

ORDINARY, PRINTED.

Public DEPARTMENT
G.O., DATED *24-10-90*
Nos *711/2*

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Despatched in print. *13/11*

24/10

[Despatch Abstract.]

General Hospital.

*Instruction with remarks,
subject to the approval of the Govt. of India,
the Proposition Statement
relative to the revision of
the Nursing Establishment
of the ———, be a dno.*

*Recd
of I
27/10
711-12*

26/10/90

*11-11-10 ✓
2-9-12 ✓
25/8/13 ✓
29/6/14 ✓
16-5-19 ✓
17-5-23 ✓
28-11-27 ✓*

Accountant-General's Report

No.

171

The entries in the Column of "Present Scale" have been compared with the Registers of this Office, and are correct, with the exception of the items altered in red ink.

The entry in the Proposed Scale as allowed for Uniform for 12 nurses amounting to Rs 30 each per annum should be scored out as it is a contingent charge only. It will be observed that the charge has been already sanctioned in Government Order No. 286 Public Department dated the 15th of April 1890.

ACCOUNTANT-GENERAL'S OFFICE,

Fort St. George,

11th September 1890.

Accountant-General.

Government of Madras.

DEPARTMENT.

No.

FORT ST. GEORGE,

The

18

Secretary to the Government
of Fort St. George.

reference to G.O., No. 1695,
September 1878, Financial Department.

(Officer's Designation)

(Signature)

Senior Medical Officer
General Hospital

NATURE OF CHARGE.

25th August 1890.

The Secretary to
through th

PROPOSITION.

Department,
reference to G.O., No. 1695,
September 1878, Financial Department.

(Signature)

J. A. Mutchler M.D.
 Senior Medical Officer
 General Hospital

*This copy to
go to press*

84

Accountant-General's Report.

No. *ADS*
171

THE entries in the Column of "Present Scale" have been compared with the Registers of this Office, and are correct with the exception of the items altered in red ink.

The entry in the Proposed Scale as allowed for Uniform for 12 hours amounting to Rs 30 each per annum should be scored out as it is a Contingent charge only. It will be observed that the charge has been sanctioned in Government Order No 286 Public Department dated the 15 of April 1890.

ACCOUNTANT-GENERAL'S OFFICE,

Fort St. George,

11 September 1890.

M. M. M.

Accountant-General.

Government of Madras.

DEPARTMENT.

No.

FORT ST. GEORGE,

The 18

Secretary to the Government
of Fort St. George.

*P. 2
2629
L. H. J. 71172
21/10/90*

Statement of Propositions for Revision of Establishment.

Order sanctioning present Establishment.		Government of Department.	Office to which the Proposition refers.	NATURE OF CHARGE.										PROPOSITION.								Grounds of Proposition.	Local Government's recommendation.	ORDERS OF THE GOVERNMENT OF INDIA.		
				PRESENT SCALE.					PROPOSED SCALE.					PERMANENT.				TEMPORARY.						DEPARTMENT.	FINANCIAL DEPARTMENT.	
				No.	Designation.	Pay.		No.	Designation.	Pay.		Increase per month.	Decrease per month.	Increase per month.	Decrease per month.	Period.	Amount.	Period.	Amount.	Remarks.	Remarks.			Orders.		
						Minimum.	Maximum.			Minimum.	Maximum.														Amount.	Amount.
No.	Date.																									
<i>General Hospital - Madras</i>																					<i>To increase the efficiency of the establishment as fully as planned in letter No. 377 of 14 Nov. 187 and letter No. 115 of 14 July 190 & 25 Aug 190 respectively to the Surgeon.</i>					
<i>Medical Subordinate Staff</i>																										
<i>1 Apothecary - 230 - 1 Apothecary - 230 -</i>																										
<i>4 Asst Apothecaries - 110 - 4 Asst Apothecaries - 110 -</i>																										
<i>2 Hospital Asst. - 780 - 2 Hospital Asst. - 780 -</i>																										
<i>Nursing Staff</i>																										
<i>1 Matron Supdt. - 340 - 1 Matron Supdt. - 340 -</i>																										
<i>1 Head Nurse - 265 - 1 Head Nurse - 265 -</i>																										
<i>1 Asst Hd Nurse - 65 - 1 Asst Hd Nurse - 65 -</i>																										
<i>9 1st Grade Nurses - 405 - 9 1st Grade Nurses - 405 -</i>																										
<i>6 2nd Grade Nurses - 180 - 6 2nd Grade Nurses - 180 -</i>																										
<i>6 3rd Grade Nurses - 180 - 6 3rd Grade Nurses - 180 -</i>																										
<i>35 Ward Attendants - 277 - 35 Ward Attendants - 277 -</i>																										
<i>5 Shavers - 110 - 5 Shavers - 110 -</i>																										
<i>2 Tailors - 16 - 2 Tailors - 16 -</i>																										
<i>1 Nurse Attendant - 7 - 1 Nurse Attendant - 7 -</i>																										
<i>1 Toty woman - 5 - 1 Toty woman - 5 -</i>																										
<i>1 Linen Clerk - 50 - 1 Linen Clerk - 50 -</i>																										
<i>12 Stewards - 290 - 12 Stewards - 290 -</i>																										
<i>15 Office Clerks - 55 - 15 Office Clerks - 55 -</i>																										
<i>1 Hospital Sergeant - 44 - 1 Hospital Sergeant - 44 -</i>																										
<i>46 Servants - 277 - 46 Servants - 277 -</i>																										
<i>Grand Total 133 - 3201 - 136 - 290 - 3199 - 373 - 375 -</i>																										

To increase the efficiency of the establishment as fully as planned in letter No. 377 of 11th Nov 1877 and letter No. 115 of 21st July 1900 & 25 Aug 1900 respectively to the Surgeon Genl.

Handwritten notes and signatures on the right margin, including dates like 1900, 1901, and various official remarks.

To, The Secretary to Government, through the Accountant General, with reference to G.O., No. 1695, dated the 23rd September 1878, Financial Department.

(Officer's Designation) *Surgeon Medical Officer*
(Signature) *[Signature]*

25 August 1890

Statement (prescribed in Chapter 9, Rule 6 of the Civil Account Code) in connection with the proposition statement for the revision of the Nursing Establishment of the General Hospital Madras.

Amount of grant for Department, or Major Head to which the application refers.	Amount now applied for	Total amount now expected to be spent on this Department affected during the year.
Nursing Estab. Rs. 18540 (including the grant of Rs. 3180 for Hd. Nurse, which amount was hitherto unutilized)	Rs. 3156.	Rs. 17201- ^x

3180/-
= 650/-

* Present Establishment from April 190 to March 1891 @ Rs. 1280 per annum	Rs per annum
Additional Estab. from Sept. 190 to 31. March 1891 @ Rs. 263 per annum	15360
	1841
Total.	17201.

General Hospital
Madras 28th August
1890

J. V. N. S. S. S.
Senior Medical Officer
General Hospital

2629
24-10-90

No. 415

Encloms

28/7

GENERAL HOSPITAL,

Madras, 14th July 1890.

From

The Senior Medical Officer

To

The Secy. Surgeon-General
with Govt of Madras

SIR,

I have the honor to resubmit
Scheme for the improvement of the
Nursing establishment of this hospital
= tab. The increase in ^{the cost of uniform and in} the pay of the
probationers over that last proposed
is made because it is found that the
former rate was too low. However
it will be seen that the present proposi-
= tion still costs less than the estab-
= lishment as at present sanctioned.
I attach a copy of my former letter and
of Miss Scott's letter for easy reference

I have the honor to be
Sir

Yours most obedt servt
A Porter Indore

S. -

P. 3
2629
L. 11/12
711-12
in-6-90

705381

1890

July

Through the Accountant-General

OFFICE OF SURGEON-GENERAL

WITH THE GOVERNMENT OF MADRAS,

Fort St. George 29 July 1890.

No. 598

From

THE SURGEON-GENERAL WITH THE
GOVERNMENT OF MADRAS,

To

FORT ST. GEORGE,

THE Chief Secretary to Government
Public Department.

SIR,

With reference to para 5 of G.O. No. 325
Pub: dated the 1st May 1890, I have the honor to
state for the information of Government that,
so far back as October 1887 Brigade Surgeon
Porter the then senior medical officer of
the General Hospital had submitted proposals
to this Office for revising the Nursing Establish-
ment of that institution but the matter was
not then taken up by the Surgeon General.
He has now resubmitted his scheme with further
improvement which I beg herewith to enclose
for the consideration of Government.

2. The scheme, as will be seen from the Proposition
statement accompanying it, entails no extra ex-
penditure. It is a mere re-distribution of the
present allotment of funds by which two addi-
tional nurses are allowed to the hospital, the
condition of the nursing staff is generally improved
and a monthly saving of Rs. 10 accrues to Govern-
ment.

(Bank 711, 712 & 714/10/90)

2/25/90
7/11/90
25/6/90

3. This scheme is in my opinion more satisfactory and at the same time more economical than that proposed by Brigade surgeon Sibthorpe and I accordingly submit it for the early sanction of Government.

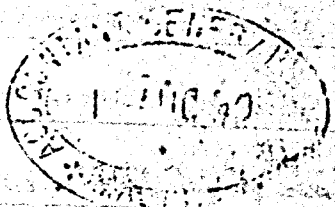
I have the honor to be

Sir,

Your most Obedt. Servant.

W. H. Jackson
Surgeon General with the
Govt of Madras.

24



Public (189) DEPARTMENT

From

THE SURGEON GENERAL WITH THE

GOVERNMENT OF MADRAS,

Fort St. George.

No.

598

Dated

29th July 1890

Reed.

No.

Subject.

Submit for sanction

Statement of proposition for
revision of Nursing Establish-

ment of the General Hospital,

X 30/5

15/4/90 No 280 P. D. K. R.
1/5/90 No 325

No. 494.

GENERAL HOSPITAL,

Madras, 25th April 1890

From

The Senior Medical Officer
General Hospital
Madras.

To

The Secretary to the Surgeon General
with the Government of
Madras.

SIR,

Enclosed No. 5258 of
22-8-90 the
original proposition
Statement submitted
herewith.

In compliance with your
Memo. No. 5258 dated 22nd August 1890,
I have the honor to forward in
duplicate a proposition Statement
for the revision of the Nursing
Establishment together with the
statement prescribed in rule 6
Chapter 9 of the Civil Accounts Code.
2.

I have taken this opportunity
of including an extra Dhoolie, thus
raising the number from 5 to 6.
I find that an additional Dhoolie
is absolutely necessary, as the
quantity of food given has increased
and now that the whole of the
servants are provided by Govern-
ment with clothing the present
staff of Dhoolies will not be able
to do the increased work efficiently.
I might add that this additional
servant was originally proposed

1890
No 6156
by W. Littleton in para 20 of
his letter No 1413 dated 8 March 1890

I have the honor to be
Sir

Your Most Obedt Servant

W. Littleton

Senior Medical Officer

0.3
26/11/92
L. Littleton
21/10/90

General Hospital
Madras, 4th Octr/87

To.
The Senior Medical Officer
General Hospital
Madras

Sir,
With reference to subject of letter
from office of Surgeon-General dated
28th October/87 No 5706 I have the honor
to offer the following remarks after
having carefully read over the G.O.s
referred to in that letter and also Dr.
Furnell's letters Nos 2025 & 2032.

2. The number and description of nurses
at the present moment

1st grade nurses	9
2 nd do. do.	6

3. Duties. General supervision, giving
of medicines, registering temperatures,
attending medical officers on their visits
and noting their orders. They also keep
notes of cases requiring special care
and are held responsible for all

bedding, linen, instruments and all other articles in wards where they are placed.

4. I understand the proposal now under discussion is to fix the number of permanent staff nurses at 12 and to make arrangements for the training of a limited number of nurse pupils.

5. There are no distinctions made at present with regard to uniform or duties though the 2nd Grade nurses are untrained and uncertificated persons.

Those of the 1st grade now entertained are satisfactory in the performance of their duties and with few exceptions capable of supervising nurse-pupils in their ward duties, which would be those of assistant nurses.

The 2nd grade nurses at present entertained are a long way from being fit for promotion and in more than one case I fear never will be, and I beg most respectfully to submit that through lack of experience or natural incapacity are not worthy of their rate of pay and totally unfit for the grave and responsible charge of the sick without the close supervision of an experienced and trustworthy nurse.

6. The system of giving a person (so called nurse) of a few weeks or months hospital

experience (which is unavoidable under the present arrangements) entire nursing charge of from 40 to 50 patients either on day or on night duty is subversive to order or discipline as neither can be reasonably expected or enforced.

7. I find that in G.O. No. 1672 of Decr. 1877 it is proposed with reference to ward attendants that "Pay be slightly improved so that better material may be secured." that remark seems applicable to nurses in the present instance, not alone to secure better material but also to retain the best material already hand.

8. Another proposition is that the scheme be introduced gradually as trained material for the several classes becomes available at this present time as a matter of fact there are only nine trained nurses on the establishment of this Hospital, the remaining six having had no systematic training.

9. In G.O. No. 1507 it appears there were in the then sanctioned scheme provision made for twelve female nurses they were understood to be trained nurses not nurse pupils. There always seems to have been a difficulty in securing the services of the requisite number and I

have no hesitation in stating that this
must be done (at the present time at least)
to the very low rate of pay offered for
2nd grade nurses.

Now as then the 2nd grade nurses are
"deficient in the essential qualifications
of nurse" and are open to the
same objection that Dr. Fennell makes
Memo. No. 2040 note "tendency of the
Female nursing staff run into Super-
= vision". This is most peculiarly note-
= worthy of the 2nd grade nurses as owing
to their incapacity and want of experi-
= ence they are far below the ward attend-
= ants (over whom they are placed) in nursing
qualifications. This can alone be remedied
by a systematic training and should the
present arrangements be continued it
must perpetuate and aggravate
existing evils. I regard the ward attend-
= ants as truly the "back bone of the
nursing staff" and a most essential
element but they cannot be regarded
as nurses, their duties should be confined
to keeping floor, furniture, knives, crockery
= & clean, carrying meals from Pantry, fetch-
= ing medicines from Dispensary, clothing,
bedding & from Linen room, Bathing
adult patients and necessary atten-
= tion to "private" cases. At present in order
to facilitate the training of 2nd grade

5 58
Nurse there is weekly rearranging of tours
of duty. Consequently ward left by senior
nurses in good working order wholly dis-
= organised by Junior nurses week in charge,
this acting detrimentally on interest taken
by 1st grade nurse in her work.

10. In the proposed scheme of having
twelve trained nurses, the arrange-
= ments could be a Day and a Night
nurse for each nursing block, the
best surgical nurses being left per-
= manently in the surgical wards and
the best medical nurses in the medical
wards, and two head nurses to take
Charge of Officers quarters and to be
also available for any special duty
necessary.

11. Nurse in charge should perform
more strictly nursing duties than they
do at present, Bed-making, washing
and sponging of patients, application
and making of poultices, Fomentations
as well as the practical training of pupil
= nurses and also continue their pre-
= sent duties a higher rate of pay and
distinction in uniform dress with an
opening for promotion would act
beneficially on the trained nurses who
have passed satisfactorily their

(9)

Qualifications and have had several
years experience.

This could be kept by Enriching
several grade and promotion by merit.

The number of nurse papers
would necessarily vary as those
presenting themselves for training
prove more or less fitted for the
nursing profession.

I have the honor
to
Yours truly
Dr. Margaret A. Scott
Nurse Superintendent
Gen. Hospital
A. A. Scott

P. 2600
L. 1000
J. 1000
H. 1000

Public C. 2639 & 2640

The Surgeon General
submits a proposition
statement of revision of
the nursing establishment
at the General Hospital
for an additional duty

The cost of the revised
Est^t is Rs. 2 less per men-
serv than the present
scale which however
includes the item "1 Head
Nurse, Rs. 265". It is pro-
posed to abolish this ap-
pointment and utilize
265 Rs. in other ways.

This appointment of
Head Nurse was created
in 1878 when Mrs. Anderson
was sent out by the Secy
of State. A reference to para
7 of the agreement printed
in G.O. No. 980 of 19.6.78 shows
that the 265 Rs. was made
up of two items:-

Salary — 115.

Ration allowance 150.

The appointment does
not seem to have been
filled since Mrs. Anderson
left the country and it
is not known whether it
was intended that it sh^d
be a permanent one. At

Public C. 2639 & 2640
20 Aug 79

Order No. 2640

No. 675

Memorandum

Forwarded to the
Chief Secretary to
Government, Public
Department for the
Sanction of the Right
Honorable the General
Council

2. The services of
an extra dholie are
very much required

By which
Lieut. General
with the Madras
For 2nd Sept 79

Co. 711-12
24-5-79



any rate the Acct. Genl.
has checked the entries
under President's
reports these to be correct
I cannot however
recommend that
the abolition of this
allowance would
require the previous
sanction of the Govt of
India under No. 4 of the
Rules in G.O. No. 1287 of
18.4.77 which says that
no appt of which the
pay & allowances are
more than Rs. 250 a month
may be abolished with-
out the previous sanction
of the Govt of India.

The Acct. Genl. state-
ment that the charge
for uniforms for 12 months
has already been sanc-
tioned incorrect as
a refce to the Enclosures
with G.O. No. 286 of 15.4.90
will show.

Orders are therefore
requested whether the
proposition stated above
may be sanctioned
subject to India's approval
to the abolition of the

Yes
JH
24

Sanctioned
JAS
14/6/90
JH
17/10

Rs. 265 appt. - If India's
approval is to be first
obtained there will be
considerable delay.

Orders are also necessary
on the application for
Rs. 30 a month for Nurses'
uniforms and in this
connection attention
is invited to the Acct.
Genl's report and Hon.
Members' notes in
G.O. No. 286 of 15.4.90.

20B.
2.4.90.

[5]

Papers to be read in Proceedings:—

Again G.O., dated 18 , No. —
Again G.O., dated 18 , No. —
Current No. of 18 , dated from

Current No. 2640 of 1890, dated 2 Sep: from The Surg. Genl.

Print complete

Order. 24th Oct 1890. No. 711

The proposition statement is sanctioned, subject to the approval of the Govt of India which is necessary under the Rules published in G.O. No. 1287 of 18.4.77, in consequence of the revision involving the abolition of the appointment of Head Nurse the pay and allowances of which exceed Rs. 250 per mensem. It is observed that there is at present no permanent incumbent of this appointment.

2. The supply of uniforms to the twelve nurses at a cost of Rs. (30) thirty each per annum

Pay Rs. 115 plus ration allow.
—ance Rs. 150 - Vide G.O. No. 980
dt. 17.6.78.

*Pub. G.O. 911/2
24/10/90*

C. 7/15 | C. 16/10
R. 16/10 | R. 20/10

*Revision of Nursing
Est. Genl. Hospital*

*General Manager
Genl. Hosp. Calcutta*

is sanctioned. This item -
which was not previously
authorised as supposed
by the Acct. Genl - has
been struck out of the
statement as it forms
a charge against con-
tingencies.

My. ad. of 11/10/90
The Surg. Genl. 8/12/90
Acct. Genl. 12/11/90

Copy forwarded to
the Govt. of India, Fin-
ance & Commerce Dept.
for approval with refce
to para: 4 I (4) of Resoln
No 1709 of 22.3.77 - a copy
of G.O. No 980 of 19.6.78 is
forwarded for information.

(From orders)

4 DB
20/12/90

Revision of Nursing
Estb. Genl. Hospital
on 10/12/90

From orders

13/11/90

24TH OCTOBER 1890, Nos. 711, 712, PUBLIC.

GOVERNMENT OF MADRAS.
PUBLIC DEPARTMENT.

READ—the following papers:—

From W. F. DEFABECK, Esq., M.D., Surgeon-General with the Government of Madras, to the Chief Secretary to Government, dated Fort St. George, 29th July 1890, No. 598.

With reference to paragraph 5 of G.O., dated the 1st May 1890, No. 325, Public, I have the honor to state, for the information of Government, that, so far back as October 1887, Brigade-Surgeon Porter, the then Senior Medical Officer of the General Hospital, had submitted proposals to this office for revising the Nursing establishment of that institution, but the matter was not then taken up by the Surgeon-General. He has now re-submitted his scheme with further improvement which I beg herewith to enclose for the consideration of Government.

2. The scheme, as will be seen from the proposition statement accompanying it, entails no extra expenditure. It is a mere re-distribution of the present allotment of funds by which two additional nurses are allowed to the hospital, the condition of the nursing staff is generally improved, and a monthly saving of Rs. 10 accrues to Government.

3. This scheme is, in my opinion, more satisfactory and at the same time more economical than that proposed by Brigade-Surgeon Sibthorpe and I accordingly submit it for the early sanction of Government.

ENCLOSURES.

From Brigade-Surgeon A. PORTER, M.D., F.R.C.S., Senior Medical Officer, General Hospital, to the Secretary, Surgeon-General with Government of Madras, dated Madras, 14th July 1890, No. 415.

I have the honor to re-submit scheme for the improvement of the Nursing establishment of this hospital. The increase in the cost of uniform and in the pay of the probationers over the last proposal is made because it is found that the former rate was too low. However it will be seen that the present proposal still costs less than the establishment as at present sanctioned. I attach a copy of my former letter and of Miss Scott's letter, for easy reference.

From Miss M. A. SCOTT, Matron-Superintendent, General Hospital, to the Senior Medical Officer, General Hospital, dated Madras, 4th October 1887.

With reference to subject of letter from office of Surgeon-General, dated 28th October 1887, No. 5706, I have the honor to offer the following remarks after having carefully read over the Government orders referred to in that letter and also Dr. Furnell's letters Nos. 2025 and 2032.

2. The number and description of nurses at the present moment—

1st-grade Nurses	9
2nd do. do.	6

3. Duties.—General supervision, giving of medicines, registering temperatures, attending Medical officers on their visits and noting their orders. They also keep notes of cases requiring special care and are held responsible for all bedding, linen, instruments and all other articles in wards where they are placed.

4. I understand the proposal now under discussion is to fix the number of permanent staff nurses at 12 and to make arrangements for the training of a limited number of nurse-pupils.

5. There are no distinctions made at present with regard to uniform or duties, though the 2nd-grade nurses are untrained and uncertificated persons.

Those of the 1st-grade now entertained are satisfactory in the performance of their duties and, with few exceptions, capable of supervising nurse-pupils in their ward duties, which would be those of assisting nurses.

The 2nd-grade nurses at present entertained are a long way from being fit for promotion, and, in more than one case, I fear never will be; and I beg most respectfully to submit that, through lack of experience or natural incapacity, are not worthy of their rate of pay, and totally

unfit for the grave and responsible charge of the sick without the close supervision of an experienced and trustworthy nurse.

6. The system of giving a person (so-called nurse) of a few weeks or months' hospital experience (which is unavoidable under the present arrangements) entire nursing charge of from 40 to 50 patients, either on day or on night duty, is subversive to order or discipline, as neither can be reasonably expected or enforced.

7. I find that in G.O., No. 1672, of 11th December 1877, it is proposed, with reference to ward attendants, that "pay be slightly improved so that better material may be secured." That remark seems applicable to nurses in the present instance—not alone to secure better material but also to retain the best material already to hand.

8. Another proposition is that the scheme be introduced gradually as *trained material* for the several classes becomes available; at this present time, as a matter of fact, there are only nine trained nurses on the establishment of this hospital, the remaining six having had no systematic training.

9. In G.O., No. 1507, it appears there were in the then sanctioned scheme provision made for twelve female nurses—they were understood to be *trained nurses*, not nurse-pupils. There always seems to have been a difficulty in securing the services of the requisite number, and I have no hesitation in stating that this must be due (at the present time at least) to the very low rate of pay offered for 2nd-grade nurses.

Now, as then, the 2nd-grade nurses are "deficient in the essential qualifications of nurses" and are open to the same objection that Dr. Furnell in his memorandum No. 2040 notes—"tendency of the female nursing staff run into supervision." This is most peculiarly noticeable of the 2nd-grade nurses, as, owing to their incapacity and want of experience, they are far below the ward attendants (over whom they are placed) in nursing qualifications. This can alone be remedied by a systematic training, and should the present arrangements be continued it must perpetuate and aggravate existing evils. I regard the ward attendants as truly the "back-bone of the nursing staff," and a most essential element; but they cannot be regarded as nurses; their duties should be confined to keeping floor, furniture, knives, crockery, &c., clean; carrying meals from pantry; fetching medicines from dispensary; clothing, bedding, &c., from linen room; bathing adult patients, and necessary attention to "private" cases. At present, in order to facilitate the training of 2nd-grade nurses, there is weekly re-arranging of tours of duty. Consequently wards left by senior nurses in good working order become wholly disorganised by junior nurse's week "in charge," this acting detrimentally to the interest taken by 1st-grade nurse in her work.

10. In the proposed scheme of having twelve trained nurses, the arrangements could be a day and a night nurse for each nursing block, the best surgical nurses being left permanently in the surgical wards and the best medical nurses in the medical wards, and two head nurses to take charge of officers' quarters and to be also available for any special duty necessary.

11. Nurses in charge should perform more strictly *nursing* duties than they do at present—bed-making, washing and sponging of patients, application and making of poultices, fomentations as well as the practical training of pupil-nurses and also continue their present duties. A higher rate of pay and distinction in uniform dress, with an opening for promotion, would act beneficially on the trained nurses who have passed satisfactorily their examinations and have had several years' experience.

This could be had by constituting several grades and promotion by merit.

The number of nurse-pupils would necessarily vary as those presenting themselves for training prove more or less fitted for the nursing profession.

From Surgeon-Major J. H. RITCHIE, M.D., Senior Medical Officer, General Hospital, to the Secretary to the Surgeon-General with the Government of Madras, dated Madras, 25th August 1890, No. 494.

In compliance with your memorandum No. 5258, dated 22nd August 1890,

Memorandum No. 5258, dated 22nd August 1890, and the original proposition statement herewith returned.

2. I have taken this opportunity of including an extra dhobie, thus raising the number from 5 to 6. I find that an additional dhobie is absolutely necessary, as the quantity of foul linen has increased, and now that the whole of the servants are provided by Government with clothing, the present staff of dhobies will not be able to do the increased work efficiently. I might add that this additional servant was originally proposed by Dr. Sibthorpe in paragraph 20 of his letter No. 143, dated 8th March 1890.

ENCLOSURE.

STATEMENT OF Proposition for Revision of Establishment.

Order sanctioning present establishment.		No.	Date.	Office to which the proposition refers.	Present scale.				Proposed scale.				Proposition.				Grounds of proposition.			
Government of Department.					No.	Designation.	Pay.		No.	Designation.	Pay.		Permanent.		Temporary.					
		No.				Minimum.	Maximum.	No.		Minimum.	Maximum.	Increase per month.	Decrease per month.	Increase per month.	Decrease per month.	Amount.	Amount.			
820	23rd July 1874.	{ 1 4 2	Medical Subordinate Staff.	Apothecary	Rs. A. P.	230 0 0	230 0 0	{ 1 4 2	Medical Subordinate Staff.	Rs. A. P.	230 0 0	230 0 0	Rs. A. P.	230 0 0	Rs. A. P.	230 0 0	Rs. A. P.	230 0 0		
				Assistant Apothecaries	Rs. A. P.	440 0 0	440 0 0			Rs. A. P.	440 0 0	440 0 0	Rs. A. P.	440 0 0	440 0 0	Rs. A. P.	440 0 0	440 0 0	Rs. A. P.	440 0 0
				Hospital Assistants	Rs. A. P.	110 0 0	110 0 0			Rs. A. P.	110 0 0	110 0 0	Rs. A. P.	110 0 0	110 0 0	Rs. A. P.	110 0 0	110 0 0	Rs. A. P.	110 0 0
329 980	12th Mar. 1887. 19th June 1878.	{ 1 1	Nursing Department.	Matron-Superintendent	Rs. A. P.	300 0 0	300 0 0	{ 1 1	Nursing Establishment.	Rs. A. P.	300 0 0	300 0 0	Rs. A. P.	300 0 0	Rs. A. P.	300 0 0	Rs. A. P.	300 0 0		
				Head Nurse	Rs. A. P.	265 0 0	265 0 0			Rs. A. P.	265 0 0	265 0 0	Rs. A. P.	265 0 0	265 0 0	Rs. A. P.	265 0 0	265 0 0	Rs. A. P.	265 0 0
					Rs. A. P.					Rs. A. P.			Rs. A. P.			Rs. A. P.			Rs. A. P.	
1731	30th Nov. 1878.	{ 9 6	General Hospital, Madras.	First-grade Nurses, pay Rs. 30 + 15 ration allowance.	Rs. A. P.	405 0 0	405 0 0	{ 4 6 6	First-grade Nurses, pay Rs. 40 + 15 ration allowance. Second-grade Nurses, pay Rs. 30 + 15 ration allowance. Pupil-nurses or probationers, pay Rs. 15 + 15 ration allowance.	Rs. A. P.	405 0 0	405 0 0	Rs. A. P.	405 0 0	405 0 0	Rs. A. P.	405 0 0			
				Second-grade Nurses, pay Rs. 15 + 15 ration allowance.	Rs. A. P.	180 0 0	180 0 0			Rs. A. P.	180 0 0	180 0 0	Rs. A. P.	180 0 0	180 0 0	Rs. A. P.	180 0 0	180 0 0	Rs. A. P.	180 0 0
					Rs. A. P.					Rs. A. P.			Rs. A. P.			Rs. A. P.			Rs. A. P.	

* A separate proposition statement for increase of the number of Assistant Apothecaries from 4 to 6 has been submitted in accordance with G.O., No. 433, dated 14th June 1890.

Statement of Proposition for Revision of Establishment—cont.

Order sanctioning present establishment.		Government of Department.		Nature of Charge.		Present scale.		Proposed scale.		Proposition.		Grounds of proposition.																																
No.	Date.	No.	Designation.	Pay.		No.	Designation.	Pay.		Permanent.		Temporary.																																
				Minimum.	Maximum.			Minimum.	Maximum.	Increase per month.	Decrease per month.	Increase per month.	Decrease per month.																															
										Amount.	Amount.	Amount.	Amount.																															
1731 1590	30th Nov. 1878. 16th July 1881.	{ 35 6 2 1 1 1 1 1 62	Nursing Department—cont. Ward attendants Dhobies Tailors Nurse attendant Toty woman Linen clerk	Rs. A. P. 277 0 0 40 0 0 16 0 0 7 0 0 5 0 0 60 0 0	Rs. A. P. 277 0 0 40 0 0 16 0 0 7 0 0 5 0 0 60 0 0	35 6 2 1 1 1 1 1	Nursing Establish- ment—cont. Ward attendants Dhobies, at Rs. 8 Tailors Nurse attendant Toty woman Linen clerk	Rs. A. P. 277 0 0 48 0 0 16 0 0 7 0 0 5 0 0 60 0 0	Rs. A. P. 277 0 0 48 0 0 16 0 0 7 0 0 5 0 0 60 0 0	Rs. A. P. 8 0 0 8 0 0 8 0 0 8 0 0 8 0 0 8 0 0	Rs. A. P. 8 0 0 8 0 0 8 0 0 8 0 0 8 0 0 8 0 0	Rs. A. P. 8 0 0 8 0 0 8 0 0 8 0 0 8 0 0 8 0 0	Rs. A. P. 8 0 0 8 0 0 8 0 0 8 0 0 8 0 0 8 0 0																															
														666	9th Aug. 1890.	{ 8 12 15 2	Steward's Department. Stewards Servants Office. Clerks	200 0 0 400 0 0 100 0 0 500 0 0 55 0 0	200 0 0 400 0 0 100 0 0 500 0 0 55 0 0	313 0 0 313 0 0 313 0 0 313 0 0 313 0 0	376 0 0 376 0 0 376 0 0 376 0 0 376 0 0	376 0 0 376 0 0 376 0 0 376 0 0 376 0 0	376 0 0 376 0 0 376 0 0 376 0 0 376 0 0	376 0 0 376 0 0 376 0 0 376 0 0 376 0 0																				
																									61	30th Jan. 1889.	{ 1 46 47	Conservancy Establishment. Hospital Sergeant Servants Office.	44 0 0 277 0 0 321 0 0 321 0 0	44 0 0 277 0 0 321 0 0 321 0 0	44 0 0 277 0 0 321 0 0 321 0 0	44 0 0 277 0 0 321 0 0 321 0 0	44 0 0 277 0 0 321 0 0 321 0 0	44 0 0 277 0 0 321 0 0 321 0 0										
																																			520 173	23rd July 1874. 30th Nov. 1878.	{ 1 46 47	Hospital Sergeant Servants Office.	44 0 0 277 0 0 321 0 0 321 0 0	44 0 0 277 0 0 321 0 0 321 0 0	44 0 0 277 0 0 321 0 0 321 0 0	44 0 0 277 0 0 321 0 0 321 0 0	44 0 0 277 0 0 321 0 0 321 0 0	44 0 0 277 0 0 321 0 0 321 0 0
6 Cooks. 1 Butcher.	1 Masalchen. 1 Carpenter.	4 Coolies.	1 Headman of ser- vant. 2 Dispensary coolies. 2 Pona.	10 Beavers, Lacemen and Bathmen. 1 Bricklayer.	4 Sweepers. 13 Totter.																																							

* Steward's establishment.

† The pay of the carpenter has been raised from Rs. 10 to 14—vide G.O., dated 9th August 1890, No. 500.

‡ Conservancy Establishment.

* Steward's establishment.
6 Cooks. 1 Butcher. 1 Masalchen. 1 Carpenter.
4 Coolies.

† The pay of the carpenter has been raised from Rs. 10 to 11—vide G.O., dated 9th August 1890, No. 800.

‡ Conservancy Establishment.
1 Headman of vanla.
10 Sweepers and labourers.
4 Sweepers.
4 Gardners.
13 Toties.
1 Bricklayer.

No. A.D.S.—171.

The entries in the column of "present scale" have been compared with the registers of this office, and are correct.
The entry in the proposed scale as allowance for uniform for 12 nurses, amounting to Rs. 30 each per annum, should be scored out as it is a contingent charge only. It will be observed that the charge has been sanctioned in G.O., No. 286, Public Department, dated the 15th of April 1890.

FORT ST. GEORGE,
11th September 1890.

(Signed) T. W. RAWLINS,
Accountant-General.

No. 675.

MEMORANDUM.

Forwarded to the Chief Secretary to Government, Public Department, for the sanction of the Right Honorable the Governor in Council.

2. The services of an extra dhobie are very much required.

FORT ST. GEORGE,
2nd September 1890.

(Signed) W. F. DEFABECK, M.D.,
Surgeon-General with the Government of Madras.

ORDER—dated 24th October 1890, No. 711, Public.

The proposition statement is sanctioned, subject to the approval of the Government of India, which is necessary under the rules published in G.O., No. 1287, dated 18th April 1877, in consequence of the revision involving the abolition of the appointment of Head Nurse, the pay and allowances of which exceed Rs. 250 per mensem. It is observed that there is at present no permanent incumbent of this appointment.

2. The supply of uniforms to the twelve nurses, at a cost of Rs. 30 each per annum, is sanctioned. This item—which was not previously authorised as supposed by the Accountant-General—has been struck out of the statement as it forms a charge against contingencies.

(True Extract.)

Chief Secretary.

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

ENDORSEMENT—dated 24th October 1890, No. 712, Public.

Copy forwarded to the Government of India, Finance and Commerce Department, for approval, with reference to paragraph 4 I (4) of Resolution No. 1709, dated 22nd March 1877. A copy of G.O., No. 980, dated 19th June 1878, is also forwarded for information.

J. F. PRICE,
Chief Secretary.

Exd. P. L. Pereira.

Govt. of {1890} Madras.
PUBLIC.

Issued

Recd.

Encl.

G.O., &c., 24th October 1890,
Nos. 711, 712.

OCTOBER.

General Hospital.

Sanctioning, with remarks, subject to the approval of the Government of India, the proposition statement relative to the revision of the Nursing establishment of the —, Madras.

HEAD-AGENCY ORDER OF GOVERNMENT, DATED
18 No.

BACK PAPER, No.

OF 15

FURTHER PAPER, No. 3544

OF 15

853
8.12.90

ENCLOSURES

four
three

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STATEMENT WITH DITTO.

ORDER, &c., OF GOVERNMENT—A.

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