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 Madras, 2nd February 1895, No. 82.

With reference to paragraph 4 of my predecessor's letter, dated 2nd November 1893, No. 552, paragraph 2 of G.O., dated 20th January 1894, No. 46, Public, and G.O., dated 18th April 1894, No. 256, Public, on the question of a nursing institution and a training school for nurses in Madras, I have the honour to submit true copies of proposals drawn up at my request by the Matron Superintendent of the General Hospital, dated 5th and 22nd November and 17th December 1894, and of a minute on them by the Senior Medical officer dated the 1st December 1894, for the consideration and orders of Government.

2. It will be seen from letter No. 1009 of the 22nd November 1894 from the Matron Superintendent how well the nursing institution has been working and no doubt it would continue to so work if it could always depend on Mrs. Nisbet's or an equally competent superintendent's services. I do not think this can be secured unless the work is taken up by Government and managed in connection with the nursing establishment of the General Hospital. Mrs. Nisbet's figures clearly show that there would not be any cost to Government beyond the provision of quarters for the six nurses which can easily be arranged for when the buildings referred to in G.O., dated 15th November 1894, No. 867, Public, are erected on the hospital; there is furniture enough for them belonging to the institution.

4. I would propose (1) that the establishment should be fixed at six trained nurses, two first grade and four second grade, paid as in the General Hospital under G.O., dated 24th October 1890, Nos. 711–712, viz.—

First grade Rs. 40 a month with Rs. 15, rations money.
Second grade Rs. 30 a month with Rs. 15, rations money.

(2) That the rules proposed by the Matron Superintendent should be adopted.

(3) That a clerk on Rs. 30 a month should be attached to the Steward's department to keep all the accounts of this institution and the proposed training school and to assist the Matron Superintendent in all her correspondence; his pay should be debited to the nursing institution.

(4) The Matron Superintendent should be empowered to entertain temporary trained nurses to send up-country when none of those belonging to the institution are available and that their pay and allowances should be also charged to the institution.

(5) That the Matron Superintendent should be empowered to charge extra for nursing in the case of contageous or infectious diseases, say fifty per cent.

(6) That when the permanent nurses are not required for duty with private cases their services should be utilized in the General Hospital.

(7) That the institution should be named "The General Hospital Nursing Institution."

5. Regarding the balance of subscriptions remaining in Mrs. Nisbet's hands, I consider that she should ascertain from the subscribers what they wish done with it and act in accordance with the decision of the majority.

6. In order to develope the present training in the hospital so as to get a better class of women to train as sick nurses not only for the existing Government hospitals which require them, but also for up-country hospitals under the different local authorities, for the Lady Dufferin's Fund Committee and for private nursing, I propose that the six nurse pupils drawing Rs. 15 a month, with Rs. 15 ration allowance, on the establishment of the General Hospital should be transferred to a "General Hospital Training School for Nurses" to work in the General Hospital. Its accounts should be kept separate from those of the Hospital Nursing Institution by the new clerk. As proposed by the Matron Superintendent the strength of this school should be at present limited to 20 pupils, viz. :—

Two lady probationers.
Six special probationers.
Twelve nurse probationers including the six above alluded to. The other six might be sent by up-country local authorities or the Lady Dufferin's Fund Committee.

7. The only additional expense Government need be put to by this would be the provision of quarters which was contemplated in the correspondence ending with G.O., dated 15th November 1894, No. 867, Public, and the provision of furniture as proposed by the Matron Superintendent at the cost of about Rs. 50 per head or Rs. 1,000.

One cot,
One chest drawers,
One chair,
with sitting and bath-room furniture, crockery, &c.

The Matron Superintendent should be allowed to expend Rs. 50 to start work in getting good books on nursing and Rs. 20 a year with the same object.

8. I concur in all the Matron Superintendent's suggestions in her minute No. 3658 of the 17th December 1894 with the following exceptions. It would be better not to carry on any of this training in the Women and Children's Hospital as there is no head nurse of the class Mrs. Nisbet refers to who could look after these probationers or who could be placed under the superintendence of Mrs. Nisbet. The training should be altogether carried out in the General Hospital as at present, and as soon as the women and children are transferred there, the opportunities of completely training them will be under the superintendence of the Matron Superintendent of the General Hospital.

As regards the lady probationers, I consider Rs. 100 a month would not be too high a rate to fix considering they are to be trained, fed and housed. Those ladies who could not afford so much should enter as special probationers. As regards special probationers, they should not, in my opinion, be supported by Government except for their accommodation and the cost of furniture. I would on no account allow ordinary nurse probationers to occupy these places. As regards nurse probationers, the only ones that Government should continue to pay for are the six already alluded to as on the strength of the General Hospital; but in paragraph 6 of her letter Mrs. Nisbet proposes that they should be better paid than they are. This I concur in. Their present pay is Rs. 15 a month with Rs. 15 ration allowance and Rs. 30 clothing.

She proposes they should get Rs. 30 for clothing, Rs. 10 a month pay, Rs. 15 a month for rations and a bonus of Rs. 30 on satisfactorily completing three years' training. This would mean an extra cost of Rs. 25 each, and if we are to get a better class of women I consider it necessary. To paragraph 9 of the proposed rules should be added" local authorities or the Secretary of the Dufferin's Fund wishing to send a nurse to be trained under these rules should apply to the Matron Superintendent who is bound to accept them if their characters are declared to be good, if they are of European parentage, over eighteen years of age, sufficiently educated and that the recommending authorities are willing to meet all the expenses." Volunteers should also be allowed to join this class if approved by the Matron Superintendent and if they are willing to pay all necessary expenses. The Madras Nursing Manual should be revised as suggested by Mrs. Nisbet and adopted as the text book.

I concur in Mrs. Nisbet's idea that trustworthy night superintendence is absolutely necessary but I would meet the difficulty differently from the way she suggests.

I consider the services of another European lady nurse properly trained in Great Britain and engaged through the Right Honorable the Secretary of State for India should be secured.

She should be engaged on the same terms as was the head nurse sanctioned in G.O., dated 5th May 1875, No. 580, Public Department, and paid the same rate with carriage allowance as fixed by G.O., dated 19th June 1878, No. 980, Public Department. She should be made Assistant Matron Superintendent and should take the training of the probationers into her special charge and assist the Matron Superintendent in night superintendence. I consider such night superintendence does not require more than two or three rounds a week on uncertain nights. It is most necessary as the Senior Medical officer and Matron Superintendent can scarcely depend on the medical subordinates or senior Eurasian nurses on night duty reporting properly on neglect of duty by either the nurses or attendants.

I would suggest that the Matron Superintendent should be directed to report yearly on the working of the—

(*a*) The Nursing department of the hospital,
(*b*) The Training school,
(*c*) The Nursing institution,

and that her reports should be attached to that of the Senior Medical officer who should make any remarks on it that appear necessary and it should be printed in the report on the State hospitals.

Enclosures.

(i)

From Mrs. M. A. NISBET, Matron Superintendent, General Hospital, Madras, to the Senior Medical officer, General Hospital, dated 5th November 1894, No. 3210.

I have the honour to recommend the following scheme should be adopted with reference to affiliating the private nursing institution with the nursing establishment of the General Hospital.

1. Six nurses be entertained under the same rules as the present nurses—two first-grade nurses, two second-grade nurses and two pupil nurses They should be designated extra nurses; this would increase the staff sufficiently to allow of nurses being sent out to private cases, not necessarily the extra nurses, but those best suited for private work or those nurses requiring a change of work, as it is well known that with few exceptions nurses (especially those employed in surgical work) cannot keep good health if continually living in hospital.

2. This would entail little, if any, extra expense to Government, as when these nurses are sent out to cases, the usual nursing fees for their services (each nurse Rs. 90 per month) would be paid in to the hospital and their board and travelling expenses would be provided for by their employers. Better nursing would be ensured for the hospital patients as all extra nurses not employed at private cases would work in the wards as directed (of course with due regard to proper rest after any long and trying case). With the exception of house-rent and some minor expenses, the nurses of the present institution have been entirely self-supporting, the total amount in fees received being Rs. 3,802, and, owing to a great many cases being given to outside nurses when institution nurses were not available, much money was lost to the institution.

There are very few hospitals now-a-days to which an extra staff of nurses for outside or private work is not attached, and it has been proved that there is a need for a private nursing institution in Madras. The nurses of the institution have worked in all parts of the presidency and even outside it, one nurse going to Ceylon, one to Bombay and one to England with their employers, and in their work they have been excellent.

3. The accounts of the extra nursing staff to be kept by the Steward and the management in the hands of Matron Superintendent under the Senior Medical officer as with the present nursing staff.

The rules should be slightly modified from those the nurses of the institution are working under at present, I also recommend an advertisement to continue as now in local papers.

4. The furniture and an account of all money received or expended for the nursing institution with the balance in hand be given over to the Steward's department, or as the original subscribers to the nursing fund only number *twenty-five* and the balance in hand would cover

their subscriptions, a circular might be sent to each individual subscriber requesting his opinion as to how he would wish the money used as it might still be left with the Matron Superintendent as a nucleus for a fund for a convalescent home which is also an addition much to be desired for the comfort and well-being of poor European patients now especially when there soon will be women and children patients.

(ii)

From Surgeon-Captain H. THOMSON, Secretary, Surgeon-General with the Government of Madras, to the Senior Medical Officer, General Hospital, dated 16th November 1894, No. 7477.

Regarding the proposal to entertain these extra permanent nurses: Please ascertain from Mrs. Nisbet the average number of nurses she has had on her books since the nursing institution was formed and the date it commenced work; the maximum number was on what dates and for how long; the average number who have been employed; the maximum number who have been employed; the stations she had to send these nurses to.

2. Are these six extra nurses in addition to those already sanctioned as the staff of the General Hospital, including the six trained nurses on Rs. 30 a month, with 15 rupees ration money, and the assistant head nurse sanctioned under G.O. No. 390, dated 4th June 1894, when the women and children are transferred?

3. The accounts of the nursing institution would have to be shown separately from the cost of the ordinary nursing establishment of the General Hospital.

4. With reference to paragraph 3 of the Matron Superintendent's letter, it is presumed that there would be no difficulty in keeping the accounts in the steward department. What modification of the present rules does Mrs. Nisbet propose?

5. What furniture is there to hand over? If any extra furniture, &c., would be required, please attach a list showing the probable cost.

6. What is the amount of the subscriptions of the 25 subscribers? What was the number of the original subscribers and what amount did they promise?

7. What extra accommodation would be required for these six nurses?

8. *Training School.*—The Surgeon-General is of opinion that there should be a training school for sick nursing in connection with this institution, to train the women now under training in the Women and Children hospital dealt with in this correspondence, women as nurses for moffusil hospitals under municipalities and local boards, women from the Dufferin fund, and women who are willing to pay for their keep and training.

9. The Surgeon-General notes that in these six extra nurses two are proposed to be *pupil* nurses. How many pupil nurses are now in the establishment of the General Hospital?

10. When the new quarters are built, how many pupil nurses will there be room for, in addition to the staff of the General Hospital?

(*a*) What furniture will they require? Please give a list and estimate of the cost.
(*b*) What outfit do they require? and please state the cost.
(*c*) What stipends should they draw?
(*d*) What course of training should they go through?
(*e*) Should women in a position to pay be charged anything for their training? It is presumed they would pay for their own outfit. What would they have to pay for food and servants?
(*f*) What book should be adopted as a text-book?

11. If the full number of pupil nurses for which there will be accommodation were available for work in the hospital, what diminution of the staff of trained nurses, if any, would be possible?

12. When you have obtained the above information from the Matron Superintendent, please submit it with your opinion on the proposals and a statement showing details, of the present cost including in red ink the cost of the establishment under G.O. No. 390, dated 4th June 1894, and the proposed cost.

Return requested.

(iii)

From Brigade-Surgeon-Lieutenant-Colonel W. PRICE, M.D., Senior Medical Officer, General Hospital, Madras, dated 1st December 1894, No. 1010.

I herewith send letter No. 1009, dated 22nd November 1894, from the Matron Superintendent giving the information called for in the above minute.

2. With reference to paragraphs 3 and 4 the accounts of the nursing institution could easily be kept separate by the steward's department. I agree with the suggestions made in paragraph 4 of Matron Superintendent's letter.

The clerk therein asked for could work with the matron when she requires him, and at other times in the steward's department. His pay ought to be debited against the nursing institution and would be more than covered by the earnings under this head.

With reference to paragraph 6: If the nursing institution be taken over by Government, it ought not, in my opinion, to rely at all on private subscriptions. It would be a self-supporting and probably earning institution. The original subscribers might be asked what they wish to be done with the balance of their subscriptions (Rs. 919–4–4) now in the hands of the Matron Superintendent.

With reference to paragraph 7: The accommodation required could easily be arranged for when the new buildings over the station hospital are being put up. Three rooms would be quite sufficient, as more than one-half of the nurses would on an average be out.

With reference to paragraph 9: There are six pupil nurses at present; the object of proposing two more amongst the six of the nursing institution is simply that they might draw less pay. When the institution is proved to be well self supporting, they might be done away with and second-grade pay given. The Surgeon-General ought to have power to increase the number of nurses on the strength of the nursing institution whenever he finds it necessary. Just at present, for instance, these nurses are all out, and the Matron Superintendent has got a telegram for another which she cannot meet.

The first part of paragraph 10 cannot be answered at present, as no plans have been received from the Consulting Architect.

With reference to paragraph 11: This would have to be seen in future. At present, no diminution could be recommended.

From Mrs. M. A. NISBET, Matron Superintendent, General Hospital, Madras, to the Senior Medical Officer, General Hospital, dated 22nd November 1894, No. 1009.

Regarding the proposal to entertain extra nurses for private work, I have the honour to state in reply to No. 7477, dated 16th November 1894, from the Secretary, Surgeon-General with the Government of Madras, that to give averages for the whole time the private nursing institution was carried on, would not lead to a correct conclusion as the institution had to be worked up, beginning in February 1893, with one nurse, the staff not being raised to three until four months later; but I will give the averages for six months when the work had fairly commenced, that is, from August 1893 to 1st February 1894.

The average number of nurses on my books during that time was six, the maximum number being six during the whole period, and the average number employed being four. The maximum number employed (if nurses not on the books but who have been given cases from the institution are included) would be nine; if these nurses are not included, the maximum number employed would be six.

Nurses have been sent to Salem, Coorg, Vizianagram, Ootacamund, England, Colombo, Cortallum, Cochin, Palamcottah, Kolar, Periyar, Kanara, Kodaikanal, Cocanada, Chidambaram, Yercaud, Cuddalore, Tuticorin, Mannargudi, Trivandrum, Trichinopoly, Ranipet, Bellary and Nidamangalam.

Thirty-two trained nurses applied for work during the time the institution was in Perambore.

2. Yes, these six extra nurses are in addition to all sanctioned staff, would be self-supporting, and when not employed at cases outside the hospital would assist in the wards, but their services could not be counted on at any particular time or for lengthy periods.

3. They might be entertained in the same way as the temporary nurses now employed, accounts relating to them kept separate and their services not pensionable.

4. The accounts might be kept by a matron's clerk as there is a great need of such a person, the matron's correspondence having very largely increased. The only modification necessary in the rules would be the slight alterations made by me in copies of rules sent herewith. The fees for nursing services might be raised in special or contageous cases.

5. There is furniture of the same quality as that in use in the officers' quarters sufficient for six nurses. No extra furniture required. List sent herewith.

6. The amount of subscriptions (or more properly donations) is Rs. 919–4–4.

The original 25 subscribers or donors all gave the full amount they promised.

7. Nurses would require a small room each or three rooms, two nurses being put in each room.

8. With regard to a training school for nurses, I would propose that the rules and regulations of the principal training schools for nurses in London should be sent for and a plan suitable for an Indian hospital drawn out for the proper establishment of a training school in

Madras on somewhat similar principles as that adopted in English hospitals. The Nightingale school at St. Thomas' Hospital, London, is well known as one of the strictest disciplined and most successful of training schools, and would be an excellent one to choose as a model of Madras.

9. There are six pupil nurses at present on the establishment of the General Hospital.

10. I do not know the plan of the new quarters. Pupils could be accommodated in dormitories and have the same space now allowed for each patient in the general wards, but I consider trained nurses should have a room or cubicle allotted to each There is a great necessity for a large dining hall and a sitting room or study in which nurses could be permitted to see their friends at certain hours and also use for study or recreation.

(*a*) Each pupil nurse will require a cot the same as those supplied to the wards, a chest of drawers, looking glass and chair, for which the cost would be about Rs 30. Their dining room, sitting room and bath rooms would also require furniture; the total cost ought not to exceed Rs. 50 for each pupil nurse.

(*b*) Pupil nurses should supply their own uniforms, or it should be deducted from their pay. The cost would be Rs. 30 for a sufficient uniform for one year.

(*c*) I consider Rs. 10 monthly with board, uniform (if any given), lodging and washing quite sufficient during their course of training.

(*d*) Their period of training ought to be one year,—the first three months, practical training in the wards alone; then six months, practical training combined with a course of lectures or classes as now held; and the final three months, preparation for examination for certificates, practical and theoretical training by the matron in special nursing.

(*e*) Women in a position to pay for their training should be charged Rs. 50 per month, which would cover the expenses of their outfit, food and servants; these special probationers would have each a room and have superior food and attendance to the ordinary probationer, and need not be put on night duty or have quite such long hours on duty; three hours in the mornings and three in the afternoons ought to be sufficient for work in the wards as, presumably, they would be more intelligent and better educated than others.

(*f*) The Manual for Nurses in India would be the most useful text-book if carefully revised and some additional chapters added, as the English books on nursing do not meet all the requirements of an Indian hospital, and most of them are written "above the heads" of the class from which our present nurses are taken and also above the standard required in their training; but some of the latest and best books on nursing might be procured for the benefit of the nursing staff; the cost would be very small as few of them would exceed Rs. 5 or 6 in price.

11. Probationer nurses, except in their final three months, and under exceptional circumstances, should not be entrusted with the independent charge of wards; no diminution of the staff of trained nurses would be possible.

List of furniture, &c., belonging to the private nursing institution.

Arm chairs	6	Almirahs	2
Wooden cots	6	Writing table	1
Clothe stands	6	Armless chairs	2
Towel rails	6	Cane sofa	1
Teapoys	7	Cane chair	1
Toilet tables	6	Ink-stand	1
Washing stands	6	Linen baskets	5
Looking glasses	5	Wooden tubs	2
Chest of drawers	5	Waste-paper basket	1
Sofas	2	Commodes	4
Easy chairs	2	Hat racks	2
Tables	2	Glass almirah	1
Dining table	1	Dinner waggon	1

Crockery, cutlery, glass beads and table linen.

(iv)

From Surgeon-Captain H. THOMSON, Secretary, Surgeon-General with the Government of Madras, to the Senior Medical Officer, General Hospital, dated 8th December 1894, No. 8091.

With reference to paragraph 8 of the Matron Superintendent's letter No. 1009, dated 22nd November 1894, please call the attention of the Matron Superintendent in Chapter XII of Volume VII of Burdett's Hospitals and Asylums of the World sent herewith for return with this correspondence. Please note page 236 on the Nightingale Fund Nursing School for nurses, also the

report of the Lord's Committee sent to you with this office No. 7633, dated 22nd November 1894. Kindly ask Mrs. Nisbet to sketch out for this the plan she would propose for adoption here.

2. Please submit the comparative statement called for in paragraph 12 of minute (iii).

Return requested.

(v)

From Brigade-Surgeon-Lieutenat-Colonel W. PRICE, M.D., Senior Medical Officer, General Hospital, to the Matron Superintendent, General Hospital, No. 1105.

I have the honour to forward with the book referred to.

(vi)

From the Matron Superintendent, dated 17th December 1894, No. 3658.

As arrangements for nursing in the General Hospital now stand, no thorough system of training can be carried out in that institution alone, but if the nursing in the Women and Children's Hospital and the General Hospital is amalgamated, there would be no difficulty. The training in one hospital should be a continuation of that in the other and the probationers ought to commence their training in the wards of the Women and Children's Hospital under the immediate superintendence of a well trained head nurse who would be subordinate to the Matron Superintendent of the General Hospital and would report weekly or monthly on the conduct and progress of the nurse pupils.

Assuming this to be the case, I would propose three distinct classes of probationers.

Lady Probationers.—Ladies of independent means who desire to learn nursing in an amateur way to enable them to be more useful amongst their own friends and relations and who would be willing to pay Rs. 100 to Rs. 50 per month for their expenses while training for six months or more. They would not necessarily work in the wards the regulation hours but would do so for six hours in every twenty-four and they would have separate rooms and table from the ordinary nurse probationers. I consider this class of probationers would be useful in attracting women superior to those now working in the hospital and would improve the moral tone of the nursing staff. It is not probable that more than one or two of this class of probationer would be entertained at the same time.

Special Probationers.—Well educated women who wish to get a thorough professional training but who could not afford to pay for it. These would be entertained strictly under the same rules and regulations as the ordinary nurse probationer; they, if of European parentage, would require a different kind of dieting to that now allowed to nurses and which would cost Rs. 30 instead of the present ration allowance of Rs. 15. They would not receive pay until they passed and got certificates. They would thus as probationers cost Government the same sum monthly as the ordinary probationer who receives Rs. 15 pay and Rs. 15 ration allowance. They would have separate dormitories and table; their number might be restricted to six, and when their number was less ordinary nurse probationers should be permitted to fill the vacancies. This class of probationers would be suitable for filling superior situations such as matrons and head nurses when their training was finished.

Nurse Probationers under the following regulations:—

1. Women desirous of working as hospital nurses should apply to the Matron Superintendent of the General Hospital, subject to whose selection they will be received into the hospital as probationers.

2. The age considered desirable for probationers is from 18 to 35 they should be single or widows. None will be received under 18. A certificate of age and other information according to a form will be required.

3. The term of a probationer's training is a *complete year*. It may however be extended for another three months, and probationers will be received on the distinct understanding that they will remain for the required term. They may however be allowed to withdraw upon grounds to be approved by the Matron Superintendent. They will be subject to be discharged at any time by the Matron in case of misconduct or should she consider them inefficient or negligent of their duties.

4. The probationers will be under the authority of the Matron of the hospital and will be subject to the rules of the hospital.

5. They will be lodged in the hospital and they will receive board and a certain quantity of outer clothing of a uniform character which they will always be required to wear when in the hospital. They will serve as assistant nurses in the wards of the hospital and will receive instruction from the Matron Superintendent, the staff nurses and the medical instructor.

6. They will receive during the year of training payment and clothing to the value of Rs. 180 on the following footing, thus: clothing costing about Rs. 30, pay Rs. 10 monthly, and a bonus of Rs. 30 on satisfactorily completing their year of training, also ration allowance of Rs. 15 per month each.

7. At the close of a year their training will usually be considered complete, and during the three years next succeeding the completion of their training they will be required to enter into service in such situations as may be offered them.

8. The names of the probationers will be entered in a register in which a record will be kept of their conduct and qualification. At the end of a year those who have passed satisfactorily through the course of instruction and training will be entered in the register as certified nurses and will be recommended for employment accordingly.

9. The usual time for admission will be half-yearly in January and June. Candidates should apply by letter only in first instance to the Matron Superintendent at the General Hospital, Madras, between 10 A.M. and 2 P.M. any day except Sundays.

The duties of probationers are as follows:—

You are required to be sober, honest, truthful, trustworthy, punctual, quiet and orderly, cleanly and neat, patient, cheerful and kindly.

You are expected to become skilful—

(1) In the dressing of blisters, burns, sores, wounds; in applying fomentations, poultices and minor dressings; in the administration of sub-cutaneous injections:
(2) In the application of leeches externally and internally:
(3) In the administration of enemas for men and women and the use of the catheter for women and children:
(4) In the management of trusses and appliances in uterine complaints:
(5) In the best method of friction to the body and extremities:
(6) In the management of helpless patients, *i.e.*, moving, changing, personal cleanliness, of feeding, keeping food warm (or cool), preventing and dressing bed-sores, managing position, &c.
(7) In bandaging, making bandages, rollers, lining of splints, &c.
(8) In making the beds of the patients and removal of sheets whilst the patient is in bed:
(9) To attend at operations:
(10) To be competent to cook gruel, arrowroot, eggs, puddings, broths, drinks for the sick, &c.
(11) To understand ventilation—of keeping the ward fresh by night as well as by day; to be careful that great cleanliness is observed in all the utensils, those used for the secretions as well as those required for food:
(12) To make strict observation of the sick in the following particulars: the state of secretions, expectoration, pulse, skin, appetite, intelligence as delirium or stupor, breathing, sleep, state of wounds, eruptions, formation of matter, effect of diet or of stimulants and of medicines; to take the temperature, pulse, respiration:
(13) To learn the management of convalescents.

Probationers should receive three months' practical training in the wards of women and children, then six months' practical training combined with a course of lectures or classes as now held in the General Hospital, and a final three months' preparation for examination for certificates in both practical and theoretical training and in special nursing of both males and females, adults and children.

Probationers should not be put on night duty for the first three months and should always work under the direction of a trained nurse.

The number of probationers would fluctuate, but need not exceed 20—

2 Lady probationers.
6 Special do.
12 Nurse probationers for both hospitals.

In English hospitals the probationers have distinctly separate rooms from those occupied by the trained nurses, and where there are training schools such as the Nightingale school attached to St. Thomas' Hospital, London, the probationers are lodged in a separate building with a home sister who is a trained nurse in charge and the probationers are under the strictest discipline both when on and off duty. The probationers do all the heavy work in the wards, the sisters and staff nurses being responsible that all is done properly. Should the training of probationers be carried out in the General Hospital, Madras, on the English system, it will entail a larger staff of nurses than now entertained. In St. Thomas' Hospital in a ward containing thirty beds and with a small isolation ward for one or two patients attached there is a ward sister, a day staff nurse and a night staff nurse, also two or three probationers and extra nurses or probationers for special cases. Probationers do all the work that toties and ward attendants do in India and have the bath rooms and lavatories to keep scrupulously clean in addition to the dusting of the wards and their nursing work.

In the General Hospital, Madras, No. 1 block containing sixty beds is nursed by one head nurse, one day staff nurse, one night staff nurse, and one probationer, ten ward attendants and four toties. The other blocks are nursed on a similar plan.

The whole system is different to that in an English hospital. I consider the ward attendants and toties are necessary in a claimate like Madras and that a more highly educated and better class of nurses is what is wanted as with open wards, the general construction of the hospital and the carelessness, untruthfulness and love of intrigue which characterize both patients and servants it is absolutely necessary that the nurses should be exceptionally trustworthy and that something should de done to induce well educated women of the country to become nurses.

A thoroughly trustworthy well trained, middle aged nurse to act as night Superintendent is also a great need in the General Hospital.

(vii)

No. 1142.

I have the honour to forward.

Madras, 18*th December* 1894.

(Signed) W. PRICE, M.D., Brig.-Surg. Lt.-Col., *Senior Medical Officer.*

To the Secretary to the Surgeon-General with Government of Madras.

Order—dated 31st May 1895, No. 439, Public.

In the opening paragraphs of his letter, No. 82, of the 2nd February last, the Surgeon-General submits proposals for the future working of the Nursing Institute, the location of which at the General Hospital was sanctioned as a tentative measure under G.O., dated 18th April 1894, No. 256. The good work done by the nurses of the Institute is shown in Mrs. Nisbet's report, No. 1009, of the 22nd November last, and it is reasonable to conclude that the Institute will be self-supporting. The following proposals are sanctioned:—

(1) That the Institute should be incorporated with the General Hospital Nursing Staff.
(2) That the establishment of the Institute shall be—

First-grade nurses on Rs. 40 with Rs. 15 ration money ..	2
Second-grade nurses on Rs. 30 with Rs. 15 ration money ..	4
Total ..	6

(3) That a clerk should be entertained on Rs. 30, debitable to the Institute.
(4) That when the nurses are not required for private cases, their services should be utilized in the General *cum* Women and Children's Hospital.
(5) That the name of the Institute should be "The General Hospital Nursing Institute."

A proposition statement should be submitted and an annual report should be made to Government of the receipts and expenditure of the Institute.

2. No definite rules to govern the Institute have been suggested. It is stated that the existing ones should be slightly modified. A revised copy should be submitted for approval.

There is no objection to the proposal in paragraph 4 (4) that the Matron Superintendent should obtain nurses to send up-country when those on the permanent staff are all engaged. Care should be taken that the women selected are qualified in every way to maintain the reputation of the Institute.

The suggestion in paragraph 4 (5) is reasonable, but the Government has not been informed what the ordinary charges for the services of the nurses are to be. It is believed that Rs. 3 per diem is the usual charge and that this is readily paid. The Surgeon-General should give his opinion on this subject.

3. The Government agrees with the Surgeon-General that the Matron Superintendent should ascertain from subscribers to the original Nursing Fund how they wish the balance of their subscriptions to be disposed of, and that the decision of the majority should be acted on.

4. In connection with the further proposals of the Surgeon-General in regard to the strength of the nursing establishment of the combined hospitals, it is necessary first to consider what number of beds should be maintained after the amalgamation.

The papers with G.O., dated 20th January 1894, No. 46, Public, show that accommodation can be made available for the following:—

	No. of beds.
In the General Hospital	375
„ Station Hospital	266
	641
In the contagious ward to be erected for the female side ..	40
Total ..	681

5. A rough calculation of expenditure leads to the conclusion that the maintenance of the amalgamated hospitals on this scale—without any allowance for buildings and furniture—would cost at least three-quarters of a lakh of rupees more *per annum* than is at present expended on the two hospitals. The Government does not feel justified in increasing its outlay to such an extent, and it is therefore advisable that the combined hospitals should be limited to a total of 500 beds, which should for the present, until experience is gained, be distributed in the existing proportion, *i.e.*, male side 375, and female side 125.

6. This plan would have the following advantages:—

(1) A new contagious ward to hold forty would not be required. It would suffice to build two sheds to hold ten females each, similar to the "special surgical sheds" on the male side.

(2) It would be possible to accommodate all the patients on the ground and first floors with such ease that any ward could be vacated for a week or two at a time for sanitary purposes.

(3) The new wards existing on the third floor of the western part of the hospital could, with some alterations and possibly some additions, be utilized as accommodation for the increased staff of nurses proposed to be entertained.

(4) It is not advisable, for sanitary reasons, to congregate in one place too large a mass of suffering humanity. A hospital of 500 beds is also as large as is easy of administration, while quite large enough for the necessary clinical teaching of the students in the adjacent Medical College.

7. The combined hospitals should therefore be limited to a complement of 500 beds, and the Surgeon-General should make his recommendations for medical and other requirements on that basis. The constitution of the nursing staff should be regulated on the same assumption.

8. The work and responsibilities of the Matron Superintendent will be largely increased by the contemplated reorganisation. The Government is satisfied that the appointment should be better paid and that the services of an Assistant Matron Superintendent are essential. The latter should be a lady from England, thoroughly trained as a nurse and in the administration of a large hospital and competent to take up the duties of Matron Superintendent should need arise. The pay of the appointments should be Rs. 300—20—400 and Rs. 200—20—300, respectively, with free quarters. The Government of India will be addressed on the subject. The Surgeon-General will lose no time in submitting, through the Accountant-General, a statement in the form laid down in G.O., dated 11th April 1895, No. 315, Financial, for transmission to the Government of India. It will be sufficient to provide for seven months' salary

for the Assistant Matron Superintendent, *viz.*, Rs. 1,400, in the current financial year. If it is not probable that savings to that amount will be available under "24, Medical," no difficulty is anticipated in meeting the charge from savings under some other head.

9. As regards the actual nursing staff, it is understood that there are at present in the General Hospital eighteen nurses to 375 beds; six of these are pupil nurses, of whom half may probably be eliminated as ineffective; there remain therefore fifteen to 375 beds or one to 25. At the Women and Children's Hospital for 132 beds there is a Matron on Rs. 50 and one East Indian nurse on Rs. 8. This provision is obviously inadequate. The Government considers that the reorganised establishment should provide one nurse to every fifteen beds or (say) 36 for 500, including six pupil nurses, of whom three may be taken to be sufficiently trained to be placed in separate charge of patients. The scale would then be—

	Rs.
1 Matron Superintendent on Rs. 300—20—400	366
1 Assistant „ on Rs. 200—20—300	266
2 Head nurses on Rs. 60	120
2 Assistant nurses on Rs. 50	100
6 First-grade nurses on Rs 40	240
10 Second-grade nurses on Rs. 30	300
10 Third-grade nurses on Rs. 20	200
6 Pupil nurses on Rs. 15	90
Ration money for 36 nurses at Rs. 15 each	540
Total ..	2,222

10. Before passing final orders on the subject, the Government desires to be furnished with the opinion of the Surgeon-General on the proposed scale. He should first ascertain what the recognised proportion of nurses to beds is in the large hospitals in England. The fact that the ward attendants in India perform the menial offices that pupil-nurses are understood to do at home should not be overlooked; on the other hand it would seem probable that an English nurse at home is capable of doing a much larger amount of work than her country-born sister or an East Indian in India.

11. In his reply the Surgeon-General should afford full information in regard to the pupil nurses of the Lying-in Hospital who go through a six months' course at the Women and Children's Hospital. They have not been included in the scale as it is probable they could not be depended on for full and efficient work. Accommodation must, however, be found for them at the General Hospital. The average number should be reported, and the Surgeon-General should state whether it will be feasible to continue to give them the course of training which they have hitherto undergone.

12. The scale in paragraph 9 *supra* does not include the nurses of the "General Hospital Nursing Institution" who may be at head-quarters. It may not infrequently happen that the whole six will be on duty with private cases. When at the hospital they will require their turn of rest, or they can be utilised to take the places of hospital nurses who have been granted a holiday. No other provision has been made for affording periods of rest and relaxation for the permanent staff.

13. Pending final orders on the scale to be adopted and in view to the gradual increase of the nursing staff, the Surgeon-General will be authorised to enlist as many pupils as he can find accommodation for and as the Matron Superintendent can engage to teach pending the arrival of her Assistant. This sanction should be acted on at once.

14. In regard to the scale in paragraph 9, it should be observed that it will be worked up to gradually as trained nurses become available. The total extra expenditure will not have to be incurred for some years. Part of the increase is due to the proposal to give the third-grade nurses Rs. 20. This is justified by the fact that, if, as is believed to be the case, pupil nurses cannot be obtained for less than Rs. 15, they must be paid a little more when efficient or they will not remain at the hospital after the expiry of their period of training, which may be fixed at one year. With a

view to economy, however, it seems advisable to prescribe some periods of service as qualifications for admission to the first and second grades. The Surgeon-General will report on the point.

15. Turning to the recommendations in regard to "special" and "lady" probationers, the Government is not in a position to pass orders on the information now before it. The probability of probationers coming forward on the terms proposed appears to be remote, and it is not at all certain that—granted such probationers are to be found—it would be for the benefit of the hospital or its paid staff that they should be admitted. It would not be easy to differentiate between them and the general body, and they would most probably add considerably to the Matron Superintendent's duties and difficulties without any adequate return. The Surgeon-General will be requested to look very carefully into the matter and to submit a separate report on it.

16. In connection with the question of the accommodation which will be necessary for the nursing staff, the Government desires that not less than four rooms may be provided on the upper floor of the hospital for paying female patients, who should be received on the same terms as the occupants of the existing officers' quarters. It is believed that this will supply a great want in the Presidency Town. In this connection the attention of the Government has been drawn to the rates at present charged for the use of the officers' quarters. The maximum is Rs 5 *per diem*. The Government is inclined to think that this should be raised at least to Rs. 7 for officials and Rs. 10 for non-officials. The Surgeon General will propose a suitable scale, which could also be applied to the rooms for ladies in accordance with the income and occupations of their husbands or legal guardians, should they not be earning their own living.

17. The Surgeon-General should consult the Government Architect in regard to extra accommodation before submitting his proposals. The suggestion that the existing quarters for the Matron Superintendent should be converted into dining and sitting rooms for the nurses, which is understood to have been made, does not commend itself to Government. It would seem better for the new buildings to be specially designed for the purposes in view. The requirements of the new Assistant Matron Superintendent should not be overlooked. She might mess with the "lady" and "special" probationers should they be sanctioned; but if so, she should also have a private sitting room. If the various proposals above made are eventually adopted, sleeping accommodation will be needed as follows, exclusive of the Matron and Assistant Matron Superintendents and of the pupils from the Lying-in Hospital regarding whom orders will be passed hereafter:—

In separate rooms or cubicles.

Paying female patients	4
"Lady" probationers	2
"Special" do.	6
Head and Assistant Head nurses	4
First-grade nurses (Hospital)	6
" " (Institute)	1
	23

Two or more in a room, as convenient.

Second-grade nurses (Hospital)	10
" " (Institute)	2
Third-grade nurses	10
Pupil nurses (Government)	6
Pupil nurses in training on their own account or sent to be trained by the Dufferin Fund and Local bodies, say	6
Total ..	57

18. There will probably be no difficulty in finding room for the quarters enumerated in paragraph 17 in the buildings which now exist on the upper storey of the hospital, but new rooms will perhaps be necessary for the Assistant Matron Superintendent. Three kitchens and three maty rooms will be wanted. Sufficient bathing and latrine accommodation probably exists already. It will not be necessary at present to prepare detailed plans and estimates; the submission of rough plans and approximate estimates should not be delayed.

19. The inferior nursing establishment still remains to be considered. In his letter recorded in G.O., No. 46, dated 20th January 1894, the Surgeon-General proposed to entertain fifty native nurses and twelve ayahs for service on the female side of the hospital. The Committee's proposal was the same. They considered that one nurse should be provided for every ten beds, but as they were estimating for 250 beds twenty-five instead of fifty nurses would have been the requirement. It has, however, been decided to commence with 125 beds for females, and in the opinion of Government, the following scale of nurses or female ward attendants will be sufficient to start with:—

	Rs.
Three first-grade on Rs. 15	45
Four second-grade on Rs. 12	48
Five third-grade on Rs. 9	45
Three fourth-grade on Rs. 7	21
Six probationers on Rs. 6	36
Total ..	195

Taking half the probationers as efficient, this would give eighteen nurses to 125 beds, or one to seven. The full scale can be worked up to gradually. Meanwhile the Surgeon-General should take on such probationers as he can.

20. As regards the male ward attendants, the information now before Government is not at all clear. In addition to thirty-five permanent men at the General Hospital there appear to be two "permanent extra," six "probationers" and twelve "extra specials." The Surgeon-General, it is understood, is of opinion that an increase will be necessary, but the Government believes that, when the full nursing staff has been worked up to, so many male attendants will not be required. This is a subject on which the Surgeon-General should report fully.

21. It is observed that only one servant—a maty—is provided to wait on the nurses. It is presumed that he is merely the man in charge of the crockery, &c., which is Government property. The other servants are no doubt paid by the Matron Superintendent from the fund to which each nurse subscribes one rupee a month. This system should not be altered. It is obviously better that these servants should be private employés whom the Matron Superintendent can engage, pay and discharge as she pleases, than that they should be paid by Government and consequently not in a position to be dealt with so freely. Besides, as the nurses receive ration-money, it is not unreasonable that they should make this small contribution from their wages for common purposes.

22. Pending further orders as to the extra accommodation which will be required for the combined hospitals, none of the works, other than those connected with the adaptation of the west wing of the Station Hospital, provided for in the Public Works budget for 1895–96, should be put in hand. The Public Works Department has already been addressed on this subject (paragraph 4 of G.O., dated 3rd April 1895, No. 247.)

23. With advertence to paragraph 8 of the Surgeon-General's letter under disposal, the Government is inclined to agree with the Matron Superintendent that all the nurses should go through a preliminary training in the female side of the hospital. This would be especially necessary in the case of the nurses of the Institute to enable them to deal efficiently with female cases up-country.

24. With reference to paragraph 1 of G.O., No. 46, dated 20th January 1894, it is observed that the reply of the Director of Public Instruction to the Surgeon-General's proposals regarding the Professorships in the Medical College after the amalgamation of the two hospitals has been received and is under consideration in the Educational Department.

25. The Surgeon-General should lose no time in reporting fully on the various proposals embodied in these proceedings.

(True Extract.)

J. F. PRICE,
Chief Secretary.

To the Surgeon-General.
„ Public Works Department.

Exd. A. Raitt.

Gobt. of {1895} Madras.

PUBLIC.

Issued

Recd. Encl.

G.O., 31st May 1895, No. 439.

MAY.

Nursing Institute.

Sanctioning, with remarks, the incorporation of the — with the General Hospital Nursing Staff; and addressing the Government of India on the subject of increasing the Matron Superintendent's pay and entertaining an Assistant Matron Superintendent.

No. 1525 W dy 21st June 1895

Communicated to the Consulting Architect with special reference to paras 17, 18 & 22

So JP Ls

C A to Govt.

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 Madras, 2nd February 1895, No. 82.

With reference to paragraph 4 of my predecessor's letter, dated 2nd November 1893, No. 552, paragraph 2 of G.O., dated 20th January 1894, No. 46, Public, and G.O., dated 18th April 1894, No. 256, Public, on the question of a nursing institution and a training school for nurses in Madras, I have the honour to submit true copies of proposals drawn up at my request by the Matron Superintendent of the General Hospital, dated 5th and 22nd November and 17th December 1894, and of a minute on them by the Senior Medical officer dated the 1st December 1894, for the consideration and orders of Government.

2. It will be seen from letter No. 1009 of the 22nd November 1894 from the Matron Superintendent how well the nursing institution has been working and no doubt it would continue to so work if it could always depend on Mrs. Nisbet's or an equally competent superintendent's services. I do not think this can be secured unless the work is taken up by Government and managed in connection with the nursing establishment of the General Hospital. Mrs. Nisbet's figures clearly show that there would not be any cost to Government beyond the provision of quarters for the six nurses which can easily be arranged for when the buildings referred to in G.O., dated 15th November 1894, No. 867, Public, are erected on the hospital; there is furniture enough for them belonging to the institution.

× 3070 W 29-11-94 with 1592 14-5-95

4. I would propose (1) that the establishment should be fixed at six trained nurses, two first grade and four second grade, paid as in the General Hospital under G.O., dated 24th October 1890, Nos. 711–712, viz.—

First grade Rs. 40 a month with Rs. 15, rations money.
Second grade Rs. 30 a month with Rs. 15, rations money.

(2) That the rules proposed by the Matron Superintendent should be adopted.

(3) That a clerk on Rs. 30 a month should be attached to the Steward's department to keep all the accounts of this institution and the proposed training school and to assist the Matron Superintendent in all her correspondence; his pay should be debited to the nursing institution.

(4) The Matron Superintendent should be empowered to entertain temporary trained nurses to send up-country when none of those belonging to the institution are available and that their pay and allowances should be also charged to the institution.

(5) That the Matron Superintendent should be empowered to charge extra for nursing in the case of contageous or infectious diseases, say fifty per cent.

(6) That when the permanent nurses are not required for duty with private cases their services should be utilized in the General Hospital.

(7) That the institution should be named "The General Hospital Nursing Institution."

5. Regarding the balance of subscriptions remaining in Mrs. Nisbet's hands, I consider that she should ascertain from the subscribers what they wish done with it and act in accordance with the decision of the majority.

6. In order to develope the present training in the hospital so as to get a better class of women to train as sick nurses not only for the existing Government hospitals which require them, but also for up-country hospitals under the different local authorities, for the Lady Dufferin's Fund Committee and for private nursing, I propose that the six nurse pupils drawing Rs. 15 a month, with Rs. 15 ration allowance, on the establishment of the General Hospital should be transferred to a "General Hospital Training School for Nurses" to work in the General Hospital. Its accounts should be kept separate from those of the Hospital Nursing Institution by the new clerk. As proposed by the Matron Superintendent the strength of this school should be at present limited to 20 pupils, viz. :—

Two lady probationers.
Six special probationers.
Twelve nurse probationers including the six above alluded to. The other six might be sent by up-country local authorities or the Lady Dufferin's Fund Committee.

7. The only additional expense Government need be put to by this would be the provision of quarters which was contemplated in the correspondence ending with G.O., dated 15th November 1894, No. 867, Public, and the provision of furniture as proposed by the Matron Superintendent at the cost of about Rs. 50 per head or Rs. 1,000.

One cot,
One chest drawers,
One chair,
with sitting and bath-room furniture, crockery, &c.

The Matron Superintendent should be allowed to expend Rs. 50 to start work in getting good books on nursing and Rs. 20 a year with the same object.

8. I concur in all the Matron Superintendent's suggestions in her minute No. 3658 of the 17th December 1894 with the following exceptions. It would be better not to carry on any of this training in the Women and Children's Hospital as there is no head nurse of the class Mrs. Nisbet refers to who could look after these probationers or who could be placed under the superintendence of Mrs. Nisbet. The training should be altogether carried out in the General Hospital as at present, and as soon as the women and children are transferred there, the opportunities of completely training them will be under the superintendence of the Matron Superintendent of the General Hospital.

As regards the lady probationers, I consider Rs. 100 a month would not be too high a rate to fix considering they are to be trained, fed and housed. Those ladies who could not afford so much should enter as special probationers. As regards special probationers, they should not, in my opinion, be supported by Government except for their accommodation and the cost of furniture. I would on no account allow ordinary nurse probationers to occupy these places. As regards nurse probationers, the only ones that Government should continue to pay for are the six already alluded to as on the strength of the General Hospital; but in paragraph 6 of her letter Mrs. Nisbet proposes that they should be better paid than they are. This I concur in. Their present pay is Rs. 15 a month with Rs. 15 ration allowance and Rs. 30 clothing.

She proposes they should get Rs. 30 for clothing, Rs. 10 a month pay, Rs. 15 a month for rations and a bonus of Rs. 30 on satisfactorily completing three years' training. This would mean an extra cost of Rs. 25 each, and if we are to get a better class of women I consider it necessary. To paragraph 9 of the proposed rules should be added" local authorities or the Secretary of the Dufferin's Fund wishing to send a nurse to be trained under these rules should apply to the Matron Superintendent who is bound to accept them if their characters are declared to be good, if they are of European parentage, over eighteen years of age, sufficiently educated and that the recommending authorities are willing to meet all the expenses." Volunteers should also be allowed to join this class if approved by the Matron Superintendent and if they are willing to pay all necessary expenses. The Madras Nursing Manual should be revised as suggested by Mrs. Nisbet and adopted as the text book.

I concur in Mrs. Nisbet's idea that trustworthy night superintendence is absolutely necessary but I would meet the difficulty differently from the way she suggests.

I consider the services of another European lady nurse properly trained in Great Britain and engaged through the Right Honorable the Secretary of State for India should be secured.

She should be engaged on the same terms as was the head nurse sanctioned in G.O., dated 5th May 1875, No. 580, Public Department, and paid the same rate with carriage allowance as fixed by G.O., dated 19th June 1878, No. 980, Public Department. She should be made Assistant Matron Superintendent and should take the training of the probationers into her special charge and assist the Matron Superintendent in night superintendence. I consider such night superintendence does not require more than two or three rounds a week on uncertain nights. It is most necessary as the Senior Medical officer and Matron Superintendent can scarcely depend on the medical subordinates or senior Eurasian nurses on night duty reporting properly on neglect of duty by either the nurses or attendants.

I would suggest that the Matron Superintendent should be directed to report yearly on the working of the—

(*a*) The Nursing department of the hospital,
(*b*) The Training school,
(*c*) The Nursing institution,

and that her reports should be attached to that of the Senior Medical officer who should make any remarks on it that appear necessary and it should be printed in the report on the State hospitals.

—

Enclosures.

(i)

From Mrs. M. A. NISBET, Matron Superintendent, General Hospital, Madras, to the Senior Medical officer, General Hospital, dated 5th November 1894, No. 3210.

I have the honour to recommend the following scheme should be adopted with reference to affiliating the private nursing institution with the nursing establishment of the General Hospital.

1. Six nurses be entertained under the same rules as the present nurses—two first-grade nurses, two second-grade nurses and two pupil nurses. They should be designated extra nurses; this would increase the staff sufficiently to allow of nurses being sent out to private cases, not necessarily the extra nurses, but those best suited for private work or those nurses requiring a change of work, as it is well known that with few exceptions nurses (especially those employed in surgical work) cannot keep good health if continually living in hospital.

2. This would entail little, if any, extra expense to Government, as when these nurses are sent out to cases, the usual nursing fees for their services (each nurse Rs. 90 per month) would be paid in to the hospital and their board and travelling expenses would be provided for by their employers. Better nursing would be ensured for the hospital patients as all extra nurses not employed at private cases would work in the wards as directed (of course with due regard to proper rest after any long and trying case). With the exception of house-rent and some minor expenses, the nurses of the present institution have been entirely self-supporting, the total amount in fees received being Rs. 3,802, and, owing to a great many cases being given to outside nurses when institution nurses were not available, much money was lost to the institution.

There are very few hospitals now-a-days to which an extra staff of nurses for outside or private work is not attached, and it has been proved that there is a need for a private nursing institution in Madras. The nurses of the institution have worked in all parts of the presidency and even outside it, one nurse going to Ceylon, one to Bombay and one to England with their employers, and in their work they have been excellent.

3. The accounts of the extra nursing staff to be kept by the Steward and the management in the hands of Matron Superintendent under the Senior Medical officer as with the present nursing staff.

The rules should be slightly modified from those the nurses of the institution are working under at present, I also recommend an advertisement to continue as now in local papers.

4. The furniture and an account of all money received or expended for the nursing institution with the balance in hand be given over to the Steward's department, or as the original subscribers to the nursing fund only number *twenty-five* and the balance in hand would cover

their subscriptions, a circular might be sent to each individual subscriber requesting his opinion as to how he would wish the money used as it might still be left with the Matron Superintendent as a nucleus for a fund for a convalescent home which is also an addition much to be desired for the comfort and well-being of poor European patients now especially when there soon will be women and children patients.

(ii)

From Surgeon-Captain H. THOMSON, Secretary, Surgeon-General with the Government of Madras, to the Senior Medical Officer, General Hospital, dated 16th November 1894, No. 7477.

Regarding the proposal to entertain these extra permanent nurses: Please ascertain from Mrs. Nisbet the average number of nurses she has had on her books since the nursing institution was formed and the date it commenced work; the maximum number was on what dates and for how long; the average number who have been employed; the maximum number who have been employed; the stations she had to send these nurses to.

2. Are these six extra nurses in addition to those already sanctioned as the staff of the General Hospital, including the six trained nurses on Rs. 30 a month, with 15 rupees ration money, and the assistant head nurse sanctioned under G.O. No. 390, dated 4th June 1894, when the women and children are transferred?

3. The accounts of the nursing institution would have to be shown separately from the cost of the ordinary nursing establishment of the General Hospital.

4. With reference to paragraph 3 of the Matron Superintendent's letter, it is presumed that there would be no difficulty in keeping the accounts in the steward department. What modification of the present rules does Mrs. Nisbet propose?

5. What furniture is there to hand over? If any extra furniture, &c., would be required, please attach a list showing the probable cost.

6. What is the amount of the subscriptions of the 25 subscribers? What was the number of the original subscribers and what amount did they promise?

7. What extra accommodation would be required for these six nurses?

8. *Training School.*—The Surgeon-General is of opinion that there should be a training school for sick nursing in connection with this institution, to train the women now under training in the Women and Children hospital dealt with in this correspondence, women as nurses for moffusil hospitals under municipalities and local boards, women from the Dufferin fund, and women who are willing to pay for their keep and training.

9. The Surgeon-General notes that in these six extra nurses two are proposed to be *pupil* nurses. How many pupil nurses are now in the establishment of the General Hospital?

10. When the new quarters are built, how many pupil nurses will there be room for, in addition to the staff of the General Hospital?

(*a*) What furniture will they require? Please give a list and estimate of the cost.
(*b*) What outfit do they require? and please state the cost.
(*c*) What stipends should they draw?
(*d*) What course of training should they go through?
(*e*) Should women in a position to pay be charged anything for their training? It is presumed they would pay for their own outfit. What would they have to pay for food and servants?
(*f*) What book should be adopted as a text-book?

11. If the full number of pupil nurses for which there will be accommodation were available for work in the hospital, what diminution of the staff of trained nurses, if any, would be possible?

12. When you have obtained the above information from the Matron Superintendent, please submit it with your opinion on the proposals and a statement showing details, of the present cost including in red ink the cost of the establishment under G.O. No. 390, dated 4th June 1894, and the proposed cost.

Return requested.

(iii)

From Brigade-Surgeon-Lieutenant-Colonel W. PRICE, M.D., Senior Medical Officer, General Hospital, Madras, dated 1st December 1894, No. 1010.

I herewith send letter No. 1009, dated 22nd November 1894, from the Matron Superintendent giving the information called for in the above minute.

2. With reference to paragraphs 3 and 4 the accounts of the nursing institution could easily be kept separate by the steward's department. I agree with the suggestions made in paragraph 4 of Matron Superintendent's letter.

The clerk therein asked for could work with the matron when she requires him, and at other times in the steward's department. His pay ought to be debited against the nursing institution and would be more than covered by the earnings under this head.

With reference to paragraph 6: If the nursing institution be taken over by Government, it ought not, in my opinion, to rely at all on private subscriptions. It would be a self-supporting and probably earning institution. The original subscribers might be asked what they wish to be done with the balance of their subscriptions (Rs. 919-4-4) now in the hands of the Matron Superintendent.

With reference to paragraph 7: The accommodation required could easily be arranged for when the new buildings over the station hospital are being put up. Three rooms would be quite sufficient, as more than one-half of the nurses would on an average be out.

With reference to paragraph 9: There are six pupil nurses at present; the object of proposing two more amongst the six of the nursing institution is simply that they might draw less pay. When the institution is proved to be well self supporting, they might be done away with and second-grade pay given. The Surgeon-General ought to have power to increase the number of nurses on the strength of the nursing institution whenever he finds it necessary. Just at present, for instance, these nurses are all out, and the Matron Superintendent has got a telegram for another which she cannot meet.

The first part of paragraph 10 cannot be answered at present, as no plans have been received from the Consulting Architect.

With reference to paragraph 11: This would have to be seen in future. At present, no diminution could be recommended.

From Mrs. M. A. NISBET, Matron Superintendent, General Hospital, Madras, to the Senior Medical Officer, General Hospital, dated 22nd November 1894, No. 1009.

Regarding the proposal to entertain extra nurses for private work, I have the honour to state in reply to No. 7477, dated 16th November 1894, from the Secretary, Surgeon-General with the Government of Madras, that to give averages for the whole time the private nursing institution was carried on, would not lead to a correct conclusion as the institution had to be worked up, beginning in February 1893, with one nurse, the staff not being raised to three until four months later; but I will give the averages for six months when the work had fairly commenced, that is, from August 1893 to 1st February 1894.

The average number of nurses on my books during that time was six, the maximum number being six during the whole period, and the average number employed being four. The maximum number employed (if nurses not on the books but who have been given cases from the institution are included) would be nine; if these nurses are not included, the maximum number employed would be six.

Nurses have been sent to Salem, Coorg, Vizianagram, Ootacamund, England, Colombo, Cortallum, Cochin, Palamcottah, Kolar, Periyar, Kanara, Kodaikanal, Cocanada, Chidambaram, Yercaud, Cuddalore, Tuticorin, Mannargudi, Trivandrum, Trichinopoly, Ranipet, Bellary and Nidamangalam.

Thirty-two trained nurses applied for work during the time the institution was in Perambore.

2. Yes, these six extra nurses are in addition to all sanctioned staff, would be self-supporting, and when not employed at cases outside the hospital would assist in the wards, but their services could not be counted on at any particular time or for lengthy periods.

3. They might be entertained in the same way as the temporary nurses now employed, accounts relating to them kept separate and their services not pensionable.

4. The accounts might be kept by a matron's clerk as there is a great need of such a person, the matron's correspondence having very largely increased. The only modification necessary in the rules would be the slight alterations made by me in copies of rules sent herewith. The fees for nursing services might be raised in special or contageous cases.

5. There is furniture of the same quality as that in use in the officers' quarters sufficient for six nurses. No extra furniture required. List sent herewith.

6. The amount of subscriptions (or more properly donations) is Rs. 919-4-4.

The original 25 subscribers or donors all gave the full amount they promised.

7. Nurses would require a small room each or three rooms, two nurses being put in each room.

8. With regard to a training school for nurses, I would propose that the rules and regulations of the principal training schools for nurses in London should be sent for and a plan suitable for an Indian hospital drawn out for the proper establishment of a training school in

Madras on somewhat similar principles as that adopted in English hospitals. The Nightingale school at St. Thomas' Hospital, London, is well known as one of the strictest disciplined and most successful of training schools, and would be an excellent one to choose as a model of Madras.

9. There are six pupil nurses at present on the establishment of the General Hospital.

10. I do not know the plan of the new quarters. Pupils could be accommodated in dormitories and have the same space now allowed for each patient in the general wards, but I consider trained nurses should have a room or cubicle allotted to each. There is a great necessity for a large dining hall and a sitting room or study in which nurses could be permitted to see their friends at certain hours and also use for study or recreation.

(*a*) Each pupil nurse will require a cot the same as those supplied to the wards, a chest of drawers, looking glass and chair, for which the cost would be about Rs. 30. Their dining room, sitting room and bath rooms would also require furniture; the total cost ought not to exceed Rs. 50 for each pupil nurse.

(*b*) Pupil nurses should supply their own uniforms, or it should be deducted from their pay. The cost would be Rs. 30 for a sufficient uniform for one year.

(*c*) I consider Rs. 10 monthly with board, uniform (if any given), lodging and washing quite sufficient during their course of training.

(*d*) Their period of training ought to be one year,—the first three months, practical training in the wards alone; then six months, practical training combined with a course of lectures or classes as now held; and the final three months, preparation for examination for certificates, practical and theoretical training by the matron in special nursing.

(*e*) Women in a position to pay for their training should be charged Rs. 50 per month, which would cover the expenses of their outfit, food and servants; these special probationers would have each a room and have superior food and attendance to the ordinary probationer, and need not be put on night duty or have quite such long hours on duty; three hours in the mornings and three in the afternoons ought to be sufficient for work in the wards as, presumably, they would be more intelligent and better educated than others.

(*f*) The Manual for Nurses in India would be the most useful text-book if carefully revised and some additional chapters added, as the English books on nursing do not meet all the requirements of an Indian hospital, and most of them are written "above the heads" of the class from which our present nurses are taken and also above the standard required in their training; but some of the latest and best books on nursing might be procured for the benefit of the nursing staff; the cost would be very small as few of them would exceed Rs. 5 or 6 in price.

11. Probationer nurses, except in their final three months, and under exceptional circumstances, should not be entrusted with the independent charge of wards; no diminution of the staff of trained nurses would be possible.

List of furniture, &c., belonging to the private nursing institution.

Arm chairs	6	Almirahs	2
Wooden cots	6	Writing table	1
Clothe stands	6	Armless chairs	2
Towel rails	6	Cane sofa	1
Teapoys	7	Cane chair	1
Toilet tables	6	Ink-stand	1
Washing stands	6	Linen baskets	5
Looking glasses	5	Wooden tubs	2
Chest of drawers	5	Waste-paper basket	1
Sofas	2	Commodes	4
Easy chairs	2	Hat racks	2
Tables	2	Glass almirah	1
Dining table	1	Dinner waggon	1

Crockery, cutlery, glass beads and table linen.

(iv)

From Surgeon-Captain H. THOMSON, Secretary, Surgeon-General with the Government of Madras, to the Senior Medical Officer, General Hospital, dated 8th December 1894, No. 8091.

With reference to paragraph 8 of the Matron Superintendent's letter No. 1009, dated 22nd November 1894, please call the attention of the Matron Superintendent in Chapter XII of Volume VII of Burdett's Hospitals and Asylums of the World sent herewith for return with this correspondence. Please note page 236 on the Nightingale Fund Nursing School for nurses, also the

report of the Lord's Committee sent to you with this office No. 7633, dated 22nd November 1894. Kindly ask Mrs. Nisbet to sketch out for this the plan she would propose for adoption here.

2. Please submit the comparative statement called for in paragraph 12 of minute (iii).

Return requested.

(v)

From Brigade-Surgeon-Lieutenat-Colonel W. PRICE, M.D., Senior Medical Officer, General Hospital, to the Matron Superintendent, General Hospital, No. 1105.

I have the honour to forward with the book referred to.

(vi)

From the Matron Superintendent, dated 17th December 1894, No. 3658.

As arrangements for nursing in the General Hospital now stand, no thorough system of training can be carried out in that institution alone, but if the nursing in the Women and Children's Hospital and the General Hospital is amalgamated, there would be no difficulty. The training in one hospital should be a continuation of that in the other and the probationers ought to commence their training in the wards of the Women and Children's Hospital under the immediate superintendence of a well trained head nurse who would be subordinate to the Matron Superintendent of the General Hospital and would report weekly or monthly on the conduct and progress of the nurse pupils.

Assuming this to be the case, I would propose three distinct classes of probationers.

Lady Probationers.—Ladies of independent means who desire to learn nursing in an amateur way to enable them to be more useful amongst their own friends and relations and who would be willing to pay Rs. 100 to Rs. 50 per month for their expenses while training for six months or more. They would not necessarily work in the wards the regulation hours but would do so for six hours in every twenty-four and they would have separate rooms and table from the ordinary nurse probationers. I consider this class of probationers would be useful in attracting women superior to those now working in the hospital and would improve the moral tone of the nursing staff. It is not probable that more than one or two of this class of probationer would be entertained at the same time.

Special Probationers.—Well educated women who wish to get a thorough professional training but who could not afford to pay for it. These would be entertained strictly under the same rules and regulations as the ordinary nurse probationer; they, if of European parentage, would require a different kind of dieting to that now allowed to nurses and which would cost Rs. 30 instead of the present ration allowance of Rs. 15. They would not receive pay until they passed and got certificates. They would thus as probationers cost Government the same sum monthly as the ordinary probationer who receives Rs. 15 pay and Rs 15 ration allowance. They would have separate dormitories and table; their number might be restricted to six, and when their number was less ordinary nurse probationers should be permitted to fill the vacancies. This class of probationers would be suitable for filling superior situations such as matrons and head nurses when their training was finished.

Nurse Probationers under the following regulations:—

1. Women desirous of working as hospital nurses should apply to the Matron Superintendent of the General Hospital, subject to whose selection they will be received into the hospital as probationers.

2. The age considered desirable for probationers is from 18 to 35 they should be single or widows. None will be received under 18. A certificate of age and other information according to a form will be required.

3. The term of a probationer's training is a *complete year*. It may however be extended for another three months, and probationers will be received on the distinct understanding that they will remain for the required term. They may however be allowed to withdraw upon grounds to be approved by the Matron Superintendent. They will be subject to be discharged at any time by the Matron in case of misconduct or should she consider them inefficient or negligent of their duties.

4. The probationers will be under the authority of the Matron of the hospital and will be subject to the rules of the hospital.

5. They will be lodged in the hospital and they will receive board and a certain quantity of outer clothing of a uniform character which they will always be required to wear when in the hospital. They will serve as assistant nurses in the wards of the hospital and will receive instruction from the Matron Superintendent, the staff nurses and the medical instructor.

6. They will receive during the year of training payment and clothing to the value of Rs. 180 on the following footing, thus: clothing costing about Rs. 30, pay Rs. 10 monthly, and a bonus of Rs. 30 on satisfactorily completing their year of training, also ration allowance of Rs. 15 per month each.

7. At the close of a year their training will usually be considered complete, and during the three years next succeeding the completion of their training they will be required to enter into service in such situations as may be offered them.

8. The names of the probationers will be entered in a register in which a record will be kept of their conduct and qualification. At the end of a year those who have passed satisfactorily through the course of instruction and training will be entered in the register as certified nurses and will be recommended for employment accordingly.

9. The usual time for admission will be half-yearly in January and June. Candidates should apply by letter only in first instance to the Matron Superintendent at the General Hospital, Madras, between 10 A.M. and 2 P.M. any day except Sundays.

The duties of probationers are as follows:—

You are required to be sober, honest, truthful, trustworthy, punctual, quiet and orderly, cleanly and neat, patient, cheerful and kindly.

You are expected to become skilful—

(1) In the dressing of blisters, burns, sores, wounds; in applying fomentations, poultices and minor dressings; in the administration of sub-cutaneous injections:
(2) In the application of leeches externally and internally:
(3) In the administration of enemas for men and women and the use of the catheter for women and children:
(4) In the management of trusses and appliances in uterine complaints:
(5) In the best method of friction to the body and extremities:
(6) In the management of helpless patients, *i.e*, moving, changing, personal cleanliness, of feeding, keeping food warm (or cool), preventing and dressing bed-sores, managing position, &c.
(7) In bandaging, making bandages, rollers, lining of splints, &c.
(8) In making the beds of the patients and removal of sheets whilst the patient is in bed:
(9) To attend at operations:
(10) To be competent to cook gruel, arrowroot, eggs, puddings, broths, drinks for the sick, &c.
(11) To understand ventilation—of keeping the ward fresh by night as well as by day; to be careful that great cleanliness is observed in all the utensils, those used for the secretions as well as those required for food:
(12) To make strict observation of the sick in the following particulars: the state of secretions, expectoration, pulse, skin, appetite, intelligence as delirium or stupor, breathing, sleep, state of wounds, eruptions, formation of matter, effect of diet or of stimulants and of medicines; to take the temperature, pulse, respiration:
(13) To learn the management of convalescents.

Probationers should receive three months' practical training in the wards of women and children, then six months' practical training combined with a course of lectures or classes as now held in the General Hospital, and a final three months' preparation for examination for certificates in both practical and theoretical training and in special nursing of both males and females, adults and children.

Probationers should not be put on night duty for the first three months and should always work under the direction of a trained nurse.

The number of probationers would fluctuate, but need not exceed 20—

2 Lady probationers.
6 Special do.
12 Nurse probationers for both hospitals.

In English hospitals the probationers have distinctly separate rooms from those occupied by the trained nurses, and where there are training schools such as the Nightingale school attached to St. Thomas' Hospital, London, the probationers are lodged in a separate building with a home sister who is a trained nurse in charge and the probationers are under the strictest discipline both when on and off duty. The probationers do all the heavy work in the wards, the sisters and staff nurses being responsible that all is done properly. Should the training of probationers be carried out in the General Hospital, Madras, on the English system, it will entail a larger staff of nurses than now entertained. In St. Thomas' Hospital in a ward containing thirty beds and with a small isolation ward for one or two patients attached there is a ward sister, a day staff nurse and a night staff nurse, also two or three probationers and extra nurses or probationers for special cases. Probationers do all the work that toties and ward attendants do in India and have the bath rooms and lavatories to keep scrupulously clean in addition to the dusting of the wards and their nursing work.

In the General Hospital, Madras, No. 1 block containing sixty beds is nursed by one head nurse, one day staff nurse, one night staff nurse, and one probationer, ten ward attendants and four toties. The other blocks are nursed on a similar plan.

The whole system is different to that in an English hospital. I consider the ward attendants and toties are necessary in a claimate like Madras and that a more highly educated and better class of nurses is what is wanted as with open wards, the general construction of the hospital and the carelessness, untruthfulness and love of intrigue which characterize both patients and servants it is absolutely necessary that the nurses should be exceptionally trustworthy and that something should de done to induce well educated women of the country to become nurses.

A thoroughly trustworthy well trained, middle aged nurse to act as night Superintendent is also a great need in the General Hospital.

(vii)

No. 1142.

I have the honour to forward.

Madras, 18*th December* 1894.

(Signed) W. PRICE, M.D., Brig.-Surg. Lt.-Col., *Senior Medical Officer.*

To the Secretary to the Surgeon-General with Government of Madras.

Order—dated 31st May 1895, No. 437, Public.

In the opening paragraphs of his letter, No. 82, of the 2nd February last, the Surgeon-General submits proposals for the future working of the Nursing Institute, the location of which at the General Hospital was sanctioned as a tentative measure under G.O., dated 18th April 1894, No. 256. The good work done by the nurses of the Institute is shown in Mrs. Nisbet's report, No. 1009, of the 22nd November last, and it is reasonable to conclude that the Institute will be self-supporting. The following proposals are sanctioned:—

(1) That the Institute should be incorporated with the General Hospital Nursing Staff.
(2) That the establishment of the Institute shall be—

First-grade nurses on Rs. 40 with Rs. 15 ration money ..	2
Second-grade nurses on Rs. 30 with Rs. 15 ration money ..	4
Total ..	6

(3) That a clerk should be entertained on Rs. 30, debitable to the Institute.
(4) That when the nurses are not required for private cases, their services should be utilized in the General *cum* Women and Children's Hospital.
(5) That the name of the Institute should be "The General Hospital Nursing Institute."

A proposition statement should be submitted and an annual report should be made to Government of the receipts and expenditure of the Institute.

2. No definite rules to govern the Institute have been suggested. It is stated that the existing ones should be slightly modified. A revised copy should be submitted for approval.

There is no objection to the proposal in paragraph 4 (4) that the Matron Superintendent should obtain nurses to send up-country when those on the permanent staff are all engaged. Care should be taken that the women selected are qualified in every way to maintain the reputation of the Institute.

The suggestion in paragraph 4 (5) is reasonable, but the Government has not been informed what the ordinary charges for the services of the nurses are to be. It is believed that Rs. 3 per diem is the usual charge and that this is readily paid. The Surgeon-General should give his opinion on this subject.

3. The Government agrees with the Surgeon-General that the Matron Superintendent should ascertain from subscribers to the original Nursing Fund how they wish the balance of their subscriptions to be disposed of, and that the decision of the majority should be acted on.

4. In connection with the further proposals of the Surgeon-General in regard to the strength of the nursing establishment of the combined hospitals, it is necessary first to consider what number of beds should be maintained after the amalgamation.

The papers with G.O., dated 20th January 1894, No. 46, Public, show that accommodation can be made available for the following:—

	No. of beds.
In the General Hospital	375
„ Station Hospital	266
	641
In the contagious ward to be erected for the female side ..	40
Total ..	681

5. A rough calculation of expenditure leads to the conclusion that the maintenance of the amalgamated hospitals on this scale—without any allowance for buildings and furniture—would cost at least three-quarters of a lakh of rupees more *per annum* than is at present expended on the two hospitals. The Government does not feel justified in increasing its outlay to such an extent, and it is therefore advisable that the combined hospitals should be limited to a total of 500 beds, which should for the present, until experience is gained, be distributed in the existing proportion, *i.e.*, male side 375, and female side 125.

6. This plan would have the following advantages:—

(1) A new contagious ward to hold forty would not be required. It would suffice to build two sheds to hold ten females each, similar to the "special surgical sheds" on the male side.

(2) It would be possible to accommodate all the patients on the ground and first floors with such ease that any ward could be vacated for a week or two at a time for sanitary purposes.

(3) The new wards existing on the third floor of the western part of the hospital could, with some alterations and possibly some additions, be utilized as accommodation for the increased staff of nurses proposed to be entertained.

(4) It is not advisable, for sanitary reasons, to congregate in one place too large a mass of suffering humanity. A hospital of 500 beds is also as large as is easy of administration, while quite large enough for the necessary clinical teaching of the students in the adjacent Medical College.

7. The combined hospitals should therefore be limited to a complement of 500 beds, and the Surgeon-General should make his recommendations for medical and other requirements on that basis. The constitution of the nursing staff should be regulated on the same assumption.

8. The work and responsibilities of the Matron Superintendent will be largely increased by the contemplated reorganisation. The Government is satisfied that the appointment should be better paid and that the services of an Assistant Matron Superintendent are essential. The latter should be a lady from England, thoroughly trained as a nurse and in the administration of a large hospital and competent to take up the duties of Matron Superintendent should need arise. The pay of the appointments should be Rs. 300—20—400 and Rs. 200—20—300, respectively, with free quarters. The Government of India will be addressed on the subject. The Surgeon-General will lose no time in submitting, through the Accountant-General, a statement in the form laid down in G.O., dated 11th April 1895, No. 315, Financial, for transmission to the Government of India. It will be sufficient to provide for seven months' salary

for the Assistant Matron Superintendent, *viz.*, Rs. 1,400, in the current financial year. If it is not probable that savings to that amount will be available under "24, Medical," no difficulty is anticipated in meeting the charge from savings under some other head.

9. As regards the actual nursing staff, it is understood that there are at present in the General Hospital eighteen nurses to 375 beds; six of these are pupil nurses, of whom half may probably be eliminated as ineffective; there remain therefore fifteen to 375 beds or one to 25. At the Women and Children's Hospital for 132 beds there is a Matron on Rs. 50 and one East Indian nurse on Rs. 8. This provision is obviously inadequate. The Government considers that the reorganised establishment should provide one nurse to every fifteen beds or (say) 36 for 500, including six pupil nurses, of whom three may be taken to be sufficiently trained to be placed in separate charge of patients. The scale would then be —

	Rs.
1 Matron Superintendent on Rs. 300—20—400	366
1 Assistant „ on Rs. 200—20—300	266
2 Head nurses on Rs. 60	120
2 Assistant nurses on Rs. 50	100
6 First-grade nurses on Rs. 40	240
10 Second-grade nurses on Rs. 30	300
10 Third-grade nurses on Rs. 20	200
6 Pupil nurses on Rs. 15	90
Ration money for 36 nurses at Rs. 15 each	540
Total ..	2,222

10. Before passing final orders on the subject, the Government desires to be furnished with the opinion of the Surgeon-General on the proposed scale. He should first ascertain what the recognised proportion of nurses to beds is in the large hospitals in England. The fact that the ward attendants in India perform the menial offices that pupil-nurses are understood to do at home should not be overlooked; on the other hand it would seem probable that an English nurse at home is capable of doing a much larger amount of work than her country-born sister or an East Indian in India.

11. In his reply the Surgeon-General should afford full information in regard to the pupil nurses of the Lying-in Hospital who go through a six months' course at the Women and Children's Hospital. They have not been included in the scale as it is probable they could not be depended on for full and efficient work. Accommodation must, however, be found for them at the General Hospital. The average number should be reported, and the Surgeon-General should state whether it will be feasible to continue to give them the course of training which they have hitherto undergone.

12. The scale in paragraph 9 *supra* does not include the nurses of the "General Hospital Nursing Institution" who may be at head-quarters. It may not infrequently happen that the whole six will be on duty with private cases. When at the hospital they will require their turn of rest, or they can be utilised to take the places of hospital nurses who have been granted a holiday. No other provision has been made for affording periods of rest and relaxation for the permanent staff.

13. Pending final orders on the scale to be adopted and in view to the gradual increase of the nursing staff, the Surgeon-General will be authorised to enlist as many pupils as he can find accommodation for and as the Matron Superintendent can engage to teach pending the arrival of her Assistant. This sanction should be acted on at once.

14. In regard to the scale in paragraph 9, it should be observed that it will be worked up to gradually as trained nurses become available. The total extra expenditure will not have to be incurred for some years. Part of the increase is due to the proposal to give the third-grade nurses Rs. 20. This is justified by the fact that, if, as is believed to be the case, pupil nurses cannot be obtained for less than Rs. 15, they must be paid a little more when efficient or they will not remain at the hospital after the expiry of their period of training, which may be fixed at one year. With a

view to economy, however, it seems advisable to prescribe some periods of service as qualifications for admission to the first and second grades. The Surgeon-General will report on the point.

15. Turning to the recommendat ions in regard to "special" and "lady" probationers, the Government is not in a position to pass orders on the information now before it. The probability of probationers coming forward on the terms proposed appears to be remote, and it is not at all certain that—granted such probationers are to be found—it would be for the benefit of the hospital or its paid staff that they should be admitted. It would not be easy to differentiate between them and the general body, and they would most probably add considerably to the Matron Superintendent's duties and difficulties without any adequate return. The Surgeon-General will be requested to look very carefully into the matter and to submit a separate report on it.

16. In connection with the question of the accommodation which will be necessary for the nursing staff, the Government desires that not less than four rooms may be provided on the upper floor of the hospital for paying female patients, who should be received on the same terms as the occupants of the existing officers' quarters. It is believed that this will supply a great want in the Presidency Town. In this connection the attention of the Government has been drawn to the rates at present charged for the use of the officers' quarters. The maximum is Rs 5 *per diem*. The Government is inclined to think that this should be raised at least to Rs. 7 for officials and Rs. 10 for non-officials. The Surgeon General will propose a suitable scale, which could also be applied to the rooms for ladies in accordance with the income and occupations of their husbands or legal guardians, should they not be earning their own living.

17. The Surgeon-General should consult the Government Architect in regard to extra accommodation before submitting his proposals. The suggestion that the existing quarters for the Matron Superintendent should be converted into dining and sitting rooms for the nurses, which is understood to have been made, does not commend itself to Government. It would seem better for the new buildings to be specially designed for the purposes in view. The requirements of the new Assistant Matron Superintendent should not be overlooked. She might mess with the "lady" and "special" probationers should they be sanctioned; but if so, she should also have a private sitting room. If the various proposals above made are eventually adopted, sleeping accommodation will be needed as follows, exclusive of the Matron and Assistant Matron Superintendents and of the pupils from the Lying-in Hospital regarding whom orders will be passed hereafter:—

In separate rooms or cubicles.

Paying female patients	4
"Lady" probationers	2
"Special" do.	6
Head and Assistant Head nurses	4
First-grade nurses (Hospital)	6
" " (Institute)	1
	23

Two or more in a room, as convenient.

Second-grade nurses (Hospital)	10
" " (Institute)	2
Third-grade nurses	10
Pupil nurses (Government)	6
Pupil nurses in training on their own account or sent to be trained by the Dufferin Fund and Local bodies, say	6
Total ..	57

18. There will probably be no difficulty in finding room for the quarters enumerated in paragraph 17 in the buildings which now exist on the upper storey of the hospital, but new rooms will perhaps be necessary for the Assistant Matron Superintendent. Three kitchens and three maty rooms will be wanted. Sufficient bathing and latrine accommodation probably exists already. It will not be necessary at present to prepare detailed plans and estimates; the submission of rough plans and approximate estimates should not be delayed.

19. The inferior nursing establishment still remains to be considered. In his letter recorded in G.O., No. 46, dated 20th January 1894, the Surgeon-General proposed to entertain fifty native nurses and twelve ayahs for service on the female side of the hospital. The Committee's proposal was the same. They considered that one nurse should be provided for every ten beds, but as they were estimating for 250 beds twenty-five instead of fifty nurses would have been the requirement. It has, however, been decided to commence with 125 beds for females, and in the opinion of Government, the following scale of nurses or female ward attendants will be sufficient to start with:—

	Rs.
Three first-grade on Rs. 15	45
Four second-grade on Rs. 12	48
Five third-grade on Rs. 9	45
Three fourth-grade on Rs. 7	21
Six probationers on Rs. 6	36
Total ..	195

Taking half the probationers as efficient, this would give eighteen nurses to 125 beds, or one to seven. The full scale can be worked up to gradually. Meanwhile the Surgeon-General should take on such probationers as he can.

20. As regards the male ward attendants, the information now before Government is not at all clear. In addition to thirty-five permanent men at the General Hospital there appear to be two "permanent extra," six "probationers" and twelve "extra specials." The Surgeon-General, it is understood, is of opinion that an increase will be necessary, but the Government believes that, when the full nursing staff has been worked up to, so many male attendants will not be required. This is a subject on which the Surgeon-General should report fully.

21. It is observed that only one servant—a maty—is provided to wait on the nurses. It is presumed that he is merely the man in charge of the crockery, &c., which is Government property. The other servants are no doubt paid by the Matron Superintendent from the fund to which each nurse subscribes one rupee a month. This system should not be altered. It is obviously better that these servants should be private employés whom the Matron Superintendent can engage, pay and discharge as she pleases, than that they should be paid by Government and consequently not in a position to be dealt with so freely. Besides, as the nurses receive ration-money, it is not unreasonable that they should make this small contribution from their wages for common purposes.

22. Pending further orders as to the extra accommodation which will be required for the combined hospitals, none of the works, other than those connected with the adaptation of the west wing of the Station Hospital, provided for in the Public Works budget for 1895–96, should be put in hand. The Public Works Department has already been addressed on this subject (paragraph 4 of G.O., dated 3rd April 1895, No. 247.)

23. With advertence to paragraph 8 of the Surgeon-General's letter under disposal, the Government is inclined to agree with the Matron Superintendent that all the nurses should go through a preliminary training in the female side of the hospital. This would be especially necessary in the case of the nurses of the Institute to enable them to deal efficiently with female cases up-country.

24. With reference to paragraph 1 of G.O., No. 46, dated 20th January 1894, it is observed that the reply of the Director of Public Instruction to the Surgeon-General's proposals regarding the Professorships in the Medical College after the amalgamation of the two hospitals has been received and is under consideration in the Educational Department.

25. The Surgeon-General should lose no time in reporting fully on the various proposals embodied in these proceedings.

(True Extract.)

C. J. Lodhamster
for *Chief Secretary.*
8.11.95.

To the Surgeon-General.
„ Public Works Department.

Exd. A. Raitt.

P. W. CURRENT No. 4543

No 886 W dt 10.4.95

10 S.C

Recd: 13.6.95

No 1525 W dt 21st June 1895

B

Communicated
to the Consg: Architect
with special reference
to paras 17, 18 & 22

17.6

C.T.B.
17/6/95

DESPATCHED
22 JUN. 95

C.A. to Govt.

Govt. of {1895} Madras.

PUBLIC.

Issued

Recd. Encl.

G.O., 31st May 1895, No. 439.

MAY.

Nursing Institute.

Sanctioning, with remarks, the incorporation of the — with the General Hospital Nursing Staff; and addressing the Government of India on the subject of increasing the Matron Superintendent's pay and entertaining an Assistant Matron Superintendent.