

23-8-157

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ORDINARY, MS.

Public DEPARTMENT.
G.O., DATED 6-12-93
No. 904

INDEXED.

When given for copying.

[Despatch Abstract.]

Directing that Mr. M.
Therom be reinstated
in his appointment as
Head Stenographer
Hofel; that half pay
be passed to him for
certain period; that
he be required to make
good the loss of Rs
192 in the case of
Capt. Carruthers. In
refusing petitioners &
the survey for for
order in his case.

READ AGAIN ORDER OF GOVERNMENT, DATED
18, No. , MISCELLANEOUS.

ENCLOSURES.

CURRENT No.

STATEMENT WITH DITTO.

ORDER OF GOVERNMENT.

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

PAPERS NOT FILED UP, BEING MEANT FOR DESPATCH
IN ORIGINAL (not paged).

DESPATCHED

7 DEC 93

IN M.S.

N.B.—

A = Copy in full.
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PAPER, No.

PAPER, No.

3328

OF 1893

3468 of 93

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239/94 28-6-94

3151 of 94 28-6-94

16-11-94

Barracks Road
Perrambur
Madras 4 October 1893

From, M. J. McPherson
Madras.
To, C. F. Macfarlane Esq.
Private Secretary to His
Excellency the
Governor of Madras.
Cotacaimund.

Sir,
They respectfully to request, that
you will kindly be pleased, to submit
the accompanying Memorial, (with
two additional copies) for the considera-
tion of His Excellency the Governor. In
soliciting this favour at your hands,
I trust that on a review of the facts
stated, His Excellency will be graciously
pleased to give them a patient and
impartial hearing, and see that
justice is meted out to one in my
unfortunate position, and that
such orders may be passed as will
lead to the restoration of my ap-
pointment, in the terms of the
prayer of the Memorial.
Having been without any means

of subsistence for the past 5 months,
from 4 May 1893, myself and my
large family are undergoing much
privation, and I humbly solicit
that in the painful circumstances
represented, early orders may be
passed on my case by His Excellency.

I beg to remain,
Sir,
Your most Obedt Servant
Wm. M. P. P. P.
Late Hd Steward
Genl Hospital
Madras

TO HIS EXCELLENCY

THE RIGHT HONORABLE BEILBY LAWLEY

BARON WENLOCK, G.C.I.E.,

GOVERNOR IN COUNCIL,

Fort St. George.

The humble Memorial of MARK JOHN
McPHERSON, late Head Steward, Gene-
ral Hospital, Madras, residing at No. 1,
Perambur Barracks Road, Madras.

SHEWETH,

That your Memorialist entered the service of Government on the 16th January 1866; that he was transferred from the service of the Mysore Government to that of the Madras Government, as an Assistant Inspector, 3rd grade, in the Salt and Abkari Department, on the 10th November 1884; and that on the 8th June 1885 his services were placed, on application, at the disposal of the Medical Department for employment as Head Steward of the General Hospital, Madras, in which office he continued till 4th May 1893; on which date, he was suspended from duty, rank and pay, as a preliminary measure to his final dismissal on the 9th July following, with effect from the date of his suspension.

2. That before proceeding further, your Memorialist craves leave to lay before Your Excellency, a brief review of the circumstances which led to his suspension and subsequent dismissal.

3. That Surgeon Lt.-Col. Browne, a few days after he had assumed temporary charge of the office of Senior Medical Officer, General Hospital, vice Surgeon Lt.-Col. Price, on privilege leave, addressed the following letter to the Secretary to the Surgeon-General, with the Government of Madras, dated 13th April 1893, No. 62:—

"I have the honor to forward herewith a letter from Messrs. Binny & Co., in reply to a letter from the Senior Medical Officer, forwarding a bill for Hospital stoppages due by the Estate of the late Capt. G. A. Carruthers. From this it will be seen that owing to the delay on the part of the Head Steward in sending in the bill, the amount is practically irrecoverable, unless he can ascertain the address of Mrs. Carruthers and obtain the amount from her, but as this will be a matter of difficulty and cause great delay in the settlement of the debt to the hospital, I would suggest that the Head Steward be made to pay up the amount, as it is entirely owing to his neglect that the amount has not long ago been recovered. He has been repeatedly fined for neglect of the hospital rules about producing the Civil Bill Book for the inspection of the Resident Medical Officer, and countless orders have been given to do so, with the only result of a short spasmodic attempt at carrying out the orders, and then a rapid relapse into his former negligence. Under these circumstances it seems to me that there is no reason why Government should have to bear the probable loss of this amount on account of his repeated neglect to carry out orders."

4. That in reply to a reference by the Secretary to the Surgeon-General, enquiring, with reference to the foregoing letter, "If there was any record

showing that the bill (relating to Captain Carruthers' matter) had ever been submitted before as noted in pencil by the Senior Medical Officer," the Acting Senior Medical Officer replied "That there was no record to show, that the bill had been submitted before, other than a counterfoil, dated 5th May 1892, the other half of which the Steward stated he had presented to Mrs. Carruthers, but there was nothing to show, one way or the other, whether this was true or not." This correspondence was followed up by the Acting Senior Medical Officer, forwarding to the Secretary to the Surgeon-General, extracts from the Fine Book and Hospital Order Book, the immediate result of which was the issue of the following "Extract" of orders by the Surgeon-General, dated 4th May 1893:—

"The Head Steward, General Hospital, is suspended from duty, rank and pay, pending the disposal of his case by Government. The duties of his appointment will be carried out by the Assistant Steward as a temporary arrangement."

5. That after the receipt by him of the order of suspension referred to, your Memorialist, finding that his case was being dealt with, without an enquiry, and before his defence was heard, applied on the 10th May 1893, to the Secretary to the Surgeon-General for a copy of the report to Government mentioned in the said order; but in its place, your Memorialist was furnished with the following Memo. (with enclosures) marked "Confidential," wherein, as will be seen, he was called upon to submit any explanations he might wish to make, regarding the several instances of neglect and carelessness brought to notice:—

Memo. No. 9 dated 12th May 1893.

"Mr. McPherson, Head Steward, General Hospital, now under suspension, is informed that a charge of inefficiency and carelessness, in the discharge of his duties, has been brought against him by the Senior Medical Officer, General Hospital, and the accompanying evidence has been produced in support of the charge. Before taking further action in the matter, the Surgeon-General calls upon Mr. McPherson to submit any explanation he may wish to make regarding the several instances of neglect and carelessness brought against him. The enclosures should be returned with reply through the Senior Medical Officer."

6. That the enclosures referred to in the foregoing Memo., consisted of extracts from the Fine and Hospital Order Books and a Tabular Form, wherein the alleged instances of neglect and carelessness on your Memorialist's part, were formulated into eighteen separate charges, with the comments and orders of Dr. Price in a parallel column.

7. That in his letter to the Secretary to the Surgeon-General, dated 3rd June 1893, transmitted through the Acting Senior Medical Officer, your Memorialist submitted a detailed and exhaustive explanation, not only of the various charges of inefficiency and carelessness preferred against him, but also in regard to Capt. Carruthers' matter, referred to in a previous para.; and that your Memorialist craves leave, that his said letter, hereinafter called "his said explanation," together with a printed Memorandum accompanying the same, wherein the details of work done in the Steward's Department are set forth, as likewise your Memorialist's notes on the marginal remarks made by the Senior Medical Officer on your Memorialist's said explanation, may be taken and read as part and parcel of this his Memorial.

8. That on your Memorialist's submission of his said explanation to the Surgeon-General, the latter, by his letter No. 0/221, dated 6th July 1893, reported your Memorialist's case for the orders of Government, and recommended that he might be required to resign his appointment; and Government thereupon, by its order, dated 22nd July 1893, No. 569, directed the return to the Surgeon-General of all the papers connected with the matter, with the intimation, that as the appointment of Head Steward, General Hospital, did not rest with Government, it was for the Surgeon-General to deal with your Memorialist's case.

9. That the Surgeon-General accordingly, by his Proceedings, dated 9th August 1893, No. 9/48, took matters into his own hands, and adopted the extreme course of directing your Memorialist's dismissal from the service of Government,

with effect from the date of his suspension, on the ground of "systematic carelessness, procrastination, want of method, promptitude and business-habits." X

10. That in this connection your Memorialist ventures to lay before Your Excellency, answers *seriatim* to the salient points in the Surgeon-General's said letter to Government, reporting your Memorialist's case for its orders:—

The arrears, in regard to paying patients, refer chiefly to items of out-

EXTRACT FROM PARA. 2 OF SURG.-GENL.'S LETTER TO GOVT., No. 0/221.

"He found the Steward's Department considerably in arrears—chiefly as regards bills and payments connected with the establishment and paying patients."

standings due by officers of the B. I. S. N. Company, which owing to a misunderstanding at the time with the Company's Agents, Messrs. Binny & Co., the latter refused to hold themselves responsible for the

collection of the same; but after a protracted correspondence, and a new arrangement being come to, between the hospital authorities and Messrs. Binny & Co., these arrears were paid up in full. But the arrears relating to contingencies (not to establishment,) and which form the subject-matter of charges XIV and XV against your Memorialist, are fully discussed in paras. 13 and 14 of your Memorialist's said explanation. The *Establishment*, it must be remarked, has never been in arrears; and the Surgeon-General's reference to it, arises evidently from inadvertence.

On the contrary, your Memorialist worked with cheerfulness and alacrity,

EXTRACT FROM PARA. 2.

"From the outset however he seems to have met with passive opposition on the Head Steward's part."

under the most trying circumstances; and far from setting himself in opposition to his official superiors, your Memorialist endeavoured to the best of his power, to carry

out their wishes to the letter. But your Memorialist submits that he had to contend with overwhelming difficulties, when, among other things, the change from the contract to the departmental system was introduced, (in April 1892) which, to borrow Dr. Price's own words "had caused extra work and confusion." Had your Memorialist proved obstructive, even passively, it is not likely that Dr. Price, in a D. O. correspondence with Dr. Crawford, Secretary to the Surgeon-General (sometime in September of last year), to which reference will be made further down in this Memorial, would have spoken of your Memorialist as "a good man."

"The system of fining" adopted against your Memorialist by Dr. Price,

EXTRACT FROM PARA. 2.

"The Medical Officer tried a regular system of fining him, but even though the aggregate fine in one month amounted to as much as Rs. 20, I regret to say there has been no improvement."

especially when he himself was fully alive to the fact, that your Memorialist's Department was greatly undermanned, was a species of cruelty, to which your Memorialist, in his utter powerlessness, was constrained to submit.

This "warning" was the outcome of the D. O. correspondence referred to;

EXTRACT FROM PARA. 2.

"On one occasion, I felt compelled to direct Dr. Price to convey a warning (copy enclosed) to the Head Steward that this regular system of fining was incompatible with efficiency on his part."

and when the same was conveyed to your Memorialist, he, in conversation with Dr. Price, protested against its injustice, and appealed to Dr. Price's personal knowledge of the enormous increase of work in your Memorialist's Department.

EXTRACT FROM PARA. 3.

"Recently I received a further complaint against the Head Steward from the Ag. S. M. O., General Hospital, in connection with the question of Hospital stoppages of the late Capt. Carruthers and copies of the correspondence that ensued are herewith enclosed for the information of Government."

This matter is dealt with in detail in para. 4 of your Memorialist's explanation.

It was not possible under

EXTRACT FROM PARA. 3.

"With this care however the Head Steward has been able to elude the Senior Medical Officer's vigilance."

the system of audit described in para. 6 of your Memorialist's said explanation, for your Memorialist even to attempt, much less "to elude" the vigilance of his superiors.

So long, as in the case of public servants, the system of collecting stoppages, often by small instalments, from the heads of departments prevails, arrears of payments for some time, must always happen. It was only in cases, where the delay in payment was unreasonably long, that attention was specially directed by your Memorialist.

EXTRACT FROM PARA. 3.

"On account of irregularity of payments by patients and the carelessness of the Steward in reporting them to the Senior Medical Officer."

The Civil Bill Book, which is seen by the Senior Medical Officer, or Resident Surgeon, at least once or twice a month (as their initials thereto, with dates, bear evidence), will have kept your Memorialist's superiors fully informed of the state of things in regard to these bills.

EXTRACT FROM PARA. 3.

"The Senior Medical Officer is almost wholly dependent at the time on the Steward for these payments and it is not till a later date that omissions either to send bills to patients or to give monies collected to the Senior Medical Officer are discovered when it may be too late."

As regards the fines, your Memorialist has already referred to his utter powerlessness to avoid them, when with greatly increased work, of which the Senior Medical Officer was not unaware, he had a disproportionately insufficient establishment to help him.

EXTRACT FROM PARA. 4.

"As all warnings and fines have had no beneficial effect on the Head Steward."

There has not been a single instance of loss to Government cited, except Captain Carruthers' case, in regard to which your Memorialist had already expressed his readiness, viewing the peculiar circumstances under which the delay occurred, to submit to any order that might be passed by the Senior Medical Officer, placing your Memorialist's pay under stoppages.

EXTRACT FROM PARA. 4.

"And his carelessness has been productive of loss to Government."

The Surgeon-General's Memo. ^C/₅₉ dated 12th May 1893 was not received by your Memorialist till the 14th idem, and his said explanation, extending over eight pages of closely printed matter, (with the supplementary Memo. showing the details of work done in the Steward's Department) was submitted on the 3rd June (and not on the 7th June) or within 20 days. Considering that your Memorialist had to deal with matters long ago disposed of, there has been no avoidable, unreasonable, or unnecessary delay on his part.

EXTRACT FROM PARA. 4.

"He was written to so far back as the 12th May 1893, but his explanation was not received in this Office till the 7th June."

ment) was submitted on the 3rd June (and not on the 7th June) or within 20 days. Considering that your Memorialist had to deal with matters long ago disposed of, there has been no avoidable, unreasonable, or unnecessary delay on his part.

The matters here referred to, relate to what the Senior Medical Officer terms two cases of "apparent misappropriation" against your Memorialist, which after your Memorialist's explanation and the discovery of the money in one of your Memorialist's Office drawers, on a search being made by the Senior Medical Officer, the latter in his letter to the Secretary to the Surgeon-General, dated 22nd June 1893, wrote to say, that "Mr. McPherson was thus relieved from the charge of misappropriation." The omission of the Surgeon-General, to make any reference to the withdrawal by the Senior Medical Officer of the grave charge of "misappropriation," seems unfortunate, as it might have prejudiced your Memorialist in the opinion of Government.

EXTRACT FROM PARA. 4.

"Since then the Senior Medical Officer reported to me that certain sums of money paid by the parties named in the margin (Cumes and Cooper) in January 1893, were not accounted for in the Hospital books. The Head Steward who was called upon to explain this on the 11th June, has now submitted a letter of explanation, herewith enclosed, together with the covering letter from the S. M. O. This affords further proof of the extreme carelessness and utter unreliability of the Head Steward."

EXTRACT FROM PARA. 5.

"The General Hospital is a large institution, &c."

On the contrary, your Memorialist's said explanation remains unchallenged. In paras. 5 to 10 thereof, charges I to XII, having reference to the non-production of the Civil Bill Book, are disposed of; and the following paras. up to

EXTRACT FROM PARA. 5.

"The explanation for the several charges submitted by him does not in any way improve his case."

This will be fully considered in a subsequent para. of this Memorial

disposed of; and the following paras. up to

16 inclusive, deal respectively with charges XIII to XVIII. In paras. 17 to 21 your Memorialist has proved almost to demonstration, that his apparent remissness, was attributable solely to his having had of late to grapple with an enormous increase of work, without an adequate establishment to aid him; a fact of which the Senior Medical Officer was fully aware.

Your Memorialist repeatedly complained to the Senior Medical Officer, that he found his duties assuming unparalleled proportions, and that without sufficient assistance, it was impossible for him to go through his work satisfactorily. That "your Memorialist was really overworked," certainly came to the notice of the Surgeon-General, so long ago as September 1892, for in a demi-official correspondence already referred to, between Dr. Price and Dr. Crawford, the latter appeared to have felt that the Steward's work was "too much for one man," and suggested the appointment of a Committee to inquire, if such was the case.

EXTRACT FROM PARA. 5.

"If he was really overworked or required any assistance, he should have brought the same to my notice through the Senior Medical Officer, but this did not justify his neglecting the most important part of his duties and thereby subjecting Government to a pecuniary loss."

The comparison here stated seems invidious. No account is taken of the able and efficient service, rendered by your Memorialist, until April 1892, when owing to the increase of work and the want of the necessary clerical assistance, his office work fell somewhat into arrears. In proof of your Memorialist having rendered satisfaction, during the first six years of his service, five annual increments were given to him on certificates of efficiency. At the time of your Memorialist's suspension, his work was almost current. Without disparagement to the "present Assistant Steward," it must be said, that his work has been considerably lightened by a return to what is practically the contract system, to which reference will be more fully made in a subsequent para.

EXTRACT FROM PARA. 6.

"He has got a better and abler man in the present Assistant Steward."

work fell somewhat into arrears. In proof of your Memorialist having rendered satisfaction, during the first six years of his service, five annual increments were given to him on certificates of efficiency. At the time of your Memorialist's suspension, his work was almost current. Without disparagement to the "present Assistant Steward," it must be said, that his work has been considerably lightened by a return to what is practically the contract system, to which reference will be more fully made in a subsequent para.

And yet, when the Surgeon-General comes to deal with your Memorialist's case himself, under order of Government, dated 2nd July 1893, No. 569, he adopts the extreme measure of dismissing your Memorialist from the service, with effect from the date of his suspension, although no fresh matter had come before him, in the interval, to aggravate your Memorialist's case.

EXTRACT FROM PARA. 6.

"Mr. McPherson be requested to resign his appointment."

effect from the date of his suspension, although no fresh matter had come before him, in the interval, to aggravate your Memorialist's case.

This matter is treated by your Memorialist exhaustively in his letter to the Senior Medical Officer, dated 29th July 1892. Briefly, the facts of the case are as follows:—under directions from Dr. Ritchie, the then Senior Medical Officer, your Memorialist forwarded a moiety of Loganatha's salary to the Small Cause Court from March 1889 to October 1891, inclusive, without noting the fact in the pay abstract. In November 1891, Loganatha informed your Memorialist, that he had settled with all his creditors, and that his salary need not be any longer placed under stoppages; and your Memorialist believing this statement to be true, paid him his full salary from November 1891 to April 1892, when he suddenly absconded. It was after your Memorialist's suspension why Loganatha's stoppages had not been sent to the Court during the latter period of his connection with the Office. This information led to enquiry, and as the loss to Loganatha's creditors, arose from your Memorialist's credulity, in believing Loganatha's story too implicitly, your Memorialist considered himself morally responsible for the same, and paid into the Small Cause Court Rs. 283, which is the aggregate of Loganatha's moiety of salary for six months.

EXTRACT FROM PARA. 7.

"The enclosed correspondence since received from the Senior Medical Officer, gives another instance of serious irregularities on the part of the Head Steward in the matter of an attachment order from the Small Cause Court and his explanation clearly proves how careless and unsystematic he has been in his work."

without noting the fact in the pay abstract. In November 1891, Loganatha informed your Memorialist, that he had settled with all his creditors, and that his salary need not be any longer placed under stoppages; and your Memorialist believing this statement to be true, paid him his full salary from November 1891 to April 1892, when he suddenly absconded. It was after your Memorialist's suspension why Loganatha's stoppages had not been sent to the Court during the latter period of his connection with the Office. This information led to enquiry, and as the loss to Loganatha's creditors, arose from your Memorialist's credulity, in believing Loganatha's story too implicitly, your Memorialist considered himself morally responsible for the same, and paid into the Small Cause Court Rs. 283, which is the aggregate of Loganatha's moiety of salary for six months.

11. That the Surgeon-General in para. 5 of his said letter to Government speaks of the General Hospital as a "very large establishment," and to this,

your Memorialist begs to add that of late years there has been a steady and continuous increase of work, in all branches of the Steward's Department; so much so, that the varied and arduous character of the duties required of your Memorialist was such, that his scriptory and account work became very heavy, with the result that your Memorialist's superiors were growing impatient and dissatisfied with the arrears which were accumulating to an alarming extent. So long ago as September 1892, as your Memorialist is aware, there was a D. O. correspondence between Dr. Crawford, the then Secretary to the Surgeon-General and Dr. Price, which arose from the incessant complaints against your Memorialist, owing to the foregoing causes, and in the course of which, Dr. Crawford asked the pertinent questions "What do you say to a Committee to inquire in to the circumstances connected with such want of efficiency?" and "Is the Steward's work too much for one man?" and he followed this up with the remark, that he did not think there would be much difficulty in getting an extra hand. In his reply Dr. Price said, with reference to the extreme measures suggested, that he was of opinion that your Memorialist was a "good man," but spoilt by imperfect supervision, and added that "there was no doubt more help was wanted" and that he was paying an extra man himself at the time. But curiously enough, Dr. Price, while fully appreciating the fact, that your Memorialist's Department was undermanned, recommended that an official warning might be sent to him, "by order." There is something in this bye-play, which is beyond your Memorialist's comprehension; and it is difficult for him to see, how in spite of all these facts before him, the Surgeon-General has come to pen the following sentence in para. 5 of his said letter to Government:—

"If he was really over-worked or required any assistance, he should have brought the same to my notice, through the Senior Medical Officer, but this did not justify his neglecting the most important part of his duties and thereby subjecting Government to pecuniary loss."

12. That your Memorialist submits, that had Dr. Crawford's suggestion as to a Committee to inquire into your Memorialist's case, been carried into effect, the result would have been very different from what has transpired; for it would have been simply impossible for your Memorialist not to have been fully absolved from all blame personally, if he had but a fair hearing. Why this was denied to your Memorialist, is another of those circumstances surrounding his case, the reason for which he cannot fathom.

13. That the Surgeon-General's order of dismissal, already referred to, is in the following terms:—

"The most careful consideration of Mr. McPherson's case shows but too plainly that he is guilty of systematic carelessness, procrastination, want of method, promptitude and business-habits, which savour of lack of integrity. He is evidently not to be trusted and his statements are not to be relied on. On every possible occasion, he avails himself of the consideration that has been so long extended to him and endeavours to shuffle out of difficulties he has brought on himself. His inefficiency has necessitated much extra work being thrown on the Office Clerks, much anxiety on the Senior Medical Officer, General Hospital; and he has shown utter indifference to repeated warnings and admonitions. The Surgeon-General is left no other course than to dismiss Mr. McPherson, his dismissal to date from the date of his suspension."

14. That the first observation which your Memorialist desires to make in reference to the foregoing order is, that it does not comply with the instructions which require that "the dismissing authority should always record in English, under his own handwriting, a statement shewing briefly, but clearly, the charges brought against the official, the evidence supporting those charges, the motives which are supposed to have influenced him, and the opinion of the dismissing authority on each charge." In consequence of the Surgeon-General's non-compliance with these instructions, your Memorialist is unable to follow out that officer categorically in the long string of offences which he has attributed to your Memorialist, or to ascertain on which particular evidence they are severally based.

15. Meanwhile your Memorialist is constrained to characterise the said order of dismissal of a man, who has served Government for over 27 years, and who

has earned, or nearly earned his pension, as arbitrary, unnecessarily harsh and inconsiderate, for the following, among other reasons:—

- (1.) That it is utterly at variance with the principles of humanity and justice, which have always regulated the action of Government in cases like your Memorialist's, and which will be found reflected in the resolution of the Government of Bombay, (No. 7710, dated 16th October 1883) incorporated with the Order of the Government of India, No. 50-1681, dated 13th November 1883, and communicated to Heads of Departments with G. O., dated 23rd December 1883, No. 2290, Public, and hereinafter referred to as "the said resolution."
- (2.) That your Memorialist was dismissed merely in consequence of unfavourable opinions entertained of him by his superiors; and not on proof only of tangible delinquency in such matter as "fraud and dishonesty and all offences involving moral disgrace."
- (3.) That the alleged charge against your Memorialist in the words of the said resolution, "amounts to continued and wilful negligence," and this has been fully discussed in the foregoing paras., and in your Memorialist's said explanation to the Surgeon-General, dated 3rd June 1893.
- (4.) That the fines to which your Memorialist had been subjected from time to time, and to which in his utter powerlessness, (in a state of things in which, might, or the irresponsible will of the Senior Medical Officer, was right) he was obliged to submit, were certainly not on account of "misconduct" on his part, but for his occasional unavoidable delay (arising from a variety of causes amply discussed in the foregoing paras., and which were within the personal knowledge of the Senior Medical Officer) in presenting the Civil Bill Book on a particular day; when as matter of fact, the said book was seen by the Senior Medical Officer, or the Resident Medical Officer, at least once or twice a month, as evidenced by these Officers' initials, with dates, therein.
- (5.) That in the spirit of the said resolution, it was not enough that the charge against your Memorialist should be reduced to writing, that his defence should be given in writing, and that the decision should be in writing, for "all this was compatible with the disposal of the case in a very off-hand way," as your Memorialist has every reason to complain.
- (6.) That in fairness to your Memorialist, he should have been examined in person before the inquiring officer; or that a Committee, such as that suggested by Dr. Crawford in the D. O. correspondence referred to, should have sat and investigated into the charges of inefficiency and carelessness brought against your Memorialist.
- (7.) That in para. 6 of the said resolution, a case precisely on all fours with your Memorialist's is clearly contemplated; and the reference to it is in the following words:—"It would seem, indeed, as if the rules were sometimes taken as meaning that the charge against the accused might be communicated to him and his explanation taken by correspondence, whereas the first principles of justice require, that he should be brought before the inquiring officer in person. Again, it is not enough that he should be told of the charge he has to meet; he should be told also of the evidence and arguments in support of the charge, before he is required to defend himself. It is very unfair that he should not know the case against him, until the inquiring officer has actually committed himself to a decision"

para 38
not mentioned
in 50-2290
3-12-93

Printed in R.
50-2290
3-12-93

- (8.) That it is plain from the procedure adopted against your Memorialist, taken with the Surgeon-General's Docket No. 3326, dated 25th May 1893, wherein your Memorialist is referred to as "the late Head Steward," that the Surgeon-General had from the very outset "committed himself to a decision" in respect to your Memorialist's case; so much so, that calling upon your Memorialist for an explanation merely amounted to an empty formality.
- (9.) That a humane Government, has ruled that even in a case where "a compromising suspicion is in itself a sufficient cause for removing a subordinate from the service of Government, such subordinate should **not be dismissed with disgrace**, but allowed to resign, or simply relieved of his office; and that in such cases too, it is more necessary than ever, that the exact case against him should be carefully recorded, in order that he may, if possible, satisfy any other employer who has the means of livelihood in his gift."
- (10.) That if a man, like your Memorialist, has earned or nearly earned his pension by his 27 years service under Government, and this fact has been altogether overlooked by the Surgeon-General, his would not be a proper case for removal on suspicion. "He would," in the words of para. 10 of the said Resolution, "necessarily be an old servant of Government who has reached a time of life, when it would be most improbable, that he could turn to any other occupation for a livelihood. The sudden beggary of a man whose working days are drawing to a close is as serious an exercise of power as the penal sentence of a Court of Justice, and should not be inflicted on hap-hazard principles. The pension rules moreover provide that a portion of a pension may be withheld from those whose service has not been entirely approved."
- (11.) That it is a regrettable feature in the Surgeon-General's said letter, that no consideration should have been given to the previous good character of your Memorialist; or the many specific instances of good service that have been officially noted in his case, as a reference to his Service Book and the numerous testimonials (printed copy submitted herewith) will prove.
- (12.) That against the vague charges of "**systematic carelessness, procrastination, want of method, promptitude and business-habits, savouring of lack of integrity**" alleged against your Memorialist in the Surgeon-General's said letter, your Memorialist has to set off the high character given of him for "**his diligence, methodical work and intelligence**" and "**useful energy**," by the Deputy Commissioner, Kolar District, under whom your Memorialist served as English Head Clerk; the Testimonial of Doctor Keess, a former Senior Medical Officer of the General Hospital to the effect that he had found your Memorialist "**to be hard working, most careful with every branch of his multifarious duties, a good accountant, an excellent supervising officer, punctual in his attendance, trustworthy, respectful in his demeanour, obliging and straightforward**," and further that he (Doctor Keess) had "**formed a very high opinion of him (your Memorialist) both as a man and as an Officer of Government**"; and the following extract from the report of the Chief Superintendent, Accountant-General's Office, that "**the Steward's accounts are satisfactory and they have been carefully and neatly kept**;" to this, may be added the opinion of Colonel Tredway Clarke, Secretary to the Chief Commissioner of Mysore which was expressed in the

following words: "Mr. McPherson has **excellent abilities**, and he has for some time passed discharged the duties of supervisor of the Government Stationery Depot under the new organization **with great efficiency**. He has always borne a **good character**."

- (13.) That it would seem, as if the Surgeon-General had studiously ignored the fact, that five annual increments had been given to your Memorialist, on certificates of efficiency, from three former Senior Medical Officers, viz.: Doctors Keess, Porter, and Ritchie, in recognition of your Memorialist's discharge of the responsible and onerous duties of Head Steward, with unexceptionable integrity, during the first six years of his connection, with the General Hospital.
- (14.) That the words "**which savour of lack of integrity**," occurring in the said dismissal order, convey an unfounded insinuation against your Memorialist's moral character, which throughout his long career, **has been strictly unimpeachable and above-board**; and in proof, your Memorialist has but to point out, that there **never has been the shadow of suspicion against your Memorialist, of bad faith as regards the heavy monetary transactions attaching to his office, when it is borne in mind that the cash averaging Rs. 15,000 a month had been entirely in your Memorialist's charge and keeping**.
- (15.) That it would seem, that the said Resolution had in view, by anticipation, the unbusiness-like procedure adopted against your Memorialist, when it ruled that "**if one fault was taken as evidence of another, the first punishment of a small fine expands into dismissal by a sort of natural growth**"; it being certainly not uncommon for dismissing officers to support a **weak case by reference to previous punishments for misconduct, too slight for confidence that it had received close attention**."
- (16.) That your Memorialist's superiors have quite lost sight of the efficient services rendered by your Memorialist, when the bulk or departmental purchase system was introduced in April 1892, in place of the old contract system, and of the large saving to Government effected by your Memorialist's personal energy and untiring zeal and care, in closely watching the market prices.
- [N.B.—The saving during the current official year would have been more considerable, if there had not been a return practically, if not in name, to the contract system, since April last.]

16. That your Memorialist has been treated harshly by his superiors, from the very outset, is evidenced by the fact, that he has been denied the customary subsistence allowance, granted to persons under suspension, under article 215 clause (a) of the Civil Service Regulations (1st Edition, 1889); and that the Senior Medical Officer's reasons for declining to recommend your Memorialist's application, on the ground that the latter "**had been suspended from duty, rank and pay**," a collocation of words borrowed from the Military Code, arose from a clear misapprehension of the said regulations.

17. That at the risk of repetition, your Memorialist is prepared to show, that throughout the whole period of his service under Government of 27 years, his character has been unimpeachable, that he has earned a reputation for "**diligence, methodical work, and intelligence**" and invariably conducted his duties in whatsoever department he may have served, with integrity and zeal, as may be seen from the many Testimonials in his favour from the several officers under whom he had served; and that it was not until April 1892, that your Memorialist's troubles began, under very exceptionable circumstances, as the previous paras. must have made it plain.

18. That your Memorialist has a net pensionable service of 25 years, 2 months and 17 days; and that during all this long period, his Privilege Leave does not amount to more than five months and fourteen days; particulars of both these facts are set forth in the following :—

STATEMENT OF SERVICE.

Date of birth	...	...	...	16th February 1848.
Date of entry into service	...	...	...	16th January 1866.
Date of termination of service	...	...	...	4th May 1893.
Age on entry into service	...	...	...	Years. Months. Days.
Age on termination of service	...	...	...	17 11 0
				45 2 17
Service in the office of Chief Commissioner of Mysore (Mysore Government)	...	...	...	Pay Rs. Years Months Days.
Service in the office of Chief Commissioner of Coorg (Government of India)	...	...	...	25 1 1 12
Service in the office of Chief Commissioner of Mysore (Government of Mysore)	...	...	...	30 to 40 4 4 6
Service in the office of the Dewan of Mysore and offices of the Deputy Commissioners of Kolar and Mysore as Head Clerk (Mysore State)	...	...	...	50 to 90 9 8 25
Service in the Salt and Abkari Dept. as Assistant Inspector, 3rd Grade (Madras Government)	...	...	...	90 to 100 3 7 9
Service in the General Hospital, Madras, as Head Steward (Madras Government)	...	...	...	125 0 6 29
	...	...	...	200 to 250 7 10 26
				Total... 27 3 17
				Disqualified by age... 2 1 0
				Total... 25 2 17

LEAVE STATEMENT.

Privilege leave in 1872...	...	...	...	Years. Months Days.
Do. do. 1874...	...	...	...	0 1 14
Do. do. 1880...	...	...	...	0 1 0
Do. do. 1883...	...	...	...	0 1 0
				0 2 0
				Total... 0 5 14

19. That under the foregoing circumstances, it is evident, that the extreme measure adopted by the Surgeon-General of dismissing your Memorialist from the service of Government, is opposed not only to the letter, but also to the spirit of the above quoted Resolution of the Government of India, dated Simla, 13th November 1883, No. 50-1682, inasmuch as your Memorialist has not been charged with misconduct or offences involving moral disgrace, but only with alleged neglect of orders and inefficiency, for which if your Memorialist had been really to blame, a more lenient punishment might have sufficed; and that furthermore, the sudden dismissal of your Memorialist must result in his and his family's beggary and destitution, and that too at a time, when your Memorialist's working days are drawing to a close, and, by his long service of over a quarter of a century, he has fairly earned a pension.

20. That the following papers are submitted with this Memorial :—

- I. Explanation, dated 3rd June 1893, with Notes on Dr. Browne's marginal remarks.
- II. Memo. of duties of the Steward's Department.
- III. Letter, dated 26th June 1893, explaining "apparent misappropriation" in re *Cames* and *Cooper*.
- IV. Loganatha's case, with notes.
- V. Testimonials.
- VI. Dr. Price's Endorsement No. 411, dated 5th July 1893, declining to recommend your Memorialist for subsistence allowance

21. That since the foregoing paras. have been put into type, it has come to your Memorialist's knowledge, (and this is an open secret) that there is now a correspondence going on between the Senior Medical Officer and the Surgeon-General, relating to the increase of the Steward's Department on the "authority of necessity," as the Senior Medical Officer puts it. Your Memorialist has reason to believe that application has been made for sanction, with retrospective effect since April—May 1892, for the appointment of a Kitchen Steward on Rs. 25 per mensem, and a Purveyor on Rs. 10 per mensem. The reasons urged for the necessity of the continuance of these two men, (who hitherto were paid by Dr. Price and your Memorialist, respectively,) make out a very strong case in your Memorialist's favour, of the work in the Steward's Department having of late increased enormously. The drift of the whole correspondence seems to be, that the Steward's Department is worked at such high pressure, since the introduction of the departmental purchase system, that an extra work necessitates the employment of extra assistance, if current work is not to fall into arrears. The further fact is also disclosed, that Dr. Price has recently found it necessary to employ an extra Clerk for months, on the ground of working off arrears and keeping work current. Your Memorialist respectfully requests, that this and the D. O. correspondence referred to in para. 11 of this Memorial, may be called for and perused, as they emphatically substantiate what your Memorialist has all along pleaded:—over-work caused by the increasing dimensions of the hospital, and the introduction of the purchase system. That under the foregoing circumstances, your Memorialist respectfully submits that a full inquiry into his case may be instituted, as sufficient reasons, it is hoped, have been shown to call for such inquiry, in view of full justice being accorded to your Memorialist.

Your Memorialist, therefore, prays that Your Excellency in Council will be pleased to receive his Memorial, and direct that his unjust dismissal from the Government service, as from the 4th May 1893, may be set aside and cancelled; that your Memorialist may be re-instated in such service, with effect from date of his suspension and with all arrears of pay; that after his reinstatement in the Government service, your Memorialist may be permitted to retire on pension, in consideration of his long and faithful service under Government of over a quarter of a century; or that a Commission consisting of two Medical Officers (unconnected with the General Hospital) with a Covenanted Indian, as President, may be appointed to inquire into insufficiency of the present Establishment in the Steward's Department as affecting the grounds of your Memorialist's defence.

AND: MEMORIALIST WILL EVER PRAY.

MADRAS,
4th October 1893.

My. M. Phelan

OFFICE OF SURGEON-GENERAL
MADRAS
11/27/93

Marked I

(SUBMITTED THROUGH THE SENIOR MEDICAL OFFICER.)

From
M. J. MCPHERSON,
To

M. J. MCPHERSON,

THE SECRETARY TO THE SURGEON-GENERAL,
WITH THE GOVERNMENT OF
MADRAS.

SIR,

I beg to acknowledge receipt of your Confidential Memo. No. C-59, dated 12th May 1893, and in accordance therewith, respectfully to submit the explanation called for in reference to the charges of inefficiency and carelessness preferred against me by the present Acting S. M. O.* (Surgeon Lieut.-Col. W. R. Brown, M.D.) of the General Hospital.

2. Before entering on this explanation, I beg to invite attention to the fact that, amongst the extracts of reports, marked (I to XVIII), against me, on which alone I am now called upon for an explanation, there is no report regarding Capt. Carruthers' case. In this matter a report was submitted by the S. M. O. to the Secretary to the Surgeon-General on the 13th April 1893 and led to my suspension on the 4th May 1893. No explanation was called for me in this case previous to or after my suspension and the submission of my case to Government. The order of suspension is dated the 4th May and on the 10th idem I applied to the Secretary to the Surgeon-General, for a copy of the report to Government. I received no reply to this but on the 12th idem (8 days after my suspension), I was called upon to furnish an explanation on matters other than Capt. Carruthers' case, although these matters had already come under the cognizance of and were disposed of by Dr. Price, the Senior Medical Officer and also the Surgeon-General (*vide fine book after month*) long before Capt. Carruthers' case cropped up. In these circumstances, I beg to be permitted to include an explanation on Capt. Carruthers' case, together with that called for regarding the other matters under reference.

3. I shall now proceed to render *seriatim* such explanation as I can give to the best of my recollection, as being under suspension I have no access to the records of the Hospital. The evidence produced in support of the charges, has reference, I beg respectfully to submit, entirely to that Department of my duties which are clerical and connected with accounts and before proceeding to enter at length into any explanation, I beg to express my deep regret that I should have given any occasion for the complaints in question being made and trust that after due and patient consideration of the circumstances herein explained, the Surgeon-General will be pleased to exonerate me from any wilful dereliction of duty.

4. *Explanation.*—At the late Capt. Carruthers' request I prepared his bill for the balance due by him when he was leaving Hospital. He was at this time very seriously ill and at his desire I handed the bill, in his presence, to Mrs. Carruthers, who promised to see the claim settled. Capt. Carruthers died a few days afterwards in his private quarters, and I was under the impression that either Mrs. Carruthers, or the executors of the deceased gentleman's estate would see the claim adjusted. The counterfoil of the bill shows that the bill was made, and I pledge my honour that I duly handed it over to Mrs. Carruthers. Entries of the transaction were duly made in the Civil Bill Book, which is seen by the S. M. O. from month to month. Amidst the pressure of work, I did not draw the particular

CHARGES.

The S. M. O. in letter, dated 13th April 1893, to Secretary to Surgeon-General, reports that the bill for Hospital stoppages due by the Estate of the late Capt. Carruthers amounting to Rs. 192, was practically irrecoverable owing to the delay of the Head Steward sending in the bill and suggesting that the amount should be recovered from him.

* Senior Medical Officer.

attention of the S. M. O. to this item, until a statement of outstandings was drawn up and active measures taken for their recovery. Action was taken by me before Dr. Price proceeded on leave and while the matter was under correspondence, Dr. Brown took charge and the last reply from Messrs. Binny & Co. was received and dealt with by him as indicated in the charge. I might here also mention that I did not see the Notices regarding Captain Carruthers' estate, which Messrs. Binny & Co. as Agents of the deceased say, they published in the *Port St. George Gazette*, neither of which periodicals are supplied to or taken by the Hospital. There are hopes of recovering the amount through the friends and relations of Mrs. Carruthers whose address I have lately ascertained; if I am permitted to do so, the claim will be adjusted as has been done in other similar cases. In the meantime and pending the result of any reference to Mrs. Carruthers, I will bow with submission to any order that might be passed placing my pay under stoppages as proposed by the Acting S. M. O. in his letter of 13th April to the S. S. G.

ITEM NOS. I to XII.

Non-presentation of Civil Bill Book reported by Dr. Smyth, R. M. O., as shown in extracts, dated 20th December 1890, 25th April 1892, 10th May 1892, 13th and 16th June 1892, 31st October 1892, 22nd December 1892, 6th February 1893, 1st March and 27th April 1893.

6. The standing rule, page 15, para. 5, of the rules of the General Hospital, which requires the submission of the Civil Bill Book to the R. M. O.* daily was framed years ago when the cash collections from paying patients were exhibited in that book alone. At that time there was no regular and organized system of cash accounts as at present, and receipts and payments did not pass under the daily and monthly audit and supervision now exercised. The S. M. O. checks daily the cash and other Account Books and cancels such vouchers as pass under his audit. Irrespective of this daily check all the accounts are subjected to a monthly audit and checked by a Committee of three Medical Officers. Consequently since the introduction of the new system of account and audit inaugurated in 1885 at the time of my appointment and amplified in 1891, the Civil Bill Book has practically become converted into a register of paying patients inasmuch as all monies received from patients are entered and accounted for in the Cash Book, which is checked daily by the S. M. O. with the counterfoil of the receipt Book. Hence it will be seen that all recoveries from paying patients fall daily, under the check of an officer senior to the R. M. O. and possibly having this fact in view the R. M. O. suggested on the 25th April 1892 that the Standing Order, page 15, para. 5, may be cancelled (*vide 3rd extract furnished.*)

7. From the foregoing explanation, I do not desire it to be inferred that I intentionally abstained from showing the Civil Bill Book to the R. M. O. On the other hand I respectfully beg to submit, that various circumstances combined (particularly since 1892) to prevent me from submitting the book to the R. M. O. daily.

8. I beg to draw special attention to the fact that it was in April 1892, (when the reports began to be made) that the new store system was introduced. This change, I need scarcely say, entailed a considerable amount of extra labour and out-door work and absorbed the little time left at my disposal to attend to the Bill Book, as regularly as I wished. It will be observed that the head and front of my offence was the non-punctual submission of this book which gradually led to my incurring the displeasure of my superiors, and that the introduction of the new store or purchase system was at the time causing some interruption to ordinary work is supported by the remarks of Dr. Price to the following effect: "I know that the change from the contract to the Departmental supply has caused extra work and confusion." Here again, I beg that it may be borne in mind that no fault was found with me from 1885 up to 1890 and that except in the solitary instance of the report of December 1890, no reports were made against me during the whole of 1891; shewing therefore that in the periods referred to and until the time

* Resident Medical Officer.

I was becoming overwhelmed with work, my work was regularly and satisfactorily performed.

9. Furthermore, I beg to submit that in order to make the entries in the Civil Bill Book, it is necessary that the Head Steward should visit different parts of the large building and make detailed and sometimes lengthy enquiries from the individuals concerned, and it frequently happens that when the Head Steward goes round to collect particulars for making his entries, his attendance and attention is required elsewhere or there is some urgent important reference, return, or correspondence to be attended to or prepared, or he has to attend upon some visitor or patient, either to take charge of valuables or to have a will drawn up. At other times when the Bill Book has been ready it was often not convenient for me to go to the R. M. O. with it, as it frequently happened that at that very time, about 10 A. M., I would be engaged with the S. M. O. with office matters. In this way there has been delay at times in submitting the book. But there has never been more than a little delay in posting the Book and necessarily so, otherwise collections could not have been made.

10. Having regard to the difficulties and interruptions caused in the punctual discharge of my duties as an Accountant by the pressing and more urgent demands made on my time in my executive capacity as Head Steward hereinafter detailed, I hope sufficient grounds have been shown to palliate any delay that might have arisen in the submission of the Bill Book. I have frequently represented verbally the difficulties that stood in the way of carrying out the Standing Order and having regard to the fact that the S. M. O. overruled the Standing Order and permitted the Book to be produced weekly instead of daily, it may be reasonably inferred that my representations were not altogether unfounded.

ITEM NO. XIII.

"The Steward is reminded that on the 27th February 1892, he was given one month's grace from 1st March 1892 to clear off arrears."

11. This was with reference to arrears of clerical work, which was subsequently disposed of as speedily as possible.

12. Just at this time the Departmental instead of the contract system was introduced and at this juncture the 1st Assistant Steward, whose immediate duty it was to attend to the preparation of these accounts absconded, thereby causing much delay and confusion. Some time elapsed before a successor was appointed and he had on appointment to be instructed in his work. The accounts were then taken in hand and disposed of under my supervision. The delay in the Service Book was owing to the want of Records for verification and to the difficulty in obtaining affidavits from contemporary servants. This was explained to the Accountant-General and the gratuity eventually sanctioned by Government.

ITEM NO. XIV.

"Accounts for March not yet sent in and bills for articles received in April in bulk not yet paid; bills for Photos taken last year not yet settled. Service Book for a ward-boy discharged months ago not yet made up."

13. These bills could not be easily adjusted, owing to the fact that the bills being of old date, the S. M. O. would not pass them without due authority for the charge, supported by vouchers. It was extremely difficult to get these documents, as the orders for the Photos were generally verbal, while some of the Medical Officers who had ordered them had left the Presidency and others could not call to recollection the orders they had given. After much searching the orders in a few cases were obtained from the firm, while others were not forthcoming. These facts are within the cognizance of the S. M. O. who after protracted enquiry passed the bills for payment.

ITEM NO. XV.

"Here is another registered letter from Calastray Brothers regarding those Bills for Photos that you will not settle though I have been trying to get you to do so since November last." * * *

14. These accounts had passed under the daily Audit of the S. M. O. and were ready for the monthly Audit, but owing chiefly to the introduction of the departmental system involving new forms of accounts combined with the absconding at the time of the 1st Assistant

ITEM NO. XVI.

"I find that your account for March, April, May, June, July, August and September, have not been audited, notwithstanding constant verbal warnings and reminders."

An assertion was made that the bill was not submitted to the R. M. O. daily.

It was further stated that the bill was not submitted to the R. M. O. daily.

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Mr Barrow's
Memorandum

Steward, I was greatly harrassed and the delay complained of occurred in the submission of the accounts for the formal monthly Audit of the Committee. The accounts were subsequently audited and passed.

15. In the absence of records, I regret my inability to deal with each of these references. As far as I can now re-

ITEM NO. XVII.

Reminder dated 3rd December 1892, in respect to 6 unanswered references, 3 of September 1892, 2 of October 1892, and 1 of November 1892.

ITEM NO. XVIII.

"On the 8th July 1892, you were ordered to have a set of pegs put up in each of the Matron Superintendent's bath-rooms. It has not been done. Why? Have them put up at once."

collect there was no avoidable delay in their disposal.

16. The order was received and forwarded to the Jail for compliance and after frequent reminders the racks were obtained and put up.

17. With reference to the various items of remissness referred to above, I beg to solicit the Surgeon-General's attention to the circumstance that all the matters complained of by the present Acting S. M. O. formed the subject of remarks previous to Dr. Price's departure on leave and that, that Officer whose last remark was recorded on the 2nd March last, did not apparently regard my case as one beyond his punitive powers or calling for a reference to the Surgeon-General. The arrears regarding which I was called to account were settled prior to Dr. Price's departure on leave and to my suspension so that virtually no fresh ground of complaint which did not fall under Dr. Price's cognizance and orders has been advanced in the S. M. O.'s reference.

18. I beg to solicit the Surgeon-General's attention to the "Rules of the General Hospital" pages 30 to 39, wherein the duties of the Head Steward and his two Assistants are prescribed, and supplementary thereto, I beg to append a printed Memo. giving a brief summary of the multifarious and responsible duties required daily of me and them. My duties and responsibilities as Head Steward of the General Hospital, it will be observed, consists largely and primarily of an executive and secondarily of a clerical nature. The former having regard to the large and increasing number of patients, European and Native, the vast dimensions of the Hospital building and the compound and the large staff of menial servants employed, requiring constant and careful supervision is sufficient of itself to tax the best energies of a capable and efficient Steward and when to these already onerous duties are added, without adequate assistance as shewn in the printed Memo. work and responsibilities of a clerical nature comprising correspondence and the maintenance of elaborate and numerous accounts, I beg to submit for consideration that it was not possible to carry on the duties systematically and satisfactorily.

19. The marginal table will show the increase of diets since 1885,

	NO. OF DIETS.
1885	78,366
1886	72,860
1887	71,870
1888	74,798
1889	77,487
1890	86,748
1891	89,065
1892	94,493

when I was first appointed, and now that a 2nd Upper Storey has been added to the already extensive buildings of the General Hospital, the work of supervision with a limited establishment is, I beg to be allowed to submit, becoming more embarrassing and difficult. There has been a steady and

continuous increase of work in all branches of the Steward's Department since my appointment in 1885, and this increase is doubtless the natural and inevitable result attending a Hospital whose sphere of operations is daily being extended.

20. The varied and arduous character of the work required of me as recited above will serve to inform the Surgeon-General that the scriptory and Account work was falling very heavy on me, and my immediate superiors were growing impatient and dissatisfied at the arrears which became unavoidable. This led to my employing a private clerk for the past 4 months (two of which were paid for by Dr. Price from his own pocket when it came to his knowledge that I had to invoke extra paid assistance.) The necessity of this extra clerical assistance as well as a man for the Kitchen (Kitchen Sergeant) will I feel certain be admitted by all the Medical Officers who have had any experience of the present and increasing work of the Hospital and so far is the necessity for this assistance

Memorandum
referred to the
Surgeon-General

Mr Barrow's
Memorandum

already admitted that a proposition statement prepared about a year ago for the general revision of the Establishment, by the R. M. O., provides for the entertainment of two clerks for the Steward's Department and is pending before the S. M. O. awaiting completion of the 2nd Upper Storey, for submission to the Surgeon-General. If necessary, I beg that this statement be called for and perused.

21. In regard to the general charge of inefficiency and carelessness, I beg respectfully to submit briefly as follows:—

1. That I have conducted the onerous and responsible duties of Head Steward for the past 8 years efficiently.

2. That no fault was found with me till recently, or till 1892.

3. That in connection with my immediate duties as Head Steward no fault was imputed to me. The fault that was found was with my clerical work, which formed no part of my legitimate duties as Head Steward—whereas all the time my time should have been devoted to the work of supervision both in and out of the Office.

4. That owing to the increase of work and the want of the necessary clerical assistance the Office work fell into arrears.

5. That if it were not for frequent interruption and calls made upon my time, the clerical work would have been overtaken in due time.

6. That it is not alleged that I have been guilty of any bad faith as regards the heavy monetary transactions attaching to my Office.

7. That in proof of my having rendered satisfaction, during the first 6 years of my service, five annual increments have been given me on Certificate of efficiency.

8. That whenever any special or important work had to be undertaken I was never found wanting, as illustrated on the occurrence of the Park Fair Fire and the illumination of the Hospital on the occasion of the visit of H. R. H. the late Prince Victor.

9. That the Cash and Account work were always satisfactorily performed as testified by the report of Mr. Pinto, the Chief Superintendent of the Accountant-General's Office, who was deputed to audit my accounts in August 1891, as shewn in the following extracts from his report:—

"I have had the accounts of the Hospital for the last three months examined and found them to be correct."

"On the whole the Steward's accounts are satisfactory and they have been carefully and neatly kept."

22. Furthermore I beg to state that my hours of work, viz., from 6 A. M. to 7 P. M. including Sundays with duty every 3rd night are far in excess of hours of labour in other establishments and that as far as physical endurance permitted, I have striven to the best of my ability and energy to cope with extra work and to render all the satisfaction that was possible to my superiors, and during the 8 years that I have been Head Steward I have worked hard and enjoyed no holidays nor any relaxation from duty in the way of leave.

23. In conclusion, I beg respectfully to submit, that I have rendered good and faithful service during the past 27 years (chiefly Mysore Service) and have always borne a good character and I solicit with deference and respect that any shortcomings in the discharge of the duties and responsibilities which devolved on me will meet with forbearance and clemency under the circumstances represented and plead in my behalf in the disposal of my case at the hands of the Surgeon-General.

For the past 3 years, no fault was found with me till recently, or till 1892.

This audit was called for by the Presd of the Audit Committee who was dissatisfied with the irregularity of the accounts.

He reported the accounts as satisfactory and they have been carefully and neatly kept."

On the whole, the Steward's accounts are satisfactory and they have been carefully and neatly kept."

Further, I beg to state that my hours of work, viz., from 6 A. M. to 7 P. M. including Sundays with duty every 3rd night are far in excess of hours of labour in other establishments and that as far as physical endurance permitted, I have striven to the best of my ability and energy to cope with extra work and to render all the satisfaction that was possible to my superiors, and during the 8 years that I have been Head Steward I have worked hard and enjoyed no holidays nor any relaxation from duty in the way of leave.

In conclusion, I beg respectfully to submit, that I have rendered good and faithful service during the past 27 years (chiefly Mysore Service) and have always borne a good character and I solicit with deference and respect that any shortcomings in the discharge of the duties and responsibilities which devolved on me will meet with forbearance and clemency under the circumstances represented and plead in my behalf in the disposal of my case at the hands of the Surgeon-General.

Memorandum
referred to the
Surgeon-General

Memorandum
referred to the
Surgeon-General

correspondence will prove. As to the order of the General prohibiting the purchase of medicines from the firm, it was not for the coming in the office purchase continued for some time & this led to a long correspondence. The bill was finally adjusted. In the three cases, your Memo. for the purchase assigned, was not responsible.

24. I beg to submit the following papers as annexures to this letter:—

I. Copy of suspension order by the S. G., dated 5th May 1893. Marked A.

II. Copy of Confidential Memo. from the S. G., dated 12th May 1893, No C-59. Marked B.

III. Extract of evidence pages 1 to 6 recorded against me and returned as requested. Marked C.

IV. Hospital rules pages 30 to 39 prescribing the duties of the Head Steward and his two Assistants. Marked D.

V. Printed Memo. shewing details of work performed daily by the Head Steward and his Assistants. Marked E.

I beg to remain,

Sir,

Your most Obedient Servant,

Madras
3rd June 1893

W. P. W.

Marked II

MEMO.

DUTIES OF HEAD STEWARD.

1. Since the introduction of the new system of accounts and from the time I have been the Head Steward, the work of maintaining the Cash Accounts devolved upon me personally, and I have had to keep the several Cash Account Books myself and present them for check and audit daily and monthly.

2. The cash has been entirely in my charge and keeping, and the entire responsibility for the correctness of the Cash Balance devolved upon me. The average monthly sum that I had thus to deal with was about 15,000 Rs.

3. All collections from patients are made by me and I have personally to attend to all receipts and disbursements of monies which are of daily occurrence.

4. I am further held responsible for the receipt and custody of all monies and valuables belonging to the patients. For this purpose, separate accounts have to be kept up, similar to the Government Savings' Bank Account, showing the transactions with the patients, who are allowed to maintain a sort of current account with the Head Steward until they leave the Hospital. These accounts too are kept entirely by me, as they form a part and portion of the cash transactions of the Hospital.

5. It also devolves on me to take charge of all cash and property of deceased patients, and I have often been called away from work to draw up the wills of dying patients and to see to the custody and disposal of valuable papers and property of deceased officers and other gentlemen who die in the Officer's quarters. This work is of a very responsible nature, and often involved much time and trouble and direct correspondence with the Administrator-General and friends and relatives of the deceased.

6. All petty works, repairs and improvements (other than the works carried out by the D. P. W.) have to be attended to by me. For this purpose I have to prepare Estimates, purchase materials and provide the required labour. It is no small matter, I submit, to supervise and have these works carried out satisfactorily, scattered as the works are in different parts of a large building like the General Hospital.

7. The supervision of the working of two separate kitchens is a matter of no small importance requiring as it does my constant attention. They have to be visited frequently during each day and care taken to see not only that the regular diets are properly prepared, but that the extra dishes, which are many and varied, are all carefully and properly made up and issued to the right patients. Besides the regular and fixed hours for diets, cooking for the Officer's quarters is continued at all hours as the patients in them are privileged to have their meals whenever they think proper.

3
27/10

9. The furniture and all Government property, excepting Surgical instruments, are in my charge. It is a part of my duty to look to their proper up-keep. Frequent breakages and repairs of articles are of daily occurrence and require my constant attention to set them right. The frequent, nay even daily requisitions for one thing and the other, take up much time to attend to. These requisitions are petty and numerous, and very often articles of a special nature have to be made and provided for at cost of considerable time and attention.

10. The clerical work of the Steward's Department also devolves upon me. I have to keep myself acquainted with all correspondence which affects my Department and to draft replies to the letters received. This work has greatly increased of late and will perhaps still further expand so long as the operations of the Hospital are extended and the patients increase. The inward letters last year numbered 1103, and the outward letters, 1200. Besides, I am often required to prepare special statements (other than the ordinary returns) which are now and again called for by the Surgeon-General's Office. Whenever there was pressure of work, I have had to help the first Assistant in clearing off details of his work. I have also to keep myself acquainted with such of the provisions of the Civil Service Regulations and the Account Code, as fall to be dealt with in the course of my business. Up till last April the salary and travelling allowance Bills, were also prepared by me. In other words my duties in respect to the office are that of an Accountant, Cashkeeper, Purveyor, and Head Clerk, besides that of a Steward.

11. The duties of my two assistants have been so defined that practically I have not been able to derive much assistance from them. Their whole time is taken up in performing their respective duties, which are distinct from my own as shown above.

DUTIES OF 1ST ASSISTANT.

12. The first Assistant Steward is in charge of the Records and Service Books (nearly 200) of the servants of this Hospital. He keeps a register in which are copied all outward letters, and also a register, in which copies of correspondence and G. O.'s passing through are made—and he does the duties of a despatch Clerk. The preparation of the Establishment Pay Bills (including Pay Abstract and Acquittance Rolls for 145 persons) and the monthly accounts of diets and detailed expenditure of ingredients, forming 14 large and elaborate statements, which take a little more than a fortnight to prepare, fall to his share. He also prepares the Monthly Contingent Bills, and keeps an account register of expenditure under all heads of Budget grants to show at the end of the year the net expenditure

DUTIES OF 2ND ASSISTANT.

13. The second Assistant Steward has to prepare the morning reports of diets in statement form, supervise the milking of cows, both morning and evening, which occupies $2\frac{1}{2}$ hours each occasion, compiles the diet statement of the day from 300 Bed tickets, of 23 blocks of Wards. From this he prepares the details of ingredients in form of Indents on the Storekeeper, who issues accordingly to the kitchens for cooking of diets and extras. This has to be done in time for cooking and issue of food at the regulated hours and occupies his time fully till 1 P. M. In the afternoon his whole time is taken up in working out the daily cost of diets and extras of each Medical Officer's Ward for the purpose of ascertaining and keeping within bounds the average cost per man in each Ward daily.

DISTRIBUTION OF MEALS.

14. As it was found impossible from experience for any of the Stewards to go round regularly each time the diets are distributed to the patients in their respective Wards, a fourth person was employed to attend to this work. The hours of issue of food are given in the margin. A Steward has to go round with

	NATIVES.	EUROPEANS.
Early breakfast.....	6 or 6-30 A. M.	6 or 6-30 A. M.
1st meal or breakfast.....	10-30 or 11 A. M.	9-30 or 10 A. M.
Dinner.....		2 P. M.
Night meal or supper....	5-30 or 6 P. M.	5-30 or 6 P. M.

	NATIVES.		EUROPEANS.	
Early breakfast.....	6 or 6-30 A. M.	6 or 6-30 A. M.		
1st meal or breakfast.....	10-30 or 11 A. M.	9-30 or 10 A. M.		
Dinner.....	2 P. M.			
Night meal or supper....	5-30 or 6 P. M.	5-30 or 6 P. M.		

food and distribute the several kinds and diets according to the particulars of the diet statement of the day shewing the number of each description of diet and extras to be issued at each meal to each Ward and to see the proper quantities issued to each patient. The European Wards have 4 and the Native 3 meals. It takes nearly $\frac{3}{4}$ of an hour to distribute each meal to the European Wards and an hour and quarter to the Native Wards. In all it takes 3 hours to issue the European diets and $3\frac{3}{4}$ hours to issue the Native diets daily. Besides this, broths and other extras have to be issued, at other than the fixed hours, whenever they might be required for particular cases, and these have to be carefully looked to as well—while the Head Steward personally looks after the meals of the Officer's quarters.

HOURS OF ATTENDANCE.

HOURS OF ATTENDANCE.

15. The hours of the Head Steward and his two assistants are from 6-30 to 7 P. M., daily, including Sundays, with no public holidays and with night duty alternately every third night.

3rd June 1893

Impatiens

MARKED III.

Letter, dated, 26th June 1893, from Mr. M. J. McPherson, to the Senior Medical Officer, General Hospital, with the S. M. O's remarks and reply thereto.

"With reference to your official Memo, No. 514, dated 11th June 1893, calling upon me to explain why the sum of Rs. 52, received on the 1st January last, from Mrs. Cames was not brought into the accounts, I beg respectfully to state as follows:—

2. At this distance of time, and in the absence of any opportunity to refresh my memory, I am quite unable to re-call to mind any circumstances connected with this particular transaction. I do however remember that on the 1st of January, which was a Sunday, I was very much put out and disturbed in mind, owing to Dr. Price having found fault with me, and fined me in connection with a receipt from Soon-drum Brothers:—More-over Sunday being the ordinary inspection day, I had to go the usual rounds with the Medical Officers, and in consequence, was compelled to put aside all clerical and other work until the inspection was over, which was about 10-30 or 11 A. M.

DR. BROWNE'S REMARKS.

"Not so. The Cash Book shows this occurred on the 2nd instant, when the cash chest was examined and a grave irregularity discovered.

MEMORIALIST'S REPLY.

The note book of specie kept in the cash chest will show the correct date. No irregularity apparently existed.

3. I have no recollection now of Mrs. Cames' money having been brought in, but as there is my acknowledgment on record, it must have been sometime during the morning, when my mind was disturbed and my attention diverted to other matters. Probably in the hurry of the moment, I received the money, and pending the granting of a formal receipt the following day, I placed it in one of my drawers and endorsed the bill on the back.

4. The 1st of January being New Year day and a Sunday, I went home and appear not to have been since reminded of the transaction. I am quite positive, that I never made any private use of the money and though I have spent days in endeavouring to recollect what became of it, I find myself utterly unable to fix on anything definite. My last and only hope is, that the money must be somewhere, either in the drawers of my writing table or of my chest of drawers, unless it has since been stolen. In order to ascertain if my supposition is correct, and as my last hope, I respectfully request that a careful search of my drawers may be made, either in my presence, or before witnesses.

5. If it should happen that no money is forthcoming, I must confess my inability to say what has become of it, unless it has been stolen from me. In any case I acknowledge, with deep contrition, that I am seriously to blame for not having brought the money to account at once, but I trust it will be self-evident, from the fact that the money owing by Mrs. Cames, was duly included in the list of debts outstanding, that I had no dishonest intention, for so long as the amount continued to be shewn in the list, I was responsible for its recovery and final adjustment in the accounts.

Awaiting your further orders."

Letter No. 387, dated 27th June 1893, from the Senior Medical Officer, General Hospital, to the Secretary to the Surgeon-General.

"I have the honor to forward the explanation of Mr. McPherson, regarding the sum of Rs. 52, paid in by Mr. Cames, but not credited.

On a search being made in the Steward's sitting room, two sums of Rs. 52 and 30, respectively, were found, and from the accompanying envelope, it was evident that the former was the amount paid in by Mr. Cames, and the latter is probably the sum paid by Mr. Cooper, 2nd Engineer of S. S. "Ellora" on the

27th January, and the absence of entry of receipt, of which I reported in my letter No. 375 of 24th instant.

Mr. McPherson is thus relieved from the charge of misappropriation, but his utter unreliability is still further proved by these occurrences.

MARKED IV.

Letter, dated 29th June 1893, from Mr. M. J. McPherson, to the Senior Medical Officer, General Hospital, Madras, with the S. M. O.'s remarks, and reply thereto.

"With reference to your Memo. No. 320, dated 12th June 1893, calling upon me for an explanation with reference to the payment of Rs. 288 on the 25th May 1893, into the Small Cause Court, in pursuance of attachment orders on the salary of the late 2nd Assistant Steward, Loganatha Mudaliar, I beg to explain as follows:—

2. As far as I can remember, the attachment of Loganatha Mudaliar's salary commenced in 1889, or the beginning of 1890. The attachments were served on me as "Head Steward" and sometimes as "Superintendent General, Hospital." I reported the matter to the late Dr. Ritchie, who was then Senior Medical Officer, and who at the earnest solicitation of Loganatha Mudaliar, allowed the matter to be treated confidentially, and warned him, that serious notice would be taken if he did not settle the matter with his creditors.

AG. S. M. O.'s (DR. BROWNE'S) REMARKS.
"This may be so, but one can hardly imagine the S. M. O. thus treating an official order from the Court."

MEMORIALIST'S REPLY.
Nevertheless, the statement is strictly true.

3. One moiety of Loganatha Mudaliar's salary was retrenched monthly and remitted to the Court, each time with a covering docket signed by me. These attachments were made regularly, up till 6 months prior to Loganatha Mudaliar's leaving the Hospital.

"They were made most irregularly both as to amounts and dates, as the acknowledgments by the Court show."

Dr. Browne is evidently confounding the dates of the transmission of the amount to Court by your Memorialist, with the dates of payment of the amount by the Court to the several decree holders.

A reference to the old letter books will show, that the amounts were remitted to the Court.

"Not a single entry in letter book can be found."

A reference to the Small Cause Court will show, that the remittances were accompanied by covering letters from your Memorialist. If these letters have not been copied in the letter book, your Memorialist has reason to suspect that Loganatha (the man whose salary was attached) omitted to do so, for obvious reasons.

4. When I found that Loganatha Mudaliar had not made a settlement with his creditors, I threatened to report him to the Senior Medical Officer. He then appeared to me to take active measures to rid himself of these attachments, and about 6 months before he left the hospital, he, in company with some of his creditors, came to me and informed me that he had come to a settlement with his creditors, and that the Court on the representation of the creditors had stopped the attachment. I believed this statement, and thought the attachments would, in due course, be withdrawn, and I accordingly ceased from November 1891 to attach his salary. In May 1892 Loganatha Mudaliar left the Hospital.

"Although there was the uncanceled order from the Court in his office, and he thus acted without informing Dr. Price who had succeeded Dr. Ritchie, as S. M. O. in 1891."

This your Memorialist candidly admits was an error of judgment on his part, for which he paid the sufficient penalty of Rs. 288.

5. During the 6 months that Loganatha Mudaliar was in the hospital after no stoppages were made, and for nearly one year after he had left, no reminder or notices were received from the Court, and I accordingly was under the impression that he had settled with his creditors. It was not till I was suspended that it came to my notice that I was misinformed by Loganatha Mudaliar.

"This is strange. He does not state how it was brought to his notice."

The latter clause of para. 10 of the Memorial fully explains the matter showing that there was nothing strange about it.

6. I therefore went over to the Court and made enquiries, and was informed that I should not have stopped the attachments, without an order from the Court to do so. Finding that I had committed an error, unwittingly, I arranged for the payment of the amount of attachments, due from November 1891 to April 1892, amounting to Rs. 288, and I have been since striving to trace the whereabouts of Loganatha, but without success. There were, as far as I remember, 6 or 9 attachments on his salary."

"Thereby paying in Rs. 96 more than was due on the particular order received from the Court. This is one of the numerous instances of his muddle-headedness."

This is not so. Dr. Browne seems to have overlooked the fact, that there were other attachments, besides the one shown in the extract furnished him by the Small Cause Court. In regard to the allegation of "muddle-headedness," your Memorialist is thankful to say that a former S. M. O., Dr. Keess, whose opinion is entitled to great respect, testified that your Memorialist was most careful with every branch of his multifarious duties.

MARKED VI.

Senior Medical Officer's endorsement, No. ⁴¹¹/₅₋₇₋₉₃, on application for subsistence allowance, from 4th May 1893, (date of suspension) under article 215 (a) of the C. S. R. (1st edition 1889.)

"U/S supposes that suspension not "pension" is meant.

2. As Mr. McPherson has been "suspended from duty, rank and pay, pending the disposal of his case by Government, U/S regrets that he is unable to recommend the subsistence allowance asked for."

"True Copies"
Wm. McPherson

Petition from *Mr. M. J. McPherson*
Late Mad Steward, General Hospital
Madras.

DATED *4 October* 1893.

TRANSFERRED to the Chief Secretary to
Government for disposal.

(By Order.)

Ree
for Private Secretary.

GOVERNMENT HOUSE,
Obtained }
6 October 1893.

CURRENT NO. 2710

1893
No. C
79

PD.

Printed (1893) DEPARTMENT.

No. 1819

From *C. F. Mac Carthy Esq. M.S.*
THE PRIVATE SECRETARY TO THE
RIGHT HONORABLE THE GOVERNOR,

Referred to the Surgeon
General for report

Redman White

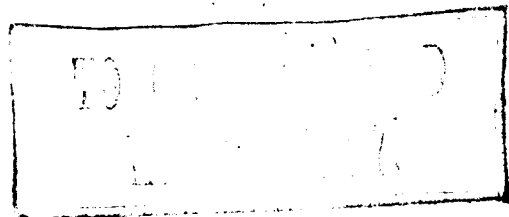
Chief Secretary

To

THE CHIEF SECRETARY



Ootacamund }
12 October 1893 }



Dated 6. }
Received 9. } October 1893.

ENCLOSURE 54

Subject.

TRANSFERS a petition from *Mr. M. J. Mac*

Pherson requesting to be
restored to his former post.

W8

Surgeon-General

No $\frac{c}{III}$

Referred to the Senior
Medical Officer, General
Hospital for remarks.

To be returned
(By Order)

Curran & Mitchell

Surgeon

Secy Surgeon General
with Genl Maudslayi

Madras }
17th Oct 1893 } 1/2/3. 19 OCT. 93

No. 1070

Hill Grove Villa, Coonoor
28th October 1893

From

Brigade Surgeon Lt Col. W. Price M.D.

To

The A. & Senior Medical Officer
General Hospital
Madras

Sir,

In reply to your letter No $\frac{1041}{20.10.93}$, I have the honour to make the following remarks on such parts of the petition as seem to require my special attention:-

I. As regards fining

(a) "System of fining adopted by Dr Price a species of cruelty". No doubt it so seems to Mr McPherson but it was intended by me as a kindness. Two courses were open to me, either report him to the Surgeon-General and have him dismissed or else by a "system of fining" try to bring him back to the proper performance of his duties. I chose the latter as I hoped by it, combined with kindness and firmness to bring him back to that state of efficiency in which Dr Hesse says he left him. I never fined Mr McPherson until several warnings had proved ineffective, and I never fined him for not doing anything that was beyond his power. I consider that I have always treated Mr McPherson with marked forbearance, patience and kindness.

(b) Mr McPherson states that he "In his utter helplessness, was constrained to submit" to this "system of fining". This is not a fact; he could have appealed any time to the Surgeon-General either against the "system", or against any individual fine. That he did not do so in any instance seems to me to prove that if I erred it was on the side of leniency.

(c) Mr McPherson seems to insinuate that I alone found it necessary to fine him. I know that

by Ritchie's time, when Mr Rees was Secretary, he was fined Rs 50 (I think); a much heavier fine than any I ever inflicted.

ii Withstanding my Case and the "System of audit" referred to by Mr McPherson, subsequent examination of his accounts has shown that he did succeed in "eluding the vigilance of his Superiors" on several occasions, one instance amounting to Rs 100.

(a) Any man may make a mistake in keeping accounts, but an honest man, or one who did not manipulate his Cash balance, must have discovered his error when Comparing his books with the amount in his Cash Chest.

(b) Mr McPherson refers frequently to Mr Pinto's audit and favourable remarks. Considering the number of mistakes that I found (12 mistakes in 6 months accounts) in Mr McPherson's subsequent accounts I doubt if that audit was thorough or the remarks worth anything.

iii With reference to the Semi-official Correspondence between myself and the Secretary to the Surgeon-General referred to by Mr McPherson I frequently:-

(a) I did not follow up the suggestion of Mr Crawford to have a Committee to enquire into Mr McPherson's "want of efficiency" merely because I knew such a Committee must recommend his dismissal and, as before stated, I then had hopes of reforming him. I consequently recommended that an official warning might be sent him, as I thought this might help him to bring him to his senses. Of course I had no idea then that some one in the office would have the temerity to open the closed covers containing this Correspondence and show it to Mr McPherson.

(b) It would be interesting to find out who this some one was and how Mr McPherson considered himself justified in reading and apparently making extracts from this Correspondence. I am positive these letters were not sent into the office by me when open.

(iv) Mr McPherson makes much of a testimonial from Mr Rees under whom he served as Head Steward for 1 1/2 years. Why has he not got a testimonial from any of the Senior Medical officers under whom he has served for the remaining 6 1/2 years?

(v) Two things that have come to my knowledge since Mr McPherson's dismissal have impressed me very unfavourably: one has reference to his Security deposit, and the other to the mistakes found in his accounts; both have already been brought to the notice of the Surgeon-General.

I remember distinctly on one occasion asking Mr McPherson what amount of Security deposit he had given when he told me Rs 5000, though he must have known it was only Rs 2000.

I have the honour to be
Sir,
Your most obedient servant
M. D.
Brigade Surgeon Lt Col

OFFICE OF SURGEON-GENERAL

WITH THE GOVERNMENT OF MADRAS,

Madras, 8th November 1893.

No. ^C
116
Encl.

From

SURGEON MAJOR-GENERAL W. F. DEFABECK, M.D.,

SURGEON-GENERAL WITH THE

GOVERNMENT OF MADRAS,

Madras,

To

THE Honorable the Chief Secretary
to Government
Public Department

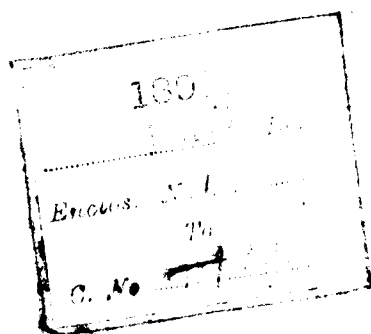
SIR,

In returning the Memorial of
Mr Mr Pherson, late Head Steward
General Hospital, forwarded to me for
report with your Endorsement No 1819
dated the 12th October, I have the honor
to enclose in original a report from
the Senior Medical Officer, General
Hospital, and to state that in the face
of the repeated reports and proofs of
Mr Mr Pherson's inefficiency and
negligence it was impossible to
retain him in the responsible post
he held at the Hospital.

I have the honor to be
Sir

Your most obedient servant

W. F. DeFabek
Surgeon General with Govt of Madras



Public (1893) Deptt.

From

Surg: Major Genl: M. F. De Faber h. d.

Surgeon General with Govt of
Madras

In

At

No. $\frac{C}{116}$

Dated 8th } November 1893
Recd }

Enc. 2 + cov. 27/18 returned.



Subject

Submits remarks on the
Memorial of Mr. Mc Pherson,
Head Steward, General Hospital.

Public Deptt.

Memo No. 2081 of

20-11-93

The Surgeon General is
requested to forward to Govt. at
an early date the papers returned
to him with go. of 22nd July 1893
No. 569 Public.

25 B. J.
for C.S.
17/11/93

The Surgeon Genl.

314

OFFICE OF SURGEON-GENERAL

WITH THE GOVERNMENT OF MADRAS,

Madras, 22nd November 1893.

No. C
125
Encl.

From Surgeon Major Genl. W. D. de Sabeck, M.D.,
SURGEON-GENERAL WITH THE

GOVERNMENT OF MADRAS,

MADRAS,

To

THE Honorable the Chief Secretary to Govt.
Public Department.

SIR,

In compliance with Public Department
Memorandum No 2081 dated the 20th November
1893, I have the honor to forward the papers
received with G. O. No 569 Public of 22nd July 1893.

I have the honour to be,

Sir,

Your most obedient Servant,

W. D. de Sabeck, M.D.

Public (1893) DEPARTMENT.

From Surgeon Maj Genl W. J. de Labeck. no
THE SURGEON-GENERAL WITH THE

GOVERNMENT OF MADRAS,

Madras, -

no

ENCLOSURE

Dated 22nd November 1893.
Received 23rd

Enc. C. No. 20116
No. 125

SUBJECT.

Returns the papers received
the G.O. No. 569 Public of 22nd July 1893
re - Mr. Wetherston's case.

Public DEPARTMENT.

C. No. 3012.

From The Surgeon General.

Dated 8th Nov. 1893.

FOR ORDERS.

This man came to see me today. I remember him - I myself took him into the British Service & I believe that I ascertained at the time that as he had entered the Service in Mysore before the rendition, he was entitled to count it towards a pension to which the Mysore Govt. would have to contribute.

As regards the merits of his case, I entirely concur with the C.S. & approve the proposal contained in the last para of his note. In fact, considering that Mr. Wetherston has had (or will have) to pay Rs 192 on account of the loss in the Carnarvon case and Rs 288 on account of Lophanadha Mudali, that Rs 480, I should like to go a little farther & treat the period of his absence as leave on half pay - Perhaps the C.S. will state whether he sees any objection to this.

Also I should like to know what Mr. Wetherston's pay is. We have to the case of the establish-
ment of the General Hospital
in the case of the Govt.

I have been careful through the papers in this case. As is usual with what comes up in the medical Dept the whole thing is very badly put together.

The S.G. first came up to get a recommendation that the Govt. should be asked to pay. He was then pointed out to him that it was for him to be in the first instance with the case. On this he dismissed the case.

The order of dismissal will be found at para 13 p. 6 of the Appendix.

I must say that a ~~consideration~~ consideration of the case as a whole does not seem to warrant the very strong language used by the S.G. as the intrinsic measure of punishment that has been meted out to the man.

It is perfectly evident that the Govt. has been over-driven and outwitted; that he has paid from his own pocket for no additional band and that the Govt. paid for another is proof of this. With the slightest consideration appears to have been given to the facts that day after day week after week this man has been working from 6.30 AM to 6 PM with all the outside an occasional Sunday off - even if he got that. An idea of what he had to do may be formed from the papers marked with red ink in the file and the file further on.

account in Appendix 2 of other work
that he has to do & I further understood
that Postmaster & at the back and
all of my superior medical Officers
in the hospital. I have seen the
pet. and spoken to him and he appeared
to be a man who would be easily
convinced and who thought nothing enough
to try to do his best would be
completely overcome by an accumulation
of work and inactivity of being alone.
to get out of it would get deeper
& deeper into difficulties.

His Officer as far as one can make out
an.

I being behind hand with his accounts
and failing to frequently ~~interfere~~ ^{interfere} ~~keep~~
watching him to put an account
called the Civil Bill Book before the
Resident Medical Officer as required
by Hospital Rules.

II. Reflecting that once paid, however
the claim for ~~hospital~~ ^{hospital} stoppage on
account of a Capt. Caruthers who
left the hospital very ill and died shortly
afterwards and overlooking the fact
that the amount stood for some months
in the books as an unpaid item and
having been left to him to treat this and
forwarded to his superior (the 10th May 1902).

III. Having without any authority - which
was ceased deducting from the
pay of hospital hands 2nd Pay of
the Hospital stoppage ordered
by an instruction of the Small Court
Council - etc.

IV. Having been very careless as to and papers
certain sum of money connected with the
two European patients named Camer
& Cropper who were treated in the hospital.
I am not sure whether the Camer Cropper
incident was taken into consideration

days, once in regard to bringing
on the permanent establish-
ment the two extra hands
mentioned Mr. Wetherston
and Mr. Day and the other Mr.
Price, and once in regard
to the extra hands which are
required to be employed for the
new wards on the 3rd story.
Possibly the proper state is
still in the office, or just
about of the establishment may
be or can be easily obtained.
I don't want to delay about
getting this info however
the practice in Mr. Wetherston's
case should issue as soon as
possible. If therefore it will
take time to get the info its
collection and better stand
over until after the order
on the petition have issued. It
can then be sent in with the
papers in this case which I may
need to refer to again.

AS
29/11/93

for the papers are so muddled up
that it is difficult to say with certainty
whether it was or not, but absolutely
it was.

There is no doubt that the pet. was behind
hand with his accounts but he seems
to have done what he could to bring them
up.

In his failure to place the Civil Bill
book before the Resident M. O. there
seems no excuse other than that the
man had more pressing work to
attend to and kept on putting this
particular business off. There cannot
be a shadow of a doubt that the
was overworked. His duties too are
of such a character and so multifarious

that it is not a matter for surprise
that a man of the physique and
character which the pet. evidently
is should have broken down. 11 1/2 hours
a day - day after day is far too
much to demand from any human
being with any prospect of obtaining
a satisfactory tale of bricks.

The pet. reply in the matter of the bill
against Capt. Caruthers is that when
that Officer was removed from the
hospital in a dying condition, he
gave Mr. C. the accounts and believed
that he would be settled and not
again bother himself of the matter.
If he had examined his books carefully
he must have discovered long before
he did that the evidently only ^{settled} ~~settled~~
the outstanding when making up
the books for the 10th year of that
the money was unpaid. Capt. C.

in Feb. 92 and no claim was made until
March 31st 1893.

The affairs of Loggins & Woodruff
appears to be suspicious. The facts:

Explanation seems anything but satisfactory.

It is that about 6 months before L
Woodruff left the hospital he and
some of his creditors came to Feb. and

stated that the Court had on the
liquidation of the creditors stopped
the attachments and that he believing
this discontinued the recoveries.

The queer and suspicious part of the
matter is that the Pet. alleges that
after he was suspended on 1st Feb
he came to know that the attachments
had not been removed and that
he paid up out of his own pocket

the 288 the amount which according
to his own reckoning should have
been recovered from L. Woodruff.

The Census & Census Office shows that
the Pet. ^{though} ~~was~~ 20- dishonest must
be of a singular forgetful temperament.

His account of the matter - which
is marked with white tape in the
file appears to be the truth.

The Pet. claims to have put in 27
years of pensionable service and has
given a statement of his service
at p. 10 of his appeal.

A portion of this his time apparently
would not count as service but this
is not clear. A reference will be
made to the Act. Feb.

But whether the Pet. has put in
27 years of service eligible for pension
or not the charges are established

^{Subd}
against him have not been of such
a nature as to warrant his being dis-
-missed. He may not have been
such a satisfactory hand as the testimony
which he holds might induce one to think
or he may have broken down through
overwork, but he does not seem to
have been so bad as to justify branding
him summarily out of the service in
the way that he was.

It is submitted that Pet. may be restored
the period that he has been out of
employ counting as suspension ^{with loss of pay} and
that he be warned that if he does not
give more satisfaction in future he
will be shown no further consideration

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28/11/93

$$\left[\frac{G}{24} \right]$$

Public DEPARTMENT.

Papers to be read in Proceedings :—

w

Again G.O., dated 189 , No. 3

Again G.O., dated 189 , No.

Current No. of 189 , dated from

Current No _____ of 189____, dated _____ from _____

ORDER. 6 Dec 93. #984

The Govt. has carefully considered Mr. McPherson's petition and the papers connected with his dismissal in May last by the Surgeon-General from the appointment of Head Steward, General Hospital, Madras.

2. The case against the petitioner has not been clearly set out by his official superiors. It does not disclose so much negligence as confusion from over work on the petitioner's part. The system of repeated fining adopted by the Senior Medical Officer is not at all in accordance with the views of Govt. as to the way in which any public servant - much less one on Rs. 200 - 10 - 250 at the head of a most important branch of the work of a large public institution - should be

tre ted.

The P. should mention that
Mr. Wetherom should pay up
the Rs 192 loss in the amities
case if he has not already done
so by periodical deductions from
his pay, if he so elects.
The Sup. Genl's attention should
be drawn to the printed
list of duties to be discharged
by the Steward and to the ~~very~~ large
amount of work expected of him &
his assistants and should be asked
whether he can suggest any arrange-
ments, as efficiency is ^{then} not promoted
by requiring more from them
than they can possibly get through. He should
also state what staff is allowed
in an European hospital ~~of similar~~
size for the discharge of similar
duties.

duties.
 1. "Offensive communication the
 action of the Eng. Genl. & the Secy.
 Medl. Officer, & the last para of
 this need refer to the rels.

2/2

2/12/93

treated. The imposition of a series of fines on such a man is calculated to destroy his self respect and is certain to lower him in the opinion of his subordinates and thus to decrease the probability of his doing good work in the future. The Surgeon-General should have pointed out this out to the Senior Medical Officer of the General Hospital.

3. The Govt. directs that Mr. McPherson be reinstated in his appointment as Head Steward, General Hospital, and that half pay be passed to him under Article 215 (b) (ii) of the Civil Service Regulations for the period intervening between the dates of his dismissal and restoration. He should be required to make good the loss of Rs. 192 in Captain Carruther's case, if he has not already done so, by periodical deductions from his pay, if he so elects.

4. The attention of the Surgeon-General will be directed to the printed list of duties to be discharged by the Steward and to the very long hours of work expected of him and his Assistants. He should, if possible, suggest other arrangements as efficiency is not promoted by requiring

more

more work of men than they can possibly get through. The Surgeon-General will report what staff is allowed in an European Hospital of the same size for the discharge of similar duties.

5. The following endorsement will be furnished to Mr. McPherson :-

" The petitioner will be referred to the Surgeon-General, to whom orders on his case have been communicated "

(from orders)

3.5.13.
5/12/11.

3/12/90

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The Surgeon-General (with complete papers returned)

,, Petitioner (endt. only)

,, Accountant General (para. 3)

Copied
1/12

7-6/12

DESPATCHED

7 DEC 93

IN M.S.

Mr. McPherson's Case

from orders

No. 1085

GENERAL HOSPITAL,

Madras, 2nd November 1893.

From

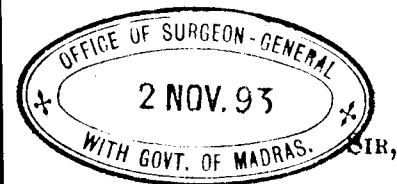
THE SENIOR MEDICAL OFFICER,

GENERAL HOSPITAL,

MADRAS,

To

The Secretary, Surgeon-General
with the Govt of Madras



I have the honour to return
herewith the petition of Mr McPherson
late Head Steward of the Hospital,
with some marginal Comments made
by me, together with a letter from
Brigade Surgeon Lt Col W. Price M.D

I have the honour to be
Sir,

Your most obedient Servant

W. R. Burne M.D

Surgeon Lt Col

Sr Med. officer

1893
Public Dept.
Encl. No. 1
To
C. No. 1

Marked VI

TESTIMONIALS.

OF

Mr. M. J. McPherson.

The undersigned has pleasure in bearing testimony to the steady character of Mr. M. J. McPherson, and attention to his duties, whilst serving under my immediate orders in the Indexing branch of the English Records, and also to his willingness for work at all times, whilst under my control from 16th January 1866 to 26th February 1867.

(Sd.) CHAS: ROBBINS,

26th February 1867. *Manager, Record Dept. Mysore.*
Chief Commr's. Office.

I have had frequent opportunities during several years, of observing Mr. M. J. McPherson's conduct, and have invariably found him attentive, intelligent and zealous in the discharge of his duties. He is moreover studious and very desirous of self improvement.

(Sd.) J. F. PEREIRA.

10th October 1868. *Chief Asst. Mysore*
Chief Commr's. Office.

Mr. M. J. McPherson has permission to apply for employment in the Office of the Chief Engineer. I believe that the certificates he produces are deserved.

(Sd.) J. A. CAMPBELL, Col.

10th October 1868. *Secretary to the Chief*
Commr. of Mysore.

Mr. M. J. McPherson, Clerk Chief Commissioner's Office, has served under me since November 1871, while Offg. Secretary. He is a steady and an industrious young

man, has passed the U. C. S. Examination and is desirous of improving. He has given me satisfaction in the performance of his duties and promises to become a useful public servant.

(Sd.) J. PUCKLE, Colonel.

13th March 1873.

*Offg. Secy. to the Chief
Commr. of Mysore.*

Extract from Colonel Puckle's report to the Secretary to the Chief Commissioner of Mysore dated 4th October 1873.

Mr. McPherson took charge of the Lal Bagh on the 11th August last, and up to the 22nd September he worked well and diligently. He has been engaged in systematizing the account, keeping which was much required, and in taking inventory of stock and plants.

Copy of D. O. from Colonel Puckle, to the Secretary to the Chief Commissioner Mysore.

I return Mr. McPherson with thanks. I wish he could have remained in the place of Mr. but as this cannot be, it is to be hoped that the new Superintendent from England will arrive soon. Mr. McPherson has done excellent service, and I intend recommending him for an honorarium.

No. 6588-1293.

MYSORE, CHIEF COMMISSIONER'S OFFICE

Bangalore, 21st November 1874.

MEMO.

In thanking Mr. McPherson for the assistance he has rendered in the transmission of Her Majesty's Mails through the Mysore territory, the undersigned begs to inform him that arrangements will soon be made which will enable him to return to Bangalore.

(Sd.) H. WELLESLEY,

*Offg. Secy. to the Chief Commr.
of Mysore.*

Mr. McPherson has excellent abilities, and he has for some time past discharged the duties of Supervisor of the Government Stationery Depot under the new organization with great efficiency. He has always borne a good character

(Sd.) T. G. CLARKE, Colonel,

21st January 1879.

*Secy. to the Chief Commr.
of Mysore.*

At the request of Mr. McPherson, I have the pleasure to certify that he joined the Kolar Dy. Commissioner's office on the 1st June 1881 as Head English Clerk and has by his diligence, methodical work and intelligence given me every satisfaction. His conduct in the above period has been very good.

(Sd.) V. N. NARASIMMIYENGAR,
Dy. Commr. Kolar Dist.

On the eve of leaving the Kolar District, I have much pleasure in repeating and confirming the high Estimate I formed of Mr. McPherson's ability and good conduct. He has much useful energy, and did very good work at Kolar.

(Sd.) V. N. NARASIMMIYENGAR,

24th Feby. 1883.

Dy. Commr. Kolar Dist.

Extract from docket No. 6877 dated 29th November 1881,
181

from the Secretary to the Dewan of Mysore,

"The Dewan can certify to his, Mr. McPherson's, general good conduct."

Owing to the abolition of Mr. McPherson's appointment in the Office, he was appointed Head Clerk in the Office of the Deputy Commr., Kolar, on a somewhat reduced salary. The Deputy Commr. expresses great satisfaction with the manner he conducted himself in the above responsible post. An early opportunity will be taken of providing him with an appointment carrying a salary equal to that which he formerly drew.

(Sd.) C. RANGACHARLU, C. I. E.

20th December 1881.

Dewan of Mysore.

I am very glad to read the Kolar Deputy Commr's. favorable certificate relating to Mr. McPherson's good conduct. There is no doubt that Mr. McPherson is capable of doing excellent service.

(Sd.) W. J. CUNNINGHAM,

20th December 1881.

Asst. Resident Mysore.

Docket No. $\frac{273}{118}$ dated 8th May 1882.

In returning the accompanying register of services, the undersigned has been desired to inform Mr. McPherson, that the Offg. Resident is aware that Sir James Gordon was ready to support his application for appointment in the Salt Dept. should reference have been made to him on the subject.

(Sd.) H. WYLIE,

Asst. to the Resident.

Mr. M. J. McPherson has served (as Hd. Steward General Hospital) under my orders for $1\frac{1}{2}$ year. I have found him to be hard working, most careful with every branch of his multifarious duties, a good Accountant, an excellent supervising Officer, punctual in his attendance, trustworthy, respectful in his demeanour, obliging and straight forward. I have formed a very high opinion of him, both as a man and as an officer of Government.

(Sd.) J. KEESS, M. D.

Senr. Medl. Officer Genl. Hospital.

Extract from the report of Mr. Pinto, Chief Supdt. of the Accountant General's Office dated 31st August 1891.

* * *

"I have had the accounts of the General Hospital for the last three months examined and found them to be correct."

* * *

"On the whole the Stewards' accounts are satisfactory and they have been carefully and neatly kept."