty the Proposer of the Resolution wrote on the subject of my pay " I will be the last person to take ----- exception to Dr. Nield Cook getting Rs.750 or even Rs.1000 if he has any special qualification for the post he now holds and uses his knowledge to some purpose." Now that I have ostensible evidence of special qualification in the sanitary diploma I hold and that I have used my knowledge to some purpose as is shown by the fact that the work of my department has doubled under my management, this same Commissioner gives utterance to the opinion that my pay should now be only Rs.500, and he is not the last but the first to take exception to its being raised.

I have the honor to be,
Sir,
Your most obedient servant,

J. Nield Cook, D.P.H.

Health Officer.

The Hindu – July 27 – 1897.

Put this in the file

20/7

THE HEALTH OFFICER'S SALARY.

We are glad that the Municipal Commissioners at their meeting yesterday adopted Mr. P. Theagaroya Chetty's resolution in regard to the Health Officer's application for an increment to his salary. Dr. Cook wanted an increase of Rs. 150 to his present salary which is Rs. 750. With Rs. 900 a month, which had been kindly recommended by the *Madras Mail*, our Health Officer who had the exceptional privilege of qualifying himself for his post while holding it, would have been content to remain quiet for one or two years. But the Municipality could not take that view. Dr. Cook has been exceptionally fortunate in getting Rs. 750 a month while none of his predecessors ever got more than Rs. 500; and although on his appointment he had undertaken to serve on Rs. 350, the Government generously fixed the minimum salary at Rs. 500. The Government once again showed its generosity to him by raising his salary to Rs. 750. But for the action of the Government, Dr. Cook would not have been getting more than Rs. 500 now. He has, indeed, a right to ask for more; but the Commissioners as representing the ratepayers are bound to protect their interests. His actual service is only 4 years and 9 months. Prior to his appointment as Sanitary Officer, as pointed out by Mr. Theagaroya Chetty, Dr. Cook had been an Assistant in Bartholomew Hospital under an Ophthalmist, and therefore not capable of knowing anything about sanitation. It was only now that he is fit for the place. He based his claim for increase on the fact that he had studied Sanitary Science while at home. By doing so, however, Mr. Theagaroya Chetty said, he had only qualified himself for the post, and therefore he was entitled to get only Rs. 500 while he was now getting Rs. 750. Dr. Walker also thought that the claim for increase could not prevail, as Dr. Cook had had a liberal allowance of leave, his salary had been fixed on a liberal scale by Government, and he had only recently qualified himself for the appointment. Mr. J. DeCaster, evidently quoting the *Mail*, said that the Health Officers in Calcutta and Bombay were paid Rs. 2,600 and Rs. 2,500 respectively; and we are glad it was pointed out that the income of Calcutta, Bombay and Madras was 60, 40 and 13 lacs respectively. "The trouble that Dr. Cook had taken in warding off the plague" was next urged as a claim for "some consideration at their hands," Mr. DeCaster evidently believing that but for the existence of Dr. Cook in Madras plague would have invaded the city. Dr. Walker seems to think that Dr. Cook should serve twelve years in order to claim Rs. 900; for in the Military Department the Medical officer who begins on Rs. 450 can get Rs. 850 only after twelve years' service. We think Dr. Cook should not so soon claim another increment. He got Rs. 500 in the beginning although he was willing to serve for Rs. 350; and then he got an increase by just one-half of his salary; and now to aspire for another jump so soon is, in our opinion, to try the generous patience of the Commissioners.

◆

3
789 M of 1897

Genl. Dept.
13.

G. No. 142

MUNICIPALITY OF MADRAS,
General Department,
Madras, 30 July 1897

LOCAL & MUNICIPAL DEPT.
2789 M

From

Lieut.-Col. Sir G. M. J. MOORE, Kt. C. I. E.,
President, Municipal Commission.

To

The Secretary to Government,
Local and Municipal Department,
Fort Saint George.

Sir,

Enclosures 3

With reference to G.O. No.1391 M.Mis., dated 11" June 1897, I have the honor to state that the Health ----- Officer's application for increase of pay was circulated to the Commissioners. Their views as then expressed are forwarded herewith.

2. I also submit a cutting from the Madras Times of the 27th Instant, giving a report of the proceedings and a statement from the Health Officer in connection with those proceedings.

I have the honor to be,
Sir,
Your most obedient servant,
GMJMoore Lt.Col.
President, Munl. Commn.

B

A18

Local & Munl. (1897) Department.

CURRENT No. 3048 M

Order

From

THE PRESIDENT,
Municipal Commission,
Madras.

G. No: 171
~~H. No.~~

Dated 23rd August 1897
Received 24 AUG. 1897
Registered 24-8-1897
Enclosures 1.
Spare copies

SUBJECT.

Returning with reference to Memorandum No: 879 A. dated 19 August 1897, Dr. Cook's application for increase of Salary dated 12 May 1897.

BACK PAPERS.

G. O.	No.	Department.	Date.
Est	879A	/97 Rc	

FURTHER PAPERS.

G. O.	No.	Department.	Date.

H. No.

Municipal Office,
HEALTH DEPARTMENT.

Madras, 12th May 1897.

From
J. Nield Cook, D.P.H.,
Health Officer,
Madras Municipality.

To
The President,
Municipal Commission,
MADRAS.

Sir,

Enclosures.

I have the honor to request that you will submit to the Commissioners for their consideration and forward to H.E. the Governor - in Council this my application for my salary as Health Officer to be raised under Section 37 of the Municipal Act from Rs 750 to Rs 900 a month.

2. My pay is much below that of other officers holding similar appointments, that of the Health Officer of Calcutta being Rs 1600, or more than double mine, that of the Health Officer of Bombay Rs 1500 and that of the ----- Assistant Health Officer of Bombay Rs 900. It is also much less than that of the officers of the Indian Medical ---- Service in Madras who are my contemporaries in the profession, for they draw Rs 1050 besides Rs 100 for house rent, and also compensation allowance, which has not been extended to Municipal Officers of similar birth, education and professional training.

3. Since my pay was fixed at Rs 750 a month the --- value of my services has considerably increased, for in addition to the experience I have gained in Madras I have acquired at my own expense a good working knowledge of bacteriology, as much knowledge of the chemical analysis of food, water and air as is usually expected of Medical --- Officers of health and a practical acquaintance with ---- sanitary works and organisation in England and on the

Encl
C No. 3048M

Continent

Continent, besides studying the anti-rabic inoculations and the preparation of anti-rabin at the Pasteur Institute in Paris. I have also taken the D.P.H. of Cambridge, which is considered the best English Sanitary Diploma and is given the preference over other such diplomas by the ---- Local Government Board in filling up public health appointments in ----- England. I have moreover been elected a member of the Sanitary Institute and a Fellow of the Incorporated Society of Medical Officers of Health.

4. The principle that increased age and experience merits increased remuneration is accepted in all the superior Government services and is provided for by grading or promotion, but as no such provision is made for Municipal Officers in Madras I have no course open to me but to -- state my claims and trust to the due recognition of them by the Commissioners and Government.

J. Niel Cook, L.R.C.P., Lond, M.R.C.S, Engd, D.P.H., Camb,

Health Officer,

of the Madras Municipality.

12/5/97

of 1897)

48 M of 1897

Genl. Dept.
13.

MUNICIPALITY OF MADRAS.

General Department.

G. No. 171

Madras, 23rd August 1897.

From

LIEUT.-COL. SIR GEORGE MOORE, KT., C. I. E.,

President, Municipal Commission.

LOCAL & MUNICIPAL DEPT.
3048 M

To

The Secretary to Government,
Local and Municipal Department,
Fort Saint George.

SIR,

Enclosure.
1

With reference to your Memorandum No.879 A., dated 19" August 1897, I have the honor to return herewith Dr. Cook's application for increase of salary, dated 12th May 1897.

I have the honor to be,

Sir,

Your most obedient servant,

Geo. Moore Lt.Col.

President, Munl. Commn.

Again G.O., dated 11th June 1897, No. 1391. m.
Current No. 2789. m. of 1897, dated 30th July 1897 from the President Municipal
Current No. 3048. m of 1897, dated 23rd August 1897 from the Commission Madras

SUBJECT.

FOR ORDERS.

D Please see the notes and orders in G.O. No 1391. m, dated 11th June 1897.

2. With the first of his letters read above, the President forwards the views of the commissioners on the application of Dr. Nield Cook for an increase of salary, and a copy of their resolution, dated 26th July 1897, in which they state that his application is premature. Dr. Cook was appointed Health officer of the Madras Municipality in February 1891, on a salary of Rs 500, which was increased to Rs 750 in May 1892 — H vide G.O. No 883. M, dated 20th May 1892. He now requests that his salary may be increased again to Rs 900.

D Vide the cutting from the "Madras Times" of the 27th July 1897.

x Vide President's letter flagged F. in G.O. 263 M / 263-91

H.M./

The Comrs. have rejected re application as premature. onsidering that Dr N. Cook has done only 6 years service with the Mty: his present pay of R750 does not seem inadequate. The pay of the appt is R500–1000, & in this short time he has already gone half way to the maxm.

Please read ~~Dr [illegible]~~ Dr. Walker's speech at the Mun. Meeting.

S.L. 3/5/97

(1) H.M.
(2) H.E.

I think the Comrs.' views are reasonable & should be accepted. They don't say he should never get an increase but merely that it is too soon to give it.

[illegible]
5/5/97

[illegible] A.S.H.
1.10.97

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ed 14-10-97 [illegible] 189 .
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G.O., No. DATED

TO C. No.

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OF GOVERNMENT

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NOT FILED UP, BEING MEANT FOR DESPATCH IN ORIGINAL.

A = Copy in full.
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