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[Despatch Abstract.]

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For Sells

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30TH NOVEMBER 1891, No. 1008, PUBLIC.

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

READ—the following papers:—

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

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

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

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

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

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

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

MENT WITH DITTO.

NO. OF GOVERNMENT—A.

OF GOVERNMENT

REPT OUT OF FILE FOR DESPATCH IN ORIGINAL
(not paged).

NO. OF COPIES

ORDER COMPLETE WITH LETTER OF

Order complete.

Letter only.

Order complete with Letter of

A = Print in full

B = Not to be printed

P = Print abstract only

Q = Print heading only

R = Print, but not for printing

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

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

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

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

I propose the following scale be adopted:—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reference—dated 16th September 1891.

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

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

To the Surgeon-General with the Government of Madras.

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

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

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

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

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

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

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

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

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

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

(True Extract.)

Chief Secretary.

To the Surgeon-General with the Government of Madras.

„ Financial Department.
„ Accountant-General.

Exd. A. Raitt.

Gobt. of {1891} Madras.
PUBLIC.

Issued

Recd.

Encl.

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

NOVEMBER.

Medical—Hospital Assistants.

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

30TH NOVEMBER 1891, No. 1009, PUBLIC.

PUBLIC DEPARTMENT.

LETTER—from

THE CHIEF SECRETARY TO THE GOVERNMENT OF
FORT ST. GEORGE,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
FINANCE AND COMMERCE DEPARTMENT.

SIR,

I am directed to forward copy of the Proceedings marginally noted, passing orders on certain proposals of the Surgeon-General for improving the pay and prospects of hospital assistants in this Presidency.

2. I am to say that the prospect of promotion to Assistant-Surgeoncies is obviously insufficient to induce an hospital assistant to improve his medical knowledge, and, as, under existing circumstances, he attains the highest grade after 14 years' service, the Government is of opinion that the formation of a senior class of hospital assistant on the lines proposed by the Surgeon-General is very desirable. The total strength of the establishment is at present 327, and 5 per cent. of that number would give an establishment of 16 senior civil hospital assistants, at an extra cost on account of pay of $(80 - 55 = 25 \times 16)$ Rs. 400 per mensem. This amount would not fall entirely against Provincial Funds, as some of the senior men would, no doubt, be employed by Local Boards, &c. It will be observed that no increase to the strength of the establishment is proposed.

3. Owing to the qualification of admission to the L.M. and S. section of the Madras Medical College having been raised, in the case of those who commence their studies in 1893 and subsequent years, from the Matriculation to First-in-Arts standard, the grade of Assistant Surgeon will practically be closed to hospital assistants.

4. With reference to Home Department letter of the 15th June 1889, No. 349, I am to request sanction to selected 1st-grade hospital assistants being allowed half pay while on furlough for the purpose of study to enable them to pass the departmental examination for promotion to the senior grade, in the event of its being introduced.

5. I am accordingly to convey the strong recommendation of this Government that sanction may be accorded to the formation of a senior class of hospital assistants as suggested by the Surgeon-General.

I have the honour to be,

Sir,

Your most obedient servant,

FORT ST. GEORGE,
30th November 1891.

Exd. A. Raitt.

Chief Secretary.

1891.

PUBLIC DEPARTMENT.

From the Government of
Fort St. George.

Issued

Recd.

Encl.

Letter, 30th Nov. 1891, No. 1009.

NOVEMBER.

Medical—Hospital Assistants.

Forwarding, with remarks, proceedings of this Government passing orders on certain proposals of the Surgeon-General for improving the pay and prospects of Hospital Assistants of this Presidency.

N^o 0/56

Office of Surgeon General
with the Gov^t of Madras
Ootacamund 4th July 1891

From

W. J. de Labeck Esq. M.D.
Surgeon General with the
Government of Madras

To

The Chief Secretary to Government
Public Department

Sir,

It has been brought to my notice that much discontent exists among the Civil Hospital Assistants in this Presidency with regard to their pay and prospects generally; after a careful consideration of the subject I have come to the conclusion that some changes are necessary in the rules governing this important branch of the Subordinate medical Service. I have therefore the honor to bring the matter to the notice of His Excellency the Governor, and to suggest means whereby the discontent which

undoubtedly

undoubtedly exists may be remedied and
which will undoubtedly be for the benefit
of the service and the community.

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

3- At present candidates for the Civil
Hospital Assistant grade are required to
have passed the Middle School Examination,
if the number of ^{applicants} ~~vacancies~~ exceeds the
number

* The amiable properties, names, uses and doses of the more common Poisons in the Dispensary

x The whole subject of Practical Pharmacy and reading of prescriptions

number of ^{vacancies} ~~applicants~~ a competitive Examination
is held under the direction of the
Educational Department. The successful
candidates are entertained as medical pupils
and undergo a professional training for four
years, the first of which is pre-collegiate and
is passed in one of the municipal hospitals.
During this period and before they are
eligible for transfer to the Madras College they
have to pass two examinations in professional
subjects, one at the end of 6 months the other
at the close of the year. Having passed these
examinations successfully they are transferred
to the medical College where they attend course
of instruction in all the subjects of the medical
curriculum theoretical and practical, including
besides others, surgery, medicine and Hygiene.
At the end of three years they are subjected to
the final examination and are granted certificates
as Hospital Assistants. They then enter into an
agreement to serve Government for a period
of 7 years. After this time has expired they are
free to leave the service if they wish.

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

For their services they receive the comparatively small remuneration of Rs 25/- month for the first seven years in addition to Rs 10/- per mensem if placed in independent charge of a hospital or dispensary. This rate of pay is hardly enough in these days to support themselves and quite inadequate (even if they were allowed to remain for any length of time in one place) to support a wife and family. The exigencies of the service render it quite impossible to retain a junior Hospital assistant

Assistant for any length of time in one place they are constantly required for cholera (other general) duty and when so employed they are put to much expense in moving, and being separated from their families are put to the expense of maintaining a double establishment. When so employed they are only entitled to grade pay as under existing regulations they are not eligible for extra allowance, except when in independent charge. It may here be mentioned that Civil Hospital Assistants in terms of their contracts are liable for military duty both in and out of India, and only recently during the late Burman Campaign their services were largely utilised (in its relief of military Hospital Assistants sent to Burma on Field Service) and they were found to be a most efficient and valuable reserve. 5- For the reasons above stated I do not consider the rates of pay now ruling sufficient and I respectfully suggest for the consideration and approval of His Excellency in Council an increase to the pay of each grade.

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Hospital Assistants have all over the Presidency been placed in independent charge and have thus had imposed ^{upon} them duties which were not it is believed contemplated when their present scale of pay was sanctioned.

The remedy is to
have more and
better

8- According to existing rules Hospital Assistants are not entitled to extra allowances when attached to Central or District jails although the duties imposed upon them in ^{such} positions are heavy and extremely important. I propose therefore that the Senior Subordinate attached to a Central Jail should be granted a charge allowance of Rs 15/- monthly and the junior Rs 10. That the subordinate at District jails be granted Rs 10/- per mensem. In making this proposal I have taken into consideration the loss of all private practice which such a position entails, while the medical subordinate is restricted to the performance of such duties. It is imperative that men in this position be constantly present. Their lot thus becomes naturally most irksome and monotonous;

little short of imprisonment. It is most expedient that everything should be done to enable them to perform their duties willingly and cheerfully.

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

I think
24/1

9- In 1868, on the reorganization of the Subordinate Medical Department, it was clearly laid down by the Government of India that Hospital Assistants would be eligible for the grade of Sub. Assistant Surgeon and facilities were given to picked men as far as the exigencies of the service would permit, to qualify for the higher grade by attending lectures &c in the Presidency Medical College. There can be no doubt of the wisdom of such a regulation as this. The prospect thus held out to them of rising to a position carrying with it a

better

letter social status, and higher pay was undoubtedly a great encouragement to men who were anxious to improve their professional knowledge and acted as a stimulus to self exertion. Many of those who were promoted to be Sub. Assistant Surgeons rose to positions of trust and responsibility in the public service. But the highest position to which Civil Hospital Assistants can now hope to attain is that of the 1st grade which is reached after 14 years service and at a time when while in the prime of life, with 14 years experience, they are most efficient. After this time no inducement is offered these men to improve their professional knowledge nor incentive to gain the approval of those under whom they may be working. They have passed all the examinations required of them; and for the hard-working and the indifferent alike, the prospects are the same. I am convinced that it is for the interests of Government and of the local bodies by whom the men are employed that some encouragement should be given to

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11. Briefly stated, the present causes of complaint among Civil Hospital Assistants

in

It is suggested that the men who have passed the L.M.S. Examination should be allowed to attend lectures &c at the medical College with a view to attain higher professional qualifications. This is the proposal.

1. Having made this representation to Govern-
ment I do not consider it necessary to
submit the several "memorials" when they
reach my office.

Wm. L. G. with Govt.

Public 1891. Department.

From

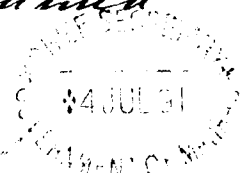
W. F. de Labeck Esq. &c.

Surgeon-General

with the Govt. of Cebu

Potacamund

7th July



Dated 4th }
Received 4 } July 1891.

7th

Submits for approval
proposals for the re-
organization of the
Civil Hospital Assistants
in this Presidency.

Ref. d/29-7-91.

The Surgeon General is re-
quested to report whether
there is any difficulty in recruit-
ing Hospital Assts. at present.
The number of vacancies and
of candidates in each of the past
seven years should be stated.
Information should also be
afforded as to the proportion of
Hosp. Assts who have resigned
during the past seven years
on becoming entitled to do so,
i.e. on completion of seven years
service in accordance with
their agreement. The number
of Dispensaries having beds
for inpatients that are now in
charge of Hospital Asst. - and
their grades - sh^d. be stated.
Particulars in regard to the
following points should also
be afforded:-

1. What proportion of the full
strength of H. As. draws charges
allowances. Figures for five
years as for 1st January sh^d.
be quoted.
2. What is the proportion of
the grades on the existing list.
3. Whether it is not the fact
that H. As. who qualify are pro-
moted to be Asst. Surgeons
under present rules.

/ From orders/

2513.
27/7

Potacamund }
29th July 1891 }

Surgeon Genl with Govt.

Statement showing the estimated extra cost of the proposed scheme regarding Civil Hospital Assistants

Present Establishment	Cost Rs - as - p	Proposed Establishment	Cost Rs - as - p	Increase	Remarks
15 - First class Hosp ^l Ass ^{ts} @ Rs 55 per mensem	500	16 - Senior Hosp ^l Ass ^{ts} @ Rs 80 per mensem	500		
50 - First class Hosp ^l Ass ^{ts} over 18 years service at Rs 55 per mensem	495	50 - First class Hosp ^l Ass ^{ts} over 18 years service at Rs 65 per mensem	720	225	
19 - First class Hosp ^l Ass ^{ts} over 15 years service at Rs 55 per mensem	1045	19 - First class Hosp ^l Ass ^{ts} over 15 years service at Rs 60 per mensem	1225		
3 - First class Hosp ^l Ass ^{ts} over 12 years and under 15 years service at Rs 55 per mensem	1700	3 - First class Hosp ^l Ass ^{ts} over 12 years and under 15 years at Rs 55 per mensem	2015	315	
51 - Second class Hosp ^l Ass ^{ts} over 12 years service at Rs 35/- per mensem	770	51 - Second class Hosp ^l Ass ^{ts} over 12 years service at Rs 55 per mensem	840	70	
83 - 2 nd class Hosp ^l Ass ^{ts} over 9 years at Rs 35 per mensem	55	83 - 2 nd class Hosp ^l Ass ^{ts} over 9 years at Rs 45 per mensem	55		
43 - 2 nd class Hosp ^l Ass ^{ts} over 6 years and under 9 years service at Rs 35 per mensem	1400	43 - 2 nd class Hosp ^l Ass ^{ts} over 6 years and under 9 years service at Rs 40 per mensem	2200	800	
18 - Third class Hosp ^l Ass ^{ts} over 6 years at Rs 25 per mensem	2380	18 - 2 nd class Hosp ^l Ass ^{ts} over 6 years at Rs 40 per mensem	3060	680	
44 - Third class Hosp ^l Ass ^{ts} under 6 years service at Rs 25 per mensem	1330	44 - 2 nd class Hosp ^l Ass ^{ts} under 6 years at Rs 40 per mensem	1520	190	
	350	18 - 1 st class Hosp ^l Ass ^{ts} over 6 years at Rs 40 per mensem	560	210	
	900	44 - 3 rd class Hosp ^l Ass ^{ts} at Rupees 30 per mensem	1080	180	
		Allowance of Rs 15 per mensem for Senior Hospital Assistants of 6 th Central Jail			
		Allowance of Rs 10 per mensem for Junior Hosp ^l Ass ^{ts} of 12 District Jails			
Total	9385	Total	1155	2665	
		Government cost will therefore be	1155		
		1/8 contribution of Rs 2665	333		
			1488		

Office of Surgeon General with the Government of Madras
July 1891

J. V. S. Subbarao
Surgeon General with Govt of Madras

No. 1940.

From The Surgeon General.

Dated 4th July — 1891.

FOR ORDERS.

The Surgeon General has received
whether he is an assistant or
recently. He has also received
present. A number of vacancies in
number of candidates in 7 years
last time in the State.
He has also received of H.A.s. Duties
foreign, i.e. being in the 77th
line in 1880. From 1877 to 1880
and some of the candidates having been
he is entitled to an increase of H.A.
+ 1000 per year.
He has also received of the full strength of
and the change allowances, 5 years
figures, as per 1880.
and in the case of the candidates and
multiplying the full strength.
Whether it is not the fact that H.A.s. have
who are qualified
promoted to be assistant surgeons in the
present time.

25/7/91

The Surgeon General
submits proposals for the
reorganisation of the
Civil Hospital Assistant
Establishment in this
Presidency. He proposes
increases of pay in all
grades, and the creation
of a new grade "Senior
Civil Hospital Assistant"
on Rs. 800. to be recruited from
1st grade Hospital Assts.
who have passed the L.M.S.
exam. The Surg. Genl.
also proposes allowances
to Hospital Assts. attached
to Central & District ^{Quadrant Camps} Hospitals.
A copy of the Madras
Mail referred to in the
postscript to the current
is put up.

The Surgeon General
reports that the immed-
iate extra expenditure
involved is Rs. 3820 per
annum, of which Rs.
1488 would be the share
to

them usually apply.

repaid by Govt. and
in 2332 would fall on
cal Funds etc. The
amount given would
be liable to enhancement
as the men now in
service qualified for higher
pay.

Any alteration in the
pay of a class of Govt.
employees requires the
sanction of India - vide
article 93 (iii) of the C.S.
Regns, as reconstructed
by Correction slip 232.

The S. G. has omitted to take
into calculation the expenditure
which would be necessary
if the allowance of Rs 10
p.m. which he proposes
for H.A.'s in cholera pandemic
etc. duty was sanctioned

2
15 July

Reorganisation of Ests
of Civil Hos. Assistants.

Hon. Mr. Stokes. C.S.I.
Hon. Mr. Garstin C.S.I.

N^o 482

Office of Surgeon General
with the Govt. of Madras
Pootacamund 15 August 1891.

Private

From

The Surgeon General with the
Govt. of Madras.

To,

The Chief Secretary to Government
Public Department

Sir,

In compliance with your reference on
C N^o 1940 dated the 29th July 1891 I have the honor
to submit the following information.

(i) Great difficulty has recently been experienced
in recruiting hospital Assistants from amongst
qualified candidates - This fact has already
been brought to the notice of Government in this
Office N^o 397 dated the 6th May 1890. Men who
have passed out privately generally wish to remain
as private practitioners or seek employment in
Native States or Railway Companies &c in preference
to being admitted into Government Service. It has
therefore been necessary to continue the old system
of stipended pupilage to recruit the Hospital
Assistant Branch of the Subordinate Medical
Department. Candidates who cannot afford to
study as private students or who have no
prospects before them are usually able.

entertained as Civil Medical pupils. The number of candidates who competed for the grade of Civil Medical pupil and the vacancies in that grade in each of the past 7 years are given below -

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

2. As regards the number of Hospital Assistants of over 7 years service who left the service during the last 7 years I have the honor to state that 5 resigned, 2 elected for and were permanently transferred to Civil Employment - Burma, 4 to Mysore Commissions and 5 submitted their resignations but were dismissed the service.

The small number of resignations is in a great measure due to the fact that Hospital Assistants who have completed 7 years service during which period their family responsibilities increase cannot afford to throw up their appointments and commence life in a fresh capacity - they are aware that under the Civil -

service

pension after 10 years' service if invalided ¹⁰⁰

3. The number of dispensaries having beds for inpatients now in charge of Hospital Assistants is 39. Of these 29 are held by Government Subordinates viz 11 by 1st class Hospital Assistants - 15 by 2nd class Hospital Assistants and 3 by 3rd class Hospital Assistants - 10 are held by Local Fund Subordinates and private practitioners.

4. The following figures show the proportion of the full strength of Hospital Assistants drawing Charge Allowance for 5 years.

	No. of H. Assts drawing Charge alt ^{ly}	Strength.
1886	128	359
1887	150	357
1888	175	344
1889	181	334
1890	175	323

5. The proportion of grades in the existing Establishment of Civil Hospital Assistants is as follows:-

1 st class Hosp. Asst.	86 or about $\frac{1}{4}$ of total strength
2 nd class — do —	176 a little more than $\frac{1}{2}$ do
3 rd class — do —	64 about $\frac{1}{5}$ — do —
	326

6. As regards the last question in your reference under reply, I have the honor that under G.O. No. 1343 Pub. of 16th Sep

only one-third of the appointments in the 1st Lt. Surgeon's grade is reserved for members of the Subordinate Medical Establishment. As the strength of the Assistant Surgeons — Establishment including the reserve is 24 the number of appointments reserved for medical subordinates is only 8. Vacancies therefore in this grade for members of the Department are very few and they are alternately given to Apothecaries and Hospital Assistants and during the last 6 years only one Hospital Assistant has been promoted to this grade.

It may be observed that under the orders of the Government of India communicated in the Public Department No. 575 of 4th July 1889 — Hospital Assistants are no longer allowed to qualify themselves for higher grade by attending lectures at the Medical College except by taking leave without pay for the required period (2 years).

I have the honor to be
Sir,
Your most obedient servant

W. M. F. Lee
Sent with the

Public (1891) DEPARTMENT 243

From

THE SURGEON GENERAL WITH THE

GOVERNMENT OF MADRAS,
Colaba and
Fort St. George.

No. 482

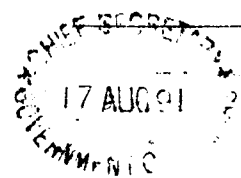
Dated

15th August 1891.

Reed.

17th Aug 18

No.



Subject.

Submitting remarks for
recruiting Hospital Assistants
from amongst private qualified
Candidates.

Public sept.

Reference. D/16th Sept. 1891

Note for the H.M.

The Refce: Dept report to
that the orig: of G.O. 428. Mis.
Educ: is not available
as it has been put up with
the Medical College Report,
and that the Reg & Laws
called for by the H.M. have
not yet been received.

Note for the Hon: Mr. Stokes. C.S.R.

With reference to the con-
cluding sentence of the H.
M's note attention is in-
vited to the abstract of
G.O. d/5.6.91, n^o 428. Educ:
and para: 16 of the Report
put up with it.

JOB
5/9

7 Sep

With reference to
para: 10 of his letter n^o
of 56, d/4. July. 91, the
attention of the Surgeon
General is drawn to the
fact that it has been
decided that with effect
from the year 1893 persons
entering upon the course
of study prescribed for
the L.M. & S. examⁿ must
have passed the First in
Arts examⁿ. The Surgeon
General will report how
he proposes to get over
this difficulty in the way
of his recommendation
and if it is insuperable
he should state what
test of qualification for
the Senior Grade he wd:
propose instead of the
L.M. & S. degree.

/ From orders /

The Surgeon General
with G.O. JOB
21 SEP 91

House
Sept 29
1844
To the Hon. & The Chief Secretary

Sir. Adverting to your reference on the 16th inst. I have the honor to acknowledge that the Faculty of the University are not likely to be able to pass the First in Arts Exam in the case of Hospital Assistant who may be anxious for a M.D. Qualification. I would in substitution of the recommendation in para 10 of my letter No. 1154th July 19, propose for the consideration & approval of Government; that (and for promotion to the Grade of Senior Hospital Assistant) be subjected to a Departmental test equivalent in severity & time to the present School Examination to be awarded by the Standing Board Examiners. I would also suggest that only First Grade Hospital Assistant of good conduct & ability who may be deserving of promotion should be eligible to compete for this higher Grade.

I have the honor to be
Your most obed^t servant
Wm. W. F. F. F.

The Surgeon General with the
Govt. of Madras
Madras.

Nº 547^a

Dated 29 } September 1891.
Received

Nº

Subject
CHIEF SECRETARY
GOVERNMENT OF INDIA
7 OCT 91

Recommending that
Candidates for promotion to the
grade of Senior Hospital Assistants
be subjected to a Dept. test equivalent
in severity & standard to the
present Ex. M. S. Examination and
that 1st grade Hospital Assistants
of good Conduct & ability should
be allowed to compete for their
higher grade.

Public Current 2930.

The Surgeon Genl.
replies to the reference of
the 16th Sep.

For orders.

17 Oct.

25 B.
16th +

The Govt. suggestion seems
to provide the only way of
meeting the difficulty.

24th 22 Oct.
29/10/91 W
8 Nov.

NOTE FOR THE CHIEF SECRETARY.

Keep on the Original

The letter for India
has been altered and
is resubmitted for
approval. May it
issue without being
again sent to Him?
It is not proposed
to print the statement
sub^d by the S.G. as his
proposals have not
been approved and it
was incomplete.

J. D. B.
27. 11.

**FROM CIRCULATION.
WITH REMARKS.**

CS.
Please see the It was re-
mark. It was under-
stood that the new grade
was to be ~~at~~ to the exist-
ing grade. When the S. G. does
not open it of redressing.

J. B.
25.11

Resubmittal

NOTE FOR THE CHIEF SECRETARY.

His Excellency has unfortunately overlooked the principal note on which his orders ~~were~~ are required. He has initialled the C.S.'s note of ~~the~~ ^{17th} Oct: but not that ^{dated} ~~the~~ ^{21st} Augt: which was the one.

Wm. Forsyth
10/11

0/xi/cu

NOV 21

Dear Prie

Hi Lucy has sent

open initialed draft

from receiv

prober

1944

14

1. 1. 1.

4

1

1

1990-1991

[Faint handwritten notes at the bottom of the page]

Re: 175

11/11/2011

1000

7512

Note for the C.S.

The file is submitt-
ed in accordance
with the C.S.'s instruc-
tions of the 4th Sep:
on the attached
slip.

J.B.
11/1/91

NOTE FOR THE CHIEF SECRETARY.

With reference to the last clause of H. H. H. note please see abstract of G. O. 428 put up also para: 16 of the report with it.

Orders are requested whether the disposal of the matter may be proceeded with or the file be first subd. to H. E. the Governor.

J. O. B.
2/9

NOTE FOR REFERENCE DEPT.

The Am. notes that it
has recently been ruled
that from & after a near
date applicants for L.M.
S. degrees must have
passed the F.A. exam.
Out of J.D. showing from
what date the new
rule comes into force.

Do not keep this
file beyond this evening

J.B.

31/8/91

CURRENT NO. 27

Military Department,

FORT ST. GEORGE,

17 November 1891.

No. 7295

OFFICE NOTE.

From

THE SECRETARY TO GOVERNMENT,

MILITARY DEPARTMENT,

To

The Chief Secretary

*The undersigned
has the honor to request that P. G.
Public. No. 1008 of 30th November 1891,
passing orders on certain proposals
of the Surgeon General with regard
to improving the pay and prospects
of civil Hospital Assistants serving
in this Presidency, may be
communicated to the Military
Department, as a similar ques-
tion regards Military subordinates
of this class is under consideration
in this Department.*

CHIEF SECRETARY
20 DEC 91

R. H. P. B. G. G.
Secretary to Government

Public DEPARTMENT.

Note for the C.S.

It is submitted that it would be unusual to communicate the G.O. to the Milly Dept as there is nothing in it concerning that Dept. There occurs, however, no reason why the Milly Dept should not be furnished with half a dozen copies of the G.O. for reference.

J.D.B.

4/1/92

I don't see why they should not have the G.O. they state.

The Government has no objection to it being sent to the Milly Dept.

4/1/92

H.C.

Comm. the G.O. to all D.
& keep this with the original.

J.D.B.

6/1/92

SUBJECT.

Requests that G.O.B.

4-91, no. 1008 Public may be communicated to it.

To the Milly Dept. Public
G.O. 1008/91. Dated
7-1-92
J.D.B.

30th

1008

NOVEMBER 1891, No. , PUBLIC.

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

READ—the following papers:—

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

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

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

3. At present, candidates for the civil hospital assistant grade are required to have passed the Middle School examination; if the number of applicants exceeds the number of vacancies, a competitive examination is held under the direction of the Educational Department. The successful candidates are entertained as medical pupils and undergo a professional training for four years, the first of which is pre-collegiate and is passed in one of the mofussil hospitals. During this period, and before they are eligible for transfer to the Madras College, they have to pass two examinations in professional subjects—one at the end of 6 months,* the other † at the close of the year. Having passed these examinations successfully, they are transferred to the Medical College, where they attend courses of instruction in all the subjects of the medical curriculum, theoretical and practical, including, besides others, Surgery, Medicine and Hygiene. At the end of three years, they are subjected to the final examination and are granted certificates as hospital assistants. They then enter into an agreement to serve Government for a period of 7 years. After this time has expired, they are free to leave the service if they wish.

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

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

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

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

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

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

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

I propose the following scale be adopted :—

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

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

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

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

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

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

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

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

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

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

- (1) That the present scale of pay is insufficient and not in proportion to the duties they perform and their reasonable needs.
- (2) That their prospects of promotion are not sufficiently attractive, and no inducements are offered to encourage them to improve their professional knowledge.
- (3) That when on cholera, fair and festivals, famine, survey and jail duty (which duties frequently expose them to risk their health and forces them into debt), they receive no special remuneration.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reference—dated 16th September 1891.

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

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

To the Surgeon-General with the Government of Madras.

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

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

ORDER—dated 10th November 1891, No. 10, Public.

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

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

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

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

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

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

(True Extract.)

Chief Secretary.

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