

Local & Munl. (1899) Department.

PRINTED.

G.O., No. 101 L

DATED 19. 1. 99.

INDEXED.

[Despatch Abstract.]

Civil Assistant Surgeons.

Recording, Ld. Public Deptt, communicating  
to the Surgeon-General and to the Accountant-  
General resolution of the Govt. of India on the  
question of improving the position and  
prospects of ———.

# BACK PAPERS.

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## Government {1899} of Madras. LOCAL AND MUNICIPAL.

Recd.

Regd.

} 1899.

Enclosures

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G.O., No. 101, L., 19th January 1899.

JANUARY.

Civil Assistant Surgeons.

Recording Government Order, Public Department, communicating to the Surgeon-General and to the Accountant-General Resolution of the Government of India on the question of improving the position and prospects of —.

## GOVERNMENT OF MADRAS.

## LOCAL AND MUNICIPAL DEPARTMENT.

READ—the following paper :—

G.O., No. 1520, Public, dated 14th December 1898.

Read—the following paper :—

Extract from the Proceedings of the Government of India; in the Home Department (Medical), dated Simla, 22nd August 1898, No. 1141—1150.

Read—

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The replies of Local Governments and administrations to the above-mentioned circular.

Read also—

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*Resolution.*—The question of improving the position and prospects of Civil Assistant Surgeons has been for some time under the consideration of the Government of India. The constitution of the Medical Services in India did not fall within the scope of the inquiries of the Public Service Commission. The portion of the Civil Medical Service officered by Assistant Surgeons occupies practically the same position in respect of pay as at the time of its first constitution as a regular Government service in 1849. But of recent years the opportunities which are offered to natives of India, educated in medicine according to European methods, of earning a living by private practice without entering Government service have much increased, and as a consequence members of the service have some reason to be dissatisfied with their prospects. Definite proposals for effecting improvements in the conditions of their service were submitted by the Government of Bengal in the letter of the 27th February 1895, which is cited above. That Government had taken advantage of the existence of a committee, which had been assembled under its orders to consider questions relating to the pay and prospects of civil hospital assistants, to refer to them the similar questions affecting Civil Assistant Surgeons.

On receipt of the recommendations of the Government of Bengal, the Government of India decided to devise a scheme for the improvement of the class of Civil Assistant Surgeons not only in Bengal, but throughout India.

2. In the Home Department circular of the 20th September 1895, cited above, the opinion of Local Governments and Administrations was invited upon the proposals which commended themselves to the Governor-General in Council as likely to be suitable for adoption throughout India. These were—

- (a) the abolition of unemployed pay, which is the rate of pay which an Assistant Surgeon receives in certain Provinces while he is supernumerary and without a definite appointment;
- (b) the creation of a new grade of Civil Assistant Surgeons on a higher rate of pay (Rs. 300 a month); and
- (c) the reservation of a certain number of civil stations for the medical charge of Civil Assistant Surgeons.

The Government of India observed that under existing orders unemployed pay is given to Assistant Surgeons only when, having no temporary or permanent charges, they are merely attached to hospitals or on similar duty, that the number on unemployed pay would, if the service were carefully recruited, be very small, and that it would be a necessary condition of the abolition of unemployed pay altogether, except as a punishment, that greater care should be exercised in controlling recruitment.

The proposal to create a higher grade on Rs. 300 a month is a modified form of the recommendation made by the Bengal Committee that an increase of Rs. 50 a month should be granted to Civil Assistant Surgeons at the end of 21 years' service, subject to a professional examination, and that those who were in receipt of this allowance should be graded as Senior Assistant Surgeons. While it seemed to the Government of India that the committee's proposal would in a measure ameliorate the prospects of Assistant Surgeons, they suggested the following scheme as being more likely to increase the attractiveness of the service:—

- (i) that the *cadre* of Assistant Surgeons should be divided into four grades—on Rs. 100, 150, 200 and 300 a month, respectively;
- (ii) that the pay of Rs. 100 should be drawn continuously from the date of entry into the service;
- (iii) that promotion to the grade of Rs. 150 should be made after seven years' service, subject to the usual examination;
- (iv) that after 14 years' service a second examination should be held for promotion to the grade on Rs. 200, to which only those considered by the Inspector-General of Civil Hospitals to be fit for promotion would be admitted;
- (v) that promotion from the grade on Rs. 200 to that on Rs. 300 should be made entirely by selection and without any further examination, but subject to a minimum of seven years' service in the lower grade;
- (vi) that further advancement to the independent charge of a civil station should depend on exceptional qualifications and ability. In order to meet as far as practicable the expenditure involved in this proposal without incurring additional expense, the Government of India suggested that it might be necessary to impose a limit on the number of promotions made to the grade on Rs. 200.

The proposal that Assistant Surgeons should be entitled to be appointed to the medical charge of a certain number of stations, if that could be arranged with due regard to the number of Civil Surgeoncies reserved for commissioned medical officers and for Military Assistant Surgeons, commended itself to the Governor-General in Council, but His Excellency in Council was of opinion that it would not be advisable, even if it were possible, to specify, as the Bengal Government had proposed, any particular stations as charges to be held by Assistant Surgeons.

3. The views of Local Governments and Administrations upon the questions referred to them accorded closely with those of the Government of India, and the Governor-General in Council has now much pleasure in announcing the following changes in the conditions of service of Civil Assistant Surgeons, which the respective Local Governments and Administrations may bring into operation at once.

4. In future Assistant Surgeons will not be placed on unemployed pay, except as a punishment. This change will not effect Madras, Bombay, Burma or the Central Provinces, where the system of unemployed pay is not in force.

If recruitment is regularly and systematically carried out, the number of candidates who will be supernumeraries without employment in particular charges will be small, but it will be necessary for Local Governments and Administrations to exercise the greatest possible care in framing their periodical estimates for recruits.

5. A senior grade of Civil Assistant Surgeons on a salary of Rs. 300 a month is sanctioned. The number of Senior Assistant Surgeons in each Province must not exceed 10 per cent. of the total strength of the service in the Province, but Assistant Surgeons who may be permanently appointed to the charge of civil stations will not be included in this percentage. It is not necessary that all the appointments to the

senior grade which can be made under these orders should be made at once. The question whether the full number should be at once worked up to must be decided at the discretion of the Local Government and the Inspector-General of Civil Hospitals in each case, but only thoroughly competent officers should be appointed. Promotion from the first grade on Rs. 200 to the senior grade will be made entirely by selection and without examination. It has been decided not to insist on a limitation of seven years' service to be passed in the Rs. 200 grade before further promotion, since its enforcement would unduly restrict the selection of officers for the senior grade. Promotion from the grades on Rs. 100 and Rs. 150, respectively, will, as hitherto, depend on the results of the examinations passed after a service of not less than seven years in each of those grades. Promotion to the first grade on Rs. 200 will be given to officers of not less than 14 years' service who have passed the second examination. Future entrants into the service will be permitted to appear at the second examination, not as a matter of course, but when they are considered by the Inspector-General of Civil Hospitals to be fit for promotion beyond the grade on Rs. 150. The proposal to meet the cost of the senior grade by restricting the number of promotions to the grade on Rs. 200 has been abandoned.

6. Although this portion of the scheme will not apply immediately to the Madras Presidency, the Government of India desire the Madras Government to take steps to assimilate the pay and position of Assistant Surgeons in that Presidency to those of other Provinces as soon as practicable. At present this cannot be done, because the creation of the Assistant Surgeon class in that Presidency is of comparatively recent date.

7. In the Bombay Presidency Assistant Surgeons draw pay and allowances

|           | Old scale. |                   | New scale.  |                   |
|-----------|------------|-------------------|-------------|-------------------|
|           | Pay<br>RS. | Allowance.<br>RS. | Pay.<br>RS. | Allowance.<br>RS. |
| 1st class | 200        | 150               | 200         | 50                |
| 2nd "     | 150        | 150               | 150         | 35                |
| 3rd "     | 100        | 100               | 100         | 20                |

under two scales, as shown in the margin, according as they began their studies for medical diplomas before or after September 1876. The officers on the two scales require separate treatment. The Government of Bombay have proposed to create for the officers at present in the first class of the new scale four appointments on Rs. 350 (Rs. 300 pay and Rs. 50 allowance), the appointments being kept vacant until the Assistant Surgeons specially selected for them have rendered at least 21 years of approved service. For the officers under the old scale no increase in emoluments is necessary, but it is proposed to improve their pensionary prospects by converting four appointments on Rs. 200 pay plus Rs. 150 allowance into four appointments on Rs. 300 pay plus Rs. 50 allowance. These proposals are sanctioned with the approval of the Secretary of State. The Government of India desire, however, that, as soon as practicable, with due consideration of the expectations of those already in the service, the Assistant Surgeons in the Bombay Presidency may be placed on the same footing as those elsewhere.

8. At present there are, including one officer in Madras and two in the Punjab, who have been promoted to be Uncovenanted Medical Officers, only five Assistant

|                               |    |    |    |    |    |
|-------------------------------|----|----|----|----|----|
| Madras                        | .. | .. | .. | .. | 5  |
| Bombay                        | .. | .. | .. | .. | 2  |
| Bengal                        | .. | .. | .. | .. | 5  |
| North-West Provinces and Oudh | .. | .. | .. | .. | 2  |
| Punjab                        | .. | .. | .. | .. | 3  |
| Burma                         | .. | .. | .. | .. | 2  |
| Total                         | .. | .. | .. | .. | 19 |

Surgeons who have been placed in permanent charges of civil stations. In reply to the reference made in the Circular of 20th September 1895 the Local Governments have expressed their willingness to reserve 19 Civil Surgeoncies, distributed as shown in the margin, to be filled by Civil Assistant Surgeons. For the present the Government of India sanction the reservation of this number of Civil Surgeoncies for Assistant Surgeons, leaving it to the Local Governments to appoint them to such stations as may be considered suitable. The Government of India are in correspondence with Local Governments with the object of increasing the number of Civil Surgeoncies to be thrown open to Civil Assistant Surgeons to 28, and trust that it will be found possible to raise them to this figure. When posted permanently to the

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*Order.*—Ordered, that a copy of this Resolution be forwarded to all Local Governments and Administrations (except Coorg and Hyderabad) for information and guidance and to the Department of Finance and Commerce for information.

Ordered also, that the Resolution be published in the Supplement to the *Gazette of India*.

(True Extract.)

(Signed) R. NATHAN,  
for Secy. to the Govt. of India.

To the Government of Madras.

*Order*—No. 1520, Public, dated 14th December 1898.

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(True Extract.)

(Signed) G. STOKES,  
Chief Secretary.

To the Surgeon-General.

" Accountant-General.  
" Financial Department.  
" Local and Municipal Department.

ORDER—No. 101 L., dated 19th January 1899.

Recorded.

(True Extract.)

H. TREMENHEERE,  
Secretary to Government.

Copy to all Presidents of District Boards.

" all Chairmen of Municipal Councils.  
" the President, Municipal Commission, Madras.

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23/1/99

Government {1899} of Madras.  
LOCAL AND MUNICIPAL.

Proof for Approval.

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The Government of India observed that under existing orders unemployed pay is given to Assistant Surgeons only when, having no temporary or permanent charges, they are merely attached to hospitals or on similar duty, that the number on unemployed pay would, if the service were carefully recruited, be very small, and that it would be a necessary condition of the abolition of unemployed pay altogether, except as a punishment, that greater care should be exercised in controlling recruitment.

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„ Accountant-General.

„ Financial Department.

„ Local and Municipal Department.

ORDER—No. 101 L., dated 19th January 1899.

Recorded.

(True Extract.)

for Secretary to Government.

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„ the President, Municipal Commission, Madras.

Government {1898} of Madras.  
PUBLIC.

LOCAL & MUNICIPAL DEPT  
CURRENT No. 212

Recd.

Regd.

} 1898.

Enclosures

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G.O., No. 1520, 14th December 1898.

*Order No. 101 L 19-1-99*

*Recorded*

DECEMBER.

*26 17-1-99*

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*copy to all Parts of Sd Bds  
all Chairmen of Muni Councils  
the Dist Muni Commrs Madras  
copy to*

Civil Assistant Surgeons.

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- (v) that promotion from the grade on Rs. 200 to that on Rs. 300 should be made entirely by selection and without any further examination, but subject to a minimum of seven years' service in the lower grade;
- (vi) that further advancement to the independent charge of a civil station should depend on exceptional qualifications and ability. In order to meet as far as practicable the expenditure involved in this proposal without incurring additional expense, the Government of India suggested that it might be necessary to impose a limit on the number of promotions made to the grade on Rs. 200.

The proposal that Assistant Surgeons should be entitled to be appointed to the medical charge of a certain number of stations, if that could be arranged with due regard to the number of Civil Surgeoncies reserved for commissioned medical officers and for Military Assistant Surgeons, commended itself to the Governor-General in Council, but His Excellency in Council was of opinion that it would not be advisable, even if it were possible, to specify, as the Bengal Government had proposed, any particular stations as charges to be held by Assistant Surgeons.

3. The views of Local Governments and Administrations upon the questions referred to them accorded closely with those of the Government of India, and the Governor-General in Council has now much pleasure in announcing the following changes in the conditions of service of Civil Assistant Surgeons, which the respective Local Governments and Administrations may bring into operation at once.

4. In future Assistant Surgeons will not be placed on unemployed pay, except as a punishment. This change will not effect Madras, Bombay, Burma or the Central Provinces, where the system of unemployed pay is not in force.

If recruitment is regularly and systematically carried out, the number of candidates who will be supernumeraries without employment in particular charges will be small, but it will be necessary for Local Governments and Administrations to exercise the greatest possible care in framing their periodical estimates for recruits.

5. A senior grade of Civil Assistant Surgeons on a salary of Rs. 300 a month is sanctioned. The number of Senior Assistant Surgeons in each Province must not exceed 10 per cent. of the total strength of the service in the Province, but Assistant Surgeons who may be permanently appointed to the charge of civil stations will not be included in this percentage. It is not necessary that all the appointments to the

senior grade which can be made under these orders should be made at once. The question whether the full number should be at once worked up to must be decided at the discretion of the Local Government and the Inspector-General of Civil Hospitals in each case, but only thoroughly competent officers should be appointed. Promotion from the first grade on Rs. 200 to the senior grade will be made entirely by selection and without examination. It has been decided not to insist on a limitation of seven years' service to be passed in the Rs. 200 grade before further promotion, since its enforcement would unduly restrict the selection of officers for the senior grade. Promotion from the grades on Rs. 100 and Rs. 150, respectively, will, as hitherto, depend on the results of the examinations passed after a service of not less than seven years in each of those grades. Promotion to the first grade on Rs. 200 will be given to officers of not less than 14 years' service who have passed the second examination. Future entrants into the service will be permitted to appear at the second examination, not as a matter of course, but when they are considered by the Inspector-General of Civil Hospitals to be fit for promotion beyond the grade on Rs. 150. The proposal to meet the cost of the senior grade by restricting the number of promotions to the grade on Rs. 200 has been abandoned.

6. Although this portion of the scheme will not apply immediately to the Madras Presidency, the Government of India desire the Madras Government to take steps to assimilate the pay and position of Assistant Surgeons in that Presidency to those of other Provinces as soon as practicable. At present this cannot be done, because the creation of the Assistant Surgeon class in that Presidency is of comparatively recent date.

7. In the Bombay Presidency Assistant Surgeons draw pay and allowances under two scales, as shown in the margin, according as they began their studies for medical diplomas before or after September 1876. The officers on the two scales require separate treatment. The Government of Bombay have proposed to create for the officers at present in the first class of the new scale four appointments on Rs. 350 (Rs. 300 pay and Rs. 50 allowance), the appointments being kept vacant until the Assistant Surgeons specially selected for them have rendered at least 21 years of approved service. For the officers under the old scale no increase in emoluments is necessary, but it is proposed to improve their pensionary prospects by converting four appointments on Rs. 200 pay plus Rs. 150 allowance into four appointments on Rs. 300 pay plus Rs. 50 allowance. These proposals are sanctioned with the approval of the Secretary of State. The Government of India desire, however, that, as soon as practicable, with due consideration of the expectations of those already in the service, the Assistant Surgeons in the Bombay Presidency may be placed on the same footing as those elsewhere.

8. At present there are, including one officer in Madras and two in the Punjab, who have been promoted to be Uncovenanted Medical Officers, only five Assistant Surgeons who have been placed in permanent charges of civil stations. In reply to the reference made in the Circular of 20th September 1895 the Local Governments have expressed their willingness to reserve 19 Civil Surgeoncies, distributed as shown in the margin, to be filled by Civil Assistant Surgeons. For the present the Government of India sanction the reservation of this number of Civil Surgeoncies for Assistant Surgeons, leaving it to the Local Governments to appoint them to such stations as may be considered suitable. The Government of India are in correspondence with Local Governments with the object of increasing the number of Civil Surgeoncies to be thrown open to Civil Assistant Surgeons to 28, and trust that it will be found possible to raise them to this figure. When posted permanently to the

|           | Old scale. |               | New scale. |               |
|-----------|------------|---------------|------------|---------------|
|           | Pay Rs.    | Allowance Rs. | Pay Rs.    | Allowance Rs. |
| 1st class | 200        | 150           | 200        | 50            |
| 2nd "     | 150        | 150           | 150        | 35            |
| 3rd "     | 100        | 100           | 100        | 20            |

|                               |    |    |    |    |    |
|-------------------------------|----|----|----|----|----|
| Madras                        | .. | .. | .. | .. | 5  |
| Bombay                        | .. | .. | .. | .. | 2  |
| Bengal                        | .. | .. | .. | .. | 5  |
| North-West Provinces and Oudh | .. | .. | .. | .. | 2  |
| Punjab                        | .. | .. | .. | .. | 3  |
| Burma                         | .. | .. | .. | .. | 2  |
| Total                         | .. | .. | .. | .. | 19 |

independent charge of a civil station, an Assistant Surgeon will receive a consolidated salary of Rs. 350—30—500 a month. When in temporary charge, he will draw acting allowances on the minimum pay (Rs. 350) fixed for an officer holding permanent charge.

9. The introduction of the new arrangements is subject to the express condition that Municipal and Local Funds shall pay, in full measure, for the services of the Government Assistant Surgeons who are attached to Municipal and Local Fund hospitals. The contributions payable to Government by those local bodies for the cost of the services of an Assistant Surgeon must therefore be raised in the Provinces where such contributions are calculated with reference to the pay only, and do not include consideration of leave allowances and pensions.

*Order.*—Ordered, that a copy of this Resolution be forwarded to all Local Governments and Administrations (except Coorg and Hyderabad) for information and guidance and to the Department of Finance and Commerce for information.

Ordered also, that the Resolution be published in the Supplement to the *Gazette of India*.

(True Extract.)

(Signed) R. NATHAN,  
for Secy. to the Govt. of India.

To the Government of Madras.

ORDER—No. 1520, Public, dated 14th December 1898.

Communicated to the Surgeon-General and to the Accountant-General.

(True Extract.)

*Andrusch*  
for Chief Secretary.

To the Surgeon-General.

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- " Financial Department.
- " Local and Municipal Department.

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