

Public (1896) Department.

ORDINARY.

G.O. No. 111

B-36

DATED 22-1-96

[Despatch Abstract.]

Suppl. Nurses at the Lying-in Hospital. —

*Passing orders on the scheme for increasing
the staff of nurses at the ~~formation~~
Lying-in Hospital and for the formation
of a separate training school in that
institution.*

Public

22-1-96

III

INDEXED.

First copy sent to Home 8/1

Returned for signature 5/2/96

Despatched in print 6/2/96

7 copies

Pupil Nurses at the
Lying-in Hospital

Passing orders on a scheme
for increasing the staff
of nurses at the Lying-in
Hospital and for the for-
mation of a separate
training school in connec-
tion with that institution

10-9-10

10-9-10
15-8-24 11 5-16 1874

1/1
No. 3194/07/

No. 111, PUBLIC, 22ND JANUARY 1896.

GOVERNMENT OF MADRAS.
PUBLIC DEPARTMENT.

READ—the following paper:—

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 Madras, 28th October 1895, No. 466.

In paragraph 11 of G.O., No. 439, Public, dated 31st May 1895, I have been called upon to afford full information in regard to the pupil-nurses of the Lying-in Hospital, who went through a course of training in sick nursing at the Women and Children Hospital. It was stated that accommodation must be found for them in the General Hospital. The average number was asked for and I was directed to report whether it would be feasible to continue to give them the course of training which they had hitherto undergone.

2. *Training School.*—This training school for midwives was started in the year 1854—vide rules regarding it published in *Fort St. George Gazette*—second half of 1854—10th October, page 1112; and the good work it has done is well known to Government. These rules were subsequently embodied in the Madras Medical Code of 1870, section XVI, page 66, volume II.

G.O., No. 737, Public, dated 31st May 1871, sanctioned seven additional pupils at Rs. 7 each.

G.O., No. 1419, Public, dated 30th December 1872, granted permission to admit pupils from any station within the limits of the Madras Command.

G.O., No. 997, Public, dated 25th July 1877, sanctioned the stipends of the nine European and East Indian nurse pupils being raised to Rs. 15 a month.

G.O., No. 1222, Public, dated 7th June 1884, sanctioned a consolidated allowance of Rs. 50 a month to the Senior Warrant Medical Officer attached to the Lying-in Hospital for the extra duty of teaching midwifery to the class of female pupils. Their text-book has been edited by Military Assistant Surgeon Falconer as the *Manual for Pupil-Midwives* and has been carefully revised by Surgeon-Major Branfoot. The teacher's allowance of Rs. 5 a month, included in the stipend of military female pupils, was to lapse to the State. The Apothecary of the Women and Children's Hospital was to continue to draw his Rs. 5 a month for each pupil of the class under training in that hospital. This sum could now be paid to the Apothecary who will be told off to carry on the theoretical training of the women from the Madras Manual for pupil-nurses, but it would be better to grant him a consolidated allowance of Rs. 25 a month.

Since the year 1884, under the authority of the Surgeon-General, the Senior Hospital Assistant has been given one rupee a month for the training, in their vernaculars, all Native midwifery nurse-pupils sent by local or private bodies. In my opinion it would be better to give him also a consolidated teaching allowance of Rs. 10 a month for the extra duties involved, and let the one rupee a month from these women's allowances lapse to Government to the credit of the school. As regards the training of military midwifery pupils, the last rules were sanctioned in G.O., No. 5638, Military, of the 28th October 1882, which have since been embodied in Army Regulations, India, Volume VI, Medical, paragraphs 1676—1690 and 1693 and 1694.

3. I have consulted the Superintendent of the Lying-in Hospital as regards these women being trained in the duties of sick nurses in the training school attached to the General Hospital. He gives the following reasons against this, in which I fully concur:—

First.—These women are already really a part of the establishment of the Lying-in Hospital; their entertainment, training, examination, are all vested in the Superintendent of the Lying-in Hospital who also draws their pay from the Accountant-General. Formerly no separate teaching in sick nursing could be obtained in the Lying-in Hospital, therefore these women were posted at various hospitals for six months for this purpose.

Second.—As these women are trained for midwives, it is advisable that they should be specially educated in the diseases of pregnancy and in gynecology and for this purpose a course of six months is, by no means, too long. At present this course at the Lying-in Hospital only lasts three months.

Third.—If they have obtained a separate six months' course in the above subjects, the Superintendent will be able to give these women a longer course in practical midwifery in the delivery wards than he has been able to do hitherto which will render them more efficient midwives. There are always about 55 beds occupied in the Lying-in Hospital by pregnant women suffering from various diseases or by women not pregnant suffering from diseases peculiar to women. Owing to the great increase of work in late years, an increased number of nurse-pupils is urgently required and the services of these pupils will fulfil this want.

Fourth.—If the services of these women are not made available for the Lying-in Hospital, it will be necessary to ask for a larger number of stipends for midwifery pupils.

4. The training school for midwives has never been definitely designated. The Superintendent proposes that it should be termed the "Madras Government Lying-in Hospital Training School for Midwives," in which I concur.

5. The school will consist of—

(1) Midwifery nurse-pupils on Rs. 35 a month each, reduced in January 1892 to Rs. 15, European or Eurasian, sanctioned in G.O., No. 737, Public, dated 31st May 1871, and G.O., No. 1450, Public, dated 23rd September 1871	9
(2) Midwifery pupils, European or Eurasian, 7 first sanctioned in G.O.G., dated 10th October 1854, and 2 in No. 20, Public, dated 8th January 1873, also G.O., No. 997, Public, dated 25th July 1877	9
(3) Military midwifery nurse-pupils on Rs. 20 a month each, sanctioned in G.O., No. 5638, Military, dated 20th October 1882. There are rarely more than one or two women of this class at a time	6
(4) Midwifery pupils, Native, on Rs. 10 a month each, English speaking, sanctioned in G.O., No. 1450, Public, dated 23rd September 1871	2
(5) Midwifery pupils, Native, on Rs. 7 a month each, Vernacular speaking, sanctioned in G.O., No. 737, Public, dated 31st May 1871	7
Total	33

(6) There will also be a variable number of non-stipended pupils, certificated nurses training as midwives, non-stipended Native pupils, stipended pupils from Local Fund boards and municipalities, or the Dufferin's Fund. The number of these pupils must, as now, depend upon the accommodation available. The Native pupils of these classes average about twenty.

6. The Superintendent proposes that, in future, these pupils should be designated "Midwifery Nurse-Pupils" until they have passed the examination in their nursing duties and "Midwifery Pupils" after they commence the subject of midwifery proper. I consider the difference in terms a useful one and support his proposals.

7. In the school each pupil is required to supply herself with the Madras Manual for Nurse-Pupils and Falconer's Manual for Pupil-Midwives. They have also to supply themselves with blank case books. There is a small library of nursing books in existence to which additions can be made from time to time.

8. The only change in the pay of these pupils that the Superintendent suggests is an addition of Rs. 5 a month to each of the European and Eurasian, $18 \times 5 = \text{Rs. } 90$ a month to assist them in paying for their uniform, books, dhoby and mess servants. He points out that the 15 rupees a month is only barely sufficient for their rations and in this the experience of the General Hospital supports him. These expenses are now met by Government in the General Hospital and I consider that his proposal is a good one and give it my support.

9. The training staff will consist of the Superintendent, Lying-in Hospital, assisted by the senior medical subordinate, who systematically teaches the European and Eurasian midwifery nurse-pupils; a second medical subordinate, who will teach them the theoretical part of the nursing duties; an hospital assistant, who will teach, in their vernaculars, the Native midwives the theoretical part of their duties as midwives in sick-nursing. The practical training is carried on in the wards under the supervision of the Superintendent and medical subordinates by the matron and her assistants.

10. In my opinion it is desirable that the cost of the training school should be shown separately from that of the hospital and not appear in statement V of the annual reports, as is the custom in the best managed hospitals in Great Britain. This would entail a separate proposition statement being made out for it. A separate statement showing the annual receipts and expenditure should be attached to the annual administration report of the Superintendent of the hospital in which he will, in future, deal with the work done in the training school during the year. The Superintendent concurs in these suggestions.

11. *Nursing Establishment of the Lying-in Hospital.*—This subject is so intimately connected with that of the training school that I consider it is advisable to deal with them together. In paragraph 15 of G.O., No. 712, Public, dated 28th August 1895, Government in calling my attention to the remarks of the Acting Superintendent, under "Midwives," regarding nursing and pointing out that he was rightly dissatisfied with the arrangements under which this duty is carried out entirely by probationers was of opinion that a small permanent staff of nurses should be maintained. The subject had been fully brought to my notice by Surgeon-Lieutenant-Colonel Sturmer during the year, and I directed him to lay his views, in which I largely concurred, fully before the permanent Superintendent on his return in August of this year, in order that I might be in possession of the result of his long experience in the hospital on this subject before addressing Government.

12. Surgeon-Lieutenant-Colonel Branfoot points out that the Government Lying-in Hospital has always been nursed by a staff of probationary midwifery nurses. Of late years, as work increased and nursing wants became more urgent, a few increases of a permanent character have been made to the nursing staff but these have not been in any way adequate for nursing requirements. It has been frequently pointed out that nursing a large hospital with a probationary staff means increased supervision work for the matron and adds to the work and anxiety of the medical officer in charge. There is also the disappointment that, as soon as the nurse or midwife is qualified for independent work, her services are lost to the hospital. On the other hand Dr. Branfoot states he is sure that the training of nurses and midwives can be made more thorough when the women are made to feel that responsibility rests with them and that they are not mere on-lookers at the work of others. The number of very excellent women passed out from the Lying-in Hospital during the past twenty-five years proves this.

13. The following statement shows the existing nursing staff and the orders sanctioning their appointments:—

No.	Staff.	Pay.	Orders sanctioning their appointments.
1	Head matron	Ra. 125—5—150 (biennial)	Extract Minutes of Consultation, dated 24th June 1844, and G.O., No. 9, Public, dated 8th January 1891.
1	First Assistant matron	" 50—5—75	G.O., No. 1128, Public, dated 9th September 1875, and G.O., No. 9, Public, dated 8th January 1891.
1	Second Assistant matron	" 50	G.O., No. 9, Public, dated 8th January 1891.
1	Head nurse and midwife	" 30—5—50 (biennial), plus Rs. 15, ration allowance.	G.O., No. 596, Public, dated 20th July 1891, and G.O., No. 412, Financial, dated 4th April 1892.
9	European midwifery pupils	" 15 each	G.O., No. 997, Public, dated 25th July 1877, and No. 1450, Public, dated 23rd September 1871.
* 3	Do. nurse do.	" 15	G.O., No. 737, Public, dated 31st May 1871.

* Six European midwifery nurse-pupils now doing duty at the General Hospital, Rs. 15 each.

No.	Staff.	Pay.	Orders sanctioning their appointments.
1	Head Native nurse	Ra. 8.	Extract Minutes of Consultation, dated 24th June 1844, and G.O., No. 1016, Public, dated 28th September 1865.
2	Native nurses	" 12 each	G.O., No. 9, Public, dated 8th January 1891.
7	Native midwifery pupils	" 7 "	G.O., No. 737, Public, dated 31st May 1871.
2	Do. nurse pupils	" 10 "	G.O., No. 1450, Public, dated 23rd September 1871.
7	Ayaks	" 6 "	Extract Minutes of Consultation, dated 24th June 1844, and G.O., No. 1016, Public, dated 28th September 1865, G.O., No. 1128, Public, dated 9th September 1875, G.O., No. 9, Public, dated 8th January 1891, and G.O., No. 596, Public, dated 20th July 1891.
16	Female toties	" 4 "	G.O., No. 596, Public, dated 20th July 1891.
4	Dhobies	" 8 "	G.O., No. 9, Public, dated 8th January 1891.
1	Dhoby boy	" 4 "	G.O., No. 1085, Public, dated 10th August 1881.
1	Tailor woman	" 10 "	G.O., No. 9, Public, dated 8th January 1891.

N.B.—Six Military midwifery nurse pupils are also sanctioned at Rs. 20 each—G.O., No. 5638, Military, dated 20th October 1882. Three of them were usually at the Hospital for Women and three at the Lying-in Hospital, but vacancies were not always filled. The Head Native Nurse is an old midwife who must be pensioned very shortly and replaced by a first-class Native midwife.

With regard to the Military midwifery nurse pupils, very few of the stipends have been filled up in the last two years and there is not at present a single Military pupil under training. Information has, however, just been received that one pupil is about to join.

14. In Appendix A is shown the existing nursing staff including the servants attached to that department.

15. The following statement shows the proposed increase to the establishment which provides a reserve for nurses sick or absent on leave:—

No.	Staff.	Present pay.	Proposed pay.
1	Head Matron, European or Eurasian certificated midwife.	Ra. 125—5—150 (biennial) ..	Ra. 150—10—200 (annual).
1	First Assistant Matron, European or Eurasian certificated midwife.	" 50—5—75 (do.) ..	" 100+15 ration allowance.
1	Second Assistant Matron, European or Eurasian certificated midwife.	" 50	" 60+15 do.
1	Head Nurse and Midwife, European or Eurasian certificated midwife.	" 30—5—50 (biennial) ..	" 60+15 do.
2	Nurses, European or Eurasian certificated midwife.		" 40+15 do. for each.
9	European midwifery nurse pupils ..	" 15	" 15+5 allowance for each.
9	European midwifery pupils	" 15	" 15+5 do. do.
1	First-class Native midwife, certificated.		" 15
1	Do. do.	" 8	" 15
2	Second-class Native midwives, certificated.	" 12	" 12 for each.
1	Linen woman		" 25+15 ration allowance.

In Appendix A it will be seen how it is proposed to distribute the increased staff.

It is proposed to raise the pay of the Matron from Rs. 125—5—150 (biennial) to Rs. 150—10—200 (annual). This will make her pay less than the pay proposed for the Assistant Matron Superintendent of the General Hospital. The Matron in this hospital has the whole nursing staff under her, supervises the work of the nurses and midwifery pupils, is responsible for the admission and payment of pregnant women receiving the allowance and has a number of other responsible duties to perform, involving hard work and requiring an active, intelligent and well-trained woman. It is unlikely that the services of a thoroughly reliable woman could be retained on a lower salary. The First and Second Assistant Matrons are in charge of the delivery wards. One of them is always on duty day and night. The First Assistant Matron also has charge of the laundry. Both of the women should be the best trained midwives who can be obtained, as they are supposed to train all the midwifery pupils, European and Native, in their practical duties in the delivery wards. Great difficulty has been experienced in filling up these posts because of the inadequacy of the pay, and several good women have left because they found they could obtain superior and less hardly worked appointments in other parts of India or in private practice as midwives. Dr. Branfoot proposes to raise the pay of the First Assistant from Rs. 50—5—75 (biennial) to Rs. 100 plus Rs. 15 ration allowance and to put the other on the footing of a head nurse in the General Hospital, pay Rs. 60 plus Rs. 15 ration money.

The head nurse and midwife in the caste wards was sanctioned on the opening of the caste block, the beds in which are nearly always full. She should be fully qualified, able, if necessary, to take the place of one of the Assistant Matrons in case of one of them going on leave or falling ill. The appointment is now vacant, as the pay is not large enough to tempt a good woman, Dr. Branfoot proposes to raise this post to the grade of a head nurse at the General Hospital. Good midwives practising in the town or mofussil can make at least Rs. 50 a month and may make double this.

The appointment of two permanent nurses, who must be trained midwives, is suggested by Dr. Branfoot on a rate of pay equal to the first-grade nurses at the General Hospital, viz., Rs. 40+15 ration allowance a month. These appointments will fulfil the want which is felt for some permanent trained nurses who are capable of nursing serious cases or helping the Matron to supervise and train the nurse and midwifery pupils.

The nine midwifery nurse and nine midwifery pupils, Europeans and Eurasians, will all be required.

The two passed native midwives were sanctioned for nursing in the Gynaecological block on a salary of Rs. 12 a month. Dr. Branfoot proposes to employ a permanent staff of four of these women and to grade them as—

Two first-class native midwifery nurses at Rs. 15 a month equal to first-grade female ward attendants in the General Hospital.

Two second-class native midwifery nurses at Rs. 12 a month equal to the second grade female ward attendants at the General Hospital.

Local fund boards are willing to pay native midwives Rs. 15 a month and Dr. Branfoot has at present more than thirty applications from these bodies for such women. He has therefore been pushed out of the market and is unable to obtain the services of the best women trained in the hospital.

The native nurse pupils in the training school will all be employed in assisting in the nursing duties.

The Second Assistant Matron is now in charge of the laundry which takes up too much of her time. Dr. Branfoot proposes the appointment of a linen woman on Rs. 25+15 ration allowance a month who will be directly under the Matron. The charge of the linen and laundry of a Lying-in and Gynaecological hospital, in which the average daily sick is seldom below 100 and in which the highest number of beds occupied during 1893 was 146 and the lowest 80 irrespective of babies, is one

TABLE 1.—The number of Native pupils includes pupils training for Local Fund Boards, &c., according to the numbers usually under training.

Govt. of {1896} Madras.
PUBLIC.

Issued

Recd.

Encl.

G.O., No. 111, 22nd January 1896.

JANUARY.

Pupil Nurses at the Lying-in Hospital.

Passing orders on a scheme for increasing the staff of nurses at the Lying-in Hospital and for the formation of a separate training school in connection with that institution.

Distribution of the Existing Nursing Staff

PRESENT.

Blocks	No of Beds	Blocks	No of Beds
--------	------------------	--------	------------------

Over the Nursing Department - 1 Matron

C. Delivery wards	12	2 Asst. Matrons 4 European Pupils 4 Native Pupils 1 Female Tidy	A2 & Contagious Cases	19	2 European Pupils 4 Native Pupils 1 Ayah 2 Female Todies
B1 & D1 Puerperal wards	18	2 European Pupils 2 Native Pupils 2 Ayahs 2 Female Todies		61	12 1 Native Nurse 2 European Pupils 2 Native Pupils 1 Ayah 1 Female Tidy
E1 Lying Special ward	5	1 European Pupil 1 Native Pupil 1 Ayah 1 Female Tidy		G2	18 2 Native Nurses 2 Native Pupils 1 Female Tidy 4 Dhobies 1 Dhoby Boy 1 Tailor Woman 1 Female Tidy
A1, B2, D2 Native Puerperal wards	29	6 Native Pupils 1 Ayah 3 Female Todies			
E2 & Caste Cottages	21	1 Head Nurse & Mid. wife 4 Native Pupils 1 Ayah 3 Female Todies			

These beds have not hitherto been included with the lying-in hospital. The number of these beds will soon be increased to 18 beds.

N.B. - The number of Native Pupils includes pupils training for Local Fund Boards & according to the numbers usually under training.

PROPOSED.

Blocks
No
of
Beds

Blocks

No
of
Beds

Over the Nursing Department - 1 Matron.

Delivery Ward	12	2 Asst Matrons 4 European Pupils 4 Native Pupils 1 Female Totty	A2 & Contagious Cases	19	2 European Pupils 4 Native Pupils 1 Ayah 2 Female Totties
B1 & D1, Puerperal wards	18	2 European Pupils 2 Native Pupils 2 Ayahs 2 Female Totties	G1	12	1 Nurse 2 European Pupils 2 Native Pupils 1 Ayah 1 Female Totty
E1, Paying Special ward.	5	2 European Pupils 1 Native Pupil 1 Ayah 1 Female Totty	G2	18	1 Nurse 2 Native Midwives 2 Native Pupils 2 Female Totties
A1, B2, D2, Native Puerperal wards	29	3 European Pupils 3 Native Pupils 1 Ayah 3 Female Totties	Reserve & for Special cases ...	...	2 European Pupils 2 Native Midwives 3 Native Pupils 1 Linen woman 4 Dhobies 1 Dhoby Boy 1 Female Totty 1 Tailor woman
E2 & Caste Cottages	21	1 Head Nurse & Midwife 1 European Pupil 4 Native Pupils 1 Ayah 2 Female Totties	Laundry	...	1 Female Totty
			Nurses Quarters	...	1 Female Totty

Appendix B Increase of Expenditure

40

Present Expenditure	Proposed Expenditure	Increase Expenditure
1 Head Matron 135	1 Head Matron 150	15
1 Chief Asst Matron 50	1 Chief Asst Matron 65	15
1 Second Asst Matron 50	1 Second Asst Matron 75	25
1 Head Nurse & Midwife 45	1 Head Nurse & Midwife 75	30
	2 Nurses 110	110
9 European Midwifery Pupils 135	9 European Midwifery Pupils 180	45
9 European Nurse Pupils 135	9 European Nurse Pupils 180	45
1 Head Native Nurse 8	1 First class Native Midwife 15	7
	1 First class — do — 15	15
2 Native Nurses 24	2 Second class — do — 24	
7 Native Midwifery Pupils 49	7 Native Midwifery Pupils 49	
2 Native Nurse Pupils 20	2 Native Nurse Pupils 20	
7 Ayahs 42	7 Ayahs 42	
16 Female Jatties 64	16 Female Jatties 64	
	1 Linen Woman 40	40
4 Dhobies 32	4 Dhobies 32	
1 Dhoby Boy 4	1 Dhoby Boy 4	
1 Tailor Woman 10	1 Tailor woman 10	
803	1200	397

Increase of European & Chief Matron & Midwife

No. 406

Encl.

From

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

SURGEON-GENERAL WITH THE

GOVERNMENT OF MADRAS,

Madras,

To -

THE HONOURABLE THE CHIEF SECRETARY TO GOVERNMENT,

Public DEPARTMENT.

SIR,

Ref. to app. 11 of G.O. No. 439, dated 31st May, 1895, I have been called upon to afford full information in regard to the pupils nurses of the Lying-in Hospital, who went through a course of training in sick nursing at the Women and Children Hosp. It was stated that accommodation must be found for them in the General Hospital. The average number was asked for and I was directed to report whether it would be feasible to continue to give them the course of training which they had hitherto undergone.

2. Training School. - This training school for nurses was started in the year 1854 - vide Gazette - published in Govt. Gazette, 1st half of 1854 - 10th Oct. 1854. The work it has done is well known to Govt. and subsequent.

subsequently embodied in the Madras Medical Code of 1870, Section IV, page 66, Volume III.

G.O. No. 737, Public, dated 31st May 1871 sanctioned seven additional pupils at Rupees seven each.

G.O. No. 1419, Public, dated 30th December 1872 granted permission to admit pupils from any station within the limits of the Madras Com-
mands.

G.O. No. 997, Public, dated 25th July 1877, sanctioned the stipends of the nine European and East India pupils being raised to Rupees fifteen a month.

G.O. No. 1222, Public, dated 1st June 1884 sanctioned a consolidated allowance of rupees fifty a month to the Senior Warrant Medical Officer, attached to the Lying-in Hospital, for the extra duty of teaching midwifery to the class of female pupils. Their text-book has been edited by Military Assistant Surgeon Falconer as the Manual for pupil midwives which has been carefully revised by Surgeon Major T. Mansford. The teachers' allowance of Rupees five a month included in the stipend of Military female pupils was to lapse to the State. The Apothecary of the Women and Children Hospital was to continue to draw his Rupees 7 1/2 a month.

each pupil of the class under the supervision of the Apothecary who will be to the theoretical training of the Women from the

the Madras Manual for pupil nurses, but it is better to grant him a consolidated allowance of Rupees twenty-five a month.

Since the year 1884, under the authority of the General, the Senior Hospital Assistant has been one rupee a month for the training, in their own all midwifery nurse pupils sent by local or public bodies. In my opinion it would be better to grant a consolidated teaching allowance of ten a month for the extra duties involved, the one rupee a month from these women's allowances lapse to Government to the credit of school. As regards the training of Military Midwifery pupils, the last rules were sanctioned in G.O. No. 5038 Military of the 20th October 1882 which have since been embodied in Army Regulations, India, Volume VI, Medical, paragraphs 1676-1690 and 1693 and 94.

3. I have consulted the Superintendent of the Lying-in Hospital as regards these women being detained in the duties of such nurses in the training school attached to the General Hospital. He gives the following reasons against this, in which I fully concur.

1. These women are already really a part of the establishment of the Lying-in Hospital; their entertainment, training, examination, are all vested in the Superintendent, Lying-in Hospital, who also draws their pay from the Accountant General. Forming no separate teaching

ing could be obtained in the Lying-in Hospital.
One these women were posted at various
tables for six months for this purpose.

2nd As these women are trained for midwives,
advisable that they should be specially educa-
in the diseases of pregnancy and in Gynaecology
for this purpose a course of six months is
means too long. At present this course

Lying-in Hospital only lasts 3 months

If they have obtained a separate six
months' course in the above subjects, he will be

to give these women a longer course in

at Midwifery in the Delivery wards
as he has been able to do hitherto which

will render them more efficient midwives.
There are always about 55 beds occupied in
the Lying-in Hospital by pregnant women
suffering from various diseases or by women
not pregnant suffering from diseases peculiar
to women. Owing to the great increase of
work in late years, an increased number of
nurse pupils is urgently required and the
services of these pupils will fulfil this want.

4th If the services of these women are
not made available for the Lying-in Hospi-
tal, it will be necessary to ask for a larger
number of students for midwifery pupils.

4. The training school for midwives
has never been definitely de. snated. The
intendent proposes that it should be

joined the "Madras Government Lying-in
training School for Midwives", in which a com-

5. The School will consist of—

(1) Midwifery nurse pupils on Rupes fifteen
a month each, European or Eurasian,
sanctioned in G.O. No 1450 Public dated
the 28th September 1871. 9

(2) Midwifery pupils, European or Eurasian
sanctioned in G.O. No 241 Public dated
15th March 1875. 9

(3) Military midwifery nurse pupils on
Rupes twenty a month each, sanction-
ed in G.O. No 5638 Military dated 20th
October 1882. There are rarely more than one
2 women of this class at a time. 6

(4) Midwifery pupils, native, on Rupes ten
a month each, English speaking, sanc-
tioned in G.O. No 1450 Public dated
23rd September 1871. 2

(5) Midwifery pupils, native, on Rupes
seven a month each, Vernacular speak-
ing, sanctioned in G.O. No 241 Public
dated 15th March 1875. 7

In total — 33

(6) There will also be a variable number of non-
stipended pupils, Certified nurses training as
midwives, Non-stipended native pupils, stipended
pupils from the 'Sund Boards and Municipal
on the Dufferin Fund. The number of these
pupils must, as now, depend upon the annual

available. The native pupils of these classes average about twenty. Some few extra articles of furniture and some increase in the messing equipment is all that is required. The charge can be met from ^{now} sums available in the Budget.

6. The Superintendent proposes that in future these pupils should be designated "Midwifery Nurse Pupils" until they have passed the examination in their nursing duties and "Midwifery Pupils" after they commence the subject of Midwifery proper. I consider the difference in terms a useful one and support his proposals.

7. In the school each pupil is required to supply herself with the *Matron's Manual* of Nurse Pupils and *Salerno's Manual* for Pupil Midwives. They have also to supply themselves with blank case books. There is a small library of nursing books in existence to which additions can be made from time to time.

8. The only change in the pay of these pupils that the Superintendent suggests is an addition of Rupees five a month to each of the European and Eurasian 18 x 5 = Rs 90 a month to assist them in paying for their uniform, books, dhoty and mess servants. He points out that the fifteen rupees a month is only barely sufficient for their rations and in this the experience of the General Hospital supports him. These

expenses

expenses are now met by Government in the General Hospital and I consider that his proposal is a good one and give it my support.

9. The training staff will consist of the Superintendent, ~~being in the hospital assisted~~ by the Senior Medical Subordinate who ~~will~~ ^{will} teach the European and Eurasian midwifery nurse pupils; a second medical subordinate, who will teach them the theoretical part of the nursing duties; an Hospital Assistant, who will teach in their vernacular the native midwives, the theoretical part of their duties as midwives in sick nursing. The practical training is carried on in the wards under the supervision of the Superintendent and Medical Subordinates by the Matron and her assistants.

10. In my opinion it is desirable that the cost of the training school should be shown separately from that of the hospital and not appear in Statement V of the Annual report as is the custom in the ~~hospitals~~ ^{hospitals} in Great Britain. This would make a separate proposition statement being made out for it. A separate statement showing the annual receipts and expenditure should be attached to the Annual Administration Report of the Superintendent of the Hospital in which he will in future deal with the work done in the training school during

year. The Superintendent concurs in these suggestions.

11. Nursing establishment of the Lying-in Hospital. - This subject is so intimately connected with that of the training school that I consider it is advisable to deal with them together. In paragraph 15 of G.O. N° 712 Subh dated 28th August 1895, Government call my attention to the remarks of the Acting Superintendent under midwives regarding nursing, pointing out that he was dissatisfied with the arrangements under which this duty is carried out entirely by probationers. Government was of opinion that a small permanent staff of nurses should be maintained. The subject had been fully brought to my notice by Surgeon Major Sturmer during the year. I directed him to lay his views in which I largely concurred, fully before the permanent Superintendent on his return in August of this year, in order that I might be in possession of the result of his long experience in the hospital on this subject before addressing Government.

12. Surgeon ~~Major~~ ^{Major} Praefoot points out that the Government Lying-in Hospital has always been nursed by a staff of probationers and midwifery nurses - of late years, as work increased and nursing wants became more urgent, a few increases of a permanent character

character have been made to the nursing staff but these have not been in any way adequate for nursing requirements. It has been frequently pointed out that nursing a large hospital with a probationary staff means increased supervision work for the matron and adds to the work and anxiety of the Medical Officer in charge. There is also the disappointment that as soon as the nurse or midwife is qualified for independent work, her services are lost to the hospital. On the other hand Dr. Praefoot states he is sure that the training of nurses and midwives can be made more thorough when the women are made to feel that responsibility rests with them and that they are not mere on-lookers at the work of others. The number of very excellent women passed out from the Lying-in Hospital during the past twenty-five years proves this.

13. The following statement shows the existing nursing staff and the orders sanctioning their appointments:-

No.	Staff	Pay	Orders sanctioning their appointments.
1	Head Matron	£125-5-150	G.O. N° 24 Subh. 8/15 March 96
1	1st Asst. Matron	50-5-75 (do)	
1	2nd Asst. Matron	50	
1	Head Nurse & Midwife	30-5-50 (do)	
9	European Midwifery	15 each	G.O. N° 1450 Subh. 8/23 Sept 94
19	Nurses	4-15	
6	European Midwifery	more pupils now being duty	

Staff Orders sanctioning their appointments.

- | | |
|----------------------------------|-----------------------------------|
| 1. Head Native Nurse Rs 8 | } G.O. No 241 Sub 8/15 March 1905 |
| 2. Native Nurses " 12 each. | |
| 7. Native Midwifery pupils " 7 " | |
| 2. " Nurse " " 10 " | |
| 4. Ayahs " 6 " | } G.O. No 1450 Sub 1923 Sept 1897 |
| 16. Female porters " 4 " | |
| 4. Shabdis " 8 " | |
| 1. Shabdy boy " 4 " | |
| 1. Tailor women " 10 " | } G.O. No 241 Sub 15 March 1905 |

N.B. 6 Military Midwifery Nurse pupils are also sanctioned at Rs 20 each. G.O. No 5638 Military 8/20 Oct 1907. 3 of them were usually at the Hospital for women and 3 at the Lying-in Hospital but vacancies are not always filled.

With regard to the Military Midwifery Nurse Pupils. Very few of the stipends have been filled up in the last two years and there is not at present a single Military pupil under training. Information has, however, just been received that one pupil is about to join.

14. In Appendix A is shown the existing nursing staff including the servants attached to that department.

15. The following statement shows the proposed increase to the establishment which provides a reserve for Nurses sick or absent on leave.

No. Staff Present Pay Proposed Pay

- | | |
|---|--|
| 1 Head Matron, European or ^{European Certificate} Rs 125-5-150 (mainly Rs 150-10-200 proposed) | |
| 1 1st Deput Matron ^{European Certificate} do " 50-5-75 (do) " 100-15 (National) | |
| 1 2nd Deput Matron do " 50 " 60-15 do | |
| 1 Head Nurse & midwife do " 30-5-50 (do) " 60-15 do | |
| 2 Nurses do " 40-15 do | |
| 9 European Midwifery Nurse Pupils " 15 " 15-5 all Rs do | |
| 9 European Midwifery Pupils " 15 " 15-5 do do | |
| 1 1st class Native Midwife Certificate do " 15 " 15 | |
| 1 do do do " 8 " 15 | |
| 2 Dressers do " 12 " 12 for each | |
| 1 Linen Women " 25-15 (National) | |

In Appendix A it will be seen how it is proposed to distribute the increased staff.
It is proposed to raise the pay of the Matron from Rs 125-5-150 (mainly Rs 150-10-200 (annual)). This will make her pay less than the pay proposed for the Asst Matron Superintendent of the General Hospital. The Matron in this Hospital has the whole nursing staff under her, supervises the work of the Nurses and Midwifery Pupils, is responsible for the admission and payment of pregnant women receiving the allowance and has a number of other responsible duties to perform, involving hard work and requiring an active, intelligent and well trained woman. It is unlikely that the services of a thoroughly reliable

Staff		Orders sanctioning their appointments
1 Head Native Nurse No 8		
2 Native Nurses " 12 each		G.O. No 241 Sub 8/15 March 1877
7 Native Midwives " 7		
2 " Nurse " 10		G.O. No 1450 Sub 6/23 Sept 1877
4 Ayahs " 6		
16 Amalgamators " 4		
4 Chalcies " 8		G.O. No 241 Sub 8/15 March 1877
1 Dohy boy " 14		
1 Tailor women " 10		

N.B. 6 Military Midwives Nurse pupils are also sanctioned at Rs 20 each. G.O. No 5638 Military 8/20 Oct 1877. 3 of them were usually at the Hospital for women and 3 at the Lying-in Hospital but vacancies are not always filled.

With regard to the Military Midwifery Nurse Pupils. Very few of the stipends have been filled up in the last two years and there is not at present a single Military Pupil under training. Information has, however, just been received that one pupil is about to join.

At Appendix A is shown the existing nursing staff including the servants attached to that department.

15. The following statement shows the proposed increase to the establishment which provides a reserve for Nurses sick or absent on leave.

No	Staff	Present Pay	Proposed Pay
1	Head Matron, European or ^{European Certificate} ~~Native~~	Rs 125-5-150 (Annual)	Rs 150-10-200 (Annual)
1	1st Matron ^{European Certificate} ~~Native~~	50-5-75 (do)	100-15 (National)
1	2nd Matron — do —	50	60+15 — do —
1	Head Nurse & midwife — do —	30-5-50 (do)	60+15 — do —
2	Nurses — do —		40+15 — do — for each
9	European Midwifery Nurse Pupils	15	15+5 all at — do —
9	European Midwifery Pupils	15	15+5 — do — do —
1	1st Class Native Midwife ^{Certificate} ~~Native~~		15
1	do — do —	8	15
2	2nd Class — do —	12	12 for each
1	Linen Women		25+15 National

In Appendix A it will be seen how it is proposed to distribute the increased staff.

It is proposed to raise the pay of the Matron from Rs 125-5-150 (Annual) to Rs 150-10-200 (Annual). This will make her pay less than the pay proposed for the Asst Matron Superintendent of the General Hospital. The Matron in this Hospital has the whole nursing staff under her, supervises the work of the Nurses and Midwifery Pupils, is responsible for the admission and payment of pregnant women receiving the allowance and has a number of other responsible duties to perform, involving hard work and requiring an active, intelligent and well trained woman. It is unlikely that the services of a Matron of this class

reliable woman could be retained on a lower salary. The first and second assistant matrons are in charge of the Delivery Wards. One of them is always on duty day and night. The first assistant matron also has charge of the laundry. Both of the women should be the best trained midwives who can be obtained, as they are supposed to train all the midwifery Pupils, European and Native, in their practical duties in the Delivery Wards.

Great difficulty has been experienced in filling up these posts because of the inadequacy of the pay, and several good women have left because they found they could obtain superior and less hard work appointments in other parts of India or in private practice as midwives. Dr. Bramfoot proposes to raise the pay of the first assistant from Rs 50-5-75 (annual) to Rs 100 plus Rs 15 ration allowance and to put the other on the footing of a head nurse in the General Hospital, pay Rs 60 + 15 ration money.

The head nurse and midwife in the case wards was sanctioned on the opening of the case block the ~~balance~~ which are usually always full. She should be fully qualified able if necessary to take the place of one of the Assistant matrons in case of one of them going on leave or falling ill. The appointment is now vacant.

as the pay is not large enough to tempt a good woman. Dr. Bramfoot proposes to raise this post to the grade of a Head Nurse at the General Hospital, good midwives practicing in the town or Provincial can make at least Rupees fifty a month and may make double this.

The appointment of two permanent nurses who must be trained midwives is suggested by Dr. Bramfoot on a rate of pay equal to the first grade nurses at the General Hospital, viz Rs 40 + 15 ration allowance a month. These appointments will fulfil the want which is felt for some permanent trained nurses who are capable of nursing serious cases or helping the matron to supervise and train the nurse and midwifery Pupils.

The 9 midwifery nurse and 9 midwifery pupils, Europeans and Eurasians, will all be required.

The two passed native midwives were sanctioned for nursing in the Gynaecological block on a salary of Rupees two to six a month. Dr. Bramfoot proposes to employ a permanent staff of four of these women and to grade them as -

2 First class Native midwifery nurses at Rupees fifteen a month equal to first grade female ward attendants in the General Hospital.

2 Second class Native midwifery nurses

second grade female ward attendants
at the General Hospital.

Local Sanad Boards are willing to pay native
midwives Rupees fifteen a month and Dr. Bramfoot
has at present more than thirty applications
from these bodies for such women. He has
therefore been pushed out of the market
and is unable to obtain the services of the
best women trained in the hospital.

The native nurse pupils in the training
school will all be employed in assisting in
the nursing duties.

The second Assistant Matron is now in charge
of the laundry which takes up too much
of her time. Dr. Bramfoot proposes the ap-
pointment of a linen woman on Rupees
57 15 pation allowance a month who will
be directly under the Matron. The charge of
the linen and laundry at a large and
gynaecological Hospital, in which the
average daily sick is seldom below 100 and
in which the highest number of beds occupied
during 1893 was 146 and the lowest 80. In the
case of babies, is one requiring the services of
a special woman, and this appointment, if
sanctioned will fulfil a long desired wish.
It is proposed that this woman should
assist with the European and Eurasian pupils
in the school.

16. Appendix B shows the proposed increase

in the expenditure which amounts to Rs
a month. I have gone very carefully
proposals with Dr. Bramfoot and am con-
vinced that if they are sanctioned, the Hospital
will be placed on a satisfactory basis as regards
the Nursing Department.

17. Accommodation available—
Matrons, Nurses and Pupils will be accommodated
when the rooms in course of construction
are completed, as follows—

European and Eurasian
Permanent — 1 Matron.
2 Assistant Matrons.
3 Nurses.
Training School — 26 Pupils.

Natives
Permanent — 14 Native Midwives.
Training School — 24 Pupils.
This is sufficient for the present needs
of the Hospital and Training School.
18. For convenience, I recapitulate the
proposals—

- (1) A consolidated teaching allowance
Rs 25 a month to be given to the instructor
who trains the European and Eurasian
Nurse pupils in Nursing duties.
- (2) A consolidated teaching allowance
amount to the Hospital Assistant
who trains the Native Midwifery pupils.

All the training of the European and Indian
nursing pupils to be carried
in the Lying-in and Gynaecological
Hospital

The training school to be designated The
Government Lying-in Hospital
nursing school for midwives

1) This school to consist of the pupils
mentioned in paragraph 5 of this letter

1) The pupils to be designated "Nursing
Pupils" and "Midwifery Pupils"

1) The European and Indian Midwifery
nursing pupils and Midwifery pupils to
receive an increase in attend of
Rs 5 a month

The teaching staff of the school to
consist of those mentioned in para-
graph 9 of this letter

The cost of the school to be shown
separately from that of the hospital
as suggested in paragraph 10 of this
letter

1) The nursing establishment to be
increased and their pay improved
as suggested in paragraph 15 of
this letter.

1) sanction for the dis- tribution of
nurses proposed in para-
graph 16 and appendix

A.

I have the honor to be,

Sir,

Your most obedient Servant,

Ch. H. H. H.

Surgeon-Major General

Surgn.-Genl. with the Govt. of Madras

Comd.

From

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

SURGEON-GENERAL WITH THE

GOVERNMENT OF MADRAS,

Madras,

To

28-8-95 to 712-13
31-5-95- 439-40
Final 16-3-95- 241
Army Regulations Index Vol 21

No. 400

ENCLOSURES. 2

Dated 28th 50th 1895.
Received 31st 50th 1895.

No.

Subject.

Submitting ^{properly} ~~proposed~~ in
regard to the Pupil Nurses
of the lying-in Hospital, who
went through a course of
training in sick nursing at
the Women and Children Hosp
and U.S.M. in para 11 of G.O. No 439
were dated 31st May 1895

19 S.G-430-13-4-95

I have been through these papers. For Orders
with the S.G. I am prepared to
sanction most of his proposals. To
take them in the order in which
they are shown in para 18 of the
annex:—

The proposals in No (1) & (2) may be sanctioned, subject to the following remarks:-

No (1), (2) & (8) - The teaching staff will be asked to have 9 of the current, vizt:

1. The Capt. lying-in Capt. at the head, no extra pay

2. The senior must be subordinate, with Rs

50 p. m. - as at present, for
instruction in handwriting ^{at about}
~~became by~~ ^(work) and it to part of Rs 5 p. m.
deducted from the pay of each
military ~~and~~ ^{handwriting} pupil whom
be under instruction.

3. The second much subordinate, with Rs 25 p. m. (at present none of the Apothecary of the W. of Heph.) is interesting in missing

4. A small boat, with Rs 10 p. m.
 administering water projects in
 the region (in the Khamulung).

10. (7) This small increase will bring the European & Russian pupils up to Rs 20 p. m. each. The British staff in the land kept at Rs 20 each, including ration allowance. It is seen that trained widows get back good pay that women can be kept to them as widows on easier terms than to them as nurses. Hence the lower terms proposed. This is approved.

As to proposal (10), I can see no reason for summing the increments proposed in para 15 of the current - Rs 125 to 150 is good pay for a woman of the class required as matron, who is not sent from England as the matron of the

On the 31st Oct the Surge-
-Genl's letter N^o. 466 was read,
in which he replied to para 4
of G.O. N^o. 439 Pub. d/31st May '15
calling upon him for full
information in regard to the
pupil nurses of the Lying-in
Hospl.

At Dr. Sibthorpe's request the letter was put into type & sent to him. On the final proof, which was passed by the Surgeon-General, being examined in the office, it was found to contain many errors & was returned with the D.O. of the 23rd Nov. for further correction. It was received from Dr. Sibthorpe on the 26th idem without, however, certain information which was asked for, and a clean proof is now submitted for orders.

The letter is prepared in a very confused manner & it is somewhat difficult to follow the Surgeon Genl in various recommendations. The references are still

Slightly incorrect & this same class of servants are referred to in one place as nurses & in another as midwives; & nurses & dayaks are apparently used as synonymous terms.

Briefly stated the proposals are that a separate training school for midwives shall be formed at the Dying-in-Hosp. where the pupils wd. receive the whole of their teaching; that in lieu of the present allowance per head the Apothecary shd. receive Rs 25 & the Hosp. Asst. Rs 10 a month for teaching the pupils; the strength of the school to be 33 as detailed in para 5 of the letter; the course of instruction to be for one year during the first half of wh. the pupils wd. be called "Midwifery Nurse Pupils" & during the 2nd half "Midwifery Pupils"; the stipend of the existing 18 European & Eurasian pupils to be increased from Rs 15 to Rs 20; the cost of the school to be shown separately from that of the Hosp. & its Nursing Establishment.

With reference to the remarks

Per. Hosp. is 2 on the staff. Matron of that Hosp. will be. The S.G. tells me that the particular Matron now in service is very valuable woman & could fit more elsewhere. This may be, if she has great length of service, & a good ground for giving her a personal allowance, but is not ground for increasing the pay of the staff. Similarly I demand the 1st Asst. Matron, who should in future be called Asst. Matron, with be well enough paid on Rs 75-5-100 + Rs 15 extra allowance.

The pay of 2nd Asst. Matron is?

Rs 50

& He now gets Rs 1 p. head. This one Rs 1 p. head is deducted from the stipend of the Native women (Rs 10 + 7) - This deduction is not in future to be allowed, but the women shd. be allowed to draw their full stipend.

be abolished, & the next two should be

2 head nurses on Rs 60 + Rs 15

below them 2 nurses on Rs 40 + 15

The other arrangements are approved. The table in para 15 is however wrong - Either the 18 Eur. pupils should be excluded, or the Native pupils should be included; the former for choice, if the design is to show the school separately from the Hospital nursing staff.

As to the S.G. generally (App. B) I wd. ask what in the world they want with 16 tables for a hospital with 130 beds. In a room 15' x 14'6" is fine as the highest no. of beds occupied in 1893, but the S.G. says the hosp. was at that time have been over crowded. I should say a smaller No. of tables paid better would be preferable.

say 3 on	6	18
7	5	35
		53

a saving of Rs 11 p. m.

14/12/95

A proper table will be required before the new arrangements can be carried out.

I agree

16/12/95

The hon. Mr. Phipps has gone so thoroughly & carefully into this matter with the S.G. that I am sure that we may well approve his proposals. But I wd. wish to remark as regards what is said

remarks in para 16 of G.R. 712 Sub. d/20th Aug 95, the S.G. submit proposals for re-organizing the Nursing Establishment of the Dying-in-Hosp. and for the distribution of the increased nursing staff.

Appendix B. gives the details of the increase of expenditure involved which is shown to amount to Rs 397. This figure is not, however, correct for Rs 407 represents the additional cost according to Govt. rules. & besides the Hd. Matron is to get an annual increase of Rs 10 instead of a bi-ennial increment of Rs 5 (five).

In the last ^{edition of} para 2 it is stated that since '84, under the authority of the S.G., the Senior Hosp. Asst. has been given Rs 1 (one) a head a month, for training Native midwifery nurse pupils sent by local or private bodies. The authority of the S.G. is perhaps open to question.

In regard to para 3 it is submitted that it wd. be distinctly advantageous for the women to receive the whole of their training

in the dying-in. Hosp. & that it has been shown that this is feasible.

In para 5 (1) it is stated that the stipend of Mid-wifery Nurse Pupils was reduced from Rs 35 to 15 in Jan. '92. From para 7 of the letter printed in G.O. N. 1450 Sub-d/25. Sept. 91 it may be inferred that the intention was that vacancies in the original number of six pupils shd. be filled by women on Rs 15 & that the higher stipend of Rs 35 shd. not be continued to fresh incumbents. But apparently it was discontinued to any of the six until more than 20 years afterwards.

It is submitted that some addition to the existing Nursing Staff is urgently called for, but whether the large increases in the pay of the existing staff are as necessary is open to doubt. The S.G. has not explained how it is that the Native Hd Nurse receives only Rs 8 (eight) while the two Native Nurses get Rs 12 (twelve) each. But this anomaly is set right in the proposed Establishment.

It is further submitted

that

about the Malron, that I think it is most important that her services shd. be retained that she ought to get the proposed increase, notwithstanding the fact that she has not put in any great length of service. It shd. be remembered that a decent midwife can get outside work at 160 Rs. a month & her food so that if we have in our employ such an excellent Malron as M^{rs} Janby, we ought to make a special effort to retain her.

As to the 2nd Assis^t Malron it is proposed to give her the same pay as the Head Nurse & to take from her her special designation. As this woman & the Assis^t Malron have to share the work between them of training the pupils and as they take it in turn to watch over the delivery wards - I do not think that the name at all would shd. be changed or that the thrd be classed along with the Nurses.

I hardly think it worth while to upset the present arrangements about the lotter for the further saving of 11 Rs. a month. The rapid removal of what shd. be removed from the boards in a tropical climate especially in most important - and 8 lotter (wh. I suppose constitutes a shift) are not a large number.

This apparently arose from the former being on the old & the latter on the new. The latter were entertained for 200 (Synecrological) and

for 150 beds.

Lastly, why not call the Institution the Govt. Malcony Hospital?

that the S.G. may be requested to submit a proposition Statement in the prescribed form through the Accountant General, so that any doubt in regard to the present sanctioned establishment may be removed.

A. I think the Malron is well enough paid. True she might get Rs 150 p. m. and her food for attending confinement cases, but that is rather a high figure. I forget much. And assuming nurses' earnings are by no means continuous & don't include night attendance or allowances when on leave - I would increase the Malron's pay. The demands on her are mending too much to make a stop sometimes. A great set of demands has come in from the Govt. Hosp. - but this is the way.

B. Very well -

C. The med. Dept. are constantly complaining of difficulties about the on account of low pay & I made my suggestion, which is to report a saving, but as calculated to promote efficiency - I believe the doctors would approve the idea. The saving that came out was merely incidental.

D. An improvement, I think

8/1/96

I concur as to A, B & D. The S.G. might be asked about C

10/1/96

3573
5.12.5

11/12/95

The S.G.
It is proposed to increase
the pay of the Asst. Asst. Mag.
from Rs 50-5-75 to Rs 100
+ Rs 15 ration allowance.
The Govt considers ^{this} ~~it~~ will
sufficient to ~~fix~~ ^{fix}
~~pay~~ ^{salary} of the Asst. Asst. Mag.
- 5 - 100. plus Rs 15 ration
allowance & this is ac-
cordingly sanctioned.
Remaining increment
& arrangements are ap-
proved, and a proposed
statement should be
submitted ~~in due form~~

4. The table given in paragraph 15 appears to be incorrect. Either the 18 European pupils should be excluded, or the nine native pupils ~~should be~~ included - the former ^{preferably} ~~for choice~~, if the ^{intention} ~~arrangement~~ is to show the school separately from the Hospital Nursing Staff.

5. The Surge General will be requested to state whether he considers that instead of 16 female toties on R^o 4 each per annum it would be ~~more satisfactory~~ ^{preferable} & would tend to ^{increase the} efficiency of the establishment if 10 (ten) better paid women were substituted, say three on R^o 6, and seven on R^o 5.

6 In conclusion
H. E. Council is pleased
to direct that in future the
Lying-in Hospital
~~shall~~ shall be called
The Good Maternity Hospital.
(from order)
16.1.56

Pupil Nurses at the
Lying-in Hospital

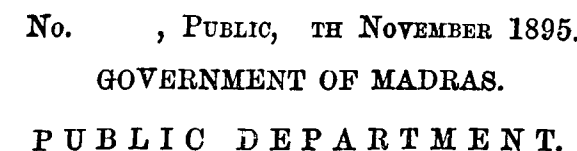
1. How: H. 10. Bliss C. 2. 4.

Orders are requested
whether, with ref. to India's
recent letter regarding the
Lady Wenlock Nursing
Institute, the sanction of
the G. of I. should be obtained
to the proper statement
called for in these Pros.

called for me. I don't see what
 J.B. India has to do with
 this. 14. 1906
 2. H.E. the Governor of India must
 this

2. H. E. the Duke
India need not
be referred to. It is
only a petty matter
W
7/1/19

The Surgeon General } Dep
 . Accountant Genl } 6/2/96
 . Financier @ Dept 1
 S. J. 10th Jan
 572



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 Madras, 28th October 1895, No. 466.

In paragraph 11 of G.O., No. 429, Public, dated 31st May 1895, I have been called upon to afford full information in regard to the pupil-nurses of the Lying-in Hospital, who went through a course of training in sick nursing at the Women and Children Hospital. It was stated that accommodation must be found for them in the General Hospital. The average number was asked for and I was directed to report whether it would be feasible to continue to give them the course of training which they had hitherto undergone.

2. *Training School*.—This training school for midwives was started in the year 1854—*vide* rules regarding it published in *Fort St. George Gazette*—second half of 1854—10th October, page 1112; and the good work it has done is well known to Government. These rules were subsequently embodied in the Madras Medical Code of 1870, section XVI, page 63, volume III.

G.O., No. 727, Public, dated 31st May 1871, sanctioned seven additional pupils at Rs. 7 each.

G.O., No. 1419, Public, dated 30th December 1872, granted permission to admit pupils from any station within the limits of the Madras Command.

G.O., No. 997, Public, dated 25th July 1877, sanctioned the stipends of the nine European and East Indian nurse pupils being raised to Rs. 15 a month.

G.O., No. 1822, Public, dated 7th June 1884, sanctioned a consolidated allowance of Rs. 50 a month to the Senior Warrant Medical Officer attached to the Lying-in Hospital for the extra duty of teaching midwifery to the class of female pupils. Their text-book has been edited by Military Assistant Surgeon Falconer, as the Manual for pupil-midwives which has been carefully revised by Surgeon-Major Branfoot. The teacher's allowance of Rs. 5 a month, included in the stipend of military female pupils, was to lapse to the State. The Apothecary of the Women and Children Hospital was to continue to draw his Rs. 5 a month for each pupil of the class under training in that hospital. This sum could now be paid to the Apothecary who will be told off to carry on the theoretical training of the women from the Madras Manual for pupil-nurses but it would be better to grant him a consolidated allowance of Rs. 25 a month.

Since the year 1884, under the authority of the Surgeon-General, the Senior Hospital Assistant has been given one rupee a month for the training, in their vernacular, all Native midwifery nurse-pupils sent by local or private bodies. In my opinion it would be better to give him also a consolidated teaching allowance of Rs. 10 a month for the extra duties involved, and let the one rupee a month from these women's allowances lapse to Government to the credit of the school. As regards the training of military midwifery pupils, the last rules were sanctioned in G.O., No. 5633, Military, of the 28th October 1882, which have since been embodied in Army Regulations, India, Volume VI, Medical, paragraphs 1676—1690 and 1893 and 1694.

3. I have consulted the Superintendent of the Lying-in Hospital as regards these women being trained in the duties of sick nurses in the training school attached to

the General Hospital. He gives the following reasons against this, in which I fully concur:—

First.—These women are already really a part of the establishment of the Lying-in Hospital; their entertainment, training, examination, are all vested in the Superintendent Lying-in Hospital, who also draws their pay from the Accountant-General. Formerly no separate teaching in sick nursing could be obtained in the Lying-in Hospital; therefore these women were posted at various hospitals for six months for this purpose.

Second.—As these women are trained for midwives, it is advisable that they should be specially educated in the diseases of pregnancy and in gynecology and for this purpose a course of six months is, by no means, too long. At present this course at the Lying-in Hospital only lasts three months.

Third.—If they have obtained a separate six months' course in the above subjects, he will be able to give these women a longer course in practical midwifery in the delivery wards than he has been able to do hitherto which will render them more efficient midwives. There are always about 55 beds occupied in the Lying-in Hospital by pregnant women suffering from various diseases or by women not pregnant suffering from diseases peculiar to women. Owing to the great increase of work in late years, an increased number of nurse-pupils is urgently required and the services of these pupils will fulfil this want.

Fourth.—If the services of these women are not made available for the Lying-in Hospital, it will be necessary to ask for a larger number of stipends for midwifery pupils.

4. The training school for midwives has never been definitely designated. The Superintendent proposes that it should be termed the "Madras Government Lying-in Hospital Training School for Midwives," in which I concur.

5. The school will consist of—

- (1) Midwifery nurse-pupils on Rs. 15 a month each, European or Eurasian, sanctioned in G.O., No. 1450, Public, dated the 23rd September 1871 and 20th October 1882.
- (2) Midwifery pupils, European or Eurasian, sanctioned in G.O., No. 241, Public, dated 15th March 1895.
- (3) Military midwifery nurse-pupils on Rs. 20 a month each, sanctioned in G.O., No. 5638, Military, dated 20th October 1882. There are rarely more than one or two women of this class at a time
- (4) Midwifery pupils, Native, on Rs. 10 a month each, English speaking, sanctioned in G.O., No. 1450, Public, dated 23rd September 1871
- (5) Midwifery pupils, Native, on Rs. 7 a month each, Vernacular speaking, sanctioned in G.O., No. 241, Public, dated 15th March 1895.

Total .. 33

(6) There will also be a variable number of non-stipended pupils, certificated nurses training as midwives, non-stipended Native pupils, stipended pupils from Local Fund boards and municipalities, of the Dufferin's Fund. The number of these pupils must, as now, depend upon the accommodation available. The Native pupils of these classes average about twenty. Some few extra articles of furniture and some increase in the messing equipment is all that is required. The charge can be met from sums now available in the budget.

6. The Superintendent proposes that, in future, these pupils should be designated "Midwifery Nurse-Pupils" until they have passed the examination in their nursing duties and "Midwifery Pupils" after they commence the subject of midwifery proper. I consider the difference in terms a useful one and support his proposals.

7. In the school each pupil is required to supply herself with the Madras Manual of Nurse-Pupils and Falconer's Manual for Pupil-Midwives. They have also to supply themselves with blank case books. There is a small library of nursing books in existence to which additions can be made from time to time.

8. The only change in the pay of these pupils that the Superintendent suggests is an addition of Rs. 5 a month to each of the European and Eurasian. $18 \times 5 = \text{Rs. } 90$

100-443887-100

With regard to the Military midwifery nurse pupils, very few of the stipends have been filled up in the last two years and there is not at present a single Military pupil under training. Information has, however, just been received that one pupil is about to join.

15. The following statement shows the proposed increase to the establishment which provides a reserve for nurses sick or absent on leave :—

1	Head Matron, European or Eurasian	Rs. 125—5—150 (biennial) ..	Rs. 150—10—200 (annual).
---	-----------------------------------	-----------------------------	--------------------------

1. It is proposed to distribute the increased staff

to Rs. 150—10—200 (annual). This will make her pay less than the pay of a

for the Assistant Matron Superintendent of the General Hospital. The Matron in this hospital has the whole nursing staff under her, supervises the work of the nurses and midwifery pupils, is responsible for the admission and payment of pregnant women receiving the allowance and has a number of other responsible duties to perform, involving hard work and requiring an active, intelligent and well-trained woman. It is unlikely that the services of a thoroughly reliable woman could be retained on a lower salary. The First and Second Assistant Matrons are in charge of the delivery wards. One of them is always on duty day and night. The First Assistant Matron also has charge of the laundry. Both of the women should be the best trained midwives who can be obtained, as they are supposed to train all the midwifery pupils, European and Native, in their practical duties in the delivery wards. Great difficulty has been experienced in filling up these posts because of the inadequacy of the pay, and several good women have left because they found they could obtain superior and less hard work appointments in other parts of India or in private practice as midwives. Dr. Branfoot proposes to raise the pay of the First Assistant from Rs. 50—5—75 (biennial) to Rs. 100 *plus* Rs. 15 ration allowance and to put the other on the footing of a head nurse in the General Hospital, pay Rs. 60 *plus* Rs. 15 ration money.

The head nurse and midwife in the caste wards was sanctioned on the opening of the caste block, the beds in which are nearly always full. She should be fully qualified, able, if necessary, to take the place of one of the Assistant Matrons in case of one of them going on leave or falling ill. The appointment is now vacant, and the pay is not large enough to tempt a good woman. Dr. Branfoot proposes to raise this post to the grade of a head nurse at the General Hospital. Good midwives practising in the town or mofussil can make at least Rs. 50 a month and may make double this.

The appointment of two permanent nurses, who must be trained midwives, suggested by Dr. Branfoot on a rate of pay equal to the first-grade nurses at the General Hospital, viz., Rs. 40+15 ration allowance a month. These appointments will fulfil the want which is felt for some permanent trained nurses who are capable of nursing serious cases or helping the Matron to supervise and train the nurse and midwifery pupils.

The nine midwifery nurse and nine midwifery pupils, Europeans and Eurasians, will all be required.

The two passed native midwives were sanctioned for nursing in the Gynecological block on a salary of Rs. 12 a month. Dr. Branfoot proposes to employ a permanent staff of four of these women and to grade them as—

Two first-class native midwifery nurses at Rs. 15 a month equal to first-grade female ward attendants in the General Hospital.

Two second-class native midwifery nurses at Rs. 12 a month equal to the second grade female ward attendants at the General Hospital.

Local fund boards are willing to pay native midwives Rs. 15 a month and Dr. Branfoot has at present more than thirty applications from these bodies for such women. He has therefore been pushed out of the market and is unable to obtain the services of the best women trained in the hospital.

The native nurse pupils in the training school will all be employed in assisting in the nursing duties.

The Second Assistant Matron is now in charge of the laundry which takes up too much of her time. Dr. Branfoot proposes the appointment of a linen woman on Rs. 25+15 ration allowance a month who will be directly under the Matron. The charge of the linen and laundry of a Lying-in and Gynecological hospital, in which the average daily sick is seldom below 100 and in which the highest number of beds occupied during 1893 was 146 and the lowest 80 irrespective of babies, is one requiring the services of a special woman, and this appointment, if sanctioned, will fulfil a long desired want. It is proposed that this woman should mess with the European and Eurasian pupils in the school.

16. Appendix B shows the proposed increase in the expenditure which amounts to Rs. 397 a month. I have gone very carefully into these proposals with Dr. Branfoot and am convinced that if they are sanctioned, the hospital will be placed on a satisfactory basis as regards its Nursing department.

17. *Accommodation available.*—Quarters for matrons, nurses and pupils will be available, when the rooms in course of construction are completed, as follows:—

European and Eurasian.

Permanent	{ One matron. Two assistant matrons. Three nurses.
Training school	Twenty-six pupils.

		<i>Natives.</i>	
Permanent ..	::	::	Four native midwives.
Training school	::	::	Twenty-four pupils.

This is sufficient for the present needs of the hospital and training school.

18. For convenience, I recapitulate the proposals—

- (1) A consolidated teaching allowance of Rs. 25 a month to be given to the Apothecary who trains the European and Eurasian nurse pupils in nursing duties.
- (2) A consolidated teaching allowance of Rs. 10 a month to the Hospital Assistant who trains the native midwifery pupils in their vernaculars.
- (3) All the training of the European and Eurasian midwifery nurse pupils to be carried on in the Lying-in and Gynaecological hospital.
- (4) The training school to be designated "The Madras Government Lying-in Hospital Training School for Midwives."
- (5) This school to consist of the pupils mentioned in paragraph 5 of this letter.
- (6) The pupils to be designated "Midwifery nurse pupils" and "Midwifery pupils."
- (7) The European and Eurasian midwifery nurse pupils and midwifery pupils to receive an increase in stipend of Rs. 5 a month.
- (8) The teaching staff of the school to consist of those mentioned in paragraph 9 of this letter.
- (9) The cost of the school to be shown separately from that of the hospital as suggested in paragraph 10 of this letter.
- (10) The Nursing establishment to be increased and their pay improved as suggested in paragraph 15 of this letter.
- (11) Sanction for the distribution of nurses proposed in paragraph 16 and Appendix A.

DISTRIBUTION of the existing Nursing staff and proposed distribution of the Nursing staff.

* Those beds have not hitherto been included with the beds in hospital. The number of these beds will soon be increased to eighteen beds.

APPENDIX B.

Increase of Expenditure.

Present expenditure.		Proposed expenditure.		Increase of expenditure.	
	RS.		RS.	RS.	RS.
1 Head Matron	135	1 Head Matron	150	15	15
1 First Assistant Matron ..	50	1 First Assistant Matron ..	115	65	65
1 Second Assistant Matron ..	60	1 Second Assistant Matron ..	75	25	25
1 Head Nurse and midwife ..	45	1 Head Nurse and midwife ..	75	30	30
		2 Nurses	110	110	110
9 European midwifery nurse pupils	135	9 European midwifery nurse pupils	180	45	45
9 European midwifery pupils ..	135	9 European midwifery pupils ..	180	45	45
1 Head Native nurse	8	1 First-class Native midwife ..	15	7	7
		1 First-class do.	15	15	15
2 Native nurses	24	2 Second-class Native midwives ..	24	..	..
7 Native midwifery pupils ..	49	7 Native midwifery pupils ..	49	..	..
2 Native nurse pupils	20	2 Native nurse pupils	20	..	..
7 Ayahs	42	7 Ayahs	42	..	..
16 Female toties	64	16 Female toties	64	..	..
		1 Linen woman	32	..	..
4 Dhobies	32	4 Dhobies	40	40	40
1 Dhoby boy	4	1 Dhoby boy	32	..	..
1 Tailor woman	10	1 Tailor woman	10	..	..
Total ..	303	Total ..	1,200	397	397

Fort St. George,
23^d November 1895.

My dear Silthorpe,

I return herewith
the proof copy of your letter no
466, of 28-10-95 as finally correct-
ed in your office. In para: 5 it
is stated that in addition to
the nine pupils sanctioned in
1871, nine were sanctioned in
G.O. $\frac{241 \text{ Pub.}}{15-3-95}$. There is no Public
Sept. G.O. of that date and
number. Presumably you refer
to Ind. Sept. Order which bears
that number and date, and
which sanctions the proposition
statement, submitted with
your No 215, of 1st March 1895,
for increasing the establishment
of the Lying-in Hospital by
1 dispensary cooly on Rs. 6, and
1 masalehi on Rs. 7. I can
find no reference in it to an
addition of 9 Midwifery-pupil

The same G.O. is quoted
in para: 13 of my your letter as
the sanctioning authority for
most of the existing nursing

24/11/95

Staff. This is clearly a mistake. From the list in your para 13 it appears that while the Head Native Nurse receives only Rs. 8 per mensem, the 2 Native Nurses receive Rs. 12 each. Is this correct? If so, some explanation of the circumstances seems called for.

Please revise the proof which I send herewith very carefully and let me have it back at your early convenience.

Yours sincerely,
 J. J. Price

CHIEF SECRETARIAT,
 D. O.
 No. 12
 Dated, 3 1895

Further D.O. 706 of 95.

Surgeon Major Genl. St. John with Govt 23/10/95

[G]
 9
 2,000-15-8-95.

DEPARTMENT

From

The Surgeon General
 with the Government
 of Madras

No. 256

Dated 26 }
 Received 27 } -11-95

Enclosures /

SUBJECT.

Returning with remarks
 proof copy of his letter
 no. 466 dated 28- Oct 1895

D.O. Despatch No. 471823-5-95
 Pub C No. 3666 of 95
 S.O. 712-13 of 28-8-95
 439-40 of 28-5-95
 Fuel for 241 of 15-3-95
 412 of 4-4-92
 Pub 214 of 30-3-92
 596 of 20-7-91 origl
 9 of 8-1-91
 1222 of 7-6-84 sc.
 Daily 5638 of 20-10-82
 Pub 1085 of 10-8-81
 997 of 25-7-77 sc.
 1128 of 9-9-75
 20 of 8-1-73
 1419 of 30-12-72
 1458 of 23-4-71
 737 of 31-5-71
 1616 of 28-9-65
 Pub. m c 981 of 23-9-54
 782 of 1-8-54
 35 of 13-1-46 (Vol. publy)
 536 of 24-6-44
 Medical Code Vol. T. page 66
 from Regulations India Vol. VI page 213
 Report on State Hospitals for 1894 (Vol.)

M²⁵⁶



34 9.0.11

Madras

26th Nov 1895

My dear Sir,

We have had a good deal
of trouble in getting these
orders together as your
will see they go back
to 1874.

G.O. No 241 dated 18th March/95
should have been Financial
not Public. It was
quoted as being the last
proposition statement as
required by the Act &
to be entered as proposition

[G.]
[74]

*100-13-8-05.

NOTE FOR THE CHIEF SECRETARY.

May this issue
now please?

F.D.B.

22/1/96

1/2/96
22/1/96

F.D.B.

22nd January 1896

No. ~~III~~, PUBLIC, ~~2nd~~ ^{22nd} JANUARY 1896.

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

READ—the following paper :—

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 Madras, 28th October 1895, No. 466.

In paragraph 11 of G.O., No. 439, Public, dated 31st May 1895, I have been called upon to afford full information in regard to the pupil-nurses of the Lying-in Hospital, who went through a course of training in sick nursing at the Women and Children Hospital. It was stated that accommodation must be found for them in the General Hospital. The average number was asked for and I was directed to report whether it would be feasible to continue to give them the course of training which they had hitherto undergone.

2. *Training School*.—This training school for midwives was started in the year 1854—*vide* rules regarding it published in *Fort St. George Gazette*—second half of 1854—10th October, page 1112; and the good work it has done is well known to Government. These rules were subsequently embodied in the Madras Medical Code of 1870, section XVI, page 66, volume III.

G.O., No. 737, Public, dated 31st May 1871, sanctioned seven additional pupils at Rs. 7 each.

G.O., No. 1419, Public, dated 30th December 1872, granted permission to admit pupils from any station within the limits of the Madras Command.

G.O., No. 997, Public, dated 25th July 1877, sanctioned the stipends of the nine European and East Indian nurse pupils being raised to Rs. 15 a month.

G.O., No. 1222, Public, dated 7th June 1884, sanctioned a consolidated allowance of Rs. 50 a month to the Senior Warrant Medical Officer attached to the Lying-in Hospital for the extra duty of teaching midwifery to the class of female pupils. Their text-book has been edited by Military Assistant Surgeon Falconer as the Manual for Pupil-Midwives and has been carefully revised by Surgeon-Major Branfoot. The teacher's allowance of Rs. 5 a month, included in the stipend of military female pupils, was to lapse to the State. The Apothecary of the Women and Children's Hospital was to continue to draw his Rs. 5 a month for each pupil of the class under training in that hospital. This sum could now be paid to the Apothecary who will be told off to carry on the theoretical training of the women from the Madras Manual for pupil-nurses, but it would be better to grant him a consolidated allowance of Rs. 25 a month.

Since the year 1884, under the authority of the Surgeon-General, the Senior Hospital Assistant has been given one rupee a month for the training, in their vernaculars, all Native midwifery nurse-pupils sent by local or private bodies. In my opinion it would be better to give him also a consolidated teaching allowance of Rs. 10 a month for the extra duties involved, and let the one rupee a month from these women's allowances lapse to Government to the credit of the school. As regards the training of military midwifery pupils, the last rules were sanctioned in G.O., No. 5638, Military, of the 28th October 1882, which have since been embodied in Army Regulations, India, Volume VI, Medical, paragraphs 1676—1690 and 1693 and 1694.

3. I have consulted the Superintendent of the Lying in Hospital as regards these women being trained in the duties of sick nurses in the training school attached to

the General Hospital. He gives the following reasons against this, in which I fully concur:—

First.—These women are already really a part of the establishment of the Lying-in Hospital; their entertainment, training, examination, are all vested in the Superintendent of the Lying-in Hospital who also draws their pay from the Accountant-General. Formerly no separate teaching in sick nursing could be obtained in the Lying-in Hospital, therefore these women were posted at various hospitals for six months for this purpose.

Second.—As these women are trained for midwives, it is advisable that they should be specially educated in the diseases of pregnancy and in gynecology and for this purpose a course of six months is, by no means, too long. At present this course at the Lying-in Hospital only lasts three months.

Third.—If they have obtained a separate six months' course in the above subjects, the Superintendent will be able to give these women a longer course in practical midwifery in the delivery wards than he has been able to do hitherto which will render them more efficient midwives. There are always about 55 beds occupied in the Lying-in Hospital by pregnant women suffering from various diseases or by women not pregnant suffering from diseases peculiar to women. Owing to the great increase of work in late years, an increased number of nurse-pupils is urgently required and the services of these pupils will fulfil this want.

Fourth.—If the services of these women are not made available for the Lying-in Hospital, it will be necessary to ask for a larger number of stipends for midwifery pupils.

4. The training school for midwives has never been definitely designated. The Superintendent proposes that it should be termed the "Madras Government Lying-in Hospital Training School for Midwives," in which I concur.

5. The school will consist of—

(1) Midwifery nurse-pupils on Rs. 35 a month each, reduced in January 1892 to Rs. 15, European or Eurasian, sanctioned in G.O., No. 737, Public, dated 31st May 1871, and G.O., No. 1450, Public, dated 23rd September 1871	9
(2) Midwifery pupils, European or Eurasian, 7 first sanctioned in G.O.G., dated 10th October 1854, and 2 in No. 20, Public dated 8th January, 1873, also G.O., No. 997, Public, dated 25th July 1877	9
(3) Military midwifery nurse-pupils on Rs. 20 a month each, sanctioned in G.O., No. 5638, Military, dated 20th October 1882. There are rarely more than one or two women of this class at a time	6
(4) Midwifery pupils, Native, on Rs. 10 a month each, English speaking, sanctioned in G.O., No. 1450, Public, dated 23rd September 1871	2
(5) Midwifery pupils, Native, on Rs. 7 a month each, Vernacular speaking, sanctioned in G.O., No. 737, Public, dated 31st May 1871	7
Total	33

(6) There will also be a variable number of non-stipended pupils, certificated nurses training as midwives, non-stipended Native pupils, stipended pupils from Local Fund boards and municipalities, or the Dufferin's Fund. The number of these pupils must, as now, depend upon the accommodation available. The Native pupils of these classes average about twenty.

6. The Superintendent proposes that, in future, these pupils should be designated "Midwifery Nurse-Pupils" until they have passed the examination in their nursing duties and "Midwifery Pupils" after they commence the subject of midwifery proper. I consider the difference in terms a useful one and support his proposals.

7. In the school each pupil is required to supply herself with the Madras Manual for Nurse-Pupils and Falconer's Manual for Pupil-Midwives. They have also to supply themselves with blank case books. There is a small library of nursing books in existence to which additions can be made from time to time.

8. The only change in the pay of these pupils that the Superintendent suggests is an addition of Rs. 5 a month to each of the European and Eurasian, $18 \times 5 = \text{Rs. } 90$

a month to assist them in paying for their uniform, books, dhoby and mess servants. He points out that the 15 rupees a month is only barely sufficient for their rations and in this the experience of the General Hospital supports him. These expenses are now met by Government in the General Hospital and I consider that his proposal is a good one and give it my support.

9. The training staff will consist of the Superintendent, Lying-in Hospital, assisted by the senior medical subordinate, who systematically teaches the European and Eurasian midwifery nurse-pupils; a second medical subordinate, who will teach them the theoretical part of the nursing duties; an hospital assistant, who will teach, in their vernaculars, the Native midwives, the theoretical part of their duties as midwives in sick-nursing. The practical training is carried on in the wards under the supervision of the Superintendent and medical subordinates by the matron and her assistants.

10. In my opinion it is desirable that the cost of the training school should be shown separately from that of the hospital and not appear in statement V of the annual reports, as is the custom in the best managed hospitals in Great Britain. This would entail a separate proposition statement being made out for it. A separate statement showing the annual receipts and expenditure should be attached to the annual administration report of the Superintendent of the hospital in which he will, in future, deal with the work done in the training school during the year. The Superintendent concurs in these suggestions.

11. *Nursing Establishment of the Lying-in Hospital.*—This subject is so intimately connected with that of the training school that I consider it is advisable to deal with them together. In paragraph 15 of G.O., No. 712, Public, dated 28th August 1895, Government in calling my attention to the remarks of the Acting Superintendent, under "Midwives," regarding nursing and pointing out that he was rightly dissatisfied with the arrangements under which this duty is carried out entirely by probationers was of opinion that a small permanent staff of nurses should be maintained. The subject had been fully brought to my notice by Surgeon-Lieutenant-Colonel Sturmér during the year, and I directed him to lay his views, in which I largely concurred, fully before the permanent Superintendent on his return in August of this year, in order that I might be in possession of the result of his long experience in the hospital on this subject before addressing Government.

12. Surgeon-Lieutenant-Colonel Branfoot points out that the Government Lying-in Hospital has always been nursed by a staff of probationary midwifery nurses. Of late years, as work increased and nursing wants became more urgent, a few increases of a permanent character have been made to the nursing staff but these have not been in any way adequate for nursing requirements. It has been frequently pointed out that nursing a large hospital with a probationary staff means increased supervision work for the matron and adds to the work and anxiety of the medical officer in charge. There is also the disappointment that, as soon as the nurse or midwife is qualified for independent work, her services are lost to the hospital. On the other hand Dr. Branfoot states he is sure that the training of nurses and midwives can be made more thorough when the women are made to feel that responsibility rests with them and that they are not mere on-lookers at the work of others. The number of very excellent women passed out from the Lying-in Hospital during the past twenty-five years proves this.

13. The following statement shows the existing nursing staff and the orders sanctioning their appointments:—

No.	Staff	Pay.	Orders sanctioning their appointments.
1	Head matron	Rs. 125—5—150 (biennial)	Extract Minutes of Consultation, dated 24th June 1844, and G.O., No. 9, Public, dated 8th January 1891.
1	First Assistant matron	" 50—5—75	G.O., No. 1128, Public, dated 9th September 1875, and G.O., No. 9, Public, dated 8th January 1891.
1	Second Assistant matron	" 50	G.O., No. 9, Public, dated 8th January 1891.
1	Head nurse and midwife	" 30—5—50 (biennial), plus Rs. 15, ration allowance.	G.O., No. 596, Public, dated 20th July 1891, and G.O., No. 412, Public, dated 4th April 1892.
9	European midwifery pupils	" 15 each	G.O., No. 997, Public, dated 26th July 1877, and No. 1450, Public, dated 23rd September 1871.
* 3	Do. nurse do.	" 15	G.O., No. 737, Public, dated 31st May 1871.

* Six European midwifery nurse-pupils now doing duty at the General Hospital, Rs. 15 each.

No.	Staff.	Pay.	Orders sanctioning their appointments.
1	Head Native nurse	Rs. 8.	Extract Minutes of Consultation, dated 24th June 1844, and G.O., No. 1016, Public, dated 28th June 1865.
2	Native nurses	" 12 each	G.O., No. 9, Public, dated 8th January 1891.
7	Native midwifery pupils	" 7 "	G.O., No. 737, Public, dated 31st May 1871.
2	Do. nurse pupils	" 10 "	G.O., No. 1450, Public, dated 23rd September 1871.
7	Ayaks	" 6 "	Extract Minutes of Consultation, dated 24th June 1844, and G.O., No. 1016, Public, dated 28th September 1865.
16	Female toties	" 4 "	G.O., No. 1128, Public, dated 9th September 1875.
4	Dhobies	" 8 "	G.O., No. 9, Public, dated 8th January 1891.
1	Dhoby boy	" 4 "	and G.O., No. 596, Public, dated 20th July 1891.
1	Tailor woman	" 10	G.O., No. 596, Public, dated 20th July 1891.

N.B.—Six Military midwifery nurse pupils are also sanctioned at Rs. 20 each—G.O., No. 5638, Military, dated 20th October 1882. Three of them were usually at the Hospital for Women and three at the Lying-in Hospital, but vacancies were not always filled. The Head Native Nurse is an old midwife who must be pensioned very shortly and replaced by a first-class Native midwife.

With regard to the Military midwifery nurse pupils, very few of the stipends have been filled up in the last two years and there is not at present a single Military pupil under training. Information has, however, just been received that one pupil is about to join.

14. In Appendix A is shown the existing nursing staff including the servants attached to that department.

15. The following statement shows the proposed increase to the establishment which provides a reserve for nurses sick or absent on leave:—

No.	Staff.	Present pay.	Proposed pay.
1	Head Matron, European or Eurasian, certificated midwife.	Rs. 125—5—150 (biennial) ..	Rs. 150—10—200 (annual).
1	First Assistant Matron, European or Eurasian certificated midwife.	" 50—5—75 (do.) ..	" 100+15 ration allowance.
1	Second Assistant Matron, European or Eurasian certificated midwife.	" 50	" 60+15 do.
1	Head Nurse and Midwife, European or Eurasian certificated midwife.	" 30—5—50 (biennial) ..	" 60+15 do.
2	Nurses, European or Eurasian, certificated midwife.		" 40+15 do. for each
9	European midwifery nurse pupils ..	" 15	" 15+5 allowance for each.
9	European midwifery pupils	" 15	" 15+5 do. do.
1	First-class Native midwife, certificated.		" 15
1	Do. do.	" 8	" 15
2	Second-class Native midwives, certificated.	" 12	" 12 for each.
1	Linen woman		" 25+15 ration allowance.

In Appendix A it will be seen how it is proposed to distribute the increased staff

It is proposed to raise the pay of the Matron from Rs. 125—5—150 (biennial) to Rs. 150—10—200 (annual). This will make her pay less than the pay proposed for the Assistant Matron Superintendent of the General Hospital. The Matron in this hospital has the whole nursing staff under her, supervises the work of the nurses and midwifery pupils, is responsible for the admission and payment of pregnant women receiving the allowance and has a number of other responsible duties to perform, involving hard work and requiring an active, intelligent and well-trained woman. It is unlikely that the services of a thoroughly reliable woman could be retained on a lower salary. The First and Second Assistant Matrons are in charge of the delivery wards. One of them is always off duty day and night. The First Assistant Matron also has charge of the laundry. Both of the women should be the best trained midwives who can be obtained, as they are supposed to train all the midwifery pupils, European and Native, in their practical duties in the delivery wards. Great difficulty has been experienced in filling up these posts because of the inadequacy of the pay, and several good women have left because they found they could obtain superior and less hardly worked appointments in other parts of India or in private practice as midwives. Dr. Branfoot proposes to raise the pay of the First Assistant from Rs. 50—5—75 (biennial) to Rs. 100 plus Rs. 15 ration allowance and to put the other on the footing of a head nurse in the General Hospital, pay Rs. 60 plus Rs. 15 ration money.

The head nurse and midwife in the caste wards was sanctioned on the opening of the caste block, the beds in which are nearly always full. She should be fully qualified, able, if necessary, to take the place of one of the Assistant Matrons in case of one of them going on leave or falling ill. The appointment is now vacant, as the pay is not large enough to tempt a good woman, Dr. Branfoot proposes to raise this post to the grade of a head nurse at the General Hospital. Good midwives practising in the town or mofussil can make at least Rs. 50 a month and may make double this.

The appointment of two permanent nurses, who must be trained midwives, is suggested by Dr. Branfoot on a rate of pay equal to the first-grade nurses at the General Hospital, viz., Rs. 40+15 ration allowance a month. These appointments will fulfil the want which is felt for some permanent trained nurses who are capable of nursing serious cases or helping the Matron to supervise and train the nurse and midwifery pupils.

The nine midwifery and midwifery pupils will all be required.

The two passed native midwives at Rs. 15 a month and to employ a permanent staff of four of these women and to grade them as—

Two first-class native midwifery nurses at Rs. 15 a month equal to first-grade female ward attendants in the General Hospital.

Two second-class native midwifery nurses at Rs. 12 a month equal to the second grade female ward attendants at the General Hospital.

Local fund boards are willing to pay native midwives Rs. 15 a month and Dr. Branfoot has at present more than thirty applications from these bodies for such women. He has therefore been pushed out of the market and is unable to obtain the services of the best women trained in the hospital.

The native nurse pupils in the training school will all be employed in assisting in the nursing duties.

The Second Assistant Matron is now in charge of the laundry which takes up too much of her time. Dr. Branfoot proposes the appointment of a linen woman on Rs. 25+15 ration allowance a month who will be directly under the Matron. The charge of the linen and laundry of a Lying-in and Gynaecological hospital, in which the average daily sick is seldom below 100 and in which the highest number of beds occupied during 1893 was 146 and the lowest 80 irrespective of babies, is one requiring the services of a special woman, and this appointment, if sanctioned, will fulfil a long desired want. It is proposed that this woman should mess with the European and Eurasian pupils in the school.

16. Appendix B shows the proposed increase in the expenditure which amounts to Rs. 397 a month. I have gone very carefully into these proposals with Dr. Branfoot and am convinced that if they are sanctioned, the hospital will be placed on a satisfactory basis as regards its Nursing department.

17. *Accommodation available.*—Quarters for matrons, nurses and pupils will be available, when the rooms in course of construction are completed, as follows:—

European and Eurasian.

Permanent	{ One matron. Two assistant matrons. Three nurses.
Training school	Twenty-six pupils.

Natives.

Permanent Four native midwives.
Training school Twenty-four pupils.

This is sufficient for the present needs of the hospital and training school.

18. For convenience, I recapitulate the proposals—

(1) A consolidated teaching allowance of Rs. 25 a month to be given to the Apothecary who trains the European and Eurasian nurse pupils in nursing duties.

(2) A consolidated teaching allowance of Rs. 10 a month to the Hospital Assistant who trains the native midwifery pupils in their vernaculars.

(3) All the training of the European and Eurasian midwifery nurse pupils to be carried on in the Lying-in and Gynecological hospital.

(4) The training school to be designated "The Madras Government Lying-in Hospital Training School for Midwives."

(5) This school to consist of the pupils mentioned in paragraph 5 of this letter.

(6) The pupils to be designated "Midwifery nurse pupils" and "Midwifery pupils."

(7) The European and Eurasian midwifery nurse pupils and midwifery pupils to receive an increase in stipend of Rs. 5 a month.

(8) The teaching staff of the school to consist of those mentioned in paragraph 9 of this letter.

(9) The cost of the school to be shown separately from that of the hospital as suggested in paragraph 10 of this letter.

(10) The Nursing establishment to be increased and their pay improved as suggested in paragraph 15 of this letter.

(11) Sanction for the distribution of nurses proposed in paragraph 16 and Appendix A.

APPENDIX A. **DISTRIBUTION of the existing Nursing staff and proposed distribution of the Nursing staff.**

Present.						Proposed.					
Blocks.	Number of beds.	Nurses and attendants.	Blocks.	Number of beds.	Nurses and attendants.	Blocks.	Number of beds.	Nurses and attendants.	Blocks.	Number of beds.	Nurses and attendants.
Over the Nursing Department—1 Matron.						Over the Nursing Department—1 Matron.					
C. Delivery wards.	* 12	2 Assistant Matrons. 4 European pupils. 4 Native pupils. 1 Female toty.	A-2 and contagious cases.	19	2 European pupils. 4 Native pupils. 1 Ayah. 2 Female toties.	C. Delivery ward.	12	2 Assistant matrons. 4 European pupils. 4 Native pupils. 1 Female toty.	A-2 and contagious cases.	19	2 European pupils. 4 Native pupils. 1 Ayah. 2 Female toties.
B-1 and D-1. Puerperal wards.	18	2 European pupils. 2 Native pupils. 2 Ayahs. 2 Female toties.	G-1	12	1 Native nurse. 3 European pupils. 2 Native pupils. 1 Ayah. 1 Female toty.	B-1 and D-1. Puerperal wards.	18	2 European pupils. 2 Native pupils. 2 Ayahs. 2 Female toties.	G-1	12	1 Nurse. 2 European pupils. 2 Native pupils. 1 Ayah. 1 Female toty.
E-1. Paying special ward.	6	1 European pupil. 1 Native pupil. 1 Ayah. 1 Female toty.	G-2	18	2 Native nurses. 2 Native pupils. 1 Female toty. 4 Dhobies.	E-1. Paying special ward.	5	2 European pupils. 1 Native pupil. 1 Ayah. 1 Female toty.	G-2	18	1 Nurse. 2 Native midwives. 2 Native pupils. 2 Female toties.
A-1, B-2, D-2. Native Puerperal wards.	29	6 Native pupils. 1 Ayah. 3 Female toties.	Laundry	..	1 Dhoby boy. 1 Tailor woman. 1 Female toty.	A-1, B-2, D-2. Native Puerperal wards.	29	3 European pupils. 3 Native pupils. 1 Ayah. 3 Female toties.	Reserve and for special cases.	..	2 European pupils. 2 Native midwives. 3 Native pupils.
E-2 and Caste Cottages.	21	1 Head nurse and midwife. 4 Native pupils. 1 Ayah. 3 Female toties.	Nurses' quarters.	..	..	E-2 and Caste Cottages.	21	1 Head nurse and midwife. 1 European pupil. 4 Native pupils. 1 Ayah. 2 Female toties.	Laundry	..	1 Linen woman. 4 Dhobies. 1 Dhoby boy. 1 Female toty. 1 Tailor woman. 1 Female toty.

* These beds have not hitherto been included with the beds available in hospital. The number of these beds will soon be increased to eighteen beds.
N.B.—The number of Native pupils includes pupils training for Local Fund Boards, &c., according to the numbers usually under training.

APPENDIX B.
Increase of Expenditure.

Present expenditure.		Proposed expenditure.		Increase of expenditure.
	RS.		RS.	RS.
1 Head Matron	135	1 Head Matron	150	15
1 First Assistant Matron	50	1 First Assistant Matron	115	65
1 Second Assistant Matron	50	1 Second Assistant Matron	75	25
1 Head Nurse and midwife	45	1 Head Nurse and midwife	75	30
		2 Nurses	110	110
9 European midwifery nurse pupils	135	9 European midwifery nurse pupils	180	45
9 European midwifery pupils	135	9 European midwifery pupils	180	45
1 Head Native nurse	8	1 First-class Native midwife	15	7
		1 First-class do.	15	15
2 Native nurses	24	2 Second-class Native midwives	24	..
7 Native midwifery pupils	49	7 Native midwifery pupils	49	..
2 Native nurse pupils	20	2 Native nurse pupils	20	..
7 Ayahs	42	7 Ayahs	42	..
8 Female toties	64	16 Female toties	64	..
		1 Linen woman	40	40
4 Dhobies	32	4 Dhobies	32	..
1 Dhoby boy	4	1 Dhoby boy	4	..
1 Tailor woman	10	1 Tailor woman	10	..
Total ..	803	Total ..	1,200	397

GOVERNMENT OF MADRAS.
PUBLIC DEPARTMENT.

READ—the following paper:—

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 Madras, 28th October 1895, No. 466.

In paragraph 11 of G.O., No. 439, Public, dated 31st May 1895, I have been called upon to afford full information in regard to the pupil-nurses of the Lying-in Hospital, who went through a course of training in sick nursing at the Women and Children Hospital. It was stated that accommodation must be found for them in the General Hospital. The average number was asked for and I was directed to report whether it would be feasible to continue to give them the course of training which they had hitherto undergone.

2. *Training School.*—This training school for midwives was started in the year 1854—vide rules regarding it published in *Fort St. George Gazette*—second half of 1854—10th October, page 1112; and the good work it has done is well known to Government. These rules were subsequently embodied in the Madras Medical Code of 1870, section XVI, page 66, volume II.

G.O., No. 737, Public, dated 31st May 1871, sanctioned seven additional pupils at Rs. 7 each.

G.O., No. 1419, Public, dated 30th December 1872, granted permission to admit pupils from any station within the limits of the Madras Command.

G.O., No. 997, Public, dated 25th July 1877, sanctioned the stipends of the nine European and East Indian nurse pupils being raised to Rs. 15 a month.

G.O., No. 1222, Public, dated 7th June 1884, sanctioned a consolidated allowance of Rs. 50 a month to the Senior Warrant Medical Officer attached to the Lying-in Hospital for the extra duty of teaching midwifery to the class of female pupils. Their text-book has been edited by Military Assistant Surgeon Falconer as the *Manual for Pupil-Midwives* and has been carefully revised by Surgeon-Major Branfoot. The teacher's allowance of Rs. 5 a month, included in the stipend of military female pupils, was to lapse to the State. The Apothecary of the Women and Children's Hospital was to continue to draw his Rs. 5 a month for each pupil of the class under training in that hospital. This sum could now be paid to the Apothecary who will be told off to carry on the theoretical training of the women from the Madras Manual for pupil-nurses, but it would be better to grant him a consolidated allowance of Rs. 25 a month.

Since the year 1884, under the authority of the Surgeon-General, the Senior Hospital Assistant has been given one rupee a month for the training, in their vernaculars, all Native midwifery nurse-pupils sent by local or private bodies. In my opinion it would be better to give him also a consolidated teaching allowance of Rs. 10 a month for the extra duties involved, and let the one rupee a month from these women's allowances lapse to Government to the credit of the school. As regards the training of military midwifery pupils, the last rules were sanctioned in G.O., No. 5638, Military, of the 28th October 1882, which have since been embodied in Army Regulations, India, Volume VI, Medical, paragraphs 1676—1690 and 1693 and 1694.

3. I have consulted the Superintendent of the Lying-in Hospital as regards these women being trained in the duties of sick nurses in the training school attached to the General Hospital. He gives the following reasons against this, in which I fully concur:—

First.—These women are already really a part of the establishment of the Lying-in Hospital; their entertainment, training, examination, are all vested in the Superintendent of the Lying-in Hospital who also draws their pay from the Accountant-General. Formerly no separate teaching in sick nursing could be obtained in the Lying-in Hospital, therefore these women were posted at various hospitals for six months for this purpose.

Second.—As these women are trained for midwives, it is advisable that they should be specially educated in the diseases of pregnancy and in gynaecology and for this purpose a course of six months is, by no means, too long. At present this course at the Lying-in Hospital only lasts three months.

Third.—If they have obtained a separate six months' course in the above subjects, the Superintendent will be able to give these women a longer course in practical midwifery in the delivery wards than he has been able to do hitherto which will render them more efficient midwives. There are always about 55 beds occupied in the Lying-in Hospital by pregnant women suffering from various diseases or by women not pregnant suffering from diseases peculiar to women. Owing to the great increase of work in late years, an increased number of nurse-pupils is urgently required and the services of these pupils will fulfil this want.

Fourth.—If the services of these women are not made available for the Lying-in Hospital, it will be necessary to ask for a larger number of stipends for midwifery pupils.

4. The training school for midwives has never been definitely designated. The Superintendent proposes that it should be termed the "Madras Government Lying-in Hospital Training School for Midwives," in which I concur.

5. The school will consist of—

(1) Midwifery nurse-pupils on Rs. 35 a month each, reduced in January 1892 to Rs. 15, European or Eurasian, sanctioned in G.O., No. 737, Public, dated 31st May 1871, and G.O., No. 1450, Public, dated 23rd September 1871

(2) Midwifery pupils, European or Eurasian, 7 first sanctioned in G.O.G., dated 16th October 1854, and 2 in No. 20, Public, dated 8th January 1873, also G.O., No. 997, Public, dated 26th July 1877

(3) Military midwifery nurse-pupils on Rs. 20 a month each, sanctioned in G.O., No. 5638, Military, dated 20th October 1882. There are rarely more than one or two women of this class at a time

(4) Midwifery pupils, Native, on Rs. 10 a month each, English speaking, sanctioned in G.O., No. 1450, Public, dated 23rd September 1871

(5) Midwifery pupils, Native, on Rs. 7 a month each, Vernacular speaking, sanctioned in G.O., No. 737, Public, dated 31st May 1871

Total .. 33

(6) There will also be a variable number of non-stipended pupils, certificated nurses training as midwives, non-stipended Native pupils, stipended pupils from Local Fund boards and municipalities, or the Dufferin's Fund. The number of these pupils must, as now, depend upon the accommodation available. The Native pupils of these classes average about twenty.

6. The Superintendent proposes that, in future, these pupils should be designated "Midwifery Nurse-Pupils" until they have passed the examination in their nursing duties and "Midwifery Pupils" after they commence the subject of midwifery proper. I consider the difference in terms a useful one and support his proposals.

7. In the school each pupil is required to supply herself with the Madras Manual for Nurse-Pupils and Falconer's Manual for Pupil-Midwives. They have also to supply themselves with blank case books. There is a small library of nursing books in existence to which additions can be made from time to time.

8. The only change in the pay of these pupils that the Superintendent suggests is an addition of Rs. 5 a month to each of the European and Eurasian, $18 \times 5 = \text{Rs. } 90$ a month to assist them in paying for their uniform, books, dhoby and mess servants. He points out that the 15 rupees a month is only barely sufficient for their rations and in this the experience of the General Hospital supports him. These expenses are now met by Government in the General Hospital and I consider that his proposal is a good one and give it my support.

9. The training staff will consist of the Superintendent, Lying-in Hospital, assisted by the senior medical subordinate, who systematically teaches the European and Eurasian midwifery nurse-pupils; a second medical subordinate, who will teach them the theoretical part of the nursing duties; an hospital assistant, who will teach, in their vernaculars, the Native midwives the theoretical part of their duties as midwives in sick-nursing. The practical training is carried on in the wards under the supervision of the Superintendent and medical subordinates by the matron and her assistants.

10. In my opinion it is desirable that the cost of the training school should be shown separately from that of the hospital and not appear in statement V of the annual reports, as is the custom in the best managed hospitals in Great Britain. This would entail a separate proposition statement being made out for it. A separate statement showing the annual receipts and expenditure should be attached to the annual administration report of the Superintendent of the hospital in which he will, in future, deal with the work done in the training school during the year. The Superintendent concurs in these suggestions.

11. *Nursing Establishment of the Lying-in Hospital.*—This subject is so intimately connected with that of the training school that I consider it is advisable to deal with them together. In paragraph 15 of G.O., No. 712, Public, dated 28th August 1895, Government in calling my attention to the remarks of the Acting Superintendent, under "Midwives," regarding nursing and pointing out that he was rightly dissatisfied with the arrangements under which this duty is carried out entirely by probationers was of opinion that a small permanent staff of nurses should be maintained. The subject had been fully brought to my notice by Surgeon-Lieutenant-Colonel Sturmer during the year, and I directed him to lay his views, in which I largely concurred, fully before the permanent Superintendent on his return in August of this year, in order that I might be in possession of the result of his long experience in the hospital on this subject before addressing Government.

12. Surgeon-Lieutenant-Colonel Branfoot points out that the Government Lying-in Hospital has always been nursed by a staff of probationary midwifery nurses. Of late years, as work increased and nursing wants became more urgent, a few increases of a permanent character have been made to the nursing staff but these have not been in any way adequate for nursing requirements. It has been frequently pointed out that nursing a large hospital with a probationary staff means increased supervision for the matron and adds to the work and anxiety of the medical officer in charge. There is also the disappointment that, as soon as the nurse or midwife is qualified for independent work, her services are lost to the hospital. On the other hand Dr. Branfoot states he is sure that the training of nurses and midwives can be made more thorough when the women are made to feel that responsibility rests with them and that they are not mere on-lookers at the work of others. The number of very excellent women passed out from the Lying-in Hospital during the past twenty-five years proves this.

13. The following statement shows the existing nursing staff and the orders sanctioning their appointments:—

No.	Staff.	Pay.	Orders sanctioning their appointments.
1	Head matron	Rs. 125—5—150 (biennial) ..	Extract Minutes of Consultation, dated 24th June 1844, and G.O., No. 9, Public, dated 8th January 1891.
1	First Assistant matron ..	" 50—5—75	G.O., No. 1123, Public, dated 9th September 1875, and G.O., No. 9, Public, dated 8th January 1891.
1	Second Assistant matron ..	" 50	G.O., No. 9, Public, dated 8th January 1891.
1	Head nurse and midwife ..	" 30—5—50 (biennial), plus Rs. 15, ration allowance.	G.O., No. 596, Public, dated 20th July 1891, and G.O., No. 412, Financial, dated 4th April 1892.
9	European midwifery pupils ..	" 15 each	G.O., No. 997, Public, dated 25th July 1877, and No. 1466, Public, dated 23rd September 1871.
3	Do. nurse do.	" 15	G.O., No. 737, Public, dated 31st May 1871.

* Six European midwifery nurse-pupils now doing duty at the General Hospital, Rs. 15 each.

No.	Staff.	Pay.	Orders sanctioning their appointments.
1	Head Native nurse	Rs. 8.	Extract Minutes of Consultation, dated 24th June 1844, and G.O., No. 1015, Public, dated 28th September 1865.
2	Native nurses	" 12 each	G.O., No. 9, Public, dated 8th January 1891.
7	Native midwifery pupils ..	" 7	G.O., No. 737, Public, dated 31st May 1871.
2	Do. nurse pupils	" 10	G.O., No. 1450, Public, dated 23rd September 1871.
7	Ayaks	" 6	Extract Minutes of Consultation, dated 24th June 1844, and G.O., No. 1015, Public, dated 28th September 1865. G.O., No. 1123, Public, dated 9th September 1875, G.O., No. 9, Public, dated 8th January 1891, and G.O., No. 596, Public, dated 20th July 1891.
16	Female toties	" 4	G.O., No. 596, Public, dated 20th July 1891.
4	Dholies	" 3	G.O., No. 9, Public, dated 8th January 1891.
1	Dhoty boy	" 4	G.O., No. 1085, Public, dated 10th August 1881.
1	Tailor woman	" 10	G.O., No. 9, Public, dated 8th January 1891.

N.B.—Six Military midwifery nurse pupils are also sanctioned at Rs. 20 each—G.O., No. 5638, Military, dated 20th October 1883. Three of them were usually at the Hospital for Women and three at the Lying-in Hospital, but vacancies were not always filled. The Head Native Nurse is an old midwife who must be pensioned very shortly and replaced by a first-class Native midwife.

With regard to the Military midwifery nurse pupils, very few of the stipends have been filled up in the last two years and there is not at present a single Military pupil under training. Information has, however, just been received that one pupil is about to join.

14. In Appendix A is shown the existing nursing staff, including the servants attached to that department.

15. The following statement shows the proposed increase to the establishment which provides a reserve for nurses sick or absent on leave:—

No.	Staff.	Present pay.	Proposed pay.
1	Head Matron, European or Eurasian certificated midwife.	Rs. 125—5—150 (biennial) ..	Rs. 150—10—200 (annual).
1	First Assistant Matron, European or Eurasian certificated midwife.	" 50—5—75 (do.) ..	" 100+15 ration allowance.
1	Second Assistant Matron, European or Eurasian certificated midwife.	" 50	" 60+15 do.
1	Head Nurse and Midwife, European or Eurasian certificated midwife.	" 30—5—50 (biennial) ..	" 60+15 do.
2	Nurses, European or Eurasian certificated midwife.		" 40+15 do. for each.
9	European midwifery nurse-pupils ..	" 15	" 15+5 allowance for each.
9	European midwifery pupils ..	" 15	" 15+5 do. do.
1	First-class Native midwife, certificated.		" 15
1	Do. do.	" 8	" 15
2	Second-class Native midwives, certificated.	" 12	" 12 for each.
1	Linen woman		" 25+15 ration allowance.

In Appendix A it will be seen how it is proposed to distribute the increased staff.

It is proposed to raise the pay of the Matron from Rs. 125—5—150 (biennial) to Rs. 150—10—200 (annual). This will make her pay less than the pay proposed for the Assistant Matron Superintendent of the General Hospital. The Matron in this hospital has the whole nursing staff under her, supervises the work of the nurses and midwifery pupils, is responsible for the admission and payment of pregnant women receiving the allowance and has a number of other responsible duties to perform, involving hard work and requiring an active, intelligent and well-trained woman. It is unlikely that the services of a thoroughly reliable woman could be retained on a lower salary. The First and Second Assistant Matrons are in charge of the delivery wards. One of them is always on duty day and night. The First Assistant Matron also has charge of the laundry. Both of the women should be the best trained midwives who can be obtained, as they are supposed to train all the midwifery pupils, European and Native, in their practical duties in the delivery wards. Great difficulty has been experienced in filling up these posts because of the inadequacy of the pay, and several good women have left because they found they could obtain superior and less hardly worked appointments in other parts of India or in private practice as midwives. Dr. Branfoot proposes to raise the pay of the First Assistant from Rs. 50—5—75 (biennial) to Rs. 100 plus Rs. 15 ration allowance and to put the other on the footing of a head nurse in the General Hospital, pay Rs. 60 plus Rs. 15 ration money.

The head nurse and midwife in the caste wards was sanctioned on the opening of the caste block, the beds in which are nearly always full. She should be fully qualified, able, if necessary, to take the place of one of the Assistant Matrons in case of one of them going on leave or falling ill. The appointment is now vacant, as the pay is not large enough to tempt a good woman. Dr. Branfoot proposes to raise this post to the grade of a head nurse at the General Hospital. Good midwives practising in the town or mofussil can make at least Rs. 50 a month and may make double this.

The appointment of two permanent nurses, who must be trained midwives, is suggested by Dr. Branfoot on a rate of pay equal to the first-grade nurses at the General Hospital, viz., Rs. 40+15 ration allowance a month. These appointments will fulfil the want which is felt for some permanent trained nurses who are capable of nursing serious cases or helping the Matron to supervise and train the nurse and midwifery pupils.

The nine midwifery nurse and nine midwifery pupils, Europeans and Eurasians, will all be required.

The two passed native midwives were sanctioned for nursing in the Gynecological block on a salary of Rs. 12 a month. Dr. Branfoot proposes to employ a permanent staff of four of these women and to grade them as—

Two first-class native midwifery nurses at Rs. 15 a month equal to first-grade female ward attendants in the General Hospital.

Two second-class native midwifery nurses at Rs. 12 a month equal to the second grade female ward attendants at the General Hospital.

Local fund boards are willing to pay native midwives Rs. 15 a month and Dr. Branfoot has at present more than thirty applications from these bodies for such women. He has therefore been pushed out of the market and is unable to obtain the services of the best women trained in the hospital.

The native nurse pupils in the training school will all be employed in assisting in the nursing duties.

The Second Assistant Matron is now in charge of the laundry which takes up too much of her time. Dr. Branfoot proposes the appointment of a linen woman on Rs. 25+15 ration allowance a month who will be directly under the Matron. The charge of the linen and laundry of a Lying-in and Gynecological hospital, in which the average daily sick is seldom below 100 and in which the highest number of beds occupied during 1893 was 146 and the lowest 80 irrespective of babies, is one

requiring the services of a special woman, and this appointment, if sanctioned, will fulfil a long desired want. It is proposed that this woman should mess with the European and Eurasian pupils in the school.

16. Appendix B shows the proposed increase in the expenditure which amounts to Rs. 397 a month. I have gone very carefully into these proposals with Dr. Branfoot and am convinced that if they are sanctioned, the hospital will be placed on a satisfactory basis as regards its Nursing department.

17. *Accommodation available.*—Quarters for matrons, nurses and pupils will be available, when the rooms in course of construction are completed, as follows:—

European and Eurasian.

Permanent	{ One matron. Two assistant matrons. Three nurses.
Training school	Twenty-six pupils.

Natives.

Permanent	Four natives midwives.
Training school	Twenty-four pupils.

This is sufficient for the present needs of the hospital and training school.

18. For convenience, I recapitulate the proposals—

- (1) A consolidated teaching allowance of Rs. 25 a month to be given to the Apothecary who trains the European and Eurasian nurse pupils in nursing duties.
- (2) A consolidated teaching allowance of Rs. 10 a month to the Hospital Assistant who trains the native midwifery pupils in their vernaculars.
- (3) All the training of the European and Eurasian midwifery nurse pupils to be carried on in the Lying-in and Gynecological hospital.
- (4) The training school to be designated "The Madras Government Lying-in Hospital Training School for Midwives."
- (5) This school to consist of the pupils mentioned in paragraph 5 of this letter.
- (6) The pupils to be designated "Midwifery nurse pupils" and "Midwifery pupils."
- (7) The European and Eurasian midwifery nurse pupils and midwifery pupils to receive an increase in stipend of Rs. 6 a month.
- (8) The teaching staff of the school to consist of those mentioned in paragraph 9 of this letter.
- (9) The cost of the school to be shown separately from that of the hospital as suggested in paragraph 10 of this letter.
- (10) The Nursing establishment to be increased and their pay improved as suggested in paragraph 15 of this letter.
- (11) Sanction for the distribution of nurses proposed in paragraph 16 and Appendix A.

APPENDIX A.
DISTRIBUTION OF THE EXISTING NURSING STAFF AND PROPOSED DISTRIBUTION OF THE NURSING STAFF.

Present.				Proposed.			
Blocks	Number of beds.	Nurses and attendants.	Blocks	Number of beds.	Nurses and attendants.	Blocks	Number of beds.
Over the Nursing Department—1 Matron.				Over the Nursing Department—1 Matron.			
C. Delivery wards.	12	2 European pupils. 4 Native pupils. 1 Ayah. 2 Female toties.	C. Delivery ward.	12	2 Assistant matrons. 4 European pupils. 4 Native pupils. 1 Female toty.	A-2 and contagious cases.	19
B-1 and D-1. Puerperal wards.	18	1 Native nurse. 3 European pupils. 2 Native pupils. 1 Ayah. 1 Female toty.	B-1 and D-1. Puerperal wards.	18	2 European pupils. 2 Native pupils. 2 Ayahs. 2 Female toties.	G-1	12
E-1. Paying special ward.	6	2 Native nurses. 2 Native pupils. 1 Female toty. 4 Dhobies.	E-1. Paying special ward.	6	2 European pupils. 1 Native pupil. 1 Ayah. 1 Female toty.	G-2	18
A-1, B-2, D-2. Native Puerperal wards.	29	6 Native pupils. 1 Ayah. 3 Female toties.	A-1, B-2, D-2. Native Puerperal wards.	29	3 European pupils. 3 Native pupils. 1 Ayah. 3 Female toties.	Reserve and for special cases.	..
E-2 and Caste Cottages.	21	1 Head nurse and midwife. 4 Native pupils. 1 Ayah. 3 Female toties.	E-2 and Caste Cottages.	21	1 Head nurse and midwife. 1 European pupil. 4 Native pupils. 1 Ayah. 2 Female toties.	Laundry ..	..
						Nurses' quarters ..	..

* These beds have not hitherto been included with the beds available in hospital. The number of these beds will soon be increased to eighteen beds.
N.B.—The number of Native pupils includes pupils training for Local Fund Boards, &c., according to the numbers usually under training.

APPENDIX B.

INCREASE OF EXPENDITURE.

Present expenditure.		Proposed expenditure.		Increase of expenditure.	
	Rs.		Rs.		Rs.
1 Head Matron	135	1 Head Matron	160		25
1 First Assistant Matron ..	50	1 First Assistant Matron ..	115		65
1 Second Assistant Matron ..	50	1 Second Assistant Matron ..	75		25
1 Head Nurse and midwife ..	45	1 Head Nurse and midwife ..	75		30
		2 Nurses	110		110
9 European midwifery nurse pupils	135	9 European midwifery nurse pupils	180		45
9 Midwifery pupils	135	9 European midwifery pupils	180		45
1 Head Native nurse	8	1 First-class Native midwife	15		7
		1 First-class do.	15		15
2 Native nurses	24	2 Second-class Native midwives	24		
7 Native midwifery pupils ..	49	7 Native midwifery pupils	40		
2 Native nurse pupils	20	2 Native nurse pupils	20		
7 Ayahs	42	7 Ayahs	42		
16 Female toties	64	16 Female pupils	64		
		1 Linen woman	40		40
4 Dhobies	32	4 Dhobies	32		
1 Dhoby boy	4	1 Dhoby boy	4		
1 Tailor woman	10	1 Tailor woman	10		
Total	508	Total	1,200		692

ORDER—No. 111, Public, dated 22nd January 1896.

In his letter, No. 466, dated 28th October 1895, the Surgeon-General submits proposals for increasing the staff of nurses at the Government Lying-in Hospital and for the formation of a separate training school in connection with that institution.

2. The Government approves generally of the scheme put forward by the Surgeon-General and resolves to sanction proposals (1) to (9) set out in paragraph 18 of his letter subject to the following remarks:—

Nos. (1), (2) and (8).—The teaching staff will be as shown in paragraph 9, i.e., it will consist of—

- (1) The Superintendent, Lying-in Hospital, with no extra pay.
- (2) The senior medical subordinate, with an allowance of Rs. 50 *per mensem*, as at present, for instructing in midwifery. This allowance will continue to be partly met by the credit to Government of Rs. 5 *per mensem* deducted from the stipend of each military midwifery pupil who may be under instruction.
- (3) The second medical subordinate, with an allowance of Rs. 25 *per mensem* (previously drawn by the apothecary of the Women and Children's Hospital) for instructing in nursing.
- (4) A hospital assistant, with an allowance of Rs. 10 *per mensem* for instructing native pupils in midwifery and nursing (in the vernaculars).

3. In regard to proposal (10), the Government is not satisfied as to the necessity for some of the increments recommended in paragraph 15 of the Surgeon-General's letter. Rs. 125—5—150 appears to be sufficient remuneration for a woman of the class required as Matron, as she, it must be remembered, is locally engaged and not obtained from England. The Surgeon-General proposes to increase the pay of the First Assistant Matron from Rs. 50—5—75 to Rs. 100 + Rs. 15 ration allowance. The Government considers that it will be sufficient to fix the salary of the appointment at Rs. 75—5—100 *plus* Rs. 15 ration allowance, and this is accordingly sanctioned. The remaining increments and arrangements are approved, and a proposition statement should be submitted for sanction, pending which no action in the matter should be taken.

Press _____
Miscellaneous No. _____, dated _____ 190_____
Routine _____

Date taken out.	FOR WHAT PURPOSE.			Initials of clerk taking the paper or of attender.	Date returned.	Initials of attender.
	Department.	C No.	Year.			
18 Jan 1911	1st					