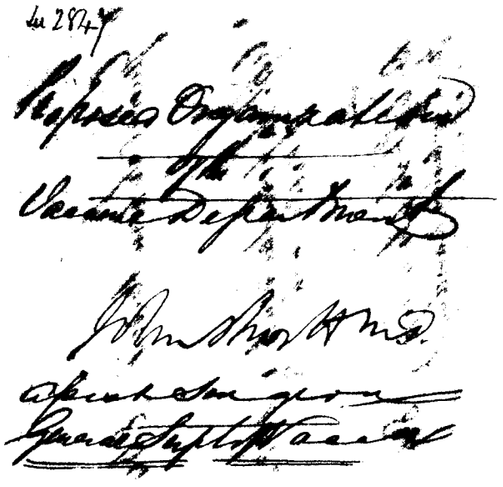

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MADRAS RECORD OFFICE.

Government of Madras.

Public DEPARTMENT.

G.O. No.	31	Press ~~Mis.~~
Dated	9-1-	1867.

Not to be folded or roughly handled

Proceedings of the Madras Government, Public Department,
9th January 1867.

No. 41. Read the following letter from the Officiating Principal Inspector General, Medical Department, to the Chief Secretary to Government, Fort Saint George; dated Fort Saint George, 30th July 1866, No. 279.

In paragraph 4 of G. O. G., ~~27~~ 25th April 1866, No. 417, the Right Honorable the Governor in Council expresses the [illegible]

1st. That the requirements of [illegible] ine Department should be carefully examined, and that the str [illegible] he Establishment should be settled with reference to the actual a [illegible] obable requirements for some time to come.

2nd. That if, on careful examination of the subject, the Principal Inspector General should be of opinion that the Department is under-handed, provision should at once be made for strengthening it, by making the necessary additions to the scheme of Establishment for the Subordinate Medical Department which is about to be submitted to the Supreme Government.

In obedience to these instructions, I have the honor to offer the following remarks.

2. I have lately had frequent personal communications with Dr. Shortt, General Superintendent of Vaccination, upon the subject of his Department.

3. Previous to the formation of the present Vaccine Department, it was a matter of notoriety that, from there being no supervision of the Vaccinators, no dependence could be placed upon the truthfulness of their Returns, and, although in 1864, 311·587 persons were said to have been vaccinated, and only 191·394 in 1865, I am satisfied that in the latter year more real work was done.

4. The working of last year has shown the weak points of the present system, viz., that the present Staff is insufficient, and that Hospital Assistants are not the men suited for the work.

5. When submitting, for the approval of Government, the present organization of the Vaccine Department, I had to bear in mind that the scheme was, to a certain extent, an experiment, and that it was incumbent upon me to make it as little expensive as possible.

6. It has been shown, by the working of the past year, that the Ranges are too extensive for parties of Vaccinators of the present strength to overtake. Dr. Shortt, in his letter, No. 399, 26th July, points out that the Hospital Assistants have evinced, as Vaccinators, a want of zeal and inclination for the work. This might be overcome, but the objection exists that the generality of the Hospital Assistants, being men either of very low or no caste, are not acceptable to the people; many, from this cause, refuse to have their children vaccinated by them, although, apparently inconsistently enough, they do not object to have it done by the hands of Europeans or East-Indians.

7. The system upon which Vaccination in the Mofussil is now carried out is in Circles, that is, the Deputy Superintendent establishes himself in a village, and thence sends out Vaccinators (he generally has 11) to others which are in the neigh-

bourhood of his post; he is supposed to be always on the move, inspecting his Subordinates' work at the outlying villages. After having exhausted this Circle, he proceeds to form another.

8. I believe this system is a good one to have work faithfully carried out, but as it has been found impossible to ov[illegible] more than half of the Range at present laid down for each party during the [illegible]nths they are out, I beg to recommend that a new and cheaper class of Sup[illegible]nts be added, and the number of Vaccinators increased from 145 to 255.

9. To effect this increase, it is proposed that 12 members of the Dresser grade be made Deputy Assistant Superintendents, with a salary of Rupees 70 a month, which is to include all allowances, and that, in lieu of the 145 Third Class Hospital Assistants, 255 Vaccinators, be entertained, 100 of these to receive Rupees 18, and 155, Rupees 10 a month. These men will generally be Natives of the Range in which they are to be employed, and I think there can be no doubt they will be more acceptable to the people than the Hospital Assistants have proved to be.

10. But, to have a proper check upon the Vaccinators, it is necessary that there be a thorough supervision; without this, there would be no faithful record of the results of their labors.

11. If these suggestions be adopted, it will increase the strength of the Vaccine from

11 Deputy Superintendents to } 11 Assistant Superintendents.
} 12 Deputy Assistant Superintendents.
145 Vaccinators to 255 Vaccinators.
22 Peons to 34 Peons.

These Vaccinators to be recruited in their own Districts, and to take the place of 3rd Class Hospital Assistants.

12. The sanctioned monthly expense of the present Vaccine Establishment is Rupees 7087. The expense of the proposed Establishment is Rupees 7344—an increase of Rupees 257 a month.

13. With this increased Staff, Vaccination ought to be carried out efficiently over the whole of the provinces of the Presidency.

14. The Deputy Assistant Superintendents will be under the orders of the Assistant Superintendent, as it is now suggested that the Deputy Superintendent should be designated, and it will be his duty occasionally to supervise the work of their Deputies.

15. The Assistant and Deputy Assistant Superintendents are not only Vaccinators, but afford medical aid to the villagers.

16. I am aware that the amount of supervision may appear to be large, but I cannot consider it to be unnecessarily so, and as the proposed organization can be carried out at such a slight increase to the present authorized expenditure, I hope, where the object is one of such importance, the Right Honorable the Governor in Council will look favorably on the proposition.

17. Dr. Shortt has recommended that a cooly be attached to each party, for the purpose of carrying a field medicine box; this would, I consider, be an unnecessary expense, and, instead of a heavy field chest, I have given instructions to prepare small tin boxes, which will contain a sufficient supply of medicines for ordinary use, and which could go with the Assistant or Deputy Assistant Vaccinator's baggage. There will be no difficulty in getting the box replenished at the nearest Zillah Station.

18. With reference to the Proceedings of Government, I beg to state that the two Superintendents required for Zemindaries in the Northern Division have been included in the scheme now submitted.

20th July 1866, No. 731, Public Department.

19. If the plan of substituting Local Vaccinators for 3rd Class Hospital Assistants be adopted, the number of the latter required will be 145 less than is at present authorized.

20. One hundred candidates for the grade of 3rd Class Hospital Assistants were called for by advertisement in the Fort Saint George Gazette of 19th June 1866. Should this scheme be accepted, it will not be necessary to entertain so many, but as I understand that the Committee lately assembled in Calcutta have recommended that the present Subordinate Medical Establishment be carefully revised, I shall make the required number of 3rd Class Hospital Assistants the subject of another communication.

From Assistant Surgeon J. SHORTT, M. D., F. L. S., General Superintendent of Vaccination, to the Officiating Secretary to the Principal Inspector General, Medical Department, Fort Saint George; dated Madras, 26th July 1866, No. 399.

With reference to the Proceedings of Government, Public Department, dated 25th April 1866, and Order thereon, No. 417, I have the honor to submit a Table showing the proposed organization of the Vaccine Department.

2. In doing so, I beg to bring to the notice of the Principal Inspector General, Medical Department, that a general disinclination exists on the part of the Hospital Assistants who have joined the Vaccine Department to continue in it. They seem to think that by becoming Vaccinators, after the education they have received at the Medical College, they are lowered in position. After an experience of 12 months, I am of opinion that they are not likely to give satisfaction in this Department; the social position of a majority is also against their being employed in caste villages.

3. The present class of temporary Vaccinators are, as a body, equal to the work, and it is not only my own opinion, but that of other Medical Officers also, that, as a class, they are capable of carrying out the work required of them under effective supervision. Under these circumstances, I would beg respectfully to submit, for the favorable consideration of the Principal Inspector General, the following propositions :—

A.—The doing away with the Hospital Assistants, and, in their stead, retaining 100 First Class Vaccinators, on Rupees 18 each per mensem, and 155 Second Class Vaccinators, on Rupees 10 each per mensem, making a total of 255 Vaccinators—designating the present Deputies "Assistant" Superintendents, and creating 12 Native Deputy Assistant Superintendents, from the class of

Hospital Assistants or Dressers, on a salary of Rupees 70 each per mensem, inclusive of travelling allowance.

B.—Each Deputy Assistant Superintendent will work a Staff of Vaccinators in the adjoining District, subject to the control of the Assistant Superintendent of the Circle; and, as great difficulty exists in procuring Peons, I beg to recommend that the salary be increased from six to seven Rupees each. The Establishment of Peons will have to be increased from 22 to 37, so as to allow one Peon to each Deputy Assistant Superintendent, and three for the Vaccine Depôt, Madras. These three Peons are at present in the Depôt, independent of the 22 Peons sanctioned by the Government of India in their Proceedings, No. 4851, dated 22nd October 1864, and re-published in the Proceedings of the Madras Government, No. 1230, dated 28th October 1864. The duty of the Vaccine Depôt Peons is to proceed into the District daily, for the purpose of collecting subjects for Vaccination at the Depôt.

4. By the above arrangement, a Vaccinator will be thrown into every principal (Sudder) or Garrison Station, to work under the orders of the several Zillah or Garrison Surgeons; whilst the Assistant and Deputy Assistant Superintendents will each have a Staff of 11 Vaccinators (independent of those under Zillah Surgeons, &c.) working in each District, under their personal supervision, and who will itinerate throughout the District for nine months in the year, so as to be able to visit every village and hamlet in it systematically, and, as a rule, stay no longer than 10 days or a fortnight at any one place. The Assistant and Deputy Assistant Superintendents will begin work on the opening of the Field Season, by taking up a central position at one end of the District, and placing their Vaccinators around them at distances varying from five to ten miles from their Head Quarters, to enable them to run out, inspect, and verify the work of each individual Vaccinator of their Staff. Whilst moving thus in Circles, and on approaching large populous towns, the whole Staff of Vaccinators will be concentrated on them in a body, with the view of vaccinating all those desirous of undergoing the operation in as short a time as possible. At the same time, one Vaccinator of the Staff will be told off for the general duties of the District, whose services, with that of the Station Vaccinator under the Zillah or Garrison Surgeon, will be available to move at the shortest notice to any part of the District, in the event of Small-pox breaking out epidemically. From this, it will be observed that provision is made, not only for visiting every village and hamlet in the District and of offering Vaccination to the people at their doors, but also for the principal stations, as well as for outbreaks of Small-pox in any part of the District. I am certain that, under this organization, the system will be complete, and effective; every individual in the District thus has the opportunity of being vaccinated, and at the same time enabling the people, themselves, to judge of the benefits of vaccination with greater satisfaction.

5. I will here tabulate the saving and extra expense incurred by the proposed arrangement:—

			RS.
The pay of 145 Hospital Assistants, at 28 Rupees, amounts to... ...			4,060
I propose replacing these by			
100 First Class Vaccinators, at...	18 Rupees	= 1,800	
155 Second do. at...	10 ,,	= 1,550	3,350
Showing a saving of ..			710

Instead of this, I beg to request sanction for the appointment of

12 Native Deputy Assistant Superintendents,	at 70 Rupees	= 840	
15 Additional Peons, ...	at 7 ,,	= 105	
Increased pay of 22 Peons of the existing Establishment,	at 1 ,,	22	967
Increase over sanctioned amount of the Government of India... ...			257

6. In conclusion, I would respectfully urge the necessity of placing the Vaccinators under the same Rules which apply to the Uncovenanted Civil Service regarding pension and gratuity, as an inducement for their stay in the Department, which at present holds out no prospect of any reward for long and faithful servitude. The duties of the Vaccinators are now much more arduous than they were under the old system, exposing them to great risk from sickness in their constant movements through the District. I would further remark that the number and salaries of the different grades now proposed are urgently necessary, as it would be impossible to secure thorough efficiency in the working of the Vaccine Department on a more economical plan than the one now submitted.

Distribution of the Vaccine Department.

Circles.	Districts forming Circles.		Area in square miles.	Number of villages.	Population.	Assistant Superintendent of Vaccination.	Native Deputy Assistant Superintendent.	Vaccinators.	Remarks.
1 or… ……	Madras Town…… ……………		26½	…	4,27,771	1	…	5	One Vaccinator for the Vaccine Depôt, and four to itinerate under the personal supervision of the Assistant Superintendent.
2 or Coimbatore.	Coimbatore and	16 Taluqs.	8,417	1,594	12,15,920	1	…	11	To itinerate over one District. The Assistant Superintendent to have general supervision of the two Districts forming the Circle.
	Trichinopoly… …		3,097	1,670	9,39,400	…	1	11	To itinerate over one District, subject to the orders and supervision of the Assistant Superintendent of Circle.
3 or Malabar.	Malabar, 10 Taluqs.	15 ,,	6,258¾	434	17,00,496	1	…	11	To itinerate over one District. The Assistant Superintendent to have general supervision of the Districts forming the Circle.
	South Canara, 5 ,,		4,203	1,278	7,88,142	…	1	11	To itinerate over one District, subject to the orders and supervision of the Assistant Superintendent of Circle.
4 or Madura.	Madura, 6 Taluqs	15 ,,	4,882	1,222	10,50,165	1	…	11	To itinerate over one District. The Assistant Superintendent to have general supervision of the Districts forming the Circle.
	Tinnevelly, 9 ,,		3,809	1,251	13,707,221	…	1	11	To itinerate over one District, subject to the orders and supervision of the Assistant Superintendent of Circle.
5 or Tanjore.	Tanjore, 9 Taluqs	16 ,,	3,736	6,332	16,52,170	1	…	11	To itinerate over one District. The Assistant Superintendent to have the general supervision of the Districts forming the Circle.
	South Arcot, 7 ,,		4,516	3,101	10,92,407	…	1	11	To itinerate over one District, subject to the orders and supervision of Assistant Superintendent of Circle.
6 or North Arcot.	North Arcot, 4 Tlqs.	16 ,,	1,817	1,550	3,91,945	1	…	11	To itinerate over one District. The Assistant Superintendent to have the general supervision of the Districts forming the Circle.
	Nellore, 6 ,,		2,698	742	3,85,732				
	Madras, 6 ,,		2,459	2,459	6,75,39[illegible]	…	1	11	To itinerate over one District, subject to the orders and supervision of Assistant Superintendent of Circle.
7 or Salem	Salem, 10 Tlqs.	16 ,,	7,617	4,014	14,93,221	1	…	11	To itinerate over one District. The Assistant Superintendent to have the general supervision of the Districts forming the Circle.
	North Arcot, 5 ,,		1,903	1,498	6,45,585				
	South Arcot, 1 ,,		746	550	1,50,330	…	1	11	To itinerate over one District, subject to the orders and supervision of Assistant Superintendent of Circle.
8 or Bellary.	Bellary, 15 Taluqs…… … ……		11,351	2,540	12,21,228	1	…	11	To itinerate over one District. The Assistant Superintendent to have the general supervision of the Districts forming the Circle.
						…	1	11	To itinerate over one District, subject to the orders and supervision of Assistant Superintendent of Circle.
9 or Cuddapah.	Cuddapah, 8 Tlqs.	16 ,,	9,177	1,349	10,50,104	1	…	11	To itinerate over one District. The Assistant Superintendent to have the general supervision of the Districts forming the Circle.
	Kurnool, 8 ,,		7,470	1,204	7,25,768	…	1	11	To itinerate over one District, subject to the orders and supervision of Assistant Superintendent of Circle.
[illegible] Kistna	Kistna, 10 ,,	16 ,,	6,479	1,783	8,97,039	1	…	11	To itinerate over one District. The Assistant Superintendent to have the general supervision of the Districts forming the Circle.
	Nellore, 3 ,,		[illegible]	458	2,47,15[illegible]				
	Cuddapah, 3 ,,		2,388	370	2,34,406	…	1	11	To itinerate over one District, subject to the orders and supervision of Assistant Superintendent of Circle.
11 or Godavery.	Godavery, 9 ,,	15 ,,	6,718	1,922	11,71,313	1	…	11	To itinerate over one District. The Assistant Superintendent to have the general supervision of the Districts forming the Circle.
	Kistna, 1 ,,		481	271	70,663				
	Ganjam, 3 ,,		1,941	1,500	4,86,041				
	Vizagapatam, 2 ,,		842	365	1,03,691	…	1	11	To itinerate over one District, subject to the orders and supervision of Assistant Superintendent of Circle.
					Total……	11	10	225	

In addition, the following Zillah Stations will have a Vaccinator attached to [illegible]ch :—

Nellore, Mangalore, Kurnool, Tinnevelly, Tanjore, Chittoor, Chingleput, Coimbatore, Madura, Salem. Tanquebar, Cuddalore, Calicut, Rajahmundry, Masulipatam, Guntoor, Cuddapah, Tellicherry…… …………………………… Total 18 — Under the orders of the Zillah Surgeons, for employment in the station, and other general duties that may be required of them as Vaccinators.

At Cocanada, Zemindary Vaccinator ; Vizagapatam, Municipal Vaccinator.

Garrisons.

Bellary, Trichinopoly, Cannanore, Kamptee, Secunderabad,
Bangalore, Saint Thomas' Mount, Palaveram, Poonamallee. ………………………… Total 7 — Under the orders of Garrison Surgeons or Medical Officers in charge of Staff. To be employed within the limits of the Military Cantonment.

Hill Stations.

Ootacamund and Coonoor……………………… ……… ……… Total 2 — Under the orders of the Medical Officers, to be employed in any manner they may deem proper in the station.

Available for general duties in the Presidency, three Vaccinators.

For Zemindary supervision, two Deputy Assistant Superintendents.

Grand Total 11 Assistant Superintendents, 12 Deputy Assistants, and 255 Vaccinators.

The 9th July 1866. (Signed) J. SHORTT, M. D., *Asst. Surgeon, Genl. Supt. of Vaccination.*

Proposed Organization of the Vaccine Department.

Sanctioned Strength.									Proposed Strength.								
			Salary.								Salary.						
Number.	Grade.	Nature of Employment.	Per mensem. RS.	A.	P.	Per annum. RS.	A.	P.	Number.	Grade.	Per mensem. RS.	A.	P.	Per annum. RS.	A.	P.	Remarks.
1	General Superintendent.	....	860	0	0	10,320	0	0	1	General Superintendent.	860	0	0	10,320	0	0	
11	Deputy Superintendents, at Rupees 185 each.	To itinerate with a Staff of Vaccinators.	2,035	0	0	24,420	0	0	11	Assistant Superintendents, at Rupees 185 each...	2,035	0	0	24,420	0	0	One Assistant Superintendent to have general supervision of a Circle, itinerating over one District, with a Staff of Vaccinators. One Assistant Superintendent to have charge of the Vaccine Depôt and Town of Madras.
12	3rd Class Hospital Assistants, at 28 Rupees each.	Under supervision of Deputy Superintendent...	336	0	0	4,032	0	0	12	Deputy Assistant Superintendents, at Rupees 70 each, including Travelling Allowance.	840	0	0	10,080	0	0	To itinerate in one District, under the orders of Assistant Superintendent of Circle, with a Staff of Vaccinators. Two Deputy Assistants to supervise Zemindary Estates.
133	Temporary Vaccinators, at 18 Rupees each...	Do. ...	2,394	0	0	28,728	0	0	100	1st Class Vaccinators, at Rupees 18 each... ...	1,800	0	0	21,600	0	0	Under the orders of Assistant and Deputy Assistant Superintendents.
									155	2nd Class Vaccinators, at Rupees 10 each... ...	1,550	0	0	18,600	0	0	Do. do.
22	Peons, at 6 Rupees each.	Attached to Deputy Superintendents....	132	0	0	1,584	0	0	37	Peons, at Rupees 7 each.	259	0	0	3,108	0	0	Two Peons for each Assistant Superintendent; one for each Native Deputy Assistant; and three for the Vaccine Depôt, Madras.
	Add difference of Pay of 133 Hospital Assistants, by whom the temporary Vaccinators are to be re-placed..		1,330	0	0	15,960	0	0									
		Total...	7,087	0	0	85,044	0	0		Total...	7,344	0	0	88,128	0	0	

Total increase over sanctioned Budget of 1864, for present establishment, Rupees 257.

(Signed) JOHN SHORTT, M. D., *Assistant Surgeon,*
General Superintendent of Vaccination,
Madras Presidency.

Office of General Superintendent of Vaccination,
Madras Presidency, Madras, *the 26th July* 1866.

No. 42. ORDER THEREON, 9th January 1867, No. 31.

The scheme which was approved by the Government in June 1864, and subsequently sanctioned by the Supreme Government, for the reorganization of the Vaccine Department, has been fairly successful; but experience has shown the insufficiency of the Establishment to meet the requirements of the Presidency. It is now proposed to increase the Establishment by 12 Deputy Assistant Superintendents, on consolidated salaries of 70 Rupees, and 110 Vaccinators, on salaries of 18 and 10 Rupees per mensem, dispensing, on the other hand, with the 145 Hospital Assistants, on Rupees 28 per mensem, who, it appears, are not acceptable to the people, and themselves dislike the employment. It is proposed, also, to increase the number of Peons from 22 to 37, and to raise the pay of the class from six to seven Rupees per mensem.

2. The Establishment, as thus revised, will cost Rupees 7344 per mensem, or Rupees 257 in excess of the present sanctioned allowance.

3. The Governor in Council is clearly of opinion that an augmentation of the Establishment is necessary, but considers that a different method of organization would be advantageous.

4. The Department would, as proposed, comprise 11 Assistant Superintendents, on Rupees 185, 12 Native Deputy Assistants on 70 Rupees, 100 First Class Vaccinators on 18 Rupees each, and 155 Second Class Vaccinators on 10 Rupees. This arrangement of salaries renders it almost hopeless for a Deputy to rise to the grade of an Assistant, or a Vaccinator to that of Deputy. The consequence will be that men of intelligence, education, and position will not enter in the lower grades, hoping for advancement, as they do in other branches of the Public Service, and the Department will be mainly composed of persons on whom little reliance can be placed, and who will not possess the confidence of the people. The Vaccine Department, has now attained such proportions, and is of such importance, that the Government would take the opportunity now presented of remodelling it on the principles which have been successful in other Departments, and rendering employment in it acceptable to men of education and respectability, by holding out the inducements of fair pay, promotion, and provision in old age. Unless the Department is so constituted as to offer these advantages, it will always be difficult to procure or to retain the services of superior men.

5. The method of working the Establishment seems also to the Governor in Council to need reconsideration if the Establishment is largely augmented. At present, an Assistant Superintendent, with his party of Vaccinators, has a "Circle," comprising more than one District. It is proposed to retain these "Circles" under the new organization, but generally to attach to each a Native Deputy Assistant, with a Staff of Vaccinators, to be working in a different locality from the Assistant, but under his control and supervision. The Governor in Council doubts whether such a system would prove efficient, and, as the increased Establishment propose will admit of adhering to the territorial division of the Presidency, considers i preferable to attach a party to each District, regulated according to its size an population. This plan would also accord well with such a graduation of salari as would meet the object proposed in paragraph 4.

6. The Department, thus revised, would comprise Assistant Superintendents and Vaccinators of different classes, on salaries rising from 10 Rupees upwards. The salaries of the Assistants might range from 80 to 200, and those of Vaccinators from 60 or 70 to 10 Rupees per mensem. Of course, the number of Vaccinators on the higher rates of pay would be small, but the existence of these salaries would show that a Vaccinator might gain advancement by meriting it, and would induce good men to enter the Service. Promotion from the grade of Vaccinator to that of Assistant should be dependent on passing an examination; but there is no reason why a Vaccinator should not have this advancement open to him—on the contrary, it is desirable thus to encourage men to enter the Department with the intention of continuing in it.

7. The Governor in Council resolves to request the Principal Inspector General to re-consider his scheme, with reference to these remarks.

8. Present incumbents will not be prejudiced by changes suggested.

9. The Government will apply to the Government of India for permission to place Vaccinators on the same footing, as regards pension, as other Uncovenanted Servants.

(True Extract).

Chief Secretary.

To the Principal Inspector General, Medical Department.

Exd. J. H. Burns.

intendent of Vaccination upon the subject of
his department.

Previous

No. 279.

OFFICE OF PRINCIPAL INSPECTOR GENERAL, MEDICAL DEPARTMENT,

Fort Saint George, 30th July 1866.

From

The Offg: *Principal Inspector General, Medical Department,*
Fort Saint George

To

The Chief *Secretary to Government,* Public *Dept.,*
Fort Saint George.

SIR,

In para 4 of G.O.G. 27th April 1866 No. 417 the Right Honorable the Governor in Council expresses the opinion.

1st that the requirements of the Vaccine Department should be carefully examined and that the strength of the establishment should be settled with reference to the actual and probable requirements for some time to come.

2nd that if on careful examination of the subject the Principal Inspector General should be of opinion that the department is under handed, provision should at once be made for strengthening it, by making the necessary additions to the scheme of establishment for the Subordinate Medical Department which is about to be submitted to the Supreme Government.

In obedience to these instructions I have the honor to offer the following remarks.

2. I have lately had frequent personal communications with Dr. Shortt General Superintendent of Vaccination upon the subject of his department.

Previous

3. Previous to the formation of the present Vaccine Department it was a matter of notoriety that from there being no supervision of the vaccinators, no dependence could be placed upon the truthfulneſs of their Returns, and although in 1864 311.587 persons were said to have been vaccinated, and only 191.394 in 1865 I am satisfied that in the latter year more real work was done.

4. The working of last year has shown the weak points of the present system viz: that the present Staff is insufficient and that Hospital Aſsistants are not the men suited for the work.

5. When submitting for the approval of Government the present organization of the Vaccine Department, I had to bear in mind that the scheme was to a certain extent an experiment, and that it was incumbent upon me to make it as little expensive as poſsible.

6. It has been shown by the working of the past year that the ranges are too extensive for parties of Vaccinators of the present strength to overtake. Dr. Shortt in his letter No. 399, 26th July points out that the Hospital Aſsistants have evinced, as vaccinators, a want of zeal and inclination for the work. This might be overcome, but the objection exists that the generality of the Hospital Assistants being men, either of very low, or no caste, are not acceptable to the people, many from this cause refuse to have their children vaccinated by them, although, apparently, inconsistently

enough

enough, they do not object to have it done by the hands of Europeans or East Indians.

7. The system upon which vaccination in the Mofussil is now carried out is in circles that is, the Deputy Superintendent establishes himself in a village, and thence sends out vaccinators, (he generally has 11) to others which are in the neighbourhood of his post, he is supposed to be always on the move inspecting his subordinates' work at the outlying villages. After having exhausted this circle, he proceeds to form another.

8. I believe this system is a good one to have work faithfully carried out, but as it has been found impoſsible to overtake more than half of the range at present laid down for each party during the nine months they are out, I beg to recommend that a new and cheaper claſs of Superintendents be added and the number of vaccinators increased from 145 to 255.

9. To effect this increase it is proposed that 12 members of the Dreſser grade be made Deputy Aſsistant Superintendents, with a salary of Rupees 70 a month, which is to include all allowances, and that in lieu of the 145, 3rd Hospital Aſsistants, 255 vaccinators be entertained, 100 of these to receive Rs. 18 and 155 Rs. 10 a month. These men will generally be natives of the ranges in which they are to be employed and I think there can be no doubt they will be more acceptable to the people

than

than the Hospital Assistants have proved to be-

10. But to have a proper check upon the vaccinators it is necessary that there be a thorough supervision, without this there would be no faithful record of the results of their labors-

11 If these suggestions be adopted it will increase the strength of the Vaccine from

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12 Dy: Asst: Superintendents
145 Vaccinators to 255 Vaccinators-
22 Peons to 34 Peons

These Vaccinators to be recruited in their own Districts and to take the place of 3rd Class Hospital Assistants-

12. The sanctioned monthly expense of the present Vaccine Establishment is Rs: 7087. The expense of the proposed establishment is Rs: 7343, an increase of Rs: 256 a month-

13. With this increased staff vaccination ought to be carried out efficiently over the whole of the provinces of the Presidency-

14 The Deputy Assistant Superintendents will be under the orders of the Assistant Superintendent, as it is now suggested that the Deputy Superintendent should be designated and it will be his duty occasionally to supervise the work of their Deputies-

15 The Assistant and Deputy Assistant Superintendents are not only vaccinators, but afford medical aid to the villagers-

16. I am aware that the amount of supervision may appear to be large, but I cannot consider it to be unnecessarily so, and as the proposed

proposed organization can be carried out at a slight increase to the present authorized expenditure, I hope, where the object is one of such importance, the Right Honorable the Governor in Council will look favorably on the proposition-

17. Dr Shortt has recommended that a cooly be attached to each party for the purpose of carrying a field Medicine Box; this would, I consider be an unnecessary expense, and instead of a heavy field chest, I have given instructions to prepare small tin Boxes which will contain a sufficient supply of medicines for ordinary use, and which could go with the Assistant or Deputy Assistant Vaccinator's baggage. There will be no difficulty in getting the Box replenished at the nearest Zillah station-

20th July 1866 No 731
Public Department

18. With reference to the Proceedings of Government I beg to state that the two Superintendents required for Zemindaries in the Northern Division have been included in the scheme now submitted.

19. If the plan of substituting local Vaccinators for 3rd Class Hospital Assistants be adopted the number of the latter required will be 145 less than is at present authorised-

20 100 Candidates for the grade of 3rd Class Hospital Assistants were called for by advertisement in the Fort Saint George Gazette of 19th June 1866. Should this scheme be adopted it will not be necessary to entertain so many, but as I understood that the Committee lately assembled in Calcutta have recommended that the

present

present Subordinate Medical establishment be carefully revised; I shall make the required number of 3rd Class Hospital Assistants the subject of another communication.

I have the honor to be
Sir
Your, most Obedient Servant
W: Shaw
Inspector General of Hospitals
Offg: Princl. Inspr. General
Medl. Department

Letter from General Superintendent of Vaccination A
1 Statement of the Distribution of the Vaccine Department.
1 " " Proposed Organization of the Vaccine Department.

Ex R Thomson

Pro 20 July /66 Nos 116-117 —
— 27 April — 92 @ 94 —

Pu[illegible]ic 1866. Dept.

From

The Offg: Pl. Insp. Genl.
Medl. Department
Fort Saint George

To

The Chief Secy: to Govt.
Public Dept:

Dated 30th July,
Recd: 31 "

Enclosures: three

No. 969

Submitting opinion on the revision of the Vaccine Department—

I am inclined to prefer the nomenclature proposed by Dr. Shaw but if the Deputy Superintendents are to retain their present designation I think the next rank should be called Deputy Assistants rather than Assistant to mark their subordination. N

The proposed revision is recommended by the Genl. Supdt. who has paid much attention to the subject and is well qualified to judge of the necessary requirements. It is concurred in by the Offg. P.I. of M.D. and will be carried out at a small addl. expense R250 p.m. I would recommend it for sanction. N.

I do not consider the proposed unit of supervision large. See Dr. Shaw's letter p 16 — for I know that unless the Vaccinators be closely supervised, and made to feel that they are working under sharp inspection, little honest service will be got out of them. Dr. Shortt's letter p 6. The Asst. & Dep. Asst. should have the benefit of the Pension

[illegible] but I doubt whether this can be extended to the Vaccinators. N.

I don't see the necessity of changing designations to the extent proposed. The eleven "Deputy Superintendents" should retain that designation & the twelve new men, to be employed on Rs. 70 a month, should, I think, be called "Assistant Superintendents" according to the General Supt. Dr. Shortt's column of remarks in the paper showing the distribution of the Vaccine Depart., I wd. order that an annual exchange shall take place in the district or charge placed under the assistant Superintendent (my nomenclature) and that over wh. the assistant Superintendent will not have itinerated. W.R. — [illegible]

Distribution of the Vaccine Department

Circle	Districts forming Circles	Area in Square miles	No. of Villages	Population	Assist. Superintendent of Vaccination	Native Dy. as Assistant Superintendent	Vaccinators	Remarks
1	Madras Town.	26½	"	427,771	1	"	5	1 Vaccinator for the Vaccine Depôt, and 4 to itinerate under the personal Supervision of the Assist Superintendent.
2 or Coimbatore	Coimbatore and } 16 Tal.	8,417	1594	12,15,920	1	"	11	To itinerate over one District. The Assist Superintendent to have general Supervision of the 2 Districts forming the Circle—
	Trichinopoly	3,097	1670	9,39,400	"	1	11	To itinerate over one District, subject to the orders and Supervision of the Assist Superintendent of Circle
3 or Malabar	Malabar 10 Talugs } 15 Tal.	6258¾	434	17,00496	1	"	11	To itinerate over one District. The Assist Superintendent to have general Supervision of the Districts forming the Circle
	South Canara 5	4203	1278	7,88,142	"	1	11	To itinerate over one District, subject to the orders and Supervision of the Assist Superintendent of Circle.
4 or Madura	Madura 6 Talugs } 15 Tal.	4882	1222	10,50,165	1	"	11	To itinerate over one District. The Assist Superintendent to have general Supervision of the Districts forming the Circle
	Tinnevelly 9	3809	1257	13,707,221	"	1	11	To itinerate over one District, subject to the orders and supervision of the Assist Superintendent of Circle
4	12	3	3	5	3	3	3	25

5 or Tanjore	Tanjore 9 Taluqs	16 Taluqs	3736	6332	10,52,170	1	–	11	To itinerate over one District. The Assist Superintendent to have the general Supervision of the Districts forming the Circle—
	South Arcot 7 „		4,576	3101	10,92,407	–	1	11	To itinerate over one District subject to the orders and Supervision of Assist Superintendent of Circle
6 or North Arcot	North Arcot 4 Taluqs	16 Taluqs	1817	1550	3,91,945	1	–	11	To itinerate over one District. The Assist Superintendent to have the general Supervision of the Districts forming the Circle
	Nellore 6 „		2698	742	3,85,732				
	Madras 6 „		2459	2459	6,75,390	–	1	11	To itinerate over one District, subject to the orders and Supervision of Assist Supdt of Circle—
7 or Salem	Salem 10 Taluqs	16 Taluqs	7617	4014	14,93,221	1	–	11	To itinerate over one District. The Assist Superintendent to have the general Supervision of the Districts forming the Circle
	North Arcot 5 „		1903	1498	6,45,585				
	South Arcot 1 „		746	550	1,50,330	–	1	11	To itinerate over one District, subject to the orders and Supervision of Assist Superintendent of Circle
8 or Bellary	Bellary 15 Taluqs		11,351	2540	12,21,228	1	–	11	To itinerate over one District. The Assist Superintendent to have the general Supervision of the Districts forming the Circle
						–	1	11	To itinerate over one District, subject to the orders and Supervision of Assist Superintendent of Circle
9 or Cuddapah	Cuddapah 8 Taluqs	16 Taluqs	9,177	1349	10,50,104	1	–	11	To itinerate over one District. The Assist Superintendent to have the general Supervision of the Districts forming the Circle
	Kurnool 8 „		7,470	1204	7,25,76[illegible]	–	1	11	To itinerate over one District subject to the orders and Supervision of Assist Superintendent of Circle
10 or Kistna	Kistna 10 Taluqs	16 Taluqs	6479	1783	8,97,039	1	–	11	To itinerate over one District. The Assist Superintendent to have the general Supervision of the Districts forming the Circle
	Nellore 3 „		1549	458	247157				
	Cuddapah 3 „		2388	370	234,406	–	1	11	To itinerate over one District, subject to the orders and Supervision of Assist Superintendent of Circle
11 or Godavery	Godavery 9 Taluqs	15 Taluqs	6,718	1922	11,71,313	[illegible]	–	11	To itinerate over one District. The Assist Superintendent to have the general Supervision of the Districts forming the Circle
	Kistna 1 „		481	271	70,663				
	Ganjam 3 „		1941	[illegible]	[illegible]				
	Vizagapatam 2 „		842	355	1,08,691	–	1	11	To itinerate over one District subject to the orders and Supervision of Assist Superintendent of Circle—
					Total	11	10	225	

In addition, the following Zillah Stations will have a Vaccinator attached hereto—

Nellore, Mangalore, Kurnool, Tinnevelly, Tanjore, Chittoor, Chingleput, Coimbatore, Madura, Salem, Tranquebar, Cuddalore, Calicut, Rajahmundry, Masulipatam, Guntoor, Cuddapah, Tellicherry ——— Total 18 — } Under the orders of the Zillah Surgeons for employment in the Station, and other general duties that may be required of them as Vaccinators—

At Cocanada Zemindary Vaccr Vizagapatam. Municipal Vaccinator—

Garrisons—

Bellary. Trichinopoly— Cannanore, Kamptee, Secunderabad Bangalore — {St Thomas Mount, Palaveram, Poonamallee} — Total— 7— } Under the orders of Garrison Surgeons or Medl Officers in charge of Staff— to be employed within the limits of the Mily Cantonment.

Hill Stations.

Ootacamund and Coonoor ——— Total— 2— } Under the orders of the Medl Officers, to be employed in any manner they may deem proper in the Station

available for General Duties in the Presidency 3 Vaccinators

For Zemindary Supervision, 2 Dy Assist Superintendents—

Grand Total. 11 Asst Supdt— 12. Dy Asst. & 255— Vaccinators

John Scott M.D.
Asst Surgeon
General Supdt of Vaccn.

4th July 1866.

Office of General Superintendent of Vaccination, Madras Presy
Madras, the 26th July 1866.

c 10.99.

From John Shortt Esq M.D. F.L.S. Asst. Surgeon
General Superintendent of Vaccination
Madras

To Clarence Cooper Esq M.D. Surgeon
Offg Secy to the Principal Inspector General
Medical Department
Fort St George

Sir, With reference to the Proceedings of Government Public Department dated 25th April 1866, and Order thereon No 417 I have the honor to submit a Table showing the proposed Organization of the Vaccine Department.

2. In doing so I beg to bring to the notice of the Principal Inspector General Medical Department that a general disinclination exists on the part of the Hospital Aſsistants, who have joined the Vaccine Department, to continue in it. They seem to think that by becoming Vaccinators, after the education they have received at the Medical College, they are lowered in position. After an experience of 12 months, I am of opinion that they are not likely to give satisfaction in this Department; the social position of a majority is also against their being employed in Caste Villages.

3. The present claſs of Temporary Vaccinators, are, as a body, equal to the work, and it is not only my own opinion, but that of other Medical Officers also, that as a claſs they are capable of carrying out the work required of them under effective supervision. Under these circumstances I would beg respectfully to submit for the favorable consideration of the Principal Inspector General the following propositions.

A. – The doing away with the Hospital Aſsistants and in their stead retaining 100, 1st Claſs Vaccinators on Rs 18 each per mensem, and 155 2d Claſs Vaccinators on Rs 10 each per mensem. making a total of 255 Vaccinators; designating the present Deputies "Aſsistant" Superintendents, and creating 12 Native Dy Aſsist Superintendents from the claſs of Hospital Aſsistants or Dressers on a salary of Rs 70 each per mensem inclusive of Travelling allowance.

B. Each Dy Aſsist Superintendent will work a staff of Vaccinators in the adjoining District, subject to the control of the Aſsist Superintendent of the Circle; and as great difficulty exists in procuring them, I beg to recommend that the Salary be increased from 6 to 7 Rs each. The Establishment of Peons will have to be increased from 22 to 37, so as to allow 1 Peon to each Dy Asst Supt, and 3 for the Vaccine Depôt Madras. These 3 Peons are at present in the Depôt, independent of the 22 Peons sanctioned by the Government of India in their Proceedings No 10881 22d October 1864, and republished in the Proceedings of the Madras Government No 1280 d 28 Octr. 1864. The duty of the Vaccine Depôt Peons is to proceed into the District daily, for the purpose of collecting subjects for Vaccination at the Depôt.

4. By the above arrangement, a Vaccinator will be thrown into every principal (Sudr) or Garrison Station, to work under the orders of the several Zillah or Garrison Surgeons; whilst the Asst and Dy Asst Supts will each have a staff of 11 Vaccinators, (independent of those under Zillah Surgeons) working in each District, under their personal Supervision, and who will itinerate throughout the District for 9 months in the year, so as to be able to visit every village and hamlet in it systematically, and as a rule stay no longer than 10 days or a fortnight at any one place. The Asst & Dy Asst Supts will begin work on the opening of the Field Season, by taking up a central position at one end of the District, and placing their Vaccinators around them at distances varying from 5 to 10 miles from their Head Quarters, to enable them to run on, inspect and verify the work of each individual Vaccinator of their Staff. Whilst moving thus in circles and on approaching large populous Towns, the whole Staff of Vaccinators will be concentrated on them in a body with the view of vaccinating all those desirous of undergoing the operation in as short a time as possible. At the same time 1 Vaccinator of the Staff will be told off for the general duties of the District, whose Services with that of the Station Vaccinator, under the Zillah or Garrison Surgeon, will be available to move at the shortest notice to any part of the District, in the Event of Small pox breaking out Epidemically. From this it will be observed that provision is made, not only for visiting every Village & Hamlet in the District, & of offering Vaccination to the people at their doors, but also for the principal Stations, as well as for outbreaks of Small pox in any part of the District. I am certain that under this organization, the system will be complete, & effective. Every individual in the district thus has the opportunity of being vaccinated and at the same time enabling the people to judge of the benefits of Vaccination with greater satisfaction.

5. I will here tabulate the saving and extra Expence incurred by the proposed arrangement.

The pay of 145 Hospl. Apsts @ 28/ amounts to —— Rs 4060
I propose replacing these by
100, 1st Class Vaccinators @ 18/ = 1800
155, 2d Class Vaccinators @ 10/ = 1550 —— " 3350
Shewing a saving of —— " 710

Instead of this I beg to request sanction for the appointment of
12 Native Dy Apst Superintendents @ 70/ = 840
15 Additional Peons —— @ 7/ = 105
Increased pay of 22 Peons of the existing Establishment @ 1/ —— 22 —— 967

Increase over sanctioned amount of the Govt. of India Rs 257

6. In conclusion I would respectfully urge the necessity of placing the Vaccinators under the same Rules, which apply to the Uncovenanted Civil Service, regarding Pension and Gratuity, as an inducement for their stay in the Depart., which at present holds out no prospect of any reward for long and faithful servitude. The duties of the Vaccinators are now much more arduous than they were under the old system, exposing them to great risk from sickness in their constant movements through the District. I would further remark that the number and Salaries of the different grades now proposed are urgently necessary, as it would be impossible to secure thorough efficiency in the working of the Vaccine Department on a more economical plan than the one now submitted.

I have the honor to be
Sir
Your most obedt. Servt.
John Shortt M.D.
Asst Surgeon
General Superintendent of Vaccination
Madras Presidency

4u 2847

Proposed Organization
of the
Vaccine Department

John Shortt M.D.
Acting Surgeon
General Supt of Vaccination

2847 1866 May

No 99.

From
John Shortt Esq M.D. F.L.S.
Acting Surgeon
General Supt of Vaccination
Madras

To
Clarence Cooper Esq M.D. Surgeon
Offg. Secy to Prin Insp Genl Med Dept
Fort St George

Dated the 26 May 1866.

Received 30 Do

Enclosures 2.

Submits a Table showing the proposed organization of the Vaccine Dept & solicits favorable consideration of the Principal Inspector General Med Dept of the proposals & recommendations [illegible] 27/6

[illegible]

Note.

I beg to explain that the Draft on the Annual Report of the Vaccine Dept. was prepared before the proposal to remodel the Dept. came in. I have not altered the Draft.

I beg to circulate also the Draft on the Revision, prepared according to the [illegible] on Dr. Shaw's letter.

With regard to the revision, I hope I may be permitted to bring some matters more prominently to the notice of Govt. than Mr. Shaw did.

1. The organization (if such it can be called) of the Dept.

At the top is the Supt. himself - a Commissioned Officer on Rs 860 monthly - This is well enough. Next come 11 Asst. Supts. on Rs 185 - then 12 Native Deputies on Rs 70 - lastly come the Vaccinators on only Rs 18 & Rs 10 - The ~~great~~ differences between the salaries are so great, that it is evidently meant to draw the officers from different classes and Govt. will lose the great advantage which hope of promotion gives - What chance is there of a Vaccinator's being promoted from 18 to 70 Rs or the Native Dept from 70 to 185? The Vaccinators at this rate will always be men of inferior intelligence & yet the salaries higher up are so great that with proper gradation there is no reason why good men who could be trusted should not be induced to enter. Of course if advancement is hopeless we can only expect men to enter who must be clerks.

matched – who will do as little and get away as fast as they can. Rs 105 per M: is more than many of our Tahsildars get – and with that in prospect why should not we look for good men lower down? The Vaccination parties consist of 11 men – besides the Supt. or Depy. These might easily be graduated say 1 on 25 – 2 on 20 & so on – So with the Supts & Depys. why not have their salaries graduated so that a good Vaccinator might at all events, hope to become a Deputy and a good Deputy to become a Supt. The Vaccination Department has now grown to pretty large dimensions – Rs 80,000 per ann: for salaries alone – and it is well worth a little to organize it properly – and to get good service by holding out those inducements – fair pay, promotion, & pension in old age – which secure it in other departments –

2. Working – These

present system
is to parcel the
Presidency into
Circles usually
of 2 Districts
each - and to
place over each
District, one As-
sistant with
a party of 11
Vaccinators - These
last work in a
body under the
immediate eye
of the Asst. This
is intelligible e-
nough -

The new scheme
keeps to the same
system of Circles
but adds to each

circle a Native
Dist. Supy Rs 70 with
a like party of
11 vaccinators
& both batches
are to be within
the one Asst's. Let
us see how this
work in practice.
Take the Southern
circle - Madura
& Tinnevelly, jointly
8500 square miles
1450 villages, 2,300,000
inhabitants - The
Asst. & Dist Sup. each
begin in adjoining
taluks - as they
work on they must
separate & get
further & further
from each other

him is the Asst.
I wish the asst.
see what his
Deputy or Asst is
doing? — if he does
so, who is to look
after his own party
meanwhile? — if
he does not so, why
hold him authority.
Surely it would
be much better
to adopt our [illegible]
division of Province
& give each District
its Asst. & party.
[illegible] pay
& strength accord-
ing to its size.
This might be done

I think he is certainly, but I
had understood Dr Shortt's proposed
arrangement differently. I read it as
meaning that the Dy was to have
one district under his sole superintce
and that the Asst would similarly
superintend the other Distt forming
the Circle — & therefore it was I suggested
that there should be an annual
exchange of charges so that the superior
officer on taking the Distt under the
Depy's superce during the previous
year might see what the latter had
really done

3/

in the little extra
increase of cost
and I am sure
Govt would have a
far more efficient
establishment.
~~Some of the~~ Circles
it will be seen, are
made up of [illegible]
of different Districts
and Madras Town
his making [illegible]
to accomplish all
of itself!
To show what
I mean I would
have 19 Assts
or Dy. Each in
charge of a District
party — with a
complement for
the Survey duties, &

Range then thus

1 on 200

4 on 175 = 700

4 on 150 = 600

6 on 125 = 750

6 on 100 = 600

2850

This looks to me good pay for the work - each District & party would have one respectable officer and promotion would be the reward for good service - My scale would cost a trifle less than Dr Shaw's -

So with the

Vaccinators - the bulk of them would get only [illegible] 10 & 15 & 20 Rs but by throwing in a few appointments of 50 & 70 - they would have a stepping stone and a hope - And they would also be eligible for acting appointments -

J. D. S.

P.S. I beg to point out also that in taking the Circle plan we lose something of the receipt of our Collrs help.

If the Colr. of N. Arcot complains, he will be told that the Vaccinators were working hard in Chingleput & so on — And our progress report will be the reports of the Department on itself and possibly of Co. Leete here.

Mr Sim's suggestions are deserving of much considn. If carried out we should secure far more efficiency than will ever be attainable under the Staff plan. — Lord Napier's views of the designation of the three classes of officers should also be called to the P. Inspr.

I attach also much importance to the suggestions of Mr Sim and I think they shld be recommended to the careful consideration of the P. Inspector Genl. N

It seems to me that there is a good deal of force in the above remarks. I would communicate Mr Sim's suggestions to the P. I. G. of the D. and Supt of Vaccination for their reconsideration and to be worked out and put in shape unless they can allege any valid reason to the contrary. J. D. S.

25/8/66. Sapee #

Public Department.

PROCEEDINGS of the MADRAS GOVERNMENT.

Read again the following Papers

From the Pl. Inspr. Genl., Medl. Dept. dated 18th Jany No. 22 and recorded in Proceedings of the 25th April 1866 No. 417.

— " — do — do — dated 23d May No. 181, and recorded in Proceedings of the 20th July 1866 No. 731.

Read also the following letter from the Pl. Inspr. General Medl. Dept.

Here enter 30th July 1866 No. 279.

The whole subject shld be referred again with Mr Sim's remarks to the P. Inspector Genl. with a view to the gradation and promotion of the several classes of vaccinatory officials. N.

Order.

The scheme which was approved by this Government in June 1864 and subsequently sanctioned by the Government of India, for putting the Vaccine Department upon a more efficient footing, has, so far as it was carried out, and as the result of the past year's operations has shown, been successful. It has, however, been found that the Staff of Superintendents and

and Vaccinators which that scheme provided is unequal ~~fully~~ to meet the requirements of the Madras Presidency. It is proposed therefore to ~~increase~~ introduce the number of Superintendents by 12 (~~to~~ be designated Deputy Assistant Superintendents) with a consolidated ~~pay~~ Salary to each of Rs. 70 per mensem, and ~~of~~ Vaccinators on Salaries ~~to the extent and at~~ of Rs 18 & 10 Rs the cost indicated in the margin, ~~thus~~ doing away with the Hospital Assistants, whose social position, it seems, is a bar to their employment, with acceptance to the people, ~~in~~ caste Villages. It is intended, further, to raise the number of Peons from 22 to 37, and their pay from Rs. 6 to Rs. 7 per mensem.

2 The Vaccine Establishment, as thus revised, will, it is observed, involve an outlay of Rs. 257 per mensem in excess

Sanctioned Strength

	Rs
In lieu of 145 Hospital Assistants on 28 Rs. each per mensem	4060

Proposed Strength

100 1st Class Vaccinators at Rs. 18 each	1800	
155 2nd Class Vaccinators at Rs. 10 each	1550	3350

Present Cost [illegible]

[illegible]

excess of the sanctioned allowance.

3 The proposed revision is recommended by the General Superintendent of Vaccination who has paid much attention to the subject and is well qualified to judge of the necessary requirements of the Presidency. it is concurred in by the Offg Principal Inspector General, Medical Department, and can be carried out at a small additional expense.

4 Advertining to the addition to be made to the number of Vaccinators, the Governor in Council does not consider the amount of the proposed supervision more than will suffice ~~for~~, it is ~~well known~~ certain that, unless the Vaccinators be closely supervised and made to feel that they are working under sharp inspection, little ~~honest~~ service will be obtained from them.

The

5 The instructions issued by the Offg Principal Inspector General (para 17) for keeping the Assistant and Deputy Assistant Superintendents, while itinerating, provided with a supply of medicines, approved.

6 With these remarks the scheme, as now revised, will be submitted to the favorable consideration of the Government of India, with a recommendation that it may be adopted at the additional outlay proposed.

7 The views of Government on the question, proposed in para 6 of Dr. Shortt's letter of the 26th July last, of admitting the Vaccinators to the benefit of the Pension Rules have already been expressed in their proceedings of the Instant No. , reviewing the Annual Report on Vaccination for 1865 -

With

The Govt. will recommend the Extension of the Pension Rules to Vaccinators on the same conditions as to other Public Servants;

(I presume Gt. will not give more or less [illegible] men than to [illegible])

With reference to the column of "remarks" in the paper, showing the distribution of the Vaccine Department, the Governor in Council directs that an annual exchange shall take place in the District or charge placed under the Deputy Assistant Superintendent and that over which the Deputy Assistant Superintendent will not have itinerated.

To the Principal Inspr. Genl.
Medl. Dept.

8 Pub Dept.

49

Proceedings of the Madras Govt.

Read ~~letter~~ from the Prl. S. M. Dept
dated 30 July 1866 No. 279.

Order thereon 31 January 1867

The scheme which
was sanctioned by
the Govt. in June 1864
according to the
plan sketched by the
Supdt., for the
reorganisation of
the Vaccine Dept
has been fairly suc-
cessful, but experience
has shown the in-
sufficiency of the
establishment to
meet the require-
ments of the Presi-
dency. It is now
proposed to increase

186 . Department.

No.

PROCEEDINGS OF GOVERNMENT

Dated

the establishment by 12 Dep[uty] Asst. Supts. on consolidated salaries of 70 Rs ~~Each~~ per m: and 110 Vaccinators on salaries of 18 & 10 Rs - per: m: Dispensaries, on the other hand with the 145 Hospital Assts. on Rs 28 per m: who, it appears, are not acceptable to the people & themselves dislike the Employment. It is proposed also to ~~raise~~ increase the number of Peons from 22 to 37 - and to raise the pay of the class

from 8 to 7 Rs per m:

The establishment as thus revised will cost Rs 7344 per m: or Rs 257 in excess of the present sanctioned arrangement. [illegible] is clearly of opinion that an augmentation of the ~~establishment~~ is necessary but [illegible] consider that a different method of expenditure would be advantageous.

The department [illegible] ~~will~~ would as proposed comprise 11 Asst. Supts. on Rs 185 - 12 Native Dep[uty] Assts. on 70 Rs

P. A. Rs

10 Vaccinators on 18 each & 155, 2d class Vaccinators on 10 Rs. This arrangement of salaries renders it almost hopeless for a Dept. to rise to the scale of an Asst. or a Vaccinator & that of Depy. The consequence will be that ~~[illegible]~~ men of ~~superior~~ intelligence, education and ~~[illegible]~~ position will not enter in the lower grades looking for advancement ~~[illegible]~~ as they do in other branches of the Public Service - and the Dept. will

be mainly composed of persons in whom little reliance can be placed and [illegible] will not ~~[illegible]~~ possess the confidence of the people. The Vaccination Dept. has assumed such proportions and is of such importance that the Govt. would take the opportunity now presented of remodelling it on the principles which have been successful in other Depts. and rendering employment in it acceptable to men of education & respectability by holding out the inducement of fair pay, promotion and provision in old age. ~~Unless~~ The other ~~dissatisfaction~~ ~~[illegible]~~ Unless the Dept. is so constituted as to offer these advantages, it will always be difficult to procure or to retain the services of superior men.

The method of working the Establishment seems also to me to need reconsideration, if the Establishment is largely augmented: at present an Assistant Supt. with his party of vaccinators have

4

a "circle" comprising more than one district. It is proposed to retain these "circles" under the new organisation, but merely to attach block a distinct Dy. Asst. with a staff of vaccinators, the working in a different locality from the rest but under his control & supervision. The feasibility ~~[illegible]~~ ~~practicability~~ such a system would be efficient — and as the increased Establishment proposed will admit of adhering to the territorial division of the Presidency, besides it pre

to attach a party
to each District,
regulated according
to its size & popula-
tion. This plan
would also accord
well with the ~~the~~ least
a gradation of sa-
laries as would meet
the objects proposed
in para ... note –

The Dept, ~~would~~
~~thus~~ raised would
comprise Asst Supts
and Vaccinators
of different classes
on salaries rising
from 10 Rs upwards
The salaries of the
Assts might range
from 80 to 200 Rs
and those of Vacci-
nators from 60 or 70
to 10 Rs per m: &c

as regards pension, as
other Uncovenanted
Servants. 57

Lds

The P. I. G. Medical Dep.

41.42

Recd 22 Jany /67

No. 31

[illegible] of Govt

[illegible] 9 January 1867

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vice the mean [illegible] 59

of Vaccinators in

the higher Grades [illegible]

[illegible] would be small

but the existence

of these Salaries would

shew that a Vacci-

nator might gain

advancement by

meriting it and would

induce good men

to Enter the Service -

Promotion ~~from~~ the

Grades of Vaccinator

[illegible] of Govt should

be dependent on pass

an Examination - [illegible]

There is no reason why

a Vaccinator should

not have this advance-

ment shown to him

the contrary

there

is

men to enter the Department with the intention of continuing in it –

The [illegible] resolve to request the P.S. to reconsider his scheme with reference to these remarks.

L. D. B.

Present incumbents will be prejudiced by the changes suggested.

The [illegible] will ap- the [illegible] of Revi'sion to

edings of the
Government

d 9th January 1867

331 of 1868

41 + 42