

Local & Munl. (1898) Department.

MISCELLANEOUS.

G.O., No. 121 L

DATED 24-1-98

INDEXED.

[Despatch Abstract.]

Hospital Assistants

Recording L.O. Public Deptt. Communicating
L.O. No. 1008 Public, dated 30th November 1891,
Regarding the pay and prospects of —
and furnishing the Chairman Munl.
Council, Bellary, with a copy of it.

[3]

[*]

LOCAL AND MUNICIPAL
DEPARTMENT.

Paper taken out of the Records
from the charge of the Record-
keeper.

Press
Miscellaneous No.

189

FOR WHAT CURRENT.			By whom taken.	When taken out.
Depart- ment.	No.	Year.		

BACK PAPERS.

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

FURTHER PAPERS.

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

Local and Municipal
Legislative (1897) Department.

CURRENT No. 33112

From

The Public Dept

No. 1872

Dated 13 - 12 - 97

Received 18 Day

Registered.

Enclosures 2 copies of Jo. 1005 Pub 471

Spare copies

SUBJECT.

*Communicating Jo. No 1008
Pub 471 - 11-21 regarding
the pay and prospects
of hospital assistants
and furnishing the Chairman
Municipal Council (Boston)
with a copy of it*

his
Order No 121 Louis 8 24 1-98

Recorded

*V.R.
17/1/98*

*W.T.
12/1/98*

*7/1/98
After 5 P.M.*

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

30TH NOVEMBER 1891, No. 1008, PUBLIC.

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

READ—the following papers:—

From W. F. deFABECK, Esq., M.D., Surgeon-General with the Government of Madras, to the Chief Secretary to Government, dated Ootacamund, 4th July 1891, No. O-56.

It has been brought to my notice that much discontent exists among the civil hospital assistants in this Presidency with regard to their pay and prospects generally; after a careful consideration of the subject, I have come to the conclusion that some changes are necessary in the rules governing this important branch of the Subordinate Medical Service. I have, therefore, the honour to bring the matter to the notice of His Excellency the Governor, and to suggest means whereby the discontent which undoubtedly exists may be remedied, and which will undoubtedly be for the benefit of the service and the community.

2. The discontent above referred to was also brought to the notice of my predecessor in office by petitions and memorials addressed to His Excellency the Governor, and which Surgeon-General Bidie did not consider advisable at the time to forward. The question has, moreover, lately been taken up by the public press, and letters have from time to time also appeared in the local papers on the subject; I am convinced that, if Government are to continue to obtain and retain the services of men of good character and ability, an increase in the pay of civil hospital assistants and improvement in their prospects must be made.

3. At present, candidates for the civil hospital assistant grade are required to have passed the Middle School examination; if the number of applicants exceeds the number of vacancies, a competitive examination is held under the direction of the Educational Department. The successful candidates are entertained as medical pupils and undergo a professional training for four years, the first of which is pre-collegiate and is passed in one of the mofussil hospitals. During this period, and before they are eligible for transfer to the Madras College, they have to pass two examinations in

* The sensible properties, names, uses and doses of the more common medicines in the dispensary.

† The whole subject of Practical Pharmacy and reading of prescriptions.

professional subjects—one at the end of 6 months,* the other † at the close of the year. Having passed these examinations successfully, they are transferred to the Medical College, where they attend courses of instruction in all the subjects

of the medical curriculum, theoretical and practical, including, besides others, Surgery, Medicine and Hygiene. At the end of three years, they are subjected to the final examination and are granted certificates as hospital assistants. They then enter into an agreement to serve Government for a period of 7 years. After this time has expired, they are free to leave the service if they wish.

4. Men who have undergone such a training and passed searching examinations must possess a sound general knowledge of Medicine and Surgery; and that they do possess it is proved by the efficient way in which they discharge those duties which devolve upon them. They are, in fact, native medical practitioners qualified for very responsible professional duties and a most valuable class of public servants.

For their services they receive the comparatively small remuneration of Rs. 25 a month for the first seven years in addition to Rs. 10 per mensem if placed in independent charge of a hospital or dispensary. This rate of pay is hardly enough in these days to support themselves, and quite inadequate (even if they were allowed to remain for any length of time in one place) to support a wife and family. The exigencies of the service render it quite impossible to retain a junior hospital assistant for any length of time in one place; they are constantly required for cholera (or other general) duty, and when so employed they are put to much expense in moving, and, being separated from their families, are put to the expense of maintaining a double establishment. When so employed, they are only entitled to grade pay, as under existing regulations they are not eligible for extra allowance, except when in independent charge. It may here be mentioned that civil hospital assistants in terms of their contracts are liable for military duty, both in and out of India, and only recently during the late Burman Campaign their services were largely utilised (in its relief of military hospital assistants sent to Burma on field service), and they were found to be a most efficient and valuable reserve.

5. For the reasons above stated, I do not consider the rates of pay now ruling sufficient, and I respectfully suggest, for the consideration and approval of His Excellency in Council, an increase to the pay of each grade.

The present scale of pay (fixed in 1877) is—

	Per mensem.
For 3rd-grade hospital assistant	RS. 25
„ 2nd „ „ after 7 years	35
„ 1st „ „ „ 14 „	55

I propose the following scale be adopted:—

	Per mensem.
For 3rd-grade hospital assistant	RS. 30
„ 2nd „ „ { after 6 years	40
„ 2nd „ „ { „ 9 „	45
„ 2nd „ „ { „ 12 „	55
„ 1st „ „ { „ 15 „	60
„ 1st „ „ { „ 18 „	65

The allowance for holding independent charge, and that sanctioned in the case of those stations to which a special allowance is granted on account of the unhealthiness of the climate, to remain as at present.

6. On the recommendation of Surgeon-General Balfour in 1875, the civil medical subordinate branch, consisting of apothecaries and hospital assistants, was established for employment in provincial hospitals and for service under Local Fund Boards and Municipalities. It was evidently the intention of Government, when this body of civil medical subordinates was established, that those of the higher grade of civil apothecary should alone be placed in independent medical charge, the duties of hospital assistants being restricted (as in the Military Department) to subordinate duties.

It is evident also from the scale of pay laid down for each class that the higher rate sanctioned for civil apothecaries was fixed in consideration of the more responsible duties which they would be called upon to perform when holding independent medical charges, as well as on account of their higher educational standard.

7. Whatever may have been the wishes and intentions of Government in respect to the duties to be performed by each class, it has been found in practice absolutely impossible to restrict independent charge of hospitals and dispensaries to men of the apothecary class. District and Municipal Boards are either unable or unwilling to incur the higher rates of pay, and, as a consequence, hospital assistants have all over the Presidency been placed in independent charge, and have thus had imposed upon them duties which were not, it is believed, contemplated when their present scale of pay was sanctioned.

8. According to existing rules, hospital assistants are not entitled to extra allowances when attached to central or district jails, although the duties imposed upon them in such positions are heavy and extremely important. I propose therefore that the senior subordinate attached to a central jail should be granted a charge allowance of Rs. 15 monthly and the junior Rs. 10. That the subordinate at district jails be granted Rs. 10 per mensem. In making this proposal, I have taken into consideration the loss of all private practice which such a position entails while the medical subordinate is restricted to the performance of such duties. It is imperative that men in this position be constantly present. Their lot thus becomes naturally most irksome and monotonous—little short of imprisonment. It is most expedient that everything should be done to enable them to perform their duties willingly and cheerfully.

When employed in cholera epidemics, fairs and festivals, survey parties, or on famine duty, hospital assistants are not entitled to anything beyond their grade pay, and it seems only right that they should be granted an extra allowance of Rs. 10 per mensem provided they are not drawing the allowance for an independent charge.

9. In 1868, on the reorganization of the Subordinate Medical Department, it was clearly laid down by the Government of India that hospital assistants would be eligible for the grade of Sub-Assistant Surgeon, and facilities were given to picked men, as far as the exigencies of the service would permit, to qualify for the higher grade by attending lectures, &c., in the Presidency Medical College. There can be no doubt of the wisdom of such a regulation as this. The prospect thus held out to them of rising to a position carrying with it a better social status and higher pay was undoubtedly a great encouragement to men who were anxious to improve their professional knowledge, and acted as a stimulus to self-exertion. Many of those who were promoted to be Sub-Assistant Surgeons rose to positions of trust and responsibility in the public service. But the highest position to which civil hospital assistants can now hope to attain is that of the first grade, which is reached after 14 years' service, and at a time when, while in the prime of life, with 14 years' experience, they are most efficient. After this time no inducement is offered these men to improve their professional knowledge, nor incentive to gain the approval of those under whom they may be working. They have passed all the examinations required of them; and for the hard-working and the indifferent alike, the prospects are the same. I am convinced that it is for the interests of Government and of the local bodies by whom the men are employed that some encouragement should be given to qualify for a yet higher grade.

10. I propose therefore that the grade of "Senior Civil Hospital Assistant" be constituted (this grade already exists in the corresponding Military branch), and that such promotion be made by selection from men of the 1st grade who have passed the L.M.S. examination of the local University. If Government approve of this proposal, it will be necessary to move the Government of India to rescind the orders conveyed in Government of India letter, No. 349, of 15th June 1889, communicated in G.O., Mis. No. 575, of 4th July 1889, Public, by which restrictions are placed on subordinates attending lectures, &c., at the Medical College with a view to attain higher professional qualifications. It has been shown (paragraph 7) that of late years hospital assistants have performed duties originally expected only from apothecaries. The number of the grade of senior hospital assistants I propose to fix at 5 per cent. of the total strength and the pay at 80 rupees a month.

11. Briefly stated, the present causes of complaint among civil hospital assistants in this Presidency are—

(1) That the present scale of pay is insufficient and not in proportion to the duties they perform and their reasonable needs.

(2) That their prospects of promotion are not sufficiently attractive, and no inducements are offered to encourage them to improve their professional knowledge.

(3) That when on cholera, fair and festivals, famine, survey and jail duty (which duties frequently expose them to risk their health and forces them into debt), they receive no special remuneration.

12. If Government approve of the proposals which I have made to remove these grievances and to remedy existing defects in the present organization of this branch of the medical service, some extra expense will be incurred, the particulars of which I give in the attached statement, from which it will be seen that the extra charge will be Rs. 3,820 per mensem. Of this sum, Rs. 1,488 will have to be borne by Government and Rs. 2,332 by Local bodies, &c., under whom the men may be working.

If these concessions be granted, the services of a most valuable and efficient class of native professional men will be secured to Government.

P.S.—This letter was no sooner drafted than I noticed the publication in the "Madras Mail" of the 23rd June of a "Memorial" about to be presented by civil hospital assistants individually, with comments thereon by the Editor in the same paper; these, I doubt not, the Government is cognizant of. Having made this representation to Government, I do not consider it necessary to submit the several "Memorials" when they reach my office.

From W. F. DEFABECK, Esq., M.D., Surgeon-General with the Government of Madras, to the Chief Secretary to Government, dated Ootacamund, 15th August 1891, No. 482.

In compliance with your reference on C. No. 1940, dated the 29th July 1891, I have the honour to submit the following information:—

(1) Great difficulty has recently been experienced in recruiting hospital assistants from amongst qualified candidates. This fact has already been brought to the notice of Government in this office No. 397, dated the 6th May 1890. Men who have passed out privately generally wish to remain as private practitioners or seek employment in Native States or Railway Companies, &c., in preference to being admitted into Government service. It has therefore been necessary to continue the old system of stipended pupilage to recruit the Hospital Assistant branch of the Subordinate Medical Department. Candidates who cannot afford to study as private students, or who have no better prospects before them, usually apply to be entertained as civil medical pupils. The number of candidates who competed for the grade of civil medical pupil, and the vacancies in that grade, in each of the past seven years, are given below:—

	Vacancies.	No. of competitors.
1884	10	65
1885	15	88
1886	10	42
1887	10	63
1888	10	55
1889	10	83
1890	34	149

(2) As regards the number of hospital assistants of over seven years' service who left the service during the last seven years, I have the honour to state that five resigned, two elected for and were permanently transferred to, civil employment, Burma, four to Mysore Commission, and five submitted their resignations but were dismissed the service. The small number of resignations is in a great measure due to the fact that hospital assistants who have completed seven years' service, during which period their family responsibilities increase, cannot afford to throw up their appointments and commence life in a fresh capacity, especially as they are aware that, under the Civil Service Regulations, they are entitled to a small pension after ten years' service if invalided.

(3) The number of dispensaries having beds for in-patients now in charge of hospital assistants is 39. Of these, 29 are held by Government subordinates—viz., 11 by first-class hospital assistants, 15 by second-class hospital assistants, and 3 by third-class hospital assistants—10 are held by Local Fund subordinates and private practitioners.

(4) The following figures show the proportion of the full strength of hospital assistants drawing charge allowance for five years:—

	Number of hospital assistants drawing charge allowance.	Strength.
1886	128	359
1887	150	357
1888	175	344
1889	181	334
1890	175	323

(5) The proportion of grades in the existing establishment of civil hospital assistants is as follows:—

1st-class hospital assistant	86, or about $\frac{1}{4}$ th of total strength.
2nd-class do.	176, a little more than $\frac{1}{2}$ of total strength.
3rd-class do.	64, about $\frac{1}{4}$ th of total strength.

(6) As regards the last question in your reference under reply, I have the honour to state that, under G.O., No. 1343, Public, of 16th September 1887, only one-third of the appointments in the Assistant Surgeons' grade is reserved for members of the subordinate medical establishment. As the strength of the Assistant Surgeons' establishment, including the reserve, is 24, the number of appointments reserved for medical subordinates is only eight; vacancies, therefore, in this grade for members of the department are very few, and they are alternately given to apothecaries and hospital assistants, and during the last six years, only one hospital assistant has been promoted to this grade.

It may be observed that, under the orders of the Government of India, communicated with Public Department Mis. No. 575, of 4th July 1889, hospital assistants are no longer allowed to qualify themselves for higher grade by attending lectures at the Medical College, except by taking leave without pay for the required period (two years).

Reference—dated 16th September 1891.

With reference to paragraph 10 of his letter, No. O-56, dated 4th July 1891, the attention of the Surgeon-General is drawn to the fact that it has been decided that with effect from the year 1893, persons entering upon the course of study prescribed for the L.M. and S. examination must have passed the First-in-Arts examination. The Surgeon-General will report how he proposes to get over this difficulty in the way of his recommendation; if it is insuperable, he should state what test of qualification for the senior grade he would propose instead of the L.M. and S. degree.

(Signed) J. F. PRICE,
Chief Secretary.

To the Surgeon-General with the Government of Madras.

From W. F. DEFABECK, Esq., M.D., Surgeon-General with the Government of Madras, to the Chief Secretary to Government, dated Cannanore, 29th September 1891, No. 547-A.

Adverting to your reference on No. 2437, of 16th instant, I have the honour to state that, as the Senate of the University are not likely to relax the rule for passing the First-in-Arts examination in the case of hospital assistants who may wish to appear for L.M.S. qualification, I would, in substitution of the recommendation in paragraph 10 of my letter, No. O-56, of the 4th July 1891, propose, for the consideration and approval of Government, that candidates for promotion to the grade of senior hospital assistant be subjected to a departmental test equivalent in severity and standard to the present L.M.S. examination, to be conducted by the Standing Board of Examiners. I would also suggest that only first-grade hospital assistants of good conduct and ability, who may be considered deserving of promotion, should be allowed to compete for this higher grade.

ORDER—dated 30th November 1891, No. 1008, Public.

The Government observes that, judging from the statements of recruiting for the Hospital Assistant branch furnished by the Surgeon-General, there is no difficulty in obtaining a sufficient number of men of the required class. In none of the past seven years have there been less than four candidates for each vacancy. In considering the remarks of the Surgeon-General, the fact that hospital assistants receive a *free* medical education must not be lost sight of.

2. The proportion of hospital assistants who have resigned after completing seven years' compulsory service is very small, even allowing for the special reasons against it advanced by the Surgeon-General. That officer states that hospital assistants are not intended for the charge of hospitals having accommodation for in-patients. If, therefore, it has been found necessary to utilise their services for such duty, the obvious course is to increase the strength of civil apothecaries.

3. After careful consideration, the Government is of opinion that the grounds adduced by the Surgeon-General are insufficient to justify a recommendation to the Government of India for a general increase of the existing scale of pay. The points in the proposed scheme which, however, commend themselves to Government are—

(1) The grant of charge allowance to hospital assistants attached to jails.—This subject has been dealt with in the orders on the report of the officer recently deputed on special duty in connection with jail administration.

(2) The grant of a charge allowance of Rs. 10 per mensem to hospital assistants employed on cholera or festival duty, provided they are not drawing the allowance for an independent charge.—The Government is pleased to accord its sanction to this proposal.

(3) The formation of a senior grade for 1st-class hospital assistants who pass a departmental test equivalent in severity and standard to the present L.M.S. examination. The establishment to be 5 per cent. of the total strength, and the pay Rs. 80 per mensem.—The Government of India will be addressed in regard to this proposal.

(Here enter No. 1009, dated 30th November 1891.)

(True Extract.)

J. F. PRICE,
Chief Secretary.

To the Surgeon-General with the Government of Madras.
" Financial Department,
" Accountant-General,

ORDER—dated 30th November 1891, No. 1008, Public.

The Government observes that, judging from the statements of recruiting for the Hospital Assistant branch furnished by the Surgeon-General, there is no difficulty in obtaining a sufficient number of men of the required class. In none of the past seven years have there been less than four candidates for each vacancy. In considering the remarks of the Surgeon-General, the fact that hospital assistants receive a *free* medical education must not be lost sight of.

2. The proportion of hospital assistants who have resigned after completing seven years' compulsory service is very small, even allowing for the special reasons against it advanced by the Surgeon-General. That officer states that hospital assistants are not intended for the charge of hospitals having accommodation for in-patients. If, therefore, it has been found necessary to utilise their services for such duty, the obvious course is to increase the strength of civil apothecaries.

3. After careful consideration, the Government is of opinion that the grounds adduced by the Surgeon-General are insufficient to justify a recommendation to the Government of India for a general increase of the existing scale of pay. The points in the proposed scheme which, however, commend themselves to Government are—

(1) The grant of charge allowance to hospital assistants attached to jails.—This subject has been dealt with in the orders on the report of the officer recently deputed on special duty in connection with jail administration.

(2) The grant of a charge allowance of Rs. 10 per mensem to hospital assistants employed on cholera or festival duty, provided they are not drawing the allowance for an independent charge.—The Government is pleased to accord its sanction to this proposal.

(3) The formation of a senior grade for 1st-class hospital assistants who pass a departmental test equivalent in severity and standard to the present L.M.S. examination. The establishment to be 5 per cent. of the total strength, and the pay Rs. 80 per mensem.—The Government of India will be addressed in regard to this proposal.

(Here enter No. 1009, dated 30th November 1891.)

(True Extract.)

J. F. PRICE,
Chief Secretary.

To the Surgeon-General with the Government of Madras,
" Financial Department,
" Accountant-General,

Ed. A. Baill,

ERRATA.

The following additions are made to G.O., No. 1008, Public, dated 30th November 1891:—

To paragraph 3 (2), add the words: "A similar allowance will be passed to them when deputed under the orders of Government to do duty solely connected with the plague at a distance from the scene of their ordinary work."

In the second line of paragraph 3 (2) insert the word "plague" between the words "cholera" and "or", and insert the words "or plague" between the words "cholera" and "epidemic" in the twelfth line on page 3 of the Government order.

FORT ST. GEORGE,
5th February 1897.

J. F. PRICE,
Chief Secretary.

Gobt. of {1891} Madras.
PUBLIC.

Issued

Recd.

Encl.

G.O., 30th Nov. 1891, No. 1008.

NOVEMBER.

Medical—Hospital Assistants.

Passing orders on certain proposals of the Surgeon-General for improving the pay and prospects of Hospital Assistants of this Presidency.

2

No. 109, PUBLIC, 5TH FEBRUARY 1897.

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

READ—the following paper :—

From Surgeon-Major-General C. SIBTHORPE, F.R.C.P.I., Surgeon-General with the Government of Madras, to the Chief Secretary to Government, dated Camp, Tanjore, 15th January 1897, No. Tour-3—34.

I have the honour to recommend that the provision of G.O., No. 1008, Public, dated the 30th November 1891, may be made applicable to hospital assistants who may be deputed to inspect vessels or railway carriages in connection with plague observation duty.

2. In Cochin two hospital assistants have been detailed to inspect all vessels that arrive at the port from Bombay and other northern ports, and the District Medical and Sanitary Officer, Anantapur, reports that a hospital assistant was temporarily deputed to Guntakal pending the arrival of a subordinate of a higher grade nominated by this office; but the Accountant-General declines to admit his claim for the allowance referred to above without the special sanction of Government.

3. As the grounds on which the allowance was sanctioned for hospital assistants on cholera and festival duty also exist in connection with the plague and observation duty, I trust that Government will be pleased to sanction my recommendation in paragraph 1.

ORDER—No. 109, Public, dated 5th February 1897.

The Surgeon-General's recommendation is accepted, subject to the condition that the hospital assistant is, under the orders of Government, deputed to a distance from the scene of his ordinary work to duty solely connected with the plague.

2. G.O., No. 1008, Public, dated 30th November 1891, will be amended accordingly.

(True Extract.)

J. F. PRICE,
Chief Secretary.

To the Surgeon-General.
" Financial Department.
" Accountant-General.

Exd. A. Raitt.

Government { 1897 } of Madras.
PUBLIC.

Recd. } 1897. Enclosures
Regd. } Spare copies

G.O., No. 109, 5th February 1897.

FEBRUARY.

Bubonic Plague—Charge Allowance to Hospital Assistants.

Accepting, with remarks, the recommendation of the Surgeon-General that the provisions of G.O., No. 1008 of 1891, regarding the grant of certain charge allowance to hospital assistants employed on cholera or festival duty, be made applicable to those officers when deputed to inspect vessels or railway carriages on account of the plague.

[G.]
[53]
2,000—22-10-97.

Public Department.



LOCAL & MUNICIPAL DEPT
CURRENT No. 3311 L

PROCEEDINGS OF THE MADRAS GOVERNMENT.

Read the following paper:—

Endorsement of the Local and Municipal Department,
No. 1289, dated 9th December 1897, transferring letter from
the Chairman, Municipal Council, Bellary, No. 340, dated 4th
December 1897..

Order No. 16272 dated 15th December 1897.

G.O. No. 1008 Public, dated 30th November 1891, will be
communicated to the Local and Municipal Department and a
copy furnished the Chairman, Municipal Council, Bellary
direct.

(True Extract)

Mr. Connelman.

for Chief Secretary.

To The Local and Municipal Department with copy of G.O. 1008
Public, dated 30-11-91 and a copy of the G.O. making
the errata slip dated 5.2.97.

When given for copying _____
 When copied _____
 When examined _____
 When signed _____

189

READ AGAIN G.O., No. _____ DATED _____
 189

CURRENT No. _____

ENCLOSURES TO C. No. _____

ORDER OF GOVERNMENT A A A A A A A

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

PAPERS NOT FILED UP, BEING MEANT FOR DESPATCH
 IN ORIGINAL.

N.B.—

A = Copy in full.
 B = Not to be copied.
 P = Copy abstract only.
 Q = Copy heading only.