

Pub. 31.
10-29-7-96.
Public (1895) Department.

ORDINARY PRINTED.

G.O., No. 1032

DATED 21st Dec: 1895

INDEXED.

[Despatch Abstract.]

ASSISTANT SURGEON.

Replying to letter from the Government of India asking for an estimate of the cost of introducing into this Presidency the scheme proposed for Bengal of increasing the status and pay of---and, abolishing the unemployed pay of the grade except as a punishment, and also enquiring as to the number of List II Civil Station appointments which should be reserved for Civil Assistant Surgeons.

BACK PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
G.O.	13		7/1/96				
	324997						
	2768/98 (949)						

No. 1032, PUBLIC, 21st DECEMBER 1895.

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

READ—the following papers :—

From J. P. HEWETT, Esq., C.I.E., Officiating Secretary to the Government of India, Home Department (Medical), to the Chief Secretary to the Government of Madras, dated Simla, the 20th September 1895, No. 19-Medl.—663.

I am directed to forward a copy of a letter from the Government of Bengal, No. 773 (Medical), dated the 27th February 1895, with a copy of the report of the committee directed by His Honour the Lieutenant-Governor to enquire into the status of Civil Assistant Surgeons in Bengal, and a copy of the orders of the Government of India on the subject.

2. I am to invite attention to paragraphs 4, 6 and 7 of the letter from the Government of India, No. 671, dated the 20th September 1895, which deal with the proposals of the committee numbered I, IV and V, and which express the views of the Government of India, as at present advised, upon those questions, namely —

- (1) the abolition of the unemployed pay of Assistant Surgeons except as a punishment;
- (2) a scheme under which it is proposed to improve the status and pay of Assistant Surgeons; and
- (3) a proposal that a certain number of Class II Civil Surgeoncies should be reserved for such officers in each Province at the rates of pay allowed to uncovenanted medical officers.

3. I am to request that, with permission of His Excellency the Governor in Council, the Governor-General in Council may be favoured with the views of the Government of Madras on the proposals referred to at (1) and (2) above, and to request that the Government of India may be furnished with estimates of the cost of the introduction of similar changes in the manner explained into the Madras Presidency.

4. With regard to the proposal to reserve a certain number of Class II Civil Stations for Civil Assistant Surgeons at rates of pay admissible to uncovenanted medical officers, I am to explain that it is intimately connected with the proposal for a war reserve of Military Assistant Surgeons which was dealt with in the circular from this office, No. 281, dated the 21st May 1892. It is proposed, without interfering with the number of appointments which must be reserved for Military Assistant Surgeons under that scheme, regarding which a communication will shortly be made, to set aside a few appointments to which deserving Civil Assistant Surgeons, selected where available in the manner explained in the letter to the Government of Bengal and referred to in the second paragraph of this letter, may be appointed. I am to enquire whether His Excellency the Governor in Council has any objection to such appointments being reserved for Civil Assistant Surgeons, and, if not, what number the Government of Madras would be willing to reserve.

From Surgeon-Major-General C. SIBTHORPE, F.R.C.P.I., Surgeon-General with the Government of Madras, to the Chief Secretary to Government, dated 31st October 1895, No. 473.

I have the honour to return your endorsement, No. 2393, Public, dated the 7th October 1895, referring for my remarks the correspondence from the Government of India regarding the improvement of the status of Civil Assistant Surgeons.

2. The committee appointed by the Bengal Government to report on the subject have submitted the following proposals for consideration :—

- (a) Abolition of unemployed pay and the grant of grade pay from date of admission into the service.
- (b) Cessation of transfers on promotion,—the difference being paid by Government.
- (c) Consolidation of pay and allowances in certain appointments so as to carry pensionary rights.
- (d) Grant of a further increase of Rs. 50 at the end of 21 years' service with a new grade of Senior Assistant Surgeon.
- (e) Reservation of a few of the smaller civil stations with a charge allowance of Rs. 150 carrying pensionary rights.
- (f) Non-exaction of bonds from students of the Medical College.
- (g) Maintenance of the present system of scholarships.

3. The Government of India have virtually accepted the views of the Bengal Government in respect of proposals (c), (f) and (g) and call for remarks on (a), (d) and (e). As regards recommendation (b), they have directed that local bodies requiring Assistant Surgeons should contribute to Government the average pay of an Assistant Surgeon, the Government undertaking in return to provide them with an Assistant Surgeon and to pay him his grade pay whatever it may be.

4. Before submitting my views on the several questions raised, I must draw attention to the fact that in the Madras Presidency the employment of Civil Assistant Surgeons is restricted to the appointments of Assistants to the District Medical and Sanitary Officers and that other appointments now held by this class of officers in Bengal are in Madras held by a cheaper grade of medical subordinates peculiar to this Presidency who are designated civil apothecaries and whose professional qualifications are almost equivalent to those of a Licentiate of Medicine and Surgery. Recruitment for this grade was, however, abolished since 1884 and the last batch of Government students passed out in 1888. Since then the requirements of the department are met by the entertainment of private L.M. and S. candidates as civil apothecaries. Proposals for improving their status have been submitted in my letter, No. 26, dated 15th January 1895.

5. As regards the grade of Assistant Surgeons, when I assumed charge of the department it appeared to me that their more extended employment was desirable both from a public and departmental point of view. I accordingly submitted my proposals in furtherance of this object in my letter, No. 541, dated the 13th October 1894, which is still under the consideration of Government.

6. My recommendations contained in the above-quoted letter comprehend most of the proposals of the Bengal committee and I request that they may be read along with the remarks in this letter on the points now at issue.

7. I now beg to submit my views *in seriatim* on the proposals of the Bengal committee :—

(a) *Abolition of Unemployed Pay, &c.*—The system of unemployed pay has never been known in this Presidency. Assistant Surgeons are allowed their grade pay from the date of admission into the service and draw an extra allowance of Rs. 50 per mensem irrespective of grade whenever they are employed as Assistants to District Medical and Sanitary Officers. Owing to the limited nature of the establishment, the number of reserve Assistant Surgeons is very small (three), and these are almost invariably employed in acting capacities in temporary vacancies. I consider the system of unemployed pay to be a real grievance and ought to be done away with.

(b) *Cessation of transfers on promotion, the difference being paid by Government.*—Transfers on promotion of tried and experienced officers on the score of want of funds should be deprecated, both in the interests of the individuals and of the institutions to which they are attached. The ruling of the Government of India that local bodies should contribute the average pay of an Assistant Surgeon, the Government undertaking to provide an Assistant Surgeon and pay him his grade pay whatever it may be, appears to be the best solution of this intricate question and calculated to set at rest all attempts on the part of local authorities to practise economy at the expense of efficiency.

(c) *Consolidation of Pay and Allowances in certain Appointments so as to carry pensionary rights.*—This is a purely local question on which no remarks are called for. In this Presidency, Assistant Surgeons are only granted an employed allowance of Rs. 50 per mensem in addition to their grade pay when they hold the appointment of Assistant to District Medical and Sanitary Officers. In my letter, No. 541, of 13th October 1894, referred to in paragraph 5 of this letter, I have proposed an allowance of Rs. 30 for Assistant Surgeons holding other than these appointments and recommended that in all cases the ordinary pay and allowances should be made to count as pay for the calculation of leave and pensionary allowances. I still adhere to this recommendation, which, if approved, is likely indeed to increase the popularity of the service.

(d) *Grant of a further Increase of Rs. 50 per mensem after 21 years' service.*—The Government of India, however, are inclined to improve the service by classifying the Assistant Surgeons into four grades on certain conditions :—

First or Senior grade	on Rs. 300	a month.
Second grade	on Rs. 200	a month.
Third	on " 150	"
Fourth	on " 100	"

instead of the existing three grades on Rs. 200, 150, and 100.

To provide for the additional expense to be entailed by this scheme, they propose that for every promotion from the grade on Rs. 200 to proposed senior grade on Rs. 300, two promotions on the grade 150 to 200 should be suppressed.

As promotions are at present regulated by length of service, coupled with the passing of a qualifying examination, the new rule will bear hardly on existing officers. This rule, if passed, will have no appreciable effect in Madras, as only one Assistant Surgeon has completed over 14 years' service.

It would appear to me that, as promotions to the first or senior and second grades are to be made on account of ability and merit, it would be better to fix the number of appointments to each grade on a percentage of the total establishment—say, 10 per cent. for the first or senior grade and 20 per cent. for the second grade.

In Madras, I propose that a fifth grade on Rs. 75 a month may be added—*vide* paragraph 12 (2nd) of my letter, No. 26, of the 15th January 1895, as the services of L.M. and S. men can be obtained in Madras at this price. The proposal to designate these men non-gazetted officers is no longer necessary under orders in G.O., No. 645, Public, dated 31st July 1895.

In my opinion, the fourth grade of Assistant Surgeons should be filled by competition from amongst men holding a qualification not less than the M.B. and C.M. degree of an Indian University and that a certain proportion—say, one-third—of the vacancies should be reserved in Madras for men of the proposed fifth grade who have served five years in that grade and are selected on account of ability and merit.

The fifth grade should be open to competition to men holding a medical qualification not less than that of the L.M. and S. of an Indian University.

As regards the financial aspect of the scheme proposed by the Government of India, I may state that there is only one Assistant Surgeon in Madras who has completed 21 years' service, so that for the next four years the extra cost for the introduction of the new scheme will only be Rs. 1,200 a year.

(e) *Reservation of a few of the smaller Civil Stations for Assistant Surgeons.*—

This I consider a step in the right direction. In my previous letter on the subject, I have strongly advocated the claims of tried and deserving Assistant Surgeons for promotion to the grade of uncovenanted medical officers in preference to young men fresh from school. The matter is so important that I may reiterate my remarks as contained in the above letter:—

"These objections apply with greater force to the direct appointment of young and untrained men as uncovenanted medical officers. These appointments should, both in the interests of Government and of the department, be reserved as a prize for tried and deserving members of the Assistant Surgeon establishment. It will indeed be placing too much responsibility on a young and inexperienced man to post him to the independent medical charge of a civil station in which capacity he will be daily brought into both official and social contact with officers of other departments of the State and must exercise great tact, judgment and shrewdness in dealing with them and holding his own in difficulties. Such appointment can only be efficiently filled by one who has seen enough of the world and acquired official experience in lower grades and certainly not by those whose knowledge of the world is limited to the four corners of the college hall. Even in the commissioned grade, medical officers are not allowed to join the civil department until they have been through the important training at Netley, completed two years' military duty, and even then they are not permanently posted to any important civil charge until they have served in acting capacities for some years and shown aptitude and capacity for civil work."

I do not, however, agree with the committee that the Assistant Surgeons selected to fill civil stations should not be made members of the uncovenanted service but should receive a special allowance of Rs. 150. This invidious distinction will cause considerable dissatisfaction. I am strongly of opinion that men so selected should be transferred to the list of uncovenanted medical officers and allowed the pay and privileges of the grade.

As regards this Presidency, there is not a single station on List I appointments which can be safely made over to other than a commissioned medical officer, and as these appointments have been reserved for members of the commissioned grade it will be a breach of faith with them to deprive them of any of such appointments—*vide* paragraph 6 of the Government of India resolution recorded in Madras G.O., No. 1575, Public, dated the 20th November 1877. The distribution should therefore be restricted to the stations on List II which are seven in number, viz.—

- | | |
|----------------|---|
| (1) Cannanore. | (5) Negapatam. |
| (2) Chittoor. | (6) Tellicherry. |
| (3) Chatrapur. | (7) Additional medical officer, Ootacamund. |
| (4) Guntur. | |

Of these, Chatrapur is at present permanently held by a military, and Negapatam by a civil, Assistant Surgeon. I would suggest that three stations may be reserved for military Assistant Surgeons who form the war reserve, and the remaining four for uncovenanted medical officers who should be promoted to that grade by selection from the list of experienced and well-behaved Assistant Surgeons who have rendered good service to the State.

(f) *Non-exaction of Bonds from Students*—(g) *Maintenance of the present system of Scholarships.*—These suggestions do not apply to this Presidency, as the grade of Assistant Surgeon is recruited from amongst candidates who have paid for their medical education.

8. In this report, I have confined my remarks to the points raised in the correspondence and would particularly request that my letter, No. 541, dated the 13th October 1894, which deals exhaustively with the question in all its bearings, may be kindly considered along with the present correspondence with a view to the whole subject being disposed of at the same time.

9. The decision eventually come to on this subject will materially affect the general question of higher medical education in this Presidency. The Government of Bengal have had these questions brought before them by facts which also exist in Madras. They say: "Last year, however, it was brought to the notice of the Lieutenant-Governor that the service was losing its popularity among the students, and that the best and most intelligent of them refrained from accepting Government employment." The case is still worse in Madras, as will be shown by the following

figures, taken from the time stipended education for these classes was put a stop to. It must be also remembered that there is not the same scope for medical men entering into private practice in the Madras Presidency that there is in Bengal, which, in connection with the indifferent prospects in Government service, accounts for the falling off in students who qualify at their own expense.

Non-stipended Students who joined the College and qualified.

Session.	Admission into College.		Number passed out.	
	M.B. and C.M.	L.M. and S.	M.B. and C.M.	L.M. and S.
1888-89	2	41	1	7
1889-90	2	29	1	8
1890-91	2	43	1	11
1891-92	10	40	3	15
1892-93	3	22	1	15
1893-94	3	2	2	11
1894-95	4	1	..	15
1895-96	14	3	Examination in 1896.	

* The general educational standard was raised to the F.A. for this class in this year. The increased number of students entering for the M.B. and C.M. classes in this year is gratifying, but I feel sure that this increase is largely due to the fact that the candidates know that the subject is now engaging the attention of Government.

10. I request that I may be favoured with a copy of the printed correspondence now returned, for record in this office.

LETTER—to the Secretary to the Government of India, Home Department (Medical), dated Fort St. George, 21st December 1895, No. 1032.

I am directed to reply to your letter, No. 19-Medl.—663, dated 20th September 1895, requesting the views of this Government on the scheme under which it is proposed to increase the status and pay of Assistant Surgeons in the Bengal Presidency and to abolish the unemployed pay of that grade, except as a punishment, together with estimates of the cost of similar changes in this Presidency; and also enquiring what number of List II civil station appointments this Government is willing to reserve for Civil Assistant Surgeons.

2. In reply, I am directed, in the first instance, to point out that in this Presidency the designation of "Assistant Surgeon" applies only to a small number of men who are Assistants to District Medical and Sanitary Officers. There is one each of these for twenty districts with a reserve of three, or a total establishment of twenty-three. They are paid Rs. 100, 150 or 200 per mensem, according to length of service, and, in addition, receive a charge allowance of Rs. 50. Their case cannot, therefore, be considered as altogether parallel to that of the officers bearing the same designation in Bengal, who number thirty-nine, commence on Rs. 50 per mensem and are employed, some in the Medical College, some in the Presidency hospitals, but for the larger part in mofussil municipal and local hospitals or dispensaries, and whose position seems to be more analogous to that of the Madras civil apothecaries, who are paid as under:—

	Pay.	Charge allowance.
	Rs.	Rs.
First 2 years	50	Nil.
3 to 7	50	25
8 to 14	75	50
15 to 21	100	50
22 to 28	125	50
29 to 35	150	50

I am to add that this Government has now under its consideration proposals for considerably augmenting the staff of Assistant Surgeons, mainly by the promotion of civil apothecaries of suitable professional qualifications, of whom there are a considerable number; but also, as may be found from time to time necessary, by the direct appointment of men who have taken the M. B. or L.M.S. degree and who are not already in Government service.

3. Having thus explained the existing and probable future position in this Presidency as regards the employment of Assistant Surgeons, I am to say that the question of unemployed pay of officers of this class has never arisen here, as the establishment is fixed so as to meet only actual requirements.

4. After careful consideration this Government is of opinion that, in view of the limited establishment of Assistant Surgeons which is maintained by it and of the fact that, with the exception of two men who will probably be otherwise provided for before long, the Senior Assistant Surgeon entered the service so recently as 1882, it is not at present necessary or advisable to alter their grades or increase their emoluments. If it be found requisite to augment considerably the establishment, it will no doubt be desirable to create a superior grade. The conditions of service of those already employed would have to be maintained, but new rules could be prescribed for promotion by selection to the higher grades for future entrants. These are details, however, which His Excellency in Council would prefer to consider when a decision has been arrived at as to the future strength of the establishment of Assistant Surgeons. It will be seen from the foregoing remarks that the estimates asked for in paragraph 3 of your letter under reply cannot at present be furnished.

5. There remains the question of the reservation of List II appointments for Assistant Surgeons. There are but seven of these appointments in the Madras Presidency, viz., Chatrapur, Chittoor, Cannanore, Guntur, Negapatam, Tellicherry and Ootacamund; the last being for half the year only. Of these, Negapatam is permanently held by an uncovenanted medical officer who was previously an Assistant Surgeon, and Chatrapur by a military Assistant Surgeon. The others are in officiating charge of Assistant Surgeons. The Surgeon-General has proposed that three of these appointments shall be reserved for military Assistant Surgeons. Should this suggestion be finally accepted, this Government will be prepared to reserve the remaining four appointments for civil Assistant Surgeons provided duly qualified and suitable men are available.

6. His Excellency the Governor in Council is strongly of opinion that Assistant Surgeons permanently placed in charge of List II appointments should be designated "Uncovenanted medical officers" and be brought on the scale of pay at present sanctioned for that class. It is of great importance that the best men locally available should be encouraged to enter the Medical department, but as long as prospects in that department fall so far short as they now do of those in the Revenue and Judicial branches of the public service it is improbable that the right stamp of man will come forward to enter it. The prospect of becoming in time an uncovenanted medical officer on Rs. 350 rising to Rs. 700 a month will act as a great inducement to young men belonging to the Presidency to undergo the long and expensive training necessary to qualify them for entry into the service as Assistant Surgeons.

7. As there will probably be only four List II appointments available in this Presidency for Assistant Surgeons, this Government does not consider that the scheme proposed for Bengal, under which Assistant Surgeons holding charge of certain civil stations would be restricted to a consolidated salary of Rs. 350 per mensem, could with advantage be introduced here in respect of any one of the four appointments.

J. F. PRICE,
Chief Secretary.

Gobt. of {1895} Madras.
PUBLIC.

Issued

Recd.

Encl.

Letter No. 1032, 21st Dec. 1895.

DECEMBER.

Asst Surgeons

3208

Public Dept

6

From

The Govt of India,
Home Dept

N^o 19 Madt
663

Date 20-sept/95

Recd 1/10

Reg? 2/10

Encls: 2 and 7 p.c. ch.

Encls: N^o 1

Subject

Forw: Correspondence re
the Status of Civil Asst
Surgeons in Bengal

MUNICIPAL DEPARTMENT.

MEDICAL.

No. 773Med.

CALCUTTA, THE 27TH FEBRUARY 1895.

FROM J. A. BOURDILLON, Esq.,

Offg. Secretary to the Government of Bengal,

TO THE SECRETARY TO THE GOVERNMENT OF INDIA,
HOME DEPARTMENT.

SIR,

In paragraph 2 of my letter No. 226T.M., dated the 9th June 1894, it was stated that the Committee appointed to consider the questions of the pay, position, and prospects of Civil Hospital Assistants had also been asked to report on similar questions affecting Assistant Surgeons. They have now submitted the result of their deliberations in regard to the status of this class of officers, and I am directed to submit their report for the consideration and orders of the Government of India with the following remarks.

2. The grievances of the Assistant Surgeons, as stated in paragraph 4 of the Committee's report, are as follows:—

- (1) The liability of junior officers to revert to unemployed pay at the rate of Rs. 50 per mensem, until they are permanently provided for.
- (2) The transfer of officers from their appointments under municipalities when promoted to a higher grade.
- (3) The insufficiency of their pay compared with that of the Subordinate Judicial and other departments of Government service.
- (4) The fact that they are not selected for appointments in the Uncovenanted Medical Service.
- (5) The treatment that they receive at the hands of Municipal Commissioners, Deputy Magistrates, and others in the matter of fees, to which they are entitled for attendance on the families of these officials.
- (6) The practice of giving appointments under Government, such as that of Registrar to the Medical College Hospital, to outsiders who have refused to enter the service of Government.

Complaints of this or similar character have more than once been formulated, and they have as often been found by this Government as well as the Government of India to be based on insufficient grounds. Representations on some of these points were last submitted to the Government of India in 1891, and the orders then passed are contained in Home Department letter No. 591, dated the 21st September 1891. Last year, however, it was brought to the notice of the Lieutenant-Governor that the service was losing its popularity among the students, and that the best and most intelligent of them refrained from accepting Government employment. His Honour therefore considered a further enquiry to be necessary, and, as already stated, he referred the whole question of the grievances of Assistant Surgeons to the Committee then engaged in considering the pay, position and prospects of Civil Hospital Assistants.

3. The Committee submit the following proposals for improving the status of Assistant Surgeons:—

- I.—That unemployed pay should be abolished, and that third grade Assistant Surgeons should be allowed their grade pay from the date of admission into the service.

II.—That transfers on promotion should cease, Government paying the difference in cases where the Municipality cannot or will not do so.

III.—That in certain specified appointments the grade pay and allowances should be consolidated so as to carry pensionary rights.

IV.—That a further increase of Rs. 50 per mensem should be granted at the end of 21 years' service, subject to the usual professional examination; successful candidates to be graded as Senior Assistant Surgeons.

V.—That a few of the smaller civil stations should be reserved for Assistant Surgeons with a charge allowance of Rs. 150 carrying pensionary rights.

VI.—That no bond should be exacted from students of the Medical College.

VII.—That the present system of scholarships should be maintained.

4. With regard to the first proposal, I am to refer you to paragraphs 9 to 11 of Mr. Risley's letter No. 1372, dated the 5th July 1891, which gives full particulars of the pay fixed for supernumerary Assistant Surgeons, and the difficulty which arises from the inadequacy of such pay. In accordance with the recommendations made in that communication, the Government of India, in Home Department letter No. 591, dated the 21st September 1891, ruled that all supernumerary Assistant Surgeons should draw Rs. 50 per mensem during the time they are without any temporary or permanent charge, but that, when placed in such charges, they should receive Rs. 100 per mensem. This concession has removed the most pressing of their complaints, but the small pay of Rs. 50, which is all that they are allowed to draw on entering the service, is said still to deter the best and most intelligent students from accepting Government service. The Lieutenant-Governor is therefore disposed to agree with the Committee that the category of unemployed pay should be abolished, except for purposes of punishment, and that every Assistant Surgeon should, on entering the service, be allowed to draw the full pay of the lowest grade, viz., Rs. 100 per mensem. A similar concession was granted in 1893 to Civil Hospital Assistants in these provinces by the Lieutenant-Governor's orders, and I am desired to recommend that sanction may be accorded to its extension to Assistant Surgeons also. As regards the probable cost of this change, the Inspector-General of Civil Hospitals reports that the average amount paid to supernumerary Assistant Surgeons on unemployed pay for the 33 months ending with September 1894 was Rs. 182-3-6 per mensem. It is observed, however, that some of the Assistant Surgeons quoted in the statement of the Inspector-General of Civil Hospitals appear to have been on unemployed pay for long periods, and were probably undergoing punishment: these cases should not be taken into consideration in calculating the number of Assistant Surgeons on unemployed pay in ordinary circumstances. Moreover, the expenditure likely to be incurred can be further reduced by care in recruiting. However, even if the recommendations of the Committee are accepted as they stand, it is manifest that the extra cost, at the rate of Rs. 100 where Rs. 50 is now drawn, would only be Rs. 182-3-6 a month or Rs. 2,000 a year.

5. With reference to the second proposal, I am to say that the necessity for providing against the transfer of medical officers in charge of local fund dispensaries has already been recognized by this Government, and agreeably to the observations made in paragraph 8 of this office letter of the 5th July 1891, the Lieutenant Governor has decided to meet from Provincial funds the increased pay to which an Assistant Surgeon in charge of a local fund dispensary becomes entitled on promotion to a higher grade in cases where the local body is really unable to meet it through financial pressure and not from perversity. Effect has already been given to this policy in several cases, and no further orders are therefore required on this point.

6. In paragraphs 22 and 27 of their report, the Committee recommend that the allowances attached to the appointments noted in the margin should be treated as part of salary, and that the whole should be regarded as counting towards pension. The allowance in the first case is given for the medical charge of the Alipore Jail, and although at present drawn by the Assistant

1. Assistant to the Civil Surgeon of the 24 Parganas.
2. Demonstrator of Anatomy, Medical College.
3. Teachers of Medical Schools.
4. Assistant Surgeon, Goalundo.
5. Assistant Surgeons in charge of civil stations.

Surgeon, it may at any moment become desirable that some other arrangement should be made. The Lieutenant-Governor does not therefore consider it proper to treat this allowance as a part of the Assistant Surgeon's salary. The allowances attached to the posts of Demonstrator of Anatomy, Medical College, and Teachers of Medical Schools are already consolidated, and carry pensionary rights: no orders are required in regard to them. The Assistant Surgeon in charge of the Goalundo sub-division draws an allowance of Rs. 50 per mensem from the railway for the medical care of their employes, and Rs. 50 for the supervision and medical treatment of emigrants at the depôt there. Both these allowances are paid for duties which do not belong to the office of the Assistant Surgeon in charge of a sub-division, and are purely local allowances within the meaning of Article 38(a) of the Civil Service Regulations, and as such they cannot, under article 3-4(d) of those Regulations, count towards pension. The same remarks apply to the allowance drawn by Assistant Surgeons for the medical charge of civil stations, which is also a local allowance under article 157 of the Civil Service Regulations, and cannot carry pensionary rights.

7. With reference to the fourth proposal, I am to observe that the Lieutenant Governor does not think that sufficient grounds have been shown for receding from the opinion expressed in paragraph 6 of Mr. Risley's letter No. 1372, dated the 5th July 1891, and, for the reasons stated therein, he is unable to support the proposal to grant a further increase of Rs. 50 per mensem to the salary of Assistant Surgeons at the end of 21 years' service.

8. The next proposal of the Committee is to reserve a few of the smaller civil stations for Assistant Surgeons with a consolidated salary of Rs. 350 per mensem for the charge of them. The Inspector-General of Civil Hospitals in a subsequent communication has shown that this change would effect a saving of Rs. 1,000 per mensem, or Rs. 12,000 per annum, when fully carried out, and the calculation is reproduced in the margin; if sanctioned, the change will greatly improve the prospects of the Assistant Surgeons without entailing additional cost to Government, it

Salary of five Uncovenanted Medical Officers at Rs. 550 per mensem, mean pay ...	Rs. 2,750
Salary of five Assistant Surgeons on a consolidated salary of Rs. 350 per mensem	1,750
Saving per mensem ...	1,000

will go far to give effect to expectations raised by the orders of the Government of India in 1859 (No. 1983 of 1st October), and will probably remove the dissatisfaction felt at the non-admission of this class of officers to the Uncovenanted Medical Service. The Lieutenant-Governor has not forgotten that in 1891, in paragraph 7 of the letter already quoted more than once, he expressed his inability to accede to somewhat similar prayers: but since that letter was written circumstances have changed. Applications for admission to the Uncovenanted Medical Service are not frequent, and His Honour understands that the Government of India is inclined to discourage them. The Lieutenant-Governor is therefore disposed to accept this proposal, and recommends that the five stations named in the margin may be recognized as ordinarily reserved for Assistant Surgeons, and that competent men from the rank of Assistant Surgeon may be appointed substantively to them when vacancies occur. One Assistant Surgeon has already been placed in permanent medical charge of Palamau in accordance with the proposals sanctioned by the Secretary of State in his Despatch No. 73 of the 9th July 1891, but the remaining four stations are now permanently held by officers of the Uncovenanted Medical Service. In the meantime Assistant Surgeons may, as found convenient, be appointed to act in charge of civil stations under the ordinary rules.

9. As regards the sixth and seventh proposals of the Committee, it was ruled in Home Department Resolution No. 7-Med., dated the 12th October 1891, that at the commencement of their studies a bond should be taken from all students of the vernacular medical schools who receive medical instruction wholly or in part at the expense of the State, to the effect that these students would complete their course of study, and that they would at the end of their course, if required to enter Government service, sign the form of agreement for Civil Hospital Assistants. In the event of the student failing to carry out these conditions, it was laid down that the executant of the bond would be liable to make good the amount spent by Government on the

professional education of the student. It was subsequently explained in Home Department's Resolution No. 133Med., dated 22nd March 1892, that the bond should be taken only in the case of those students whose education is paid for or aided by the State throughout the entire period required to complete their course of studies. In my letter No. 298T.M., dated 24th June 1893, however, it was suggested, as a further modification of the orders on the subject, that no State aid should be afforded to a student, whether for the whole or part of his educational course in a vernacular medical school, without the antecedent execution of a bond to enter the service of Government for a certain time, if required to do so, on completing his course of studies. This proposal was accepted by the Government of India, in Mr. Lyall's letter No. 532, dated 31st August 1893, and the Lieutenant-Governor was at the same time asked for an expression of his opinion on the advisability of enforcing this rule in the case of students of the Medical College. The Director of Public Instruction and the Inspector-General of Civil Hospitals, who were consulted in the matter, were not in favour of this proposal, but the Lieutenant-Governor considered it advisable to obtain the opinion of the Committee before sending a reply to the Government of India. The Committee also reject the suggestion, and their objection appears to be based on the experience of the Campbell Medical School. The Lieutenant-Governor, however, is not satisfied that these objections are sound. The experience gained in the Campbell School seems to show that the best students are unwilling to take the scholarships offered them under the above conditions, and that they have been awarded to inferior and idle students. If this has really happened, the Lieutenant-Governor considers that an error has been committed by the authorities; he is convinced that the scholarships at the Medical College should, as suggested in paragraph 3 of Mr. Lyall's letter above quoted, be maintained, and that they should be given only to those who accept the condition of taking Government service and who are at the same time capable and studious, and have done well in the examination.

10. With regard to the rest of the alleged grievances of the Assistant Surgeons in Bengal, I am to say that the post of the Registrar of the Medical College Hospital requires special qualifications. The appointment was therefore given to a student of great College distinction, who possesses special aptitude for the duty. The Lieutenant-Governor, however, has no objection to its being offered to a distinguished Assistant Surgeon of the third grade, and on the occurrence of the next vacancy an Assistant Surgeon of the Government establishment will be selected for the post. The complaint about the treatment which Assistant Surgeons receive from Municipal Commissioners and Government officials is a minor one, and of a somewhat sentimental character, the remedy for which lies in the hands of the Assistant Surgeons themselves: it does not seem to call for any general order of Government.

11. To recapitulate, I am to ask for the orders of the Government of India on the following points:—

- (a) The abolition of unemployed pay except by way of punishment, as explained in paragraph 3 above.
- (b) The gradual appointment of Assistant Surgeons to five small civil stations on a consolidated salary of Rs. 350 (paragraphs 7 and 8.)

On the other points no orders are required.

I have the honour to be,

SIR,

Your most obedient servant,

J. A. BOURDILLON,

Offg. Secretary to the Govt. of Bengal.

Report on the complaints of Assistant Surgeons, and the question of taking Security Bonds from the scholars in Medical Schools in Bengal; being the second Report of the Committee appointed under Bengal Government Resolution No. 4046Med., dated the 19th December 1893.

In Bengal letter No. 467Med., dated the 2nd of February 1894, the Government referred to the Committee the question of the removal of Assistant Surgeons from municipal appointments on promotion, in the event of the municipalities being unwilling to pay the higher salaries to which such officers thus became entitled.

2. In Bengal letter No. 877Med., dated the 21st of February 1894, the Government asked the Committee to consider the whole question of demanding security bonds from the scholars at the Medical College and the vernacular schools in Bengal.

3. The present report is a reply to these letters; but as both these questions are intimately connected with the popularity of the subordinate services and the willingness of students to enter Government service, the Committee have thought it better to somewhat enlarge the scope of their enquiry, and to consider the question of the alleged grievances of the Assistant Surgeon class in the same way as they have already done in their first report in the case of the Hospital Assistants. This is the more necessary because they understand that the Indian Medical Association is about to address the Government on this subject.

4. The grievances of the Assistant Surgeons are said to be as follows:—

(1) The liability of junior officers to revert to unemployed pay at the rate of Rs. 50, until they are permanently provided for.

(2) The transfer of officers from their appointments under municipalities when promoted to a higher grade.

(3) The insufficiency of their pay compared with that of the Subordinate Judicial and other departments of Government service.

(4) The fact that they are not selected for appointments in the Uncovenanted Medical Service.

(5) The treatment that they receive at the hands of Municipal Commissioners, Deputy Magistrates, and others in the matter of fees, to which they are entitled for attendance on the families of these officials.

(6) The practice of giving appointments under Government, such as that of Registrar to the Medical College Hospital, to outsiders who have refused to enter the service.

5. Discontent in the service is no new thing, and seems to have been before the Government as long ago as 1859, if not before. In 1865 an elaborate petition was sent up to Government by the Assistant Surgeons of the three Provinces, Bengal, North-West, and the Panjab. In reply to this they were told that it was intended to appoint some of them to civil charges on liberal salaries, and that their position and prospects would in that way be improved, although no change was made in their grade pay. About four Assistant Surgeons seem to have been appointed to the Un-

Financial Department No. 2038,
dated 30th November 1866.

covenanted Medical Service in the first instance, but since then what was practically a promise of amelioration in their condition has become a dead letter. Then, again, in 1888 the Assistant Surgeons of the Bengal Province submitted another memorial reiterating the same grievances, and were told in reply that the Local Government would make good the difference in pay due to them on promotion to a higher grade if the municipalities were unwilling to do so; but this promise

Home Department No. 591,
dated 21st September 1891.

has seldom been fulfilled. In addition, therefore, to their other grievances they complain that they have been put off by Government with empty

promises.

6. Another reason why the reply of Government in 1891 seems only to have increased the discontent is, that it fails to give any adequate answer to some of the representations of the memorialists. Seeing, for instance, that they were at some pains to set forth the arguments on which they base their claim to a higher rate of pay, the statement that in the opinion of the Government no

valid reasons have been advanced for raising the present grade pay has failed to satisfy them, in the absence of any indication of the grounds on which this conclusion is based.

7. Hitherto the Government has always been able to fall back on the assurance that Assistant Surgeons could be recruited without difficulty; but this is no longer the case. A really good student of the College will rarely enter Government service at the present time unless he can be promised one of the resident appointments in the College Hospital; and there is reason to fear that even the great advantages of these appointments will in the future fail to attract any but the less capable students. Moreover, this practice of attracting a better class of students into the service by offering them special appointments and making conditions with them seems to be hardly fair to the general body of Assistant Surgeons, and also to be inimical to discipline, so that for this reason alone an effort should be made to improve the general conditions of the service.

8. Admitting, then, that the present state of discontent is detrimental to the interests of Government, its alleged causes may be considered separately with a view to finding remedies for them.

9. The liability of third-grade men to revert to the certainly insufficient pay of Rs. 50 a month is the more serious because, affecting as it does the men who have most recently joined the service, it comes prominently to the notice of all the students, and is held up to them as one of the most glaring disadvantages of enlisting in the Government service. The fact that many of the unemployed are posted to the Medical College Hospital makes it still more conspicuous, and this is particularly the case when those who have held the resident appointments at the College Hospital become unemployed at the end of their term of office. There are at the present time no third-grade Assistant Surgeons on unemployed pay, but there are 14 in temporary employment, who are liable to revert at any time to the 50-rupee rate of pay. Every effort has been made to regulate the recruiting in such a way as to avoid having more unemployed men than is absolutely necessary. The Committee would strongly urge that this unemployed pay be henceforth abolished, and that all Assistant Surgeons should be allowed to draw their grade pay from the date of their enrolment in the service, except in cases where they are thrown out of employment by misconduct. A similar indulgence has recently been granted to Hospital Assistants (Bengal Government No. 320^T_M, dated 29th June 1893). The concession would cost little, but would remove a much-dreaded possibility and source of anxiety.

10. There is next the hardship that is caused by the refusal of municipalities to meet the increased rate of pay that becomes due to an Assistant Surgeon on promotion to a higher grade, and the consequent necessity for his transfer to either the unemployed list, or, at best, to another station. This involves not only an expensive and inconvenient move, but also the loss of private practice built up by years of effort to acquire the confidence of the community. Even if the Assistant Surgeon is fortunate enough to be posted at once and permanently to a new station, he has still to begin again making a name for himself; and it is generally a long time before he acquires the same pecuniary position that he enjoyed before his transfer, while he has before him the prospect of being again ousted, just as his practice becomes lucrative, on obtaining another step in promotion. More often, however, he does not get another permanent appointment for some months, or it may be years, during which time he has to drift about the province from one temporary appointment to another acting for men on leave, and at times doing duty at the Medical College Hospital. He has no fixed home, and little or no chance of adding to his income by practice, and he thus serves as an object-lesson to the students of the disadvantages of entering Government service. There were at a recent date 13 men of the first grade and 11 of the second grade without permanent appointments. Of ordinary transfers from one station to another, that is, of such transfers as are the result of the exigencies of the service, they do not complain, and junior officers especially expect to be moved about at first in order that others may be able to enjoy the privilege of taking leave. But senior officers have a right to expect considerable freedom from such disturbance; and being once established in a station, they are desirous of remaining there, so that they may build up that practice which they are all

supposed to enjoy, and which is the principal justification of the low rate of pay given to them by Government. There is a complete reversal of the natural conditions of a service when the senior men are frequently moved about in officiating appointments and in doing general duty, while the juniors are provided for in permanent posts. As an instance of this form of hardship may be mentioned the case of Assistant Surgeon Purna Chandra Das Gupta, who was transferred from the Malanchi dispensary on promotion to the second grade, by Government order No. 2046, dated the 11th of September 1891, and who has been without permanent employment ever since.

11. The plan of allowing Assistant Surgeons in these circumstances to remain in the same station, on condition of their accepting the pay of their former grade, does not really remove the grievance but only changes its form; and it certainly causes just as much discontent in the service as a whole, though it may be acceptable, as a choice of evils, to the individual concerned. The case of Assistant Surgeon Bihari Lal Pal, who was ordered to be transferred from the Krishnagar dispensary on promotion to the first grade, but was allowed to remain on condition that he would only draw second grade pay, has been much commented on by the service at large, who look upon it as a case of extreme hardship, their version of the proceedings being that the Assistant Surgeon nominally draws his first grade pay, but repays the difference between it and his second grade pay in the form of a donation to the municipality. It cannot be desirable that the Government should be credited with sanctioning such transactions between Assistant Surgeons and municipalities.

12. In the Government letter No. 467^{Med.}, dated the 2nd of February 1894, to the address of the Inspector-General of Civil Hospitals, it is proposed, as a solution of this difficulty, that all municipalities should contribute to Government the average pay of an Assistant Surgeon, the Government undertaking in return to provide them with an Assistant Surgeon, and to pay him his grade pay, whatever it may be. There is no doubt that this plan would answer excellently if local bodies would accept it. The municipalities would pay a round sum of Rs. 150 per mensem to Government, who would then provide an Assistant Surgeon of whatever grade the most eligible man available happened to belong to. The Committee fear, however, that many of the municipalities would plead inability to contribute so large a sum, and that in some cases they are really too poor to do so. It may be noted, however, that this grievance is said to be practically non-existent amongst the Assistant Surgeons of the Panjab, because in that province the Government compel municipalities to devote 18 $\frac{3}{4}$ per cent. of their income to hospital relief (including vaccination), and this sum is sufficient in almost all cases to meet the cost of an Assistant Surgeon of any grade. Note "A" attached to this report shows that the percentage of total income devoted to hospitals and vaccination by the different municipalities in Bengal who employ Assistant Surgeons varies very much, but is in many cases much below 18 $\frac{3}{4}$ per cent. Some of them might be reasonably expected to contribute more than they do at present under this head, and the difference would probably meet the average cost of an Assistant Surgeon.

13. The Committee wish to point out that while this plan is desirable in itself, it is not essential to the removal of the grievance of which the Assistant Surgeons complain. When a dispensary is first established the amount of money available for its support is generally known to the Governors, who apply for an Assistant Surgeon of the highest grade they think they can afford. When promotion comes to the Assistant Surgeon in ordinary course they sometimes agree to meet the increased rate of his pay, but more often they call upon Government to make up the difference, and Government have done so on several occasions. Frequently, however, the Government have refused, the Assistant Surgeon has been transferred, and a cheaper man of a lower grade sent in his place. The idea seems to have been that for Government to meet the increase of pay involves extra expenditure; but this is seldom the case, because unless the displaced man is accepted by some other local body, willing to pay at the enhanced rate, the Government have to give it to him, and at the same time to incur the expense of travelling allowances for two transfers. The Government therefore only lose by forcing a transfer upon the incumbent who has been promoted, and might just as well leave him where he is and make up to him the difference of pay due to him on promotion. Even, therefore, if the suggested plan for defining and increasing the local contributions

should fail, the Committee think that the practice of transferring men on promotion should cease, the Government meeting the increase of pay if the local body is unwilling or unable to do so. They would once more point out that this is the solution of what the Government of India has acknowledged to be a substantial grievance—a solution which was promised to the Assistant Surgeons in Government of India letter No. 591, dated Simla, the 21st of September 1891, and which was communicated to them as a reply to their memorials submitted in 1888.

14. There is another method of solving the difficulty worthy the consideration of Government, and that is to let the municipalities make their own arrangements for medical officers, in the same way as District Boards now arrange for teachers when zilla schools are made over to them. In the first instance, they retain the teachers belonging to the Education Department; but as vacancies occur, or the teachers can be provided for elsewhere, they fill the appointments with their own men who have no pensionary claims against Government. In this way the cadre of Assistant Surgeons would gradually be diminished, pensionary claims would also be reduced, and the Government would be in a better position to improve the pay and prospects of those who remain. There is no reason why the municipalities should not be allowed to select, if they wish, an officer already in the Government service, who, if prepared to accept the advantages of permanent residence and take the risk of insecurity of tenure, would be struck off the Government list from the date that he takes up his duties under the Municipality, and would have no further claim of any kind upon the Government. This would certainly be preferable to the present arrangement, under which the Assistant Surgeons are allowed to take service with municipalities at special rates, although still belonging to the Government service. It would give the Assistant Surgeon an inducement to keep up his work in the hope of being selected by the Municipality of the town at which he wishes to settle down, and it would form a convenient outlet, other than the pension-list, for men who are tired of the service.

15. The next complaint of the Assistant Surgeons is that their grade pay is insufficient to enable them to keep up the position they are expected to hold, and also compares unfavourably with that of every other subordinate department. Their contentions on this point have been very fully set forth in the memorials submitted in 1888, which may be referred to (*vide* one of these memorials in note "B").

16. It is now nearly thirty years since they first complained of their poverty-stricken condition, and their discontent has become steadily more acute every year since. It is not so much that the necessities of life have become dearer, but rather that a higher standard of comfort has been established. It is not that they cannot live on their pay, but that they cannot keep up a respectable position in society, encumbered as they often are, even on entering the service, with a family. On the other hand, they see their relatives entering other departments of Government with initial salaries as large as most of them can ever hope to attain to. In mere literary attainments they may perhaps be inferior to the B.A. and B.L. graduates; but on the other side they can place their five years of training in technical subjects at the Medical College, and the M.B. degree, or the license in Medicine and Surgery; and the time and energy they have spent in acquiring these would have been more than sufficient in most cases to have procured for them the literary and law degrees. Besides this, many of the officers in the more favoured departments have no degree at all. Nor can the difference be explained by the market value of the different degrees, for the man who holds a medical degree can almost always make some sort of a living, whereas a large number of the other graduates, it is believed, earn little or nothing, even after they have qualified as pleaders. Theoretically they differ from the others in not being whole-time officers; but, on the other hand, they are always liable for duty, and never have a holiday except when they are granted formal leave. To the casual observer medical officers of all classes may appear to be idle, because it may happen that they have little to do on certain days; but it is generally the case that they more than make up for this by working continuously at other times for days, or, it may be, for nights together.

17. Assistant Surgeons, again, are allowed to devote their spare time to private practice, that is, the time which, in the case of any other officer,

would be regarded as his necessary leisure. The profits from private practice are no doubt considerable in some few cases, when the Assistant Surgeon has had a chance of settling down for any length of time in a particular station; but in a large majority of cases, if not in all, they are not nearly sufficient to bring his emoluments into line with those of other services. If private practice was really so lucrative that it doubled or tripled a man's average pay throughout his service, then it would certainly not be worth his while to enter Government service at all, seeing that it prevents his settling anywhere for a continuous term, and at all times takes away the best part of his working day. Nor is the fact of a man being in Government service any longer a conspicuous advantage to him; for the public by this time knows very well that the best students do not favour Government service, and that the Government Assistant Surgeon is liable to transfer, so that his patients suffer from a frequent change of medical advisers. And, after all, a good deal of this private practice is very little else than a public duty, for certainly no Assistant Surgeon could refuse his assistance to anybody if it were demanded of him, especially in the case of the families of Government officials; and his fees are more or less controlled by Government, though on the other hand he often has great difficulty in recovering them. While it is assumed that the Assistant Surgeon generally adds largely to his pay by private practice, a belief which is held to justify his low rate of pay, no sort of compensation is allowed him when the exigencies of the service deprive him of any opportunity of enjoying it.

18. It is difficult to justify the low rate of the Assistant Surgeon's pay on the ground that many Assistant Surgeons are employed on duties that could be just as well performed by medical officers of a lower grade. The Committee have already proposed that Assistant Surgeons should be in many cases replaced by Hospital Assistants, though they do not pretend that the change will be free from drawbacks; but as long as Assistant Surgeons are placed in appointments where Hospital Assistants could fulfil the duties, they should not, it is urged, be underpaid merely because their attainments are greater than the appointment requires. In this connection, too, the superiority of the Assistant Surgeon in the matter of speaking English should not be overlooked. The actual medical duties of an appointment may be very simple, but circumstances may demand that the incumbent should be possessed of a practical knowledge of English, which cannot at present be guaranteed in any but the Assistant Surgeon class.

19. A very large number of students still enter the Medical College, but they do so because it is believed that anyone who obtains a medical qualification is sure of a living by private practice, and not because they hope to enter Government service. With the exception of the scholarships at the Medical College, and the low rates of the college fees, Government offers no special encouragement to the study of medicine in the English classes; whereas the high salaries in other departments are a strong inducement to men to pass the B.A. or the B.L. examination. A striking example of this has occurred in the case of a Muhammadan student of the Medical College, who passed the L.M.S. examination of the Calcutta University, and was offered Government service on unusually favourable terms, because it was proposed to appoint him at once and permanently to a station where a Muhammadan Assistant Surgeon was desired. Nevertheless he refused to take service in the Medical Department, and is now working for the B.A. and B.L. degrees, in the hope of getting into the Subordinate Judicial Service. While, however, there is no diminution in the number of students at the Medical College, there is reason to fear that the quality is falling off, since only a small proportion succeed in passing out with degrees or licenses.

20. No doubt it is satisfactory to find that English medicine has so far made its way in the estimation of the public that at the present low rates of college-fees, it pays students to learn its principles and practice, without the help of Government employment after they are qualified; still, a well-paid subordinate medical service would be of advantage in raising the quality of the students. At present it is only the determination of the Medical Examiners of the University to maintain their standards of qualification that prevents the L.M.S. diplomates sinking to a level very little above the better class of vernacular Hospital Assistants. Government no longer offers what may be called the market price for good Assistant Surgeons, and in consequence the average quality

of the article is deteriorating, while a well-paid public service would effectually raise it.

21. Whatever difficulties there may be in the way of carrying out a general and large increase in the grade pay of Assistant Surgeons, such as would assimilate it in some measure to the pay to which they would be entitled in other departments of Government, it is the opinion of the Committee that until this can be done there will be no real contentment in the service, and the best students will avoid it even if all other grievances are removed. The removal of other grievances will be received with thankfulness by the present incumbents, but the service will continue to be looked upon as insufficiently paid. Even the most fortunate amongst them, the teachers at the Campbell School, are discontented, and have been so for years, and the case of the above-mentioned Muhammadan student, who refused Government service under the most advantageous conditions, shows that it is the grade pay that is at fault.

22. In addition to doing away with the 50-rupee rate of pay, which means practically increasing the pay of the lower grades for the first few years of their service, the Committee would also recommend that in many cases grade pay and allowances should be consolidated, so that the whole amount would be considered in calculating the pension. This might be done in the case of the Assistant to the Civil Surgeon of the 24 Parganas, the Demonstrator of Anatomy at the Medical College, the teachers at the schools at Patna, Dacca, and Cuttack, the Assistant Surgeon in charge of emigration at Goalundo, and some others, under the advice of the Inspector-General of Civil Hospitals. This would be a most popular measure, for at present it is only the teachers at the Campbell School and the Assistant to the Chemical Examiner who are allowed to take credit for full pay with allowances in the calculation of pension.

23. Should it not be possible to increase the grade pay of the service as at present constituted, and should the removal of other grievances not bring contentment, the Committee think that the only expedient then left would be to reduce the number of Assistant Surgeons as far as possible, and to aim at a smaller, and eventually a better paid service. They have already, in their first report, recommended that a number of Assistant Surgeons should be replaced by Hospital Assistants; and again, in this report, that municipalities should be allowed to engage their own medical officers, who would no longer belong to the Government service. In a subsequent report on the vernacular schools, they propose to recommend that special facilities be given to selected students of the Campbell and perhaps other vernacular schools to study for an additional term at the Medical College, with a view to their being admitted to the service as "additional Assistant Surgeons," without passing the F.A. or obtaining a University qualification. Such men would be far more competent than the least efficient of the Medical College students, and they would be contented with their position. The appointments of House Surgeons and House Physicians at the Medical College should be filled by selection from the best students of the College, who should be appointed as at present for two years on Rs. 100 a month, but without being compelled to join the service—in fact just as the present Registrar of the College Hospital is appointed. These officers would probably be willing later on to accept the posts of Demonstrator and Assistant Demonstrator in the anatomical department, and they would also form a useful body from which to select teachers for the vernacular schools. A small list of Assistant Surgeons would then be sufficient to fill the more important appointments in the mufassal dispensaries, which could not be given over to Hospital Assistants or to the above-mentioned "additional" Assistant Surgeons.

24. Under existing regulations the grade pay of an Assistant Surgeon rises from Rs. 100 by septennial increments to Rs. 150 and Rs. 200, subject to his passing an examination; so that a man of 14 years' service finds himself while still young without prospect of further improvement in his official position and without the stimulus to continued exertion which the hope of improvement affords. With some among them it is certainly the case that their interest in their work diminishes, and they deteriorate instead of improving. The Committee would suggest that a further increment of Rs. 50 should be given after a third septennial period, subject to the usual examination. They calculate that about 20 to 24 men only would attain to it, so that the extra

expenditure involved would be Rs. 1,000 to Rs. 1,200 a month, a considerable portion of which would no doubt in the first instance have to be borne by Government. If, however, the proposals in paragraphs 26 and 27 are adopted, the greater part, if not the whole, of the increase would be provided for, and there can be no doubt that the concession would be very highly valued by the service. The men so qualified might be graded as senior Assistant Surgeons.

25. The next complaint, that they are no longer appointed to the Uncovenanted Service, would have little importance, were it not that this method of improving the Assistant Surgeons' position and prospects was proposed by the Government itself, and was promised to them in 1866 as a compensation for their low rate of pay (*vide* Financial Department No. 2068, dated 30th November 1866). Nor has the reason why Government has withdrawn this privilege ever been explained to them, the general belief being that the uncovenanted appointments intended for them are now reserved for Bengali students who have been to Europe and obtained a diploma. There are actually at the present time four Bengalis of this class in the Uncovenanted Service, two of whom were appointed so recently as 1893. The Committee have no reason to doubt the capacity and fitness of these particular men, and the general educational value of a visit to Europe is of course very high; but they are of opinion that an English qualification affords no proof that its possessor is superior in professional attainments to the Calcutta graduate or licentiate who has not been to Europe.

26. It is not the pay of such appointments that is coveted, so much as the position of comparative independence that the uncovenanted officer enjoys when in charge of a civil station. What the Assistant Surgeons feel is that, though they hold diplomas and degrees which are said to be in no way inferior to European diplomas, they have no hope of ever rising to a position in which they are not directly subordinate to some other medical officer. The Committee are aware that it is the intention of Government to fill all the uncovenanted appointments with apothecaries, so as to maintain a reserve for war purposes; but as it is quite evident that for some time to come apothecaries will not be available in sufficient numbers for this purpose, they would recommend that for the present at least five of the smaller civil stations should be reserved for selected Assistant Surgeons. They would go further and say that these men could be very well utilised in war time, not necessarily on the field of battle, but in base hospitals or depôts, or in taking the place of medical officers recalled for active service; and they believe that the army would gain by this arrangement.

27. The Committee do not, however, propose that the officers so selected should be made members of the Uncovenanted Service, but that they should receive a special allowance of Rs. 150 carrying pensionary rights, together with the usual local allowances. The average pay would be in round numbers Rs. 350; and as the average pay of an uncovenanted medical officer may be taken at Rs. 550, there would be a saving of Rs. $200 \times 5 = 1,000$ to set against the increment recommended in paragraph 24.

28. The next grievance is a minor one, and concerns their treatment by Government officials and Municipal Commissioners, who in many cases, it is said, make use of the Assistant Surgeon exactly as if he were their personal servant, sending for him at all hours of the day or night, but neglecting afterwards to pay the fees to which the Assistant Surgeon is entitled for attendance on families. It is even alleged that any attempt on the Assistant Surgeon's part to recover his just dues is met by countercharges of neglect of duty, or inefficiency, and leads eventually to his disgrace. What the Assistant Surgeons ask is that they should be placed more directly under the orders of Civil Surgeons, and not be left so entirely at the mercy of subordinate officials of other departments. The Inspector-General of Civil Hospitals, Panjab, informs the Committee that this is actually the case in the Panjab, and that consequently complaints of what he calls "bullying" are rare in that province. The difficulty in question is not, indeed, confined to Assistant Surgeons, for even European medical officers occasionally find it better to forego fees than to involve themselves in quarrels. With the latter, however, such cases are rare, because they have to do with men in higher positions. The Committee have no remedy to offer for this state of things, and only mention the subject because it is one of the matters constantly brought forward

by Assistant Surgeons, and in order to point out that it largely affects the question of their earnings from private practice.

29. Even the plan of fixing the fees at so much a visit, which has been adopted in the case of the subordinate medical officers in charge of the establishments at Simla, seems to have no effect in preventing this sort of ill-treatment of Assistant Surgeons at the hands of unscrupulous officials of the lower grades. It is easy to say that the medical officer, if he does his work carefully and conscientiously, should be without fear and without reproach, but practically it is always possible to bring plausible charges of neglect and incompetence against any medical man, which it is very difficult for him to entirely refute. Any charge, however trivial, causes a certain amount of odium and doubt about his fitness for his office to cling to him, and repeated charges of this kind are likely to lead to his being set down as at least a troublesome person, and to end in his removal from his station.

30. The appointment of an outside practitioner to the post of Registrar to the Medical College Hospital is not a matter that has been advanced by the Assistant Surgeons as a grievance; but it appears to the Committee to require consideration in that it certainly affects their interests. The post is one that will always attract a first-rate student, because it keeps him in Calcutta and about the hospital, so that he can study for the higher degree and at the same time make a name for himself as a practitioner. In these respects it resembles the House appointments of the hospital. No doubt it is to the advantage of the hospital that the Registrarship should be filled by the best passed student procurable, and such a man may be unwilling to enter Government service; but the same may be said of the appointments of House Surgeons and House Physicians, and every argument in favour of appointing an outsider to be Registrar would apply equally to the latter appointments. If, as we have already explained, it becomes necessary to break up the service, or to reduce its numbers, in such a case all these House appointments and the Registrarship would have to be filled by the best passed students of the College, irrespectively of their willingness to enter Government service, because the work of the hospital could hardly be carried on with inferior men. This may indeed become necessary in the future if the unpopularity of the service increases to such an extent that good men refuse even the House appointments, if coupled with the condition of accepting Government service. But that time has not quite arrived; and so long as the service is constituted as at present, the post of Registrar, like those of House Surgeons and Physicians, should be reserved for the service. To put an outsider, who boasts of having refused Government service, into one of the most comfortable and honourable staff appointments of the hospital is certainly not the way to encourage recruiting, and must excite jealousy and regret in the minds of the House Surgeons and Physicians. The appointment of Registrar should generally be filled, as is done in English hospitals, by a man who has distinguished himself in one of the House appointments, and in this way it would form a most useful stimulus to zeal on the part of the House Surgeons and Physicians.

31. We now proceed to consider the question of compelling students to sign bonds that they will enter the Government service. The Government of India, in letter No. 532, dated the 31st of August 1893, have directed that no student of a vernacular school shall obtain State aid (which has been explained to mean scholarships) without the antecedent execution of an agreement to enter the service of Government if called upon to do so; and it is suggested that a similar rule might be enforced in the case of the students at the Medical College. The picture which, from the third paragraph of their letter, the Government appear to have in mind is that of a large body of students anxious to enter the service; a certain number of whom, according to the requirements of the service, are to be selected and granted scholarships on condition of signing a bond which will guarantee the Government from loss if they should happen to change their minds at the end of their course of study. Such a picture is very different from the existing reality; and when recruits for the service are required, the Principal of the College has to send, for the men who have recently qualified, and persuade them to take Government service if he can. Really good students will as a rule only agree to do so when they can be promised an immediate appointment as House Surgeon or House Physician at the College Hospital; while even those of inferior capacity

only apply for service after the failure of their first efforts to get private practice. It is improbable that any of the students would sign the bond at the commencement of their studies, except either the very needy, or a few idle men who hope to secure permanent employment with the least possible trouble. The end of it would probably be that the Government would still be compelled either to persuade passed students to enter the service, even although they had refused to sign the bond, or to accept the services of the idle and worthless, supposing these latter had managed to scrape through the University examinations. This would be a most undesirable and embarrassing situation. That such would probably be the result is shown by the experience of enforcing the bond system at the Campbell Vernacular School during the past two years. It is also the result anticipated by the Professors at the Medical College (*vide* their opinions submitted to the Director of Public Instruction), although most of them had no knowledge of the experiment at the Campbell School.

32. Nor does the proposal of the Superintendent of the Campbell School, to give the scholarships in a lump sum, at the end of their school course, to students who are willing to enter Government service, commend itself to the Committee, because the same sum would have to be given to good and bad students alike. It would be absurd to give the same deferred scholarship to one man who was driven into the service by starvation, and to another who was a distinguished student and entered the service for the sake of holding a hospital appointment. In fact such bonuses could not be called scholarships at all.

33. The Professors of the Medical College, while agreeing that it is not advisable to enforce a bond upon scholars, propose to abolish scholarships altogether as being no longer necessary. It is possible that this proposal may have partly arisen from a not unnatural desire to reduce the numbers in the College classes, which are at present somewhat larger than is altogether convenient; but the Committee think with the Director of Public Instruction that the scholarships should be offered with the view simply of attracting a good class of students, and thus raising the standard of learning. This is the more necessary because, as they have already pointed out, the scholarships are the only visible encouragement the Government now offers to higher medical education. The low rate of the college fees attracts all students, good and bad alike, and affords no special encouragement to learning and diligence. In short, the Committee hope that the Government may be able to continue the scholarships on their present footing, and would emphasise the fact that the College was instituted originally with a view to instructing the natives of Bengal in a rational system of medicine which private practitioners would carry all over the Province, and not merely as a training ground for Assistant Surgeons in Government service.

34. Briefly summarised, the recommendations of the Committee are—

- I.—That unemployed pay should be abolished, and third-grade Assistant Surgeons be allowed their grade pay from the date of admission into the service.
- II.—That transfers on promotion should cease, Government paying the difference in cases where the Municipality cannot or will not do so.
- III.—That in certain appointments the grade pay and allowances be constituted so as to carry pensionary rights.
- IV.—That a further increase of Rs. 50 per mensem be made at the end of 21 years' service, subject to the usual professional examination; successful candidates to be graded as senior Assistant Surgeons.
- V.—That a few of the smaller civil stations be reserved for Assistant Surgeons with a charge allowance of Rs. 150 carrying pensionary rights.
- VI.—That no bond be exacted from students of the Medical College.
- VII.—That the present system of scholarships be maintained.

The Committee believe that their recommendations would, if adopted, involve little or no increased cost to Government, and would go far to satisfy the service and induce a better class of men to seek for employment under Government. They consider, however, that to make the service thoroughly popular and attract the best men, the grade pay should also be raised at least Rs. 50 all round. Under existing financial conditions, however, they abstain from recommending this increase.

NOTE A.

	Total income of year, excluding opening balance during 1892-93.	Expenditure in hospitals, dispensaries, and vaccina- tion during 1892-93.	Percentage on income.
1	2	3	4
	Rs.	Rs.	
Burdwan ...	1,13,562	8,014	7.05
Raniganj ...	24,837	1,608	6.47
Midnapore ...	63,025	7,964	12.63
Tamluk ...	5,779	1,070	18.51
Ghatal ...	5,773	997	17.27
Uttarpara ...	14,199	2,065	14.54
Barasat ...	8,644	903	10.44
Satkhira ...	4,157	933	22.44
Krishnagar ...	27,137	4,431	16.32
Jessore ...	15,738	2,819	17.91
Berhampore ...	37,706	3,611	9.57
City Murshidabad or Lalbagh ...	28,689	5,169	18.01
Jangipur ...	9,637	1,835	19.04
Rampur Boalia ...	36,842	3,462	9.39
Nator ...	14,015	2,165	15.44
Sirajganj ...	17,423	2,891	16.59
Puri ...	45,255	4,218	9.32
Mymensingh ...	...	...	...
Hybutnagar ...	...	...	...
Madaripur ...	7,881	1,383	17.54
Barisal ...	28,906	5,052	17.47
Bankipore ...	...	...	...
Patna City ...	1,44,123	14,852	10.30
Barh ...	5,672	2,697	47.54
Bihar ...	13,704	2,468	18.00
Chittagong ...	43,567	6,949	15.95
Gaya ...	68,412	9,969	14.57
Arrah ...	43,862	4,365	9.95
Sasaram ...	15,406	2,873	18.64
Muzaffarpur ...	40,992	5,865	14.30
Madhubani ...	10,862	2,900	26.69
Chapra ...	46,556	7,381	15.85
Siwan ...	9,233	1,436	15.55
Motihari ...	14,379	2,685	18.67
Bettiah ...	13,912	4,038	29.02
Monghyr ...	46,974	9,836	20.93
Bhagalpur ...	83,770	6,194	7.39
Kishanganj ...	8,520	1,063	12.47

NOTE B.

TO HIS EXCELLENCY THE VICEROY AND GOVERNOR-GENERAL OF INDIA.

The humble memorial of the undersigned
Assistant Surgeon * * *

MOST RESPECTFULLY SHEWETH,

THAT your Excellency's memorialist is an Assistant Surgeon in the service of Government, and now employed as Medical Officer of drawing a salary of Rs. 150, plus the special local allowance of Rs. 50 per month, after 13 years' service.

2. That your memorialist entered Government service on Rs. 50 per month, and after two years' supernumerary duties was confirmed in the third grade with a salary of Rs. 100 per month, and has only two promotions to look up to, each after a period of seven years' approved service and a searching professional examination, but carrying with it no more than Rs. 50 in the salary. The highest pay he can thus aspire to is Rs. 200 a month without any further hope of increase though he may continue to serve in the highest grade for 16 years or more. This scale of pay, he humbly submits, is altogether inadequate to meet his ordinary wants in life.

The prospect of gain from private practice is here entirely nil.

3. That the wants, claims, and grievances of the class of public servants to which your memorialist belongs have unfortunately received no adequate consideration from Government or from the Public Service Commission that has just finished its works. The scale of their salaries laid down in a graduated form in 1835, *i.e.*, more than half a century ago, has had no subsequent revision or alteration, although their duties have gradually expanded, and although the cost of living and other expenses have considerably increased.

4. That your Excellency's memorialist cannot but feel that though he obtained his professional diploma after a prolonged and arduous course of training, and after two very severe University examinations; though he is a member of a learned profession, and though he is in an honourable department of the public service and has the same social position as members of the Uncovenanted Judicial and Executive Services, his pay and prospect are much inferior to those of other departments of Government service, as will be seen at a glance from the following statement:—

Service.	Entrance qualification.	Period of college study.	Examination.	Emoluments.
1	2	3	4	5
Deputy Magistrates ...		No definite period.	1	Rs. 200 to 800
Munsifs and Sub-Judges ...	F. A. ...	4 years ...	2	200 to 1,000
Assistant Engineers ...	Entrance (University) examination.	5 do. ...	2	250 to 500
Accountants, Public Works Department.	A little preliminary training for the Department which can be acquired without studying in a college.	...	1	80 to 400
Subordinate Educational Service.	University, F.A., B.A., or M.A.	...	...	50 to 500
Medical { Apothecary ...	Preliminary examination lower than University Entrance examination.	3 years ...	1	80 to 400
{ Assistant Surgeons	F.A. ...	5 do. ...	2	50 to 200

5. That the recent Circular No. 1T.M., dated Darjeeling, the 26th May 1887, from the Government of Bengal, has in no way improved the prospects of Assistant Surgeons in charge of dispensaries supported by Municipalities. An Assistant Surgeon after successfully passing a septennial examination is entitled to the pay of the next higher grade; but according

to this circular the question of increased rate of pay is left to the discretion of the Municipalities, and, as a matter of fact, they very often refuse it: he has therefore either to remain content with the pay of his lower grade or take the chance of being kept in the supernumerary or unemployed list for an indefinite period with officiating appointments of short duration at intervals in different parts of the province. In the event of an Assistant Surgeon's not choosing to accept the pay of the inferior grade, Government has to bear the entire burden of his pay, and it would be economical to the Government and advantageous to the Assistant Surgeon if it were simply to grant him the difference of pay in the two grades without removing him from his appointment in the Municipality.

6. That the Governor-General in Council was pleased to observe in Financial Resolution No. 2086, of the 30th November 1866, that "their selection by the Local Government for these civil medical charges will improve the position and prospects of Sub-Assistant Surgeons, though their pay in the mere grade, *i.e.*, for the mere duties of Sub-Assistant Surgeons, be not increased."

7. That the fitness of Assistant Surgeons to hold independent charge of civil stations was recognised long ago (Home Department No. 1983, dated 21st October 1859), and four of them were promoted to the rank of uncovenanted medical officers, all of whom died long ago. Since then, however, no Assistant Surgeon has been permanently promoted to that rank, though several of them have officiated for considerable periods to the entire satisfaction of their superiors—a fact which proves their competency to hold such posts permanently.

Apothecaries who are admittedly inferior in rank and education to your memorialist (G. O. G. G. No. 550, dated 15th June 1868, paragraph 469) much more frequently obtain independent medical charges of civil stations to the supersession of the class of officers to which your memorialist belongs.

8. That the only offices open to your memorialist are the teacherships in medical schools which carry with them a staff allowance of Rs. 50 to Rs. 150 a month; but the emoluments he might get in the highest grade of this department fall short of those of other uncovenanted services and even of senior apothecaries.

9. That your Excellency's memorialist therefore humbly hopes and prays that your Excellency will be graciously pleased to take this memorial into favourable consideration and grant him some increase of pay and permanent independent charge of a small civil station if he proves himself worthy of the same by virtue of meritorious service.

And your Excellency's memorialist, as in duty bound, shall ever pray.

DEMAGIRI,

The 9th February 1888.

No. 671.

FROM

J. P. HEWETT, Esq., C.I.E.,

Offg. Secretary to the Government of India,

TO

THE SECRETARY TO THE GOVERNMENT OF BENGAL,
MUNICIPAL (MEDICAL) DEPARTMENT.

Home Department.
Medical.

Simla, the 29 September 1895.

SIR,

I AM directed to acknowledge the receipt of Mr. Bourdillon's letter No. 773 (Medical), dated the 27th February 1895, and your subsequent reminder No. 3435 (Medical), dated the 24th August 1895, relating to the report on the pay, position and prospects of Civil Assistant Surgeons in Bengal, submitted by the Committee originally appointed by His Honour the Lieutenant-Governor to consider the pay, etc., of Civil Hospital Assistants.

2. Mr. Bourdillon's letter deals with the several proposals made by the Committee for improving the status of Assistant Surgeons but only asks for the orders of the Government of India on the first and fifth of those proposals. The Government of India are, however, as indicated by the reference to previous correspondence contained in the second paragraph of Mr. Bourdillon's letter under reply, interested in all of the recommendations of the Committee and I am accordingly to convey the following observations upon them.

3. The Committee's recommendations are seven, *viz.* :—

I.—That unemployed pay should be abolished, and that third grade Assistant Surgeons should be allowed their grade pay from the date of admission into the service.

II.—That transfers on promotion should cease, Government paying the difference in pay resulting from the promotion in cases where the Municipality cannot or will not do so.

III.—That in certain specified appointments grade pay and allowances should be consolidated so as to carry pensionary rights.

IV.—That a further increase of Rs. 50 per mensem should be granted at the end of 21 years' service, subject to the usual professional examination; successful candidates to be graded as Senior Assistant Surgeons.

V.—That a few of the smaller civil stations should be reserved for Assistant Surgeons with a charge allowance of Rs. 150 carrying pensionary rights.

VI.—That no bond should be exacted from students of the Medical College.

VII.—That the present system of scholarships should be maintained.

4. The Government of India concur in the views expressed by His Honour the Lieutenant-Governor on proposals III, VI and VII. It appears to the Governor General in Council that the grievance which suggestion I is designed to remove would not have arisen in Bengal, if care had been taken in the recruitment of Assistant Surgeons, and so far as His Excellency in Council is aware, it does not exist, except to a very slight degree, in other Provinces. Under the orders contained in the letter from this Office No. 591, dated the 21st September 1891, paragraph 3, unemployed pay is now given to Assistant Surgeons only when they have no temporary or permanent charges and are merely attached to Hospitals or on similar duty. The number of Assistant Surgeons on unemployed pay would, if the service were carefully recruited, be very small and it will be necessary, if the proposal to abolish unemployed pay altogether except as a punishment is sanctioned, that greater care should be exercised in the matter of recruitment. Before passing final orders on this question the Government of India would be glad to be informed of the actual extra cost which will be involved by this proposal after making allowance for the consideration above stated. Other Local Governments will also be consulted on the subject and asked for a similar estimate.

5. The second proposal relates to the transfer on promotion of Assistant Surgeons employed under Municipalities in consequence of the refusal or inability of such bodies to meet the increased rate of pay that falls due to an Assistant Surgeon on promotion to a higher grade. The remarks of the Committee on this question are contained in paragraphs 10 to 14 of their report. In paragraph 10 reference is made to the fact that not long ago 13 Assistant Surgeons of the first grade and 11 of the second grade were without permanent appointments, owing apparently to the refusal of local bodies to grant them the higher rates of pay, while in paragraph 11 an instance is given of an Assistant Surgeon who had to forego his increase of pay in order to remain in his original appointment. In paragraph 5 of Mr. Bourdillon's letter it is observed that the necessity of providing against the transfer of Medical officers in charge of local fund dispensaries has been recognized by the Local Government and that to this end effect has been given to a policy of meeting from Provincial revenues the increased pay to which an Assistant Surgeon in charge of a local fund dispensary becomes entitled on promotion to a higher grade in cases where the local body is really unable to meet it through financial pressure and not through perversity. The circumstances stated above seem to the Government of India to indicate that this rule is not likely to work smoothly in all cases, especially in those in which a municipality or local body may be opposed to the retention of the services of a particular Assistant Surgeon. In paragraphs 12 and 14 of the Committee's report two alternative solutions of this difficulty are suggested. The first plan is that all Municipalities requiring such officers should contribute to Government the average pay of an Assistant Surgeon, the Government undertaking in return to provide them with an Assistant Surgeon and to pay him his grade pay whatever it may be. The second alternative is that Municipalities should make their own arrangements for Medical officers in the same manner as District Boards arrange for teachers when Zilla schools are made over to them. The latter suggestion is open to objection from several points of view of which the principal are that it is believed that the best men do not offer themselves for employment under local bodies; that when so employed they have no incentive to work and may be supported by the members of a local Committee even though their work may not be satisfactory; that they are not under any form of control or discipline, and are not available to fill vacancies occasioned by the employment of commissioned officers required for field service. The Government of India understand that the extent to which local bodies already entertain medical subordinates not in Government service constitutes one of the main difficulties of medical administration in Lower Bengal and has helped, as much as anything, to make the working of dispensaries in that Province less satisfactory than in other Provinces. The first plan referred to above has already been approved in paragraph 5 of the letter from this Office No. 678 of the 31st October 1894, and it appears to His Excellency in Council to be both practical and expedient. I am to request that, with the permission of His Honour the Lieutenant-Governor, steps may be taken to give effect to it in Lower Bengal.

6. The fourth proposal of the Committee is that an increase of Rs. 50 per mensem should be granted to Assistant Surgeons at the end of 21 years' service after a successful examination and that such men should at the same time be graded as Senior Assistant Surgeons. The Governor General in Council is, I am to say, anxious, if this can be effected without prohibitive cost, to improve the prospects of Assistant Surgeons so as to render their appointments more likely than at present to attract the best men available. His Excellency in Council recognises that Assistant Surgeons are as a body useful and zealous public servants, for an improvement in whose position good cause has been shown. While the Committee's proposal would in a measure ameliorate the prospects of Assistant Surgeons as a class it seems to the Government of India to be imperfect, and they are inclined to think that, a scheme on the following lines would be more likely to afford the additional attractions which appear to be necessary in order to place the service on a satisfactory footing. The scheme which has been suggested provides for the division of Assistant Surgeons into four grades on Rs. 100, 150, 200 and 300 a month respectively. If unemployed pay is abolished the pay of Rs. 100 would be drawn continuously from the date on which an Assistant Surgeon enters the service. Promotion to the grade of Rs. 150 would be made after seven years' service subject to the usual examination. After 14 years' service there would be a second examination, to which only those considered by the Inspector-General of Civil Hospitals fit for promotion would be admitted, while promotion from the grade on Rs. 200 to that on Rs. 300 would be made entirely by selection and without any further examination, but subject to a minimum of seven years' service in the lower grade. The subsequent advancement of an Assistant Surgeon to the Uncovenanted Medical Service would depend as at present on exceptional qualifications and ability. In order to meet as far as practicable the expenditure involved in this proposal, without incurring additional expense, it would apparently be necessary to impose some limit on promotions from the first grade to the senior grade and it has to be remembered that to meet the additional charge involved in one promotion from the grade on Rs. 200 to the proposed senior grade on Rs. 300 two promotions from the grade on Rs. 150 to Rs. 200 would have to be suppressed. I am to request that the Government of India may be favoured with the views of His Honour the Lieutenant-Governor on the scheme above referred to, together with an approximate estimate of the cost of inaugurating it, as compared with that of the present establishment of Assistant Surgeons in Bengal.

7. In their fifth proposal the Committee recommended that a few of the smaller civil stations in Bengal should be reserved for Assistant Surgeons on a consolidated salary of Rs. 350 a month and the Government of Bengal ask for sanction to the appointment of Assistant Surgeons to five such stations. While the Governor General in Council is unable to admit that the Government can be charged, as appears to have been stated by the Committee, with not having carried out any promises held out to Assistant Surgeons in this respect in the past, His Excellency in Council sees no objection to the proposal of the Committee, that a certain number of Assistant Surgeons should be admitted to the Uncovenanted Medical Service, if this can be arranged with special regard to the necessity for reserving the majority of these appointments for Commissioned Medical Officers and Military Assistant Surgeons. That Assistant Surgeons have been frequently appointed to hold temporary charge of civil stations is exemplified by the statement made in the letter from the Government of Bengal, No. 901, dated the 1st May 1891, to the effect that, owing to the short supply of Commissioned and Uncovenanted Officers, so many as ten civil stations were officered by Assistant Surgeons. The reserve of Assistant Surgeons was also increased from 15 to 20 per cent. to provide a sufficient number of such officers to take up independent charges during the leave season. It has been the policy of the Government of India, in accordance with the rules circulated with Home Department letter Nos. 1-77-84, dated the 17th March 1885, to exercise great care in the selection of Assistant Surgeons for appointment to the Uncovenanted Medical Service. The Government of India do not think it would be advisable, even if it be possible, to fix any particular station or stations as charges to be held by Assistant Surgeons

4

as proposed by the Government of Bengal, but they are prepared to approve of the proposals of the Committee that Assistant Surgeons shall be entitled to be appointed as Uncovenanted Medical Officers to the charge of a certain number of stations in Bengal if this can be arranged with due regard to the number of Civil Surgeoncies reserved for Commissioned Medical Officers and the number about to be reserved for Military Assistant Surgeons. I am to invite a reference to Mr. Risley's letter No. 639-T.M., dated the 26th September 1892, with which, in reply to the letter from this Department, No. 275 (Medical), dated the 21st May 1892, you forward a list of 19 appointments which His Honour the Lieutenant-Governor proposed might be made available for Military Assistant Surgeons. A communication on the subject of those appointments will shortly be made to the Government of Bengal, but in the meantime I am to request that, in considering the question of the number of such appointments (if any) available for Civil Assistant Surgeons, regard may be had also to the absolute necessity for reserving a certain number of these appointments for Commissioned Medical Officers.

I have the honour to be;

SIR,

Your most obedient Servant,

J. P. HEWETT,

Offg. Secretary to the Government of India.

FROM

J. P. HEWETT, ESQ., C.I.E.,

Offg. Secretary to the Government of India,

TO

The Chief Secy. to the Govt. of Madras.

-1 OCT. 1895

GOVERNMENT OF MADRAS

Simla, the 20th September 1895.

Home Department.
Medical.

SIR,

I AM directed to forward a copy of a letter from the Government of Bengal, No. 773 (Medical), dated the 27th February 1895, with a copy of the report of the Committee directed by His Honour the Lieutenant-Governor to enquire into the status of Civil Assistant Surgeons in Bengal, and a copy of the orders of the Government of India on the subject.

2. I am to invite attention to paragraphs 4, 6 and 7 of the letter from the Government of India, No. 671, dated the 20th September 1895, which deal with the proposals of the Committee numbered I, IV and V, and which express the views of the Government of India, as at present advised, upon those questions, namely:—

- (1) the abolition of the unemployed pay of Assistant Surgeons except as a punishment;
- (2) a scheme under which it is proposed to improve the status and pay of Assistant Surgeons; and
- (3) a proposal that a certain number of class II Civil Surgeoncies should be reserved for such officers in each Province at the rates of pay allowed to Uncovenanted Medical Officers.

3. I am to request that, with permission of His Ex-
cellency the Governor in Council,
the Governor General in Council may be favoured with the views of the Government of India on the proposals referred to at (1) and (2) above, and to request that the Government of India may be furnished with estimates of the cost of the introduction of similar changes in the manner explained into the Madras Presidency.

4. With regard to the proposal to reserve a certain number of class II Civil Stations for Civil Assistant Surgeons at rates of pay admissible to Uncovenanted Medical Officers, I am to explain that it is intimately connected with the proposal for a war reserve of Military Assistant Surgeons which was dealt with in the circular from this office No. 281, dated the 21st May 1892. It is proposed, without interfering with the number of appointments which must be reserved for Military Assistant Surgeons under that scheme, regarding which a communication will shortly be made, to set aside a few appointments to which deserving Civil Assistant Surgeons, selected where available in the manner explained in the letter to the Government of Bengal and referred to in the second

paragraph of this letter, may be appointed. I am to enquire whether *He*
Excellency the Governor in Council has
 any objection to such appointments being reserved for Civil Assistant Surgeons
 and, if not, what number the Government of *Madras* would be
 willing to reserve.

I have the honour to be,

SIR,

Your most obedient Servant,

J. P. Hewitt

Offg. Secretary to the Government of India.

Current No. 1006 of 1895
 9 OCT. 95
 Public Department
 Current No. 3208 of 1895

Endorsement No. 2393
5/10/95

Forwarded to the
 Surgeon General for favour
 of very early remarks.

Hedrickshire

Chief Secretary.

Cottacamin
7 Oct. 1895

CHIEF SECRETARY
 21 NOV. 1895
 GOVERNMENT OF MADRAS

RECEIVED
 21 NOV 1895

Public (1895) DEPARTMENT.

Pubg. No 645 of 31-7-95
776 of 17-10-94
571-72 of 19-8-92
1575 of 20-12-77

From.

SURGN.-MAJOR-GEN. C. SIBTHORPE, F.R.C.P.I.,

SURGEON-GENERAL WITH THE

GOVERNMENT OF MADRAS,

Madras,

To

No. 473

ENCLOSURES. 1

Enc 3208 recd.

Dated 3/10

Received 24

October 11-95 1895.

No.

Subject.

Submitting remarks on
the Correspondence & the status
of the Assistant Surgeons
in the Madras Presidency

92

P.S.

370

38

No. 473
Encl.

OFFICE OF SURGEON-GENERAL

WITH THE GOVERNMENT OF MADRAS,

Madras, 31st October 1895.

From

SURGEON-MAJOR-GENERAL C. SIBTHORPE, F.R.C.P.

SURGEON-GENERAL WITH THE

GOVERNMENT OF MADRAS,

Madras,

To

THE HONOURABLE THE CHIEF SECRETARY TO GOVERNMENT,

Public DEPARTMENT.

SIR,

I have the honor to return your endorsement No. 2393, Public, dated the 7th October 1895 referring for my remarks the correspondence from the Government of India regarding the improvement of the Status of Civil Assistant Surgeons.

2. The Committee appointed by the Bengal Government to report on the subject have submitted the following proposals for consideration:-

- (a) Abolition of unemployed pay and the grant of grade pay from date of admission into the service.
- (b) Cessation of transfers on promotion - the difference being paid by Government.
- (c) Consolidation of pay and allowances in certain appointments so as to carry

- carry pensionary rights
- (d) Grant of a further increase of Rs 50 at the end of 21 years service with a new grade of Senior Assistant Surgeon.
 - (e) Reservation of a few of the smaller Civil Stations with a charge allowance of Rs 150 carrying pensionary rights.
 - (f) Non-exaction of bonds from Students of the Medical College.
 - (g) Maintenance of the present system of Scholarships.

3. The Government of India have virtually accepted the views of the Bengal Government in respect of proposals c, f and g and call for remarks on a, d and e. As regards recommendation b, they have directed that Local Bodies requiring Assistant Surgeons should contribute to Government the average pay of an Assistant Surgeon; the Government undertaking in return to provide them with an Assistant Surgeon and to pay him his grade pay whatever it may be.

4. Before submitting my views on the several questions raised, I must draw attention to the fact that in the Madras Presidency the employment of Civil Assistant Surgeons is restricted to the appointments

appointments of Assistants to the Medical and Sanitary Officers and that other appointments now held by this class of Officers in Bengal are in Madras held by a cheaper grade of Medical Subordinates peculiar to this Presidency who are designated Civil Apothecaries and whose professional qualifications are almost equivalent to those of a Licentiate of Medicine and Surgery. Recruitment for this grade was however abolished since 1884 and the last batch of Government Students passed out in 1888. Since then the requirements of the Department are met by the entrance of private L. M. & S. Candidates as Civil Apothecaries. Proposals for improving their status have been submitted in my letter No 26 dated 15 January 1895.

5. As regards the grade of Assistant Surgeons, when I assumed charge of the Department it appeared to me that their more extended employment was desirable both from a public and departmental point of view. I accordingly submitted my proposals in furtherance of this object in my letter No 541 dated 13 October 1894 which is still under the consideration of Government.

6. My recommendations contained in the above quoted letter comprehend the

Subordinate
a-organization
file with # 10

the proposals of the Bengal Committee and I request that they may be read along with the remarks in this letter on the points now at issue.

I now beg to submit my views in serialum on the proposals of the Bengal Committee.

(A) Abolition of unemployed pay &c.

The system of unemployed pay has never been known in this Presidency. Assistant Surgeons are allowed their grade pay from the date of admission into the service and draw an extra allowance of Rs 50 per mensem irrespective of grade whenever they are employed as assistants to District Medical and Sanitary Officers. In going to the limited nature of the establishment, the number of reserve Assistant Surgeons is very small (3) and they are almost invariably employed in filling capacities in temporary vacancies. Consider the system of unemployed pay to be a real grievance and ought to be put away with.

(B) Cessation of transfers on promotion - the difference being paid by Government. Transfers on promotion of tried and experienced officers on the score of want of funds should be deprecated both in

in the interests of the individuals and the institutions to which they are attached. The ruling of the Government of India that Local Bodies should contribute the average pay of an assistant Surgeon to the Government undertaking to provide an assistant Surgeon and pay him his grade pay whatever it may be, appears to be the best solution of this intricate question and calculated to set at rest all attempts on the part of local authorities to practice economy at the expense of efficiency.

(C) Consolidation of pay and allowances in certain appointments so as to carry pensionary rights.

This is a purely local question on which no remarks are called for. In this Presidency, Assistant Surgeons are only granted an employed allowance of Rs 50 per mensem in addition to their grade pay when they hold the appointment of assistant to District Medical and Sanitary Officers. In my letter No 541 of 13 October 1894 referred to in paragraph 5 of this letter, I have proposed an allowance of Rs 30 for assistant Surgeons holding other than these appointments and recommended that in all cases the ordinary pay and allowances should be made to count as pay for the calculation of leave and pensionary allowances. I still adhere to the recommendation.

recommendation which if approved is likely to increase the popularity of the service.

(d) Grant of a further increase of Rs 50 per mensem after 21 years service.

The Government of India, however, are inclined to improve the service by classifying the Assistant Surgeons into four grades on certain conditions:-

- 1st or senior grade on rupees 300 a month
 - 2nd grade on rupees 200 a month
 - 3rd grade on rupees 150 a month
 - 4th grade on rupees 100 a month.
- instead of the existing three grades on rupees 200, 150, and 100.

To provide for the additional expense to be entailed by this scheme, they propose that for every promotion from the grade on rupees 200 to proposed senior grade on rupees 300, two promotions on the grade 100 to 200 should be suppressed.

No promotions are at present regulated by length of service, coupled with the passing of a qualifying examination, the new rule will bear hardly on existing officers. This rule, if passed, will have no appreciable effect in Madras as only the Assistant Surgeon has completed over 21 years service.

It would appear to me that as promotions

promotions to the first or senior and second grades are to be made on account of ability and merit, that it would be better to fix the number of appointments to each grade on a percentage of the total establishment, say ten percent for the first or senior grade and twenty per cent for the second grade.

In Madras, I propose that a fifth grade on rupees 75 a month may be added - vide paragraph 12 (2nd) of my letter No 26 of the 15th January 1895 - as the services of A.M.B. men can be obtained in Madras at this price. The proposal to designate these men non-gazetted officers is no longer necessary under orders in G.O. No 645 Public dated 31st July 1895.

In my opinion the fourth grade of Assistant Surgeons should be filled by competition from amongst men holding a qualification not less than the M.B. and Ch.M. degree of an Indian university and that a certain proportion say one third of the vacancies should be reserved in Madras for men of the proposed fifth grade who have served five years in that grade and are selected on account of ability and merit.

The fifth grade should be open to competition to men holding a medical qualification not less than that of a

L.M. & S. of an Indian University.

As regards the financial aspect of the scheme proposed by the Government of India, I may state that there is only one assistant Surgeon in Madras who has completed 21 years service so that for the next four years the extra cost of the introduction of the new scheme will only be rupees 1200 a year.

(c) Reservation of a few of the smaller civil stations for assistant Surgeons.

This I consider a step in the right direction. In my previous letter on the subject, I have strongly advocated the claims of tried and deserving assistant Surgeons for promotion to the grade of uncovenanted medical officers in preference to young men fresh from school. The matter is so important that I may reiterate my remarks as contained in the above letter.

"These objections apply with greater force to the direct appointment of young and untied men as uncovenanted medical officers. These appointments should, both in the interests of Government and of the Department, be reserved as a prize for tried and deserving members of the Assistant Surgeon Establishment. It will indeed be placing too much responsibility on an inexperienced man to post

him to the independent Medical Charge of a Civil Station in which capacity he will be daily brought into both official and social contact with officers of other departments of the State and must exercise great tact, judgment and shrewdness in dealing with them and holding his own in difficulties. Such appointment can only be efficiently filled by one who has seen enough of the world and acquired official experience in lower grades and certainly not by those whose knowledge of the world is limited to the four corners of the College Hall. Even in the Commissioned grade, Medical Officers are not allowed to join the Civil Department until they have been through the important training at Netley, completed two years military duty, and even then they are not permanently posted to any important Civil Charge until they have served in acting capacities for some years and shown aptitude and capacity for Civil work."

I do not however agree with the Committee that the Assistant Surgeons selected to fill Civil Stations should not be made members of the uncovenanted service but should receive a special allowance of Rs 150. This invidious distinction will cause considerable dissatisfaction. I am strongly of opinion

that men so selected should be transferred to the list of Uncovenanted Medical Officers and allowed the pay and privileges of the grade.

As regards this Presidency, there is not a single station on list II appointments which can be safely made over to other than a Commissioned Medical Officer and as these appointments have been reserved for members of the Commissioned grade it will be a breach of faith with them to deprive them of any of such appointments vide para 6 of the Government of India Resolution recorded in Madras G.O. No. 1575 Public dated the 20 November 1877. The distribution should therefore be restricted to the stations on list II which are 7 in number viz:

- (1) Cannanore
- (2) Chittoor
- (3) Chitrapur
- (4) Guntur
- (5) Negapatam
- (6) Tellicherry

(7) Additional Medical Officer, Cotacamund of these, Chitrapur is at present permanently held by a Military and Negapatam by a Civil Assistant Surgeon. I would suggest that three stations may be reserved for Military Assistant Surgeons who

who form the war reserve and the remaining four for Uncovenanted Medical Officers who should be promoted to the grade by selection from the list of experienced and well behaved Assistant Surgeons who have rendered good service to the State.

- (f) Non exaction of bonds from students
- (g) Maintenance of the present system of Scholarships.

These suggestions do not apply to this Presidency as the grade of Assistant Surgeon is recruited from amongst candidates who have paid for their medical education.

8. In this report, I have confined my remarks to the points raised in the correspondence and would particularly request that my letter No. 541 dated 13th October 1894 which deals exhaustively with the question in all its bearings be kindly considered along with the sent correspondence with a view to the whole subject being disposed of at the same time.

9. The decision eventually came to this subject will materially affect the general question of higher medical education in this Presidency. The Government of Bengal have had these questions brought

right before them by facts which also
 at in Madras they say. Last year,
 with, it was brought to the notice of
 Lieutenant Governor that the service
 being its popularity among the
 students, and that the best and most
 intelligent of them refrained from accept-
 ing Government employment. The case
 all worse in Madras as will be
 seen by the following figures taken
 at the time stipended education for
 classes was put a stop to. It must
 be remembered that there is not the
 scope for medical men entering
 private practice in the Madras
 Presidency that there is in Bengal, which,
 connection with the indifferent pros-
 pects in Government service accounts
 the falling off in students who
 study at their own expense.
 Non stipended students who joined
 college and qualified.

Year	Admission into College		Numbers passed out	
	M.B. and B.M.	L.M. & S.	M.B. and B.M.	L.M. & S.
1888-89	2	41	1	7
1889-90	2	29	1	8
1890-91	2	43	1	11
1891-92	10	40	3	15
1892-93	3	22	1	15
1893-94	3	2	2	11
1894-95	4	1	0	15
1895-96	14	3	Examination 1896	

918
 * The general educational standard was
 raised to the F.A. for this class in this
 year. The increased number of students
 entering for the M.B. and B.M. classes in
 this year is gratifying but I feel sure
 that this increase is largely due to the
 fact that the candidates know that the
 subject is now engaging the attention of
 Government.

10. I request that I may be favored
 with a copy of the printed correspond-
 ence now returned, for record in this
 Office.

Copy of the
 letter from
 Bengal to India
 not available;
 the files of the
 current & 1901
 sent up

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

C. J. Thorne.
 Surgeon-Major General
 Surgn.-Genl. with the Govt. of Madras.

Comd.

NOTE FOR THE Reference, Sub. Dept.,
The Prof. J. Resolution of 1884
referred to by the C.A. is not available.
The origl. of G.O. ⁷⁶¹⁻⁶²/₂₆₋₃₋₈₅ containing
the only copy of the Resn. was
taken out for Sub. C. no. 2983.

In the Madras Presidency,
previous to 1885, there were no
"uncovenanted medl. officers" in
the special sense of the term viz,
a class of graded officers in
charge of any one of a limited
number of certain specified
civil stations. Their duties, viz,
independent charge of a Civil
station, were taken up by the
subordinate medl. Dept. the
most intelligent among them
being promoted to the rank
of Honorary or Sub-assistant
Surgeons; even these were
few in number & these few
were appointed under Spec.
orders of Government.

With reference to the
C.S.'s enquiry as to what were
the rules re uncovenanted
medl. officers previous to 1885,
it is submitted that the S. of J.
had as far back as 1867, in
anticipation of the formation
of some such class in this Regt.,
fixed a scale of salaries for
them. vide G. of S. letter in the
mily. Dept., read in G.O. 7028/17-6-1867,
and connected papers put up.

Subd. W. R. The
report and the contain
of 67 contain
of 67 contain
of 67 contain

ORD. IN COUNCIL.

Look up whether

Service for Intergovernmental

As. hirsutum L. etc.

And say 4/10

Germany 1861

Age 47 years

Donec

19

13/1

But what would
not Helen do?

Dear Sir,
 In reply to your letter
 of the 12th inst. I beg to
 inform you that the
 same has been forwarded
 to the proper authorities
 for their consideration.
 Very respectfully,
 J. H. [Signature]

7278

13/13-5

For Orders

In replying to India, the first thing to be done is to make it clearly understood that the designation "Asst Surgeon" does not mean quite the same thing in Bengal & here - Here the term is only used for a small number of men (20 or a score of 3) who are Assts to St. Med. San. Officers, & who are paid Rs 100, 150 or 200 according to length of service plus a charge allowance of Rs 50 when doing duty in ^{the above} capacity, which is practically always the case with all of them. In Bengal, Asst Surgeons are paid Rs 50 p. m. for the first two years (next apparently when entering in sole charges, which nearly all are) & afterwards Rs 100, 150 or 200 according to length of service (apparently without any such charge allowance as is granted here) though some get extra allow. for charge of particular institutions), and are employed, some in the Med. Dep. some in the Pres. Hospitals, & mostly in Dispensaries. The latter occupy the positions assigned here to Civil Apothecaries (a class which does not exist in Bengal) who are paid as under:-

	Pay	Charge allowance
First 2 years	50	0
3 to 7 years	50	25
8 " 14 "	75	50
15 " 21 "	100	50
22 " 28 "	125	50
29 " 35 "	150	50

All these men, it should be noted, have been educated & maintained during education at the cost of the State, so should normally be paid at least as much as men who have paid for their education & have maintained themselves.

The next thing to be explained to India is that we have under consideration proposals for considerably augmenting our staff of Asst Surgeons, mainly by the promotion of Civil Apothecaries of suitable professional qualifications, of whom we have considerable numbers, supplemented as necessary by the ^{direct} appt. of men.

* This has just come to hand. Please see the linked file.

Removed & referred to S.G.

* Among the Civil Apothecaries (152) shown in the Med. Army List of June 31, 1895, there are 35 L. M. S. men and 2 M. S. besides 5 men of these classes already (Oct 1895) acting as Asst Surgeons, so the field for selection is not small.

With its letter of the 20th Sept. last, Current 3208, the Govt of India forwarded the report of the Committee that has been enquiring into the status and prospects of Civil Asst. Surgeons in Bengal together with a copy of its orders on the subject, and asked for the views of this Govt on the following points and estimates of the cost of introducing similar changes in this Presidency -

- 1) the abolition of the unemployed pay of Asst. Surgeons, except as a punishment.
- 2) a scheme under which it is proposed to improve the status and pay of Asst. Surgeons.

In regard to the proposal that a certain no. of class II Civil Surgeoncies should be reserved for Asst. Surgeons at the rates of pay allowed to Uncovenanted Medl. Officers, India remarked that the question is intimately connected with a proposal for a war reserve of Mily. Asst Surgeons regarding which a communication is shortly promised.

In addition to the no. of List II appointments to be reserved

for Mil. Asst. Surgns. India
proposed to set aside a few
such appointments for deserving
Civil Asst. Surgns.

In his reply of the 31st Oct the Surgeon General has gone further than was necessary for he has reported on the whole of the proposals made by the Bengal Committee. India does not seem to have appreciated the difference in the Subordinate Medl. Systems of Bengal + Madras. In this Presidency the sanctioned strength of Asst. Surgeons is one for each district (except the Nilgiris) with a small reserve. The question of un-employed pay for this class has therefore never arisen in this Presidency, but should the proposals of the Surgeon General for increasing the no. of Asst. Surgeons be eventually adopted, a ruling on the point would be necessary.

In Bengal, Junior Asst Surjus, while unemployed, are allowed only Rs 50 per mensem but the Committee has recommended that third grade Asst Surjus. should be allowed their grade pay from the date of admission into the Service. It is submitted that

who have taken the U.S.
or L. M. S. degrees ~~valley~~
are not now in full force - This
however is only by the way, as it
were, for so far as I can see, the
plans we have for the future need
not prevent our replying at once
to the three questions put in the
C. N. 3208, ~~which~~ which we may answer
as follows: —

1. There is no question of the unemployed pay of Ass^t Surgeons here (nor for the matter of that, of the unemployed pay, i.e., of the initial pay of Rs 50 p. m., of Civil Apothecaries, for the most junior Civil Apothecary is now of more than 2 years' standing).

2. As to the improvement of the
status & pay of Asst Surgeons —
If, as we have our extremely limited
St^{ts} of 23 men only, I consider that,
with refer^{al} to talent follows in consid-
eration of the fact that, with the exception
of two men who will no doubt be otherwise
soon provided for, our senior Asst Surgeon
only entered the service in 1882, it is not
at present necessary or advisable to,

* Proof copies of the Surgeon's letters Nos. 5741 d/ 13th Oct 94 and 26 d/ 15th Jan^y 95 are put up. They are in the file at present with the H.M., regarding the reorganisation of the Subordinate Medical Dept.

adopt the scheme of the Govt. of India,
or any other scheme, but would let the
matter lie over until we have decided
on the proposed large augmentation of the
class of Asst Surgeons. If we decide
that, it will no doubt be desirable to
~~create~~ create a superior grade. We
shall have some difficulty owing to the
fact that the condition of service for
Asst Surgeons is that they shall
be promoted (up to Rs 200) according
to length of service - But we might
think maintain that condition for those
already in the service, and prescribe
promotion by selection to the higher grades

(including India's proposed Rs 300 grade) only for future outlays - but the matter should stand over for the present, as before pointed out.

3. As to reserving ^{certain} ^{Nations} Civil List II for Asst Surgeons - This I should certainly do, subject to whatever reservation may be needed for to provide for Unib^d Asst Surgeons ^{and} conditionally, of course, on our finding among our Asst Surgeons enough men fit for promotion to this much more highly paid class.

The Govt of India has not asked from you as to the proposal that fabric it approves, that Muni. & local bodies should pay for a fixed contribution in return for which Govt. should supply medical officers of suitable grades to Muni. & local Hospitals & dispensaries; but in my opinion this is the only solution of the difficulty which is often felt, here as well as in Bengal, by Muni. & local bodies saying that they cannot afford to keep med. officers who have been promoted & are thus entitled to higher pay. ~~Proposed~~ ^{causing} I have already had this question ~~considered~~ ^{considered} under consideration with ref. to the schemes for medical education, med. college &c &c which are in the shape called for info on the subject. These schemes comprised for instance, a proposal to start medical schools for 350 Hosp: Assistants, but gave no info as to the number of Hosp: Assistants wanted & for the various appts open to them. When we find out this & the number of Civil Apothecaries & men of higher grades required, we can see what the cost will be & what present local bodies & Muni. w^d have to pay for. I shall try to supply all of them with med. officers. I should not object to telling India some that we approve of this plan, but perhaps it had better stand over with the other matters dealt with by the I. C.; and our reply be confined to the 3 questions directly put to us.

this is only fair, & that India
may be informed that
this Govt is in favour of the
abolition of unemployed pay,
except as a punishment.

In order to improve the status & pay of Asst. Surgeons the Bengal Committee recommends that an increase of Rs. 50 per annum should be granted at the end of 21 years' service, subject to the usual professional examination successful candidates to be graded as Senior Asst. Surgeon.

This matter is dealt with by India in para 6 of its letter to Bengal. Instead of three grades on Rs 100, 150 & 200 India proposes to have four grades on Rs 100, 150, 200 & 300. The first promotion after 7 years (subject to the usual Examⁿ), the second after 14 yrs and in the latter case only those to be admitted to exam who are considered fit by the head of the Med. Dept. Promotion from Rs 200 to Rs 300 to be entirely by selection without examination but subject to a minimum service in the 200 grade of 7 years. Promotions from the 1st grade to the Senior grade to be limited.

15/11/95

and for every one, two promotions from 150 to 200 to be suppressed.

The Surgeon observes that promotion is at present regulated by length of service and the passing of a qualifying examination; the new rule as to selection would therefore bear hardly on existing officers, but it would have no appreciable effect for some time in Madras as only one Asst. Surgeon has completed 14 years' service.

Surgeon. Sibthorpe considers that in the circumstances the establishment of 1st (or Senior) and 2nd grade Asst. Surges. shd. be fixed at a percentage of the total establishment, say 10 p.c. for the former & 20 p.c. for the latter. He then reiterates the recommendations which he has already made in his scheme for the reorganisation of the Dept which contemplates five grades of Asst. Surges.

The third question is the proposed reservation for Asst. Surges of some 12 appts. There are only 7 of these in this Presidency viz. Chattrapuri, Chittoor,

~~Chittoor, Cannanore, Junter, Negapatam, Tellicherry, and Ootacamund.~~

~~Of these~~

I agree generally with the conclusions agreed upon by my hon. colleagues - and as the last word is not to be said now as to the increased pay & status of the Asst. Surgeons (para 2 of the hon. Mr. Bliss' note) for the reasons stated, it is not perhaps necessary to enlarge on this part of the scheme - but I should like to state with regard to what is said about the 3rd grade and our present men that I do not think it would be fair to them to cut them out of the chance of rising to this grade, merely because they had no such prospects when they joined the service. I think if they prove themselves fit for this promotion on completing the specified period of service, they ought to have a chance of being promoted, & their qualifications considered.

As to the hon. Mr. Bliss' para 3. I do not quite understand whether he wishes us to recommend that such Asst. Surgeons as are considered eligible for and are appointed to a certain number of Class II Stations shd. be permitted to take as Unconvenanted Medical Officers. I notice that ^{both} the Committee and the Gov. of Bengal recommended that tho' they shd. be allowed to take over these charges they shd. not be permitted to become members of the Unconv. Medical Service (para 27 of the Comtee's report and para 2 of the

Bengal letter). But India in its letter to Bengal approves of the Committee's proposal to appoint these men as members of the Unconv. Service. There seems to me some mistake here. I believe the Lt. Governor was quite right when he said that the Gov. of India was discouraging this class of officer. I understand that the Surgeon General with the Gov. of India (who is now in Madras) has announced that the Gov. is trying to get rid of the Unconv. Medical Officer as fast as possible. A Committee wh. sat some 30 years ago on the whole Medical question reported that they considered this class were a useless body - and nearly as expensive as commissioned officers.

If we recommend that these Civil Station Officers be made members of the Unconv. Service we recommend an addition in each case of 250 Rs. a month more than the Bengal Committee recommended.

Thus - Bengal Committee propose

Senior Asst. Surgeon	300
Charge of Station	150
[×] The Asst. Surg. of the Rs. 350 only	[×]
Total	450

but S. G. and Gov. of India propose

Unconv. Medical Officer	700
Carrying pensionary privileges -	
[×] Max. 700	
Difference	250

I think we might back up Bengal.

They commenced on 350.
G.O. 1111 485.

25 Nov

Chittoor, Cannanore, Junter, Negapatam, Tellicherry, Ootacamund & Blue and Grey

Of these, Negapatam is permanently held by an Unconvenanted Medl. Officer, and Chattrapuri by a Mil. Asst. Surgeon, each on Rs 350.

Junter, Cannanore, Chittoor & Tellicherry are ^{offg.} in charge of Asst. Surges who draw Rs 300 a month. Ootacamund is only a half year appointment.

On this subject also the Surgeon General reiterates his previous proposals and fully agrees that distt. appointments should be held by selected Civil Asst. Surges. But instead of their receiving an allowance of Rs 150 as suggested by the Bengal Committee he strongly recommends that the men shd. be appointed Unconvenanted Medl. Officers and be allowed the pay & privilege of that grade. Dr. Sibthorpe

would

would reserve ^{the} List II appointments for Mil. Asst. Surges, and the remaining four for Uncovered Med. Officers, to be selected from Asst. Surges.

The case of Ootacamund is, however, peculiar. It is submitted that an Acting Uncovered Med. Officer should be appointed each year, and that this popular vacancy should not be definitely reserved for either the Civil or Mil. Dept.

India requires the n. of List II appts that this Govt. w. be willing to reserve for (Civil) Asst. Surges: if not the whole of them. If no outsiders are to be taken on as Unconv. Med. the rules in G.O. 1111 Dabdy 12.V.85, which have never been acted on, should be modified.

J.D.B.
11.11.95.

11/11/95

Asst. Asst. Surgeons
Bengal has 11 Unconv.
Asst. Surgeons

With regard to the question of promoting Asst. Surgeons & "Unconv. Med. Officers" on Rs 350, 500 & 700, I don't make out that the Bengal Govt. is opposed to this - that I make out is that besides having a certain number of "Unconv. Med. Officers" they propose to place some Asst. Surgeons in charge of some of the smaller Civil Stations in addition to their Unconv. Med. Officers. They say that they understand that India is inclined to discontinue public admission to the Unconv. Med. Officers - Why I don't know; nor do I know anything about the Council of 30 years ago which thought Unconv. Med. Officers were useless & almost as expensive as Civil Officers. I have a suspicion that the Council was right - but the present position is that we must get more doctors of the country & take up medicine as a profession - we have given up the system of granting stipends to men studying for a higher position than that of a Hospital Asst. - If H.L. desires to resume that system and in this way

Resubmitted to the:
Hon. Mr. Bliss. C. & F.
Hon. Mr. Gosse.

I don't know "Civil Apothecaries" I am not prepared (at first sight, at all events) to object. The greatest of all evils is expense, but it enables stipends to be given, & secure the Govt. as is reasonable, & secure the future service of the men & show it has thus maintained & educated & on cheaper terms - But unless this is done, the only way to secure more men - and more men we must have from 150 Civil Apothecaries will soon begin to die off & retire - is to offer better terms - One way of offering better terms is to increase the number of

11/11/95
12/11/95
11/11/95

on Asst. Surgeons. This we shall probably do. But this won't be enough, even if the superior grade on Rs 200 is created, to enable us to secure the stamp of men we want. For our purpose, in default of stipends, ~~which~~ the point of which has been abandoned & which, in writing before, it did not occur to me to propose to resume, what we have to do, if we want to get men of the same stamp for the Med. Dept. as we try to get for other depts, is to make the attractions of the med. dept. equal to those of other depts. And for doctors, men want to go in at their own expense for 5 years study interspersed with stipends. Now, in the Rev. Dept. a man may rise to be a Lt. Col. on Rs 700, or even to be a Lieut. Gen. on Rs 1000 or to be H. of Regt. on Rs 1000; in the Mil. Dept. he may rise to be a Lieut. Gen. on Rs 800, or a judge of the C. C. Ct. or the S. C. Ct. or even of the H. C. or much more; even in the Salt Dept. he may do nearly as well. One native of the country already gets Rs 1400 in the Salt Dept. Another Rs 700 & another Rs 500 & the two latter are sure to rise - If the maximum of pay in the Med. Dept. is Rs 350 or so, what chance is there that men will go in for medicine? None, I should say - at all events none, ^{that men} far as good stamps go. I consider that as we can't

1250

man fit for the higher office
of officers. We must appoint them to it.
We have only, as yet, appd.
one surgeon (Muhammad
Usman at Bagin), but we
must get more from appd. them;
a report to the system of
shipboard education.

JS
28/11/95

I think the higher men of
salary will be necessary to
attract men to the line

JS
30/11/95

Resubmitted to H.E.
the Governor.

JSB.
3.12.95.
for C.S.

I do not wish to delay these papers
by returning to the various details -
wh. have cropped up - as we ought
to send an answer to India at
once - & we are agreed as what this
should be - I should however like to
see the draft before it goes.
As to the more highly paid officers to
be drawn from the native community I
am quite in accord with all that the
hon. Mr. Belier says - only I think it
is important that no man should be
appointed to any special class (if one is
permitted to continue) except after he
has worked his way up from the bottom - &
put in at least 15 years' service. At present
the Union Medical Service allows
a perfect youngster to be admitted
during this to red Council - but all on with the
answer to India

the no
were dis-
covered
in Council
JSB

[G.]
25
1,000-5-11-95

DEPARTMENT

C. No.

13

FOR ORDERS.

Para 8 of the Rules in the f.O.
of 12.5.85 shows clearly that
the service for increments from Unass.
Med. Officer counts not from the
date of his entry into the service,
but from the date of his first
promt. appt. as Unass. Med.
Officer to the charge of a Civil Station.
This is as I thought -
apparently the letter to India
which H.E. passed on 13/12
has not yet issued. This is not
apparent why it has been
kept back

JS
20/12/95

When the other day, the Council had
the question whether service for increments
as Unass. Med. Officer 4 15 years
in that grade or that service in the
next Dept.
G.O. M. 1112 dated 12 May 1885 which
contains this information is submitted.
Up to 1885 there were no Unass. Med.
Officers in the Special service
of the term. The independent charge of
Civil Stations was until then (6 or 7 independent stations)
entrusted to members of the Subordinate Med. C.
Service who were promoted to the
rank of Honorary Surgeon or Sub. Asst.
Surgeon; these were very few in number
and were appointed under special
Orders of Govt.

JS
25/12/95

FOR ORDERS.

H. E. THE GOVERNOR.

THE HON'BLE MR. H. W. BLISS, C.I.E.

THE HON'BLE MR. J. GROSE.

*O. all in which the
last part only refers to
the same.*

*The same is the case with
the other two.*

21/12

*Forwarded by C.O.
a 1/30 Chon
to 21st inst*

As corrected

10/12/95

10/12

13 Dec

the officers bearing the same designation

Public Current 3208+3702
N^o 1032 of 21 Dec 95
The Secretary to the Govt of India,
Home Dept.
(Medl)

Sir,
I am directed to reply to your
letter N^o 19 medl of 20th Sept 95
663
requesting the views of this
Govt on the scheme under which
it is proposed to increase the
status & pay of Asst. Surgeons
in the Bengal Presidency & to
abolish the unemployed pay of
that grade except as a pen-
ishment, ^{together} with the estimates of the
cost of similar changes in
this Presidency; and also enquiring
what number of ^{Civil Stations} appoint-
ments this Govt is willing to
reserve for Civil Asst Surgeons.

2. In reply, I am
directed, in the first instance, to
point out that in this Presidency
the designation of "Asst Surgeon"
applies only to a small number
of men who are Assts to Dist
Med & Sanitary Officers. There
is one ^{each of these} ~~separate~~ for twenty districts
with a reserve of three, or a total
establishment of twenty three.
They are paid Rs 100, 150 or 200
per month ^{per month} according to length of service
& in addition, they receive a
charge allowance of Rs 50. Their
case cannot, therefore, be con-
sidered as altogether parallel
with that of the ~~other~~ ^{other} ~~in~~ ⁱⁿ Bengal

Bengal

Bengal, who number 39, commence on Rs 50 per mensem & are employed some in the Medical College, some in the Presidency Hospital, but ^{the largest part} ~~not~~ in the Profusail-Municipal & local hospitals or dispensaries, ^{and where} ~~this~~ position seems to be more analogous to that of the Madras Civil Apothecaries who ^{are paid} ~~are paid~~ as under:-

Years	Pay	Charge allowance
1st 2 years	Rs 50	nil
3 to 7 "	" 50	Rs 25
8 to 14 "	" 75	" 50
15 to 21 "	" 100	" 50
22 to 28 "	" 125	" 50
29 to 35 "	" 150	" 50

These men ^{were} ~~have been~~ educated & maintained during their training at the cost of the State. So it is ^{therefore} ~~very~~ reasonable that they should be paid at lower rates than ^{those} ~~men~~ who have cost the Govt nothing prior to their being appointed. I am to add, ^{however} ~~however~~ that this Govt has now under its consideration proposals for considerably augmenting the staff of Asst Surgeons, mainly by the promotion of civil Apothecaries of suitable professional qualifications, of whom there are a considerable number, ^{but also} ~~supplemented~~ ^{may be} ~~as necessary~~, by the direct appointment of men who have taken the M.B. or L.R.S. degrees & who are not already in Govt service.

3: The question of un-employed pay ^{of this class} ~~for Asst Surgeons~~ has never arisen in this Pres.

Having thus explained the existing and probable future position in this Pres as regards the employment of Asst Surgeons, I am to say that

Presidency as the Establishment is fixed so as to meet only actual requirements.

4 After careful consideration this Govt is of opinion that, in view of the limited establishment of Asst Surgeons ^{which is maintained by the} ~~in this Presidency~~ & of the fact that, with the exception of two men who will probably be otherwise provided for before long, the senior Asst Surgeon entered the service so recently as 1882, it is not at present necessary or advisable to alter their grades or increase their emoluments. If it be found ^{expedient} ~~necessary~~ to considerably ^{augment} ~~increase~~ the establishment it will no doubt be desirable to create a superior grade. The conditions of service of those already employed will have to be maintained, but new rules could be prescribed for promotion by selection to the higher grades for future entrants. These are details however which ^{H.C. in Council} ~~the Council~~ I would prefer to consider when a decision has been arrived at as to the future strength of the Establishment of Asst Surgeons. It will be seen from the foregoing remarks, ^{that the estimated} ~~asked for in~~

para 3 of your letter -
under reply ~~are not ne-~~ cessary at present be furnished.
~~cessary.~~

5. There still remains
the question of the reservation
of List II appointments for
Asst Surgeons. There are but
seven of these appointments
in the Madras Presidency
viz., Chattrapur, Chilton, Can-
nanore, Jambur, Negapatam,
Tellicherry & Ootacamund,
the last being for half the
year only. Of these, Negapatam
is permanently held by an
Uncovenanted Medl Offr.,
who was previously an Asst
Surgn, & Chattrapur by a
Military Asst Surgn. The
others are in officiating
charge of Asst Surgeons.
The Surgn Genl has proposed
that three of these appointments
^{shall} be reserved for ^{Skilled} Civil
Asst Surgeons & ^{accepted} this
suggestion, ^{accepted} this
being finally decided, the
Govt will be prepared to
reserve the remaining four
appointments for Civil
Asst Surgeons provided duly
qualified & suitable men
are available.

6. H. E. the Governor
in Council is strongly of
opinion

opinion that Asst Surgeons
permanently placed in
charge of List II appointments
should be designated "Un-
covenanted Medl Officers"
& be brought on the scale of
pay at present sanctioned
for that class. It is of
great importance that the
best ^{men} ~~material~~ available
locally shd be encouraged
to enter the medl dept, ^{but}
as long as ~~the~~ prospects
in that ^{dept.} ~~service~~ fall so far
^{as they would} short of those in the Revenue
& Judicial Branches, ^{or of the further service} it
is improbable that the right
stamp of man will come
forward ^{to enter it.} ~~for the dept.~~ The
prospect of ~~overseas~~ becoming
^{in time} an Uncovenanted Medl.
Officer on Rs 350 rising to
Rs 700 a month will act as
a great inducement to ~~the~~
~~local material~~ to enter the
service as Asst Surgeons.

(Youngmen belonging to the Presidency
& among the long & expensive
training necessary to qualify them
for entry into the

7. As there ^{will probably} be
only four List II appoint-
ments available in this
Presidency for Asst Surgeons
this Govt does not consider
that the scheme proposed
for Bengal under which

Asst Surgeons holding charge
of certain civil stations
^{be restricted to}
would ~~receive~~ a con-
solidated salary of Rs 350
per mensem, could be
^{with advantage be}
introduced here in
respect of any ^{one} of the
four appointments.

J.D.B.
6.12.5.

9/12/95

H.M. and circ

and for the same

20/12/95

Assistant Surgeons

E

MD

Book of the day
4 applied
6.12.20.1895
printing the 6.12.1895
in all copies - blank
reference to the

No. 1032, PUBLIC, 21st DECEMBER 1895.

GOVERNMENT OF MADRAS.
PUBLIC DEPARTMENT.

READ—the following papers :—

From J. P. HEWETT, Esq., C.I.E., Officiating Secretary to the Government of India, Home Department (Medical), to the Chief Secretary to the Government of Madras, dated Simla, the 20th September 1895, No. 19-Medl.—663.

I am directed to forward a copy of a letter from the Government of Bengal, No. 773 (Medical), dated the 27th February 1895, with a copy of the report of the committee directed by His Honour the Lieutenant-Governor to enquire into the status of Civil Assistant Surgeons in Bengal, and a copy of the orders of the Government of India on the subject.

2. I am to invite attention to paragraphs 4, 6 and 7 of the letter from the Government of India, No. 671, dated the 20th September 1895, which deal with the proposals of the committee numbered I, IV and V, and which express the views of the Government of India, as at present advised, upon those questions, namely —

- (1) the abolition of the unemployed pay of Assistant Surgeons except as a punishment;
- (2) a scheme under which it is proposed to improve the status and pay of Assistant Surgeons; and
- (3) a proposal that a certain number of Class II Civil Surgeoncies should be reserved for such officers in each Province at the rates of pay allowed to uncovenanted medical officers.

3. I am to request that, with permission of His Excellency the Governor in Council, the Governor-General in Council may be favoured with the views of the Government of Madras on the proposals referred to at (1) and (2) above, and to request that the Government of India may be furnished with estimates of the cost of the introduction of similar changes in the manner explained into the Madras Presidency.

4. With regard to the proposal to reserve a certain number of Class II Civil Stations for Civil Assistant Surgeons at rates of pay admissible to uncovenanted medical officers, I am to explain that it is intimately connected with the proposal for a war reserve of Military Assistant Surgeons which was dealt with in the circular from this office, No. 281, dated the 21st May 1892. It is proposed, without interfering with the number of appointments which must be reserved for Military Assistant Surgeons under that scheme, regarding which a communication will shortly be made, to set aside a few appointments to which deserving Civil Assistant Surgeons, selected where available in the manner explained in the letter to the Government of Bengal and referred to in the second paragraph of this letter, may be appointed. I am to enquire whether His Excellency the Governor in Council has any objection to such appointments being reserved for Civil Assistant Surgeons, and, if not, what number the Government of Madras would be willing to reserve.

From Surgeon-Major-General C. SIBTHORPE, F.R.C.P.I., Surgeon-General with the Government of Madras, to the Chief Secretary to Government, dated 31st October 1895, No. 473.

I have the honour to return your endorsement, No. 2393, Public, dated the 7th October 1895, referring for my remarks the correspondence from the Government of India regarding the improvement of the status of Civil Assistant Surgeons.

2. The committee appointed by the Bengal Government to report on the subject have submitted the following proposals for consideration :—

- (a) Abolition of unemployed pay and the grant of grade pay from date of admission into the service.
- (b) Cessation of transfers on promotion,—the difference being paid by Government.
- (c) Consolidation of pay and allowances in certain appointments so as to carry pensionary rights.
- (d) Grant of a further increase of Rs. 50 at the end of 21 years' service with a new grade of Senior Assistant Surgeon.
- (e) Reservation of a few of the smaller civil stations with a charge allowance of Rs. 150 carrying pensionary rights.
- (f) Non-exaction of bonds from students of the Medical College.
- (g) Maintenance of the present system of scholarships.

3. The Government of India have virtually accepted the views of the Bengal Government in respect of proposals (c), (f) and (g) and call for remarks on (a), (d) and (e). As regards recommendation (b), they have directed that local bodies requiring Assistant Surgeons should contribute to Government the average pay of an Assistant Surgeon, the Government undertaking in return to provide them with an Assistant Surgeon and to pay him his grade pay whatever it may be.

4. Before submitting my views on the several questions raised, I must draw attention to the fact that in the Madras Presidency the employment of Civil Assistant Surgeons is restricted to the appointments of Assistants to the District Medical and Sanitary Officers and that other appointments now held by this class of officers in Bengal are in Madras held by a cheaper grade of medical subordinates peculiar to this Presidency who are designated civil apothecaries and whose professional qualifications are almost equivalent to those of a Licentiate of Medicine and Surgery. Recruitment for this grade was, however, abolished since 1884 and the last batch of Government students passed out in 1888. Since then the requirements of the department are met by the entertainment of private L.M. and S. candidates as civil apothecaries. Proposals for improving their status have been submitted in my letter, No. 26, dated 15th January 1895.

5. As regards the grade of Assistant Surgeons, when I assumed charge of the department it appeared to me that their more extended employment was desirable both from a public and departmental point of view. I accordingly submitted my proposals in furtherance of this object in my letter, No. 541, dated the 13th October 1894, which is still under the consideration of Government.

6. My recommendations contained in the above-quoted letter comprehend most of the proposals of the Bengal committee and I request that they may be read along with the remarks in this letter on the points now at issue.

7. I now beg to submit my views *in seriatim* on the proposals of the Bengal committee :—

(a) *Abolition of Unemployed Pay, &c.*—The system of unemployed pay has never been known in this Presidency. Assistant Surgeons are allowed their grade pay from the date of admission into the service and draw an extra allowance of Rs. 50 per mensem irrespective of grade whenever they are employed as Assistants to District Medical and Sanitary Officers. Owing to the limited nature of the establishment, the number of reserve Assistant Surgeons is very small (three), and these are almost invariably employed in acting capacities in temporary vacancies. I consider the system of unemployed pay to be a real grievance and ought to be done away with.

(b) *Cessation of transfers on promotion, the difference being paid by Government.*—Transfers on promotion of tried and experienced officers on the score of want of funds should be deprecated, both in the interests of the individuals and of the institutions to which they are attached. The ruling of the Government of India that local bodies should contribute the average pay of an Assistant Surgeon, the Government undertaking to provide an Assistant Surgeon and pay him his grade pay whatever it may be, appears to be the best solution of this intricate question and calculated to set at rest all attempts on the part of local authorities to practise economy at the expense of efficiency.

(c) *Consolidation of Pay and Allowances in certain Appointments so as to carry pensionary rights.*—This is a purely local question on which no remarks are called for. In this Presidency, Assistant Surgeons are only granted an employed allowance of Rs. 50 per mensem in addition to their grade pay when they hold the appointment of Assistant to District Medical and Sanitary Officers. In my letter, No. 541, of 13th October 1894, referred to in paragraph 5 of this letter, I have proposed an allowance of Rs. 30 for Assistant Surgeons holding other than these appointments and recommended that in all cases the ordinary pay and allowances should be made to count as pay for the calculation of leave and pensionary allowances. I still adhere to this recommendation, which, if approved, is likely indeed to increase the popularity of the service.

(d) *Grant of a further Increase of Rs. 50 per mensem after 21 years' service.*—The Government of India, however, are inclined to improve the service by classifying the Assistant Surgeons into four grades on certain conditions :—

First or Senior grade	on Rs. 300	a month.
Second grade	on Rs. 200	a month.
Third	on Rs. 150	do
Fourth	on Rs. 100	do

instead of the existing three grades on Rs. 200, 150, and 100.

To provide for the additional expense to be entailed by this scheme, they propose that for every promotion from the grade on Rs. 200 to proposed senior grade on Rs. 300, two promotions on the grade 150 to 200 should be suppressed.

As promotions are at present regulated by length of service, coupled with the passing of a qualifying examination, the new rule will bear hardly on existing officers. This rule, if passed, will have no appreciable effect in Madras, as only one Assistant Surgeon has completed over 14 years' service.

It would appear to me that, as promotions to the first or senior and second grades are to be made on account of ability and merit, it would be better to fix the number of appointments to each grade on a percentage of the total establishment—say, 10 per cent. for the first or senior grade and 20 per cent. for the second grade.

In Madras, I propose that a fifth grade on Rs. 75 a month may be added—*vide* paragraph 12 (2nd) of my letter, No. 26, of the 15th January 1895, as the services of L.M. and S. men can be obtained in Madras at this price. The proposal to designate these men non-gazetted officers is no longer necessary under orders in G.O., No. 645, Public, dated 31st July 1895.

In my opinion, the fourth grade of Assistant Surgeons should be filled by competition from amongst men holding a qualification not less than the M.B. and C.M. degree of an Indian University and that a certain proportion—say, one-third—of the vacancies should be reserved in Madras for men of the proposed fifth grade who have served five years in that grade and are selected on account of ability and merit.

The fifth grade should be open to competition to men holding a medical qualification not less than that of the L.M. and S. of an Indian University.

As regards the financial aspect of the scheme proposed by the Government of India, I may state that there is only one Assistant Surgeon in Madras who has completed 21 years' service, so that for the next four years the extra cost for the introduction of the new scheme will only be Rs. 1,200 a year.

(e) *Reservation of a few of the smaller Civil Stations for Assistant Surgeons.*—This I consider a step in the right direction. In my previous letter on the subject, I have strongly advocated the claims of tried and deserving Assistant Surgeons for promotion to the grade of uncovenanted medical officers in preference to young men fresh from school. The matter is so important that I may reiterate my remarks as contained in the above letter:—

"These objections apply with greater force to the direct appointment of young and untrained men as uncovenanted medical officers. These appointments should, both in the interests of Government and of the department, be reserved as a prize for tried and deserving members of the Assistant Surgeon establishment. It will indeed be placing too much responsibility on a young and inexperienced man to post him to the independent medical charge of a civil station in which capacity he will be daily brought into both official and social contact with officers of other departments of the State and must exercise great tact, judgment and shrewdness in dealing with them and holding his own in difficulties. Such appointment can only be efficiently filled by one who has seen enough of the world and acquired official experience in lower grades and certainly not by those whose knowledge of the world is limited to the four corners of the college hall. Even in the commissioned grade, medical officers are not allowed to join the civil department until they have been through the important training at Netley, completed two years' military duty, and even then they are not permanently posted to any important civil charge until they have served in acting capacities for some years and shown aptitude and capacity for civil work."

I do not, however, agree with the committee that the Assistant Surgeons selected to fill civil stations should not be made members of the uncovenanted service but should receive a special allowance of Rs. 150. This invidious distinction will cause considerable dissatisfaction. I am strongly of opinion that men so selected should be transferred to the list of uncovenanted medical officers and allowed the pay and privileges of the grade.

As regards this Presidency, there is not a single station on List I appointments which can be safely made over to other than a commissioned medical officer, and as these appointments have been reserved for members of the commissioned grade it will be a breach of faith with them to deprive them of any of such appointments—vide paragraph 6 of the Government of India resolution recorded in Madras G.O., No. 1575, Public, dated the 20th November 1877. The distribution should therefore be restricted to the stations on List II which are seven in number, viz.—

- | | |
|----------------|---|
| (1) Cannanore. | (5) Negapatam. |
| (2) Chittoor. | (6) Tellicherry. |
| (3) Chatrapur. | (7) Additional medical officer, Ootacamund. |
| (4) Guntur. | |

Of these, Chatrapur is at present permanently held by a military, and Negapatam by a civil, Assistant Surgeon. I would suggest that three stations may be reserved for military Assistant Surgeons who form the war reserve, and the remaining four for uncovenanted medical officers who should be promoted to that grade by selection from the list of experienced and well-behaved Assistant Surgeons who have rendered good service to the State.

(f) *Non-exaction of Bonds from Students*—(g) *Maintenance of the present system of Scholarships.*—These suggestions do not apply to this Presidency, as the grade of Assistant Surgeon is recruited from amongst candidates who have paid for their medical education.

8. In this report, I have confined my remarks to the points raised in the correspondence and would particularly request that my letter, No. 541, dated the 13th October 1894, which deals exhaustively with the question in all its bearings, may be kindly considered along with the present correspondence with a view to the whole subject being disposed of at the same time.

9. The decision eventually come to on this subject will materially affect the general question of higher medical education in this Presidency. The Government of Bengal have had these questions brought before them by facts which also exist in Madras. They say: "Last year, however, it was brought to the notice of the Lieutenant-Governor that the service was losing its popularity among the students, and that the best and most intelligent of them refrained from accepting Government employment." The case is still worse in Madras, as will be shown by the following

figures, taken from the time stipended education for these classes was put a stop to. It must be also remembered that there is not the same scope for medical men entering into private practice in the Madras Presidency that there is in Bengal, which, in connection with the indifferent prospects in Government service, accounts for the falling off in students who qualify at their own expense.

Non-stipended Students who joined the College and qualified.

Session.	Admission into College.		Number passed out.	
	M.B. and C.M.	L.M. and S.	M.B. and C.M.	L.M. and S.
1888-89	2	41	1	7
1889-90	2	29	1	8
1890-91	2	43	1	11
1891-92	10	40	3	15
1892-93	3	22	1	15
1893-94	3	2	2	11
1894-95	4	1	..	15
1895-96	14	3	Examination in 1896.	

* The general educational standard was raised to the F.A. for this class in this year. The increased number of students entering for the M.B. and C.M. classes in this year is gratifying, but I feel sure that this increase is largely due to the fact that the candidates know that the subject is now engaging the attention of Government.

10. I request that I may be favoured with a copy of the printed correspondence now returned, for record in this office.

LETTER—to the Secretary to the Government of India, Home Department (Medical), dated Fort St. George, 21st December 1895, No. 1032.

I am directed to reply to your letter, No. 19-Medl.—663, dated 20th September 1895, requesting the views of this Government on the scheme under which it is proposed to increase the status and pay of Assistant Surgeons in the Bengal Presidency and to abolish the unemployed pay of that grade, except as a punishment, together with estimates of the cost of similar changes in this Presidency; and also enquiring what number of List II civil station appointments this Government is willing to reserve for Civil Assistant Surgeons.

2. In reply, I am directed, in the first instance, to point out that in this Presidency the designation of "Assistant Surgeon" applies only to a small number of men who are Assistants to District Medical and Sanitary Officers. There is one each of these for twenty districts with a reserve of three, or a total establishment of twenty-three. They are paid Rs. 100, 150 or 200 per mensem, according to length of service, and, in addition, receive a charge allowance of Rs. 50. Their case cannot, therefore, be considered as altogether parallel to that of the officers bearing the same designation in Bengal, who number thirty-nine, commence on Rs. 50 per mensem and are employed, some in the Medical College, some in the Presidency hospitals, but for the larger part in mofussil municipal and local hospitals or dispensaries, and whose position seems to be more analogous to that of the Madras civil apothecaries, who are paid as under:—

	Pay.	Charge allowance.
	RS.	RS.
First 2 years	50	Nil.
3 to 7	50	25
8 to 14	75	50
15 to 21	100	50
22 to 28	125	50
29 to 35	150	50

I am to add that this Government has now under its consideration proposals for considerably augmenting the staff of Assistant Surgeons, mainly by the promotion of civil apothecaries of suitable professional qualifications, of whom there are a considerable number, but also, as may be found from time to time necessary, by the direct appointment of men who have taken the M.B. or L.M.S. degree and who are not already in Government service.

3. Having thus explained the existing and probable future position in this Presidency as regards the employment of Assistant Surgeons, I am to say that the question of unemployed pay of officers of this class has never arisen here, as the establishment is fixed so as to meet only actual requirements.

4. After careful consideration this Government is of opinion that, in view of the limited establishment of Assistant Surgeons which is maintained by it and of the fact that, with the exception of two men who will probably be otherwise provided for before long, the Senior Assistant Surgeon entered the service so recently as 1882, it is not at present necessary or advisable to alter their grades or increase their emoluments. If it be found requisite to augment considerably the establishment, it will no doubt be desirable to create a superior grade. The conditions of service of those already employed would have to be maintained, but new rules could be prescribed for promotion by selection to the higher grades for future entrants. These are details, however, which His Excellency in Council would prefer to consider when a decision has been arrived at as to the future strength of the establishment of Assistant Surgeons. It will be seen from the foregoing remarks that the estimates asked for in paragraph 3 of your letter under reply cannot at present be furnished.

5. There remains the question of the reservation of List II appointments for Assistant Surgeons. There are but seven of these appointments in the Madras Presidency, viz., Chatrapur, Chittoor, Cannanore, Guntur, Negapatam, Tellicherry and Ootacamund; the last being for half the year only. Of these, Negapatam is permanently held by an uncovenanted medical officer who was previously an Assistant Surgeon, and Chatrapur by a military Assistant Surgeon. The others are in officiating charge of Assistant Surgeons. The Surgeon-General has proposed that three of these appointments shall be reserved for military Assistant Surgeons. Should this suggestion be finally accepted, this Government will be prepared to reserve the remaining four appointments for civil Assistant Surgeons provided duly qualified and suitable men are available.

6. His Excellency the Governor in Council is strongly of opinion that Assistant Surgeons permanently placed in charge of List II appointments should be designated "Uncovenanted medical officers" and be brought on the scale of pay at present sanctioned for that class. It is of great importance that the best men locally available should be encouraged to enter the Medical department, but as long as prospects in that department fall so far short as they now do of those in the Revenue and Judicial branches of the public service it is improbable that the right stamp of man will come forward to enter it. The prospect of becoming in time an uncovenanted medical officer on Rs. 350 rising to Rs. 700 a month will act as a great inducement to young men belonging to the Presidency to undergo the long and expensive training necessary to qualify them for entry into the service as Assistant Surgeons.

7. As there will probably be only four List II appointments available in this Presidency for Assistant Surgeons, this Government does not consider that the scheme proposed for Bengal, under which Assistant Surgeons holding charge of certain civil stations would be restricted to a consolidated salary of Rs. 350 per mensem, could with advantage be introduced here in respect of any one of the four appointments.

J. F. PRICE,
Chief Secretary.