

(1) பக்கங்களின் எண்ணிக்கை

(2) புதுக்கித் திருப்பிய நாள்

(3) ஆதரவ் குறிப்பவர் கருக்கொப்பம்

தமிழ்நாடு ஆவணக் காப்பகம்.

தமிழ்நாடு அரசு

புதுக்கித் திருப்பிய நாள்

அரசாணை எண்.	அச்சகம்
மு. கோப்புத் தாள் எண்.	பலவகை
FORM NO 304	
PUBLIC DT 28 21896	
நாள்:	199

மதுக்கலா கண்டிப்படி கையாளவே கூடாது.

ஆவண. கா. 1-18,006-6-9-90.

[illegible]

C.A.

In this revised proof
a little addition has been
made to para 3 and a
note printed at foot-
of the statement ex-
plaining the blanks
in the figure cols.
with your initials please,
the Under Secy's counter-
initials will be obtained
if necessary.

th.
4/26.

For 2 lines 2001

Any regards?

doubt whether Court

Page 3

AF 4-28

1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100. 101. 102. 103. 104. 105. 106. 107. 108. 109. 110. 111. 112. 113. 114. 115. 116. 117. 118. 119. 120. 121. 122. 123. 124. 125. 126. 127. 128. 129. 130. 131. 132. 133. 134. 135. 136. 137. 138. 139. 140. 141. 142. 143. 144. 145. 146. 147. 148. 149. 150. 151. 152. 153. 154. 155. 156. 157. 158. 159. 160. 161. 162. 163. 164. 165. 166. 167. 168. 169. 170. 171. 172. 173. 174. 175. 176. 177. 178. 179. 180. 181. 182. 183. 184. 185. 186. 187. 188. 189. 190. 191. 192. 193. 194. 195. 196. 197. 198. 199. 200. 201. 202. 203. 204. 205. 206. 207. 208. 209. 210. 211. 212. 213. 214. 215. 216. 217. 218. 219. 220. 221. 222. 223. 224. 225. 226. 227. 228. 229. 230. 231. 232. 233. 234. 235. 236. 237. 238. 239. 240. 241. 242. 243. 244. 245. 246. 247. 248. 249. 250. 251. 252. 253. 254. 255. 256. 257. 258. 259. 260. 261. 262. 263. 264. 265. 266. 267. 268. 269. 270. 271. 272. 273. 274. 275. 276. 277. 278. 279. 280. 281. 282. 283. 284. 285. 286. 287. 288. 289. 290. 291. 292. 293. 294. 295. 296. 297. 298. 299. 300. 301. 302. 303. 304. 305. 306. 307. 308. 309. 310. 311. 312. 313. 314. 315. 316. 317. 318. 319. 320. 321. 322. 323. 324. 325. 326. 327. 328. 329. 330. 331. 332. 333. 334. 335. 336. 337. 338. 339. 340. 341. 342. 343. 344. 345. 346. 347. 348. 349. 350. 351. 352. 353. 354. 355. 356. 357. 358. 359. 360. 361. 362. 363. 364. 365. 366. 367. 368. 369. 370. 371. 372. 373. 374. 375. 376. 377. 378. 379. 380. 381. 382. 383. 384. 385. 386. 387. 388. 389. 390. 391. 392. 393. 394. 395. 396. 397. 398. 399. 400. 401. 402. 403. 404. 405. 406. 407. 408. 409. 410. 411. 412. 413. 414. 415. 416. 417. 418. 419. 420. 421. 422. 423. 424. 425. 426. 427. 428. 429. 430. 431. 432. 433. 434. 435. 436. 437. 438. 439. 440. 441. 442. 443. 444. 445. 446. 447. 448. 449. 450. 451. 452. 453. 454. 455. 456. 457. 458. 459. 460. 461. 462. 463. 464. 465. 466. 467. 468. 469. 470. 471. 472. 473. 474. 475. 476. 477. 478. 479. 480. 481. 482. 483. 484. 485. 486. 487. 488. 489. 490. 491. 492. 493. 494. 495. 496. 497. 498. 499. 500. 501. 502. 503. 504. 505. 506. 507. 508. 509. 510. 511. 512. 513. 514. 515. 516. 517. 518. 519. 520. 521. 522. 523. 524. 525. 526. 527. 528. 529. 530. 531. 532. 533. 534. 535. 536. 537. 538. 539. 540. 541. 542. 543. 544. 545. 546. 547. 548. 549. 550. 551. 552. 553. 554. 555. 556. 557. 558. 559. 560. 561. 562. 563. 564. 565. 566. 567. 568. 569. 570. 571. 572. 573. 574. 575. 576. 577. 578. 579. 580. 581. 582. 583. 584. 585. 586. 587. 588. 589. 590. 591. 592. 593. 594. 595. 596. 597. 598. 599. 600. 601. 602. 603. 604. 605. 606. 607. 608. 609. 610. 611. 612. 613. 614. 615. 616. 617. 618. 619. 620. 621. 622. 623. 624. 625. 626. 627. 628. 629. 630. 631. 632. 633. 634. 635. 636. 637. 638. 639. 640. 641. 642. 643. 644. 645. 646. 647. 648. 649. 650. 651. 652. 653. 654. 655. 656. 657. 658. 659. 660. 661. 662. 663. 664. 665. 666. 667. 668. 669. 670. 671. 672. 673. 674. 675. 676. 677. 678. 679. 680. 681. 682. 683. 684. 685. 686. 687. 688. 689. 690. 691. 692. 693. 694. 695. 696. 697. 698. 699. 700. 701. 702. 703. 704. 705. 706. 707. 708. 709. 710. 711. 712. 713. 714. 715. 716. 717. 718. 719. 720. 721. 722. 723. 724. 725. 726. 727. 728. 729. 730. 731. 732. 733. 734. 735. 736. 737. 738. 739. 740. 741. 742. 743. 744. 745. 746. 747. 748. 749. 750. 751. 752. 753. 754. 755. 756. 757. 758. 759. 760. 761. 762. 763. 764. 765. 766. 767. 768. 769. 770. 771. 772. 773. 774. 775. 776. 777. 778. 779. 780. 781. 782. 783. 784. 785. 786. 787. 788. 789. 790. 791. 792. 793. 794. 795. 796. 797. 798. 799. 800. 801. 802. 803. 804. 805. 806. 807. 808. 809. 810. 811. 812. 813. 814. 815. 816. 817. 818. 819. 820. 821. 822. 823. 824. 825. 826. 827. 828. 829. 830. 831. 832. 833. 834. 835. 836. 837. 838. 839. 840.

Q. 74
4,700-12-0-00

Under
NOTE FOR THE CHIEF SECRETARY.

Please counter.
initial this draft
if approved.

J.B.
18/2/96

C.A.

for the

Counter initialed.

~~... not to put in to counter.~~

~~... the whole~~

as 'Judicial' in the appendix

has been corrected.

27/2/96 *28/2/96*

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

READ—the following papers:—

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, 18th November 1895, No. 500.

In G.O., No. 439, Public, dated the 31st May 1895, the following paragraphs deal with the question of the nursing establishment:—4 to 7, 9 to 12 and 14, 19 and 20. They are also dealt with in paragraphs 4 to 6 of G.O., No. 759, Public, dated the 9th September 1895.

2. Owing to the sickness of Brigade-Surgeon-Lieutenant-Colonel Price in September last, to the amount of work he had to do on his return to the hospital in connection with the amalgamation of the Women and Children Hospital with the General Hospital, and the opening of the Medical College on the 1st of October 1895, I have not been able to get the facts together before this for submission to Government.

3. The present report is the result of numerous interviews between the Senior Medical Officer, the Matron Superintendent and myself.

4. Attached to this will be found a sketch plan of the hospital.

Nursing Blocks.

| Number of blocks and classes of patients. | Names of wards. | Number of beds. | | | Total beds. | Superficial space allowed for each patient. | Nature of attendance. | Duty by | |
|--|--|-----------------|--------|-----------|-------------|---|--|---------|--------|
| | | Men. | Women. | Children. | | | | Day. | Night. |
| 1. Native, males, mixed, medical and surgical. | Florence | 16 | .. | .. | 52 | 100 | Certified nurses } 1 in charge
Ward attendants at the rate of 1 in each ward and hut. | 2 | 2 |
| | Martha | 16 | .. | .. | | 100 | | 4 | 4 |
| | Two isolation huts, medical and surgical. | 20 | .. | .. | | | | | |
| | Proportion of ward attendants on duty, 1 to 13. | | | | | | | | |
| 2. Medical, Native males. | Channing | 10 | .. | .. | 80 | 89.5 | Nurses { 1 in charge
Ward attendants. | 2 | 2 |
| | Elgin | 10 | .. | .. | | 89.5 | | 6 | 6 |
| | Olive | 16 | .. | .. | | 103.8 | | | |
| | Dalhousie | 16 | .. | .. | | 103.8 | | | |
| | Manro | 14 | .. | .. | | 98.2 | | | |
| | Elphinstone | 14 | .. | .. | | 98.2 | | | |
| 3. Surgical, Native males. | Proportion of ward attendants on duty, 1 to 13.2 | | | | | | | | |
| | Mary | 16 | .. | .. | 64 | 102.8 | Nurses { 1 in charge
Ward attendants. | 2 | 1 |
| | Constance | 16 | .. | .. | | 102.8 | | 4 | 4 |
| | Victoria | 16 | .. | .. | | 102.8 | | | |
| | Alexandra | 16 | .. | .. | | 102.8 | | | |
| | Proportion of ward attendants on duty, 1 to 16. | | | | | | | | |

Nursing Blocks—cont.

| Number of blocks and classes of patients. | Names of wards. | Number of beds. | | | Total beds. | Superficial space allowed for each patient. | Nature of attendance. | Duty by | |
|--|---|-----------------|--------|-----------|-------------|---|--------------------------------------|---------|--------|
| | | Men. | Women. | Children. | | | | Day. | Night. |
| 4. Medical, European male and mixed, medical and surgical in paying wards. | Pottinger | 16 | .. | .. | 59 | 99.6 | Nurses { 1 in charge .. | 2 | 2 |
| | Harris | 16 | .. | .. | | 99.6 | Ward attendants .. | 3 | 3 |
| | Napier | 16 | .. | .. | | 106.1 | Ward attendants for special wards .. | 3 | 3 |
| | Special wards for paying patients. Proportion of attendants on duty— in general wards, 1 to 16; in special wards, 1 to 5.5. | 11 | .. | .. | | .. | .. | .. | .. |
| | .. | .. | .. | .. | | .. | .. | .. | .. |
| 5. Surgical, European and Native males. | Grant Duff | 8 | .. | .. | 64 | 117.1 | Nurses { 1 in charge .. | 2 | 2 |
| | Buckingham | 12 | .. | .. | | 117.3 | Ward attendants .. | 3 | 3 |
| | Trevelyan | 28 | .. | .. | | 104.9 | .. | .. | .. |
| | Denison | 16 | .. | .. | | 106.1 | .. | .. | .. |
| | First operation theatre | .. | .. | .. | | .. | .. | .. | .. |
| 6. Mixed, medical, and surgical, Native, females and children. | Wenlock, surgical and medical | .. | .. | 18 | 72 | 71.7 | Nurses { 1 in charge .. | 2 | 2 |
| | Argyle, medical | .. | 20 | .. | | 85.8 | Ward attendants, female .. | 4 | 4 |
| | Dufferin, surgical | .. | 34 | .. | | 86.4 | .. | .. | .. |
| | Second operation theatre | .. | .. | .. | | .. | .. | .. | .. |
| | Proportion of female ward attendants on duty, 1 to 18. | .. | .. | .. | | .. | .. | .. | .. |
| 7. European females, all mixed, medical and surgical, and children. | Lansdowne | .. | .. | 18 | 42 | 71.7 | Nurses { 1 in charge .. | 1 | 2 |
| | Hobart | .. | 20 | .. | | 85.8 | Ward attendants, female .. | 3 | 3 |
| | Special wards for paying patients | .. | 4 | .. | | .. | .. | .. | .. |
| | Proportion of female ward attendants on duty, 1 to 14. | .. | .. | .. | | .. | .. | .. | .. |
| | Isolation. | .. | .. | .. | | .. | .. | .. | .. |
| 8. Mixed, medical, and surgical for males and females. | Surgical septic, 2 huts | 10 | 10 | .. | 67 | 66.1 | Nurses { 1 in charge .. | 2 | 2 |
| | Medical septic, 1 hut | .. | 10 | .. | | 66.1 | | | |
| | Medical septic, A. shed | 6 | .. | .. | | 113.2 | | | |
| | Medical septic, B. shed | 4 | .. | .. | | 109 | Ward attendants, female .. | 6 | 6 |
| | Cholera | 7 | 7 | .. | | 72.8 | | | |
| | Small-pox | 3 | 2 | .. | | M. F. 113.2-127.6 | Ward attendants male .. | 7 | 7 |
| | Lunatic cells | 1 | 1 | .. | | 168 | | | |
| | Special room for paying Natives, males, not yet existing | 6 | 0 | .. | | .. | .. | .. | .. |
| | Male attendants one to each hut or ward and one to special ward for paying patients—7 or one to 4.8 on duty. | .. | .. | .. | | .. | .. | .. | .. |
| | Female attendants one to each hut or ward and one to special ward for paying patients—6 or one to 5.6 on duty. | .. | .. | .. | | .. | .. | .. | .. |

Nursing Blocks—cont.

| Number of blocks and classes of patients. | Names of wards. | Number of beds. | | | Total beds. | Superficial space allowed for each patient. | Nature of attendance. | Duty by | |
|---|--|-----------------|--------|-----------|-------------|---|-----------------------|---------|--------|
| | | Men. | Women. | Children. | | | | Day. | Night. |
| | <i>Total of Nursing staff.</i> | | | | | | | | |
| | One matron. | | | | | | | | |
| | One assistant matron. | | | | | | | | |
| | | Day. | Night. | Total. | | | | | |
| | Certificated nurses .. | 15 | 15 | 30 | | | | | |
| | Ward attendants, male | 31 | 31 | 62 | | | | | |
| | Ward attendants, female | 13 | 13 | 26 | | | | | |
| | <i>Average number on duty to beds. .</i> | | | | | | | | |
| | Nurses to beds, 500 .. | 33·3 | 33·3 | .. | | | | | |
| | Ward attendants, male, beds 356 | 11·48 | 11·48 | .. | | | | | |
| | Ward attendants, female, beds 144 .. | 11·07 | 11·07 | .. | | | | | |

| Nursing blocks. | Men. | Women. | Children. | Total. | Medical. | Surgical. | Common. |
|--|-----------------------|-----------------------|-----------|--------|----------|------------|---------|
| 1. All Natives | 52 | .. | .. | 52 | 42 | 10 in huts | .. |
| 2. Do. | 80 | .. | .. | 80 | 80 | .. | .. |
| 3. Do. | 64 | .. | .. | 64 | .. | 64 | .. |
| 4. All Europeans and wards for paying patients | 59 | .. | .. | 59 | 48 | .. | 11 |
| 5. Europeans 44, Natives 20 | 64 | .. | .. | 64 | .. | 64 | .. |
| 6. All Natives | .. | 54 | 18 | 72 | 34 | 20 | 18 |
| 7. All Europeans | .. | 24 | 18 | 42 | .. | .. | 38+4 |
| 8. Mixed | 10 septic surgical .. | 10 septic surgical .. | } | 67 | 41 | 20 | 8* |
| | 10 septic medical .. | 10 septic medical .. | | | | | |
| | 7 cholera .. | 7 cholera .. | | | | | |
| | 3 small-pox .. | 2 small-pox .. | | | | | |
| | 1 lunatic .. | 1 lunatic .. | | | | | |
| | =31 .. | =30 .. | | | | | |
| 6 paying .. | .. | | | | | 56+31 | |
| Total .. | 356 | 108 | 36 | 500 | 245 | 178 | 77 |

5. The above statement shows the hospital as it now stands divided into eight nursing blocks, and a reference to the sketch-plan marked E will show the manner in which this division, which appears to be the best under present conditions, has been made. I hope Government will sanction it pending the whole hospital being handed over to us. It will be seen that it provides for exactly 500 beds, viz. :—

| | |
|----------------|-----|
| Males | 356 |
| Females | 108 |
| Children | 36 |

6. This statement has been also drawn up with the object of showing the number of trained nurses and ward attendants, male and female, who would be required to nurse the hospital by day and night without the necessity of bringing in any untrained outsider as has been the most objectionable custom for years when dealing with cases requiring special attention. The statement given in paragraph 14 has been drawn up to show how frequently a resort to this course has been necessary. This system should, in my opinion, be greatly modified; it allowed a medical officer to place as many of the special extra attendants over serious cases as he considered were required. In numerous instances these men's services were often retained when the immediate necessity for their services had passed. Moreover, it entailed men being called in from the bazaar for sometimes very short periods, the consequence

being that they were untrained and undisciplined. In order that the hospital should be nursed on the best scientific principles, there should be a sufficient number of trained attendants for all ordinary duties.

In future each medical officer should, in such special cases, give written orders to the nurse in charge stating what special attention was required; she should report to the Matron Superintendent if she required any special help, who would make the necessary arrangements by removing attendants from nursing blocks from which she considers their services could be spared.

For this purpose the Matron Superintendent should have the whole nursing staff, including the male and female ward attendants, under her orders as the nurses and female attendants now are.

Requisitions for additional assistance considered absolutely necessary in extraordinary cases should be submitted by the Matron Superintendent through the Senior Medical Officer for the sanction of the Surgeon-General with a full explanation showing the cause of the requirements.

The Senior Medical Officer should be held responsible that such extra servants are only retained for the actual period sanctioned.

7. The nursing blocks have been marked out with reference to their situation. It has been found impossible to divide them so as to give a stated number of beds to each nurse or ward attendant as the hospital has not been built with a view of its being scientifically and economically nursed. The statement in paragraph 4 shows that the proportion on duty of nurses to beds in any special nursing block varies from 1 to 64 in No. 3 block, to 1 to 21 in No. 7 block. The sketch plan will explain at a glance the reason for this difference; No. 3 block is so constructed that the night nurse can command, from her place, all her patients and see where she is needed most; whereas No. 7 block comprises also special wards which are quite distinct and at a distance from the other wards and consequently two nurses are required on night duty. It also contains the children's wards which necessarily require more attendance during the night. Only one nurse, however, is put down to this block for day duty as it is intended she should always be helped by probationers.

8. Except in this particular instance, no account is taken of the nurse ~~probationers~~ (probationers) in this statement, because the number of nurses required has been calculated on the lowest number of trained women considered necessary with due regard to efficiency; no margin has been left for serious cases requiring special nursing or for absence of any nurse sick or on leave. It will be a part of the training of the probationers to have to nurse serious cases under the guidance of the ward nurse on duty, while those who have almost completed their training will take the duty of nurses sick or on leave.

9. As an incentive to this and in consideration of their increased responsibilities, as regards bedding, linen, instruments, &c., which they would have to pay for if lost or broken, I recommend that they be granted a special charge allowance of Rs. 5 a month when they are selected to perform a nurse's duties. This would bring their pay up to the pay of a third-grade nurse.

10. It will be seen that the number of nurses recommended is thirty which is exactly that recommended in paragraph 9 of G.O., No. 439, Public, of the 31st May 1895. The scale proposed would, I consider, work well, viz.:—

| | Rs. |
|--|-------|
| One Matron Superintendent on Rs. 300—20—400 | 368 |
| One Assistant do. on Rs. 200—20—300 | 268 |
| Two head nurses on Rs. 60 | 120 |
| Two assistant head nurses on Rs. 50 | 100 |
| Six first-grade nurses on Rs. 40 | 240 |
| Ten second-grade nurses on Rs. 30 | 300 |
| Ten third-grade nurses on Rs. 20 | 200 |
| Six pupil nurses (probationers) on Rs. 15 | 90 |
| Ration money for 36 nurses and probationers at Rs. 15 each | 540 |
| Total | 2,222 |

11. I consider the sanction granted in paragraph 13 of G.O., No. 439, Public, dated the 31st May 1895, permitting the Matron Superintendent to take on at once as many pupil nurses (probationers) as she could should be extended to allow of her taking on at any time sufficient probationers to fill vacancies in the higher grades which she cannot get trained nurses to fill. This permission should be limited by the amount of accommodation available in the nurses' quarters and the budget allotment for nursing not being exceeded.

The Matron Superintendent should be permitted to enhance the numbers in the second or third grade when she does not consider the trained nurses available fit or qualified for promotion to the first or second grade.

The probationer's course of training should, as directed, extend over a year and on obtaining the necessary certificate after passing a qualifying examination she should be eligible for appointments in the third grade. The Matron Superintendent should have the power of engaging the services of duly qualified nurses from other training schools in the third grade. Nurses should, as a rule, serve for at least two years in each grade before being eligible for promotion to a higher grade.

All promotions should be made on account of merit and ability, but in cases of supersession, the Matron Superintendent should report her reasons in writing to the Senior Medical Officer and obtain his sanction to her proposals.

Experience has shown that it is most desirable, however, that the Matron Superintendent should have the power of selecting any specially-qualified women for promotion without reference to the actual period she had served in any grade. I consider she should be permitted to do so on representing the facts in writing to the Senior Medical Officer and obtaining his approval. There is no doubt that the qualities which combined make a thoroughly good nurse are rare and it is most desirable that when such women are found they should be encouraged in every way possible and placed in the more responsible positions. If the rules regarding promotion are made too rigid, I am convinced they would seriously interfere with the efficient working of the nursing department. During the past twelve months no less than 125 women have applied for service and training, and of these 46 were engaged, the others being unfit or refusing to come for the pay offered; out of these 46 only 20 now remain.

During these twelve months 35 nurses and probationers have left the hospital for various reasons—

| | |
|---|----|
| For better situations | 7 |
| To be married | 5 |
| To return to their families | 5 |
| For misconduct | 3 |
| Unfit for the work chiefly through physical unfitness | 15 |

Of these 35 women, fifteen held nursing certificates.

The demand for trained nurses in India is rapidly and enormously increasing and unless women are well paid and fairly rapidly promoted there will be little chance of keeping them at the hard work and under the rigid discipline of a general hospital.

The Matron Superintendent should have the power of selecting a European nurse holding a certificate from a training school in Great Britain for the appointments of head nurse or assistant head nurse when such women can be obtained and when she has no nurse she can recommend for promotion. In such cases her reasons for such a proposal should be submitted in writing to the Senior Medical Officer for his approval.

12. As regards ward attendants it will be seen that they vary from 1 to 18 in No. 6 block, to 1 to 4.3 in No. 8 block. The reason of this is also evident from a glance at the sketch plan from which it will be seen that No. 6 block consists of six large wards, while No. 8 block is composed of seventeen separate rooms.

13. I recommend 62 male attendants for the 356 beds for men and 26 female for the 144 beds for women and children. This gives a ratio on the male side of 1 to 11.48 beds by day and by night and on the female side of 1 to 11.07 beds by day and by night. This number will be required if the patients are to be nursed without bringing in untrained assistance from outside.

This proportion of female ward attendants has been fixed on the actual experience in nursing the male side of the hospital, and, as already stated, on taking into consideration the requirements of the hospital owing to the wards not having been erected with the view to the most economical use of the nursing power. With reference to the proportion referred to in paragraph 19 of G.O., No. 439, Public, dated 31st May 1895, the Senior Medical Officer of the General Hospital informs me that the President of the committee informed him that when they recommended one female ward attendant to ten beds, they meant that one should be on duty by day and another by night for each ten beds.

14. In order to show the numbers of ward attendants that have hitherto been found necessary, the following statements have been drawn up:—

Table showing actual number of extra ward attendants employed during the year 1894.

[The figures were obtained by adding the number of days each ward attendant served and by dividing by the number of days in that month.]

| Month. | Number of extra ward attendants. | Number of days in excess. | Average daily sick. |
|-------------------------------|----------------------------------|---------------------------|---------------------|
| January 1894 | 15 | 3 | 282.58 |
| February | 17 | 14 | 290.88 |
| March | 12 | 14 | 287.51 |
| April | 15 | 12 | 275.83 |
| May | 9 | 28 | 278.69 |
| June | 8 | 21 | 276.34 |
| July | 10 | 22 | 275.77 |
| August | 9 | 24 | 283.80 |
| September | 9 | 25 | 269.70 |
| October | 8 | 3 | 284.15 |
| November | 10 | 27 | 292.29 |
| December | 12 | 1 | 278.25 |
| Total | 124 | 14 | 3,375.79 |
| Average for the month | 11 | 21 | 281.32 |

As the permanent ward attendants numbered 41 during the year, this gives an average of 52 ward attendants to 375 beds containing an average of 281 patients. This gives one ward attendant to 14.4 beds by day and by night or one ward attendant to 8.39 patients by day and by night.

Table showing the highest and the lowest number of extra ward attendants employed one day during 1894.

| Month. | Highest. | Lowest. | Average daily sick. |
|-------------------|----------|---------|---------------------|
| January | 18 | 13 | 282.58 |
| February | 20 | 14 | 290.88 |
| March | 19 | 9 | 287.51 |
| April | 21 | 12 | 275.83 |
| May | 11 | 9 | 278.69 |
| June | 10 | 8 | 276.34 |
| July | 14 | 9 | 275.77 |
| August | 14 | 8 | 283.80 |
| September | 12 | 10 | 269.70 |
| October | 12 | 6 | 284.15 |
| November | 13 | 10 | 292.29 |
| December | 17 | 10 | 278.25 |

As the permanent ward attendants numbered 41 during the year there were on 12th of April 62 ward attendants to 375 beds actually containing on that day 375 patients. This gives one ward attendant to 12.09 beds by day and by night or one ward attendant to 8.39 patients by day and by night.

The column recording the daily average number of sick for each month shows that, as might be expected, the greatest number of attendants have had no fixed proportion to the number of patients depending entirely as it does on the severity of

that happen to be present. It will be seen from the second statement that on the 12th April 1894 there was actually one ward attendant including permanent trained men and extras to 8.39 patients.

15. Under G.O., No. 759, Public, dated the 9th September 1895, there are now three grades of these men—

| | | |
|---------------------------------|----------|--------|
| 6 first grade at Rs. 10 a month | .. .. . | Rs. 60 |
| 20 second " at " 8 " | .. .. . | 160 |
| 15 third " at " 7 " | .. .. . | 105 |
| 41 | Total .. | 325 |

These numbers were increased according to requirements as already explained by the employment of extra untrained men from the bazaar.

I consider these men should be in the same proportion to grades as sanctioned in paragraph 19 of G.O., No. 439, Public, dated 31st May 1895, for female attendants say with the addition of a higher grade on Rs. 12 a month—

| | | |
|--|----------|---------|
| 12 first grade ward attendants at Rs. 12 a month | .. .. . | Rs. 144 |
| 16 second " at " 10 " | .. .. . | 160 |
| 20 third " at " 8 " | .. .. . | 160 |
| 14 fourth " at " 7 " | .. .. . | 98 |
| 62 | Total .. | 562 |

The untrained men from the bazaar drew Rs. 6 a month, or daily pay at the same rate for the number of days they were employed, and when their pay is considered, the extra expense proposed is not too high to enable us to obtain the services of trained men.

In addition to these 62 men, I consider there should be ten men sanctioned as probationers at Rs. 6 a month each. These men should all be able to read and write in their own vernaculars, preference being given to men who could read and write in English. They should undergo a regular course of training which should last for at least one year, and if they were well reported on and passed a satisfactory examination they should be granted a certificate and could then be appointed as fourth-grade ward attendants as vacancies occur. The more advanced of these pupils would form a reserve for trained attendants who were on the sick list or on leave. Promotion to the higher grades should be made by the Matron Superintendent on account of ability and merit limited by a minimum of service in each grade of two years.

It is most necessary that the Senior Medical Officer should be authorised to draw probationers' pay Rs. 6 a month for men to fill the vacancies in the superior grades until such time as there are sufficient trained men available. He should also be permitted to increase the numbers in the lower grades when there are not sufficient qualified attendants who are fit for promotion.

The proposals now recommended as regards the rate of pay and conditions of service are likely to have a beneficial effect on the working of the hospital as they are likely to induce a better class of men to apply than we now have in the institution.

16. In G.O., No. 439, Public, dated the 31st May 1895, the following establishment of female ward attendants was sanctioned.

| | | |
|-------------------------|----------|--------|
| 3 first grade on Rs. 15 | .. .. . | Rs. 45 |
| 4 second " on " 12 | .. .. . | 48 |
| 5 third " on " 9 | .. .. . | 45 |
| 3 fourth " on " 7 | .. .. . | 21 |
| 6 probationers on Rs. 6 | .. .. . | 36 |
| | Total .. | 195 |

or a total of fifteen trained female ward attendants.

Inquiry has proved that it will not be possible to nurse the women and children efficiently with less than 26 trained women. These I would propose to grade as follows:—

| | Rs. |
|--|--------------|
| 5 first grade female ward attendants on Rs. 15 | 75 |
| 6 second " " on " 12 | 72 |
| 9 third " " on " 9 | 81 |
| 6 fourth " " on " 7 | 42 |
| 26 | Total .. 270 |

In addition to these there should be the six probationers under training. Preference should be given to women who could read and write; with this exception I consider the same rules as regards training, examination, employment and promotion should apply to the women as in the case of the men.

17. All these attendants, male and female, should be under the orders of the Matron Superintendent for their entertainment, promotions, &c., as the nurses are.

18. The Matron Superintendent should endeavour to engage as many caste men and women for work in the wards for natives as is possible.

19. With reference to the information called for in paragraph 10 of G.O. No. 439, Public, dated the 31st May 1895, my opinion on the proposed ~~male~~ has been fully given in the preceding paragraphs. There is no such thing as a ~~reasonable~~ proportion of nurses to beds in the large hospitals in England. In the more ~~large~~ organised hospitals in London and in the larger provincial towns the proportion varies considerably and an investigation now being carried on by a special commission of the British Medical Association shows clearly that in many large hospitals the provision of trained nurses is absolutely inadequate, so much so that in some of these institutions the patients cannot be considered to be nursed at all in the ~~proper~~ sense of the term. When making these calculations for the proposals now submitted for the orders of Government, the Matron Superintendent, the Senior Medical Officer, and I have been guided by the orders of Government in G.O., No. 971, Public, dated 18th September 1875, that this hospital should be organised in accordance with the best system of hospital management at the present day.

In an hospital in this country many of the menial offices which are performed in England by the pupil nurses or the untrained ward maids are performed by the native ward attendants, the toties attached to the ward, and in the General Hospital by coolie sweepers or other menial servants attached to the sanitary department. There is no doubt that an English nurse at home is capable of doing a much greater amount of work than her country-born sister or an East Indian in India. In the present day these nurses in the larger hospitals in England are drawn from a much higher and better educated class than we have any chance of getting in India, and physically they are much stronger.

As regards the arrangements for nursing in the larger hospitals in England, the following copy of a synopsis shows approximately the number of individuals engaged in the work of a general hospital of about 500 beds in London. This has been taken from the *Lancet* of the 8th June 1895, and was compiled for the special supplement published in support of the Metropolitan Sunday Fund. It is clearly stated that it is not intended to apply to any existing institution but to be simply a fair average enumeration of the officers and their subordinates in the governing body of three main departments—administration, medical and nursing—into which the work of an hospital may be divided.

The nursing staff gives one nurse to 4.8 beds or, if divided into batches for day and night duty, it will give one on duty to 9.6 beds—

| Medical staff hospital. | Governing body. | Nursing staff hospital. |
|---|-------------------------------|--------------------------------|
| Consulting staff | 4 President | 1 Matron |
| Physicians and Surgeons | 8 Vice-President | 9 Night Superintendent |
| Assistant Physicians and Assistant Surgeons | 2 Treasurers | 2 Ward sisters |
| Medical Officers to Special Departments | 8 Board of Management | 24 Staff nurses |
| Anaesthetists | 2 Total | 36 Probationer nurses |
| Medical and Surgical Registrars | 2 Administrative Staff. | 12 Ward maids |
| Casualty officers, Medical and Surgical | 2 Secretary | Total |
| Resident Medical officer | 2 Office clerks | 104 |
| House Physicians and House Surgeons | 1 Collector | Convalescent Home. |
| Clinical clerks and dressers | 1 House Steward | 1 Matron |
| Dispensary department | 8 Kitchen department | 2 Nursing staff |
| | 40 Laundry | 3 Domestic servants |
| | 6 Domestic servants | |
| | 6 House porters | |
| | 1 Hall porter | |
| Total | 86 Total | 30 |
| Convalescent Home. | Religious Staff. | Grand Total |
| Resident and Visiting Staff | 3 The Chaplain | 6 |
| Dispenser | 1 Visiting Ministers | |
| Total | 4 Total | 270 |

I have made enquiries regarding the nursing establishment in the Calcutta hospitals, and from the information the Inspector-General of Civil Hospitals has kindly furnished me, I see the system varies very much in each of the Presidency town institutions.

The hospitals which can be best compared with the General Hospital in Madras are the Medical College Hospital, which is the great Clinical Hospital, and the Presidency General Hospital for Europeans. In the Medical College Hospital 33 nurses are employed nursing the patients in 299 beds or a proportion of 1 to 9.06 including day and night duties. They are assisted by 50 "coolies" or a proportion of 1 to 5.98 beds including day and night duty. In the Presidency General Hospital there are three large blocks and one small ward for contagious diseases accommodating 238 patients with a staff of 29 nurses or a proportion of 1 to 8.2 beds including day and night duties, assisted by 34 men designated dressers, kitmutgars and coolies or a proportion of 1 to 7 beds including day and night duties.

In last year's report published in the daily papers for the Canning Home, I see it noted that 90 nurses were employed at the Presidency General Hospital for Europeans, in the Medical College Hospital and the Eden (Lying-in) Hospital where the poorer classes are nursed free of expenses and that the staff was reported as insufficient.

From the above statement concerning the London Hospitals, it will be seen that the nursing staff of such a hospital consists of 104 individuals, the proposals for the General Hospital now submitted consist of—

| | |
|--------------------------------|-----|
| Nurses | 30 |
| Male ward attendants | 62 |
| Female ward attendants | 26 |
| Total | 118 |

If to this we add one Matron Superintendent, one Assistant Matron Superintendent and the six Government probationers for the nurse grade, it gives a total of 126 or 22 above what is found necessary in England, where the climate and the amount of work that can be expected from nurses at home, and especially the quality and quantity of the work that can be expected from ward attendants as compared with English nurses is taken into consideration, it appears to me that an excess of 22 attendants here over that found necessary for a similar hospital at home is not excessive.

20. With reference to paragraph 11 of G.O., No. 439, Public, dated the 31st May 1895, I have, in my letter, No. 466, dated 28th October 1895, given what I consider very strong reasons for permitting the training of the pupil nurses of the Lying-in Hospital to be carried on in that institution and that they should have nothing to do with the General Hospital.

21. In the letter referred to in the above paragraph, I have also given reasons for considering that there should be a separation of the accounts of the hospital and the training school in that institution. The same suggestion holds good as far as the General Hospital is concerned, and I hope that Government will sanction separate proposition statements being submitted for the training school.

22. The following are the points on which orders are solicited:—

- 1st.—Proposed distribution of beds in eight nursing blocks, paragraphs 2 and 3.
- 2nd.—Medical officers' duties—as regards nursing of serious cases, paragraph 4.
- 3rd.—Whole nursing staff to be under the immediate orders of the Matron Superintendent, paragraphs 6 and 17.
- 4th.—Method of obtaining sanction for temporary attendants, paragraph 5.
- 5th.—Senior Medical Officer to be responsible that the time for which such temporary establishments are sanctioned is not exceeded, paragraph 6.
- 6th.—Allowance at rate of Rs. 5 a month for probationers selected to perform duties of nurse, paragraph 9.
- 7th.—Number, grade and pay of nurses and probationers, paragraph 10.
- 8th.—Probationers to be taken on to fill vacancies in authorised establishment of nurses when no nurses are available, paragraph 11.
- 9th.—Number in 2nd or 3rd grade to be exceeded when nurses are not available for promotion, paragraph 11.
- 10th.—Training to extend over a year, paragraph 11.
- 11th.—Probationers on receiving a certificate of having passed a qualifying examination to be eligible as third-grade nurses, paragraph 11.
- 12th.—Duly qualified nurses from other training schools to be eligible as third-grade nurses, paragraph 11.
- 13th.—Nurses, as a rule, to serve two years in each grade before being eligible for promotion, paragraph 11.
- 14th.—All promotions to depend upon ability and merit, paragraph 11.
- 15th.—Cases of supersession to be sanctioned by the Senior Medical Officer, paragraph 11.
- 16th.—Special promotions without reference to length of service in grade to be only sanctioned by the Senior Medical Officer, paragraph 11.
- 17th.—Power of selecting a European trained nurse holding a certificate from a training school in Great Britain for the appointment of head nurse or assistant head nurse to rest with the Senior Medical Officer, paragraph 11.
- 18th.—Ward attendants, male—numbers, grades and pay, paragraph 15.
- 19th.—Ten male probationers on Rs. 6 a month, paragraph 15.
- 20th.—Attendants' training to extend over a year, paragraph 15.
- 21st.—When well reported on after passing a qualifying examination to be eligible for appointments as 4th-grade attendants, paragraph 15.
- 22nd.—Additional probationers to be allowed on Rs. 6 a month each when trained ones are not available, paragraph 15.
- 23rd.—Increase of numbers in lower grades when qualified attendants are not available for promotion, paragraph 15.
- 24th.—Numbers, grades and pay of female ward attendants, paragraph 15.
- 25th.—Six female probationers on Rs. 6 a month, paragraph 16.
- 26th.—Rules as regards training, examination, employment and promotion, with the exception of the general educational standard, to be same for male and female attendants, paragraph 16.
- 27th.—Caste men and women to be employed as much as possible in wards for natives, paragraph 18.
- 28th.—Separate proposition statements for training school and for General Hospital nursing establishment, paragraph 21.

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, 19th December 1895, No. 570.

With reference to paragraph 4 of my letter, No. 500, dated 18th November 1895, regarding Nos. 4 and 5 nursing blocks, it has been since noted that there is too much accommodation for male European surgical patients, whereas the accommodation for male native surgical and European medical patients is too limited. In order to utilize the existing accommodation better, I have authorized the Senior Medical Officer to make the following redistribution of wards:—

The Buckingham and Grant Duff wards with their twenty beds now used for native surgical patients will be devoted to European surgical patients. The Trevelyan ward with twenty-eight beds now used for European surgical patients will be used for native surgical patients (operation cases). Any surplus accommodation in the Denison ward now used for European surgical patients shall be utilized to prevent overcrowding in No. 4 block which is devoted to European medical patients.

2. This re-arrangement will not cost anything and will give eight more beds for native surgical cases (operation).

ORDER—No. 304, Public, dated 28th February 1896.

In his earlier letter recorded above, the Surgeon-General replies to the several points regarding the re-organization of the nursing establishment of the General Hospital referred to in G.O., No. 439, Public, dated 31st May 1895. The Surgeon-General makes no allusion to paragraphs 4 and 5 of G.O., No. 759, Public, dated 9th September 1895, and the explanation offered in paragraph 2 of his letter is not sufficient to account for the long delay that occurred subsequent to the issue of the Government order last quoted.

2. The distribution of nurses proposed by the Surgeon-General is made on the basis of the employment of the two head nurses and two assistant head nurses as ordinary nurses. The Government, however, does not approve of this being done. The extra pay and the better position proposed to be given to them is intended as compensation for being placed in positions of greater trust and responsibility. Under the orders of the Matron Superintendent they should supervise the other nurses without themselves actually doing any nursing. It is observed that they would receive Rs. 75 and Rs. 65 a month, respectively, besides their lodging, but if it was intended that their duties should be those of ordinary nurses with the charge of the more important cases it would not be necessary to do more than form a superior grade of nurses on Rs. 50. After careful consideration of the subject the Government has decided that it will be preferable to have one head nurse on Rs. 60 and one assistant head nurse on Rs. 50 to supervise, under the orders of the Matron Superintendent, the work of the ordinary nursing establishment. The following establishment is accordingly approved:—

| | Rs. |
|---|-----|
| 1 head nurse on | 60 |
| 1 assistant head nurse on | 50 |
| 8 first-grade nurses, each on | 40 |
| 10 second-grade nurses, each on | 30 |
| 10 third-grade nurses, each on | 20 |

This will not affect the total number, but two less will be available for ordinary nursing work. Their places can, however, be filled by the employment as assistants in the wards of two of the better-trained probationers.

3. In paragraph 9 of G.O., No. 439, Public, dated 31st May 1895, it was calculated that half of the probationary nurses would always be sufficiently advanced in their training to be placed in independent charge of patients. The Surgeon-General does not traverse this position, but holds that probationers who are nearly fully

trained should be employed in place of nurses sick or on leave and granted an allowance of Rs. 5 a month. Otherwise he takes no account of the probationers, but for what reason is not explained. In the event of the Lady Wenlock Nursing Institute being sanctioned, its nurses should often be available to take the place of ordinary nurses, sick or on leave, and it should be remembered that in taking the number of probationers at six, no allowance is made for those who will be under training for the Dufferin fund or local fund boards or municipalities. In all probability the number of probationers will not fall below twelve, of whom it seems likely at least six will be fit for quasi-independent charge as assistants in the nursing blocks. The Government, however, cannot approve of the proposal that when employed on this duty they should receive an extra allowance of Rs. 5 a month.

4. Turning now to the subject of the establishment of male ward attendants, it is observed from the Surgeon-General's letter that the existing staff consists of forty-one men on Rs. 7, Rs. 8 and Rs. 10, costing Rs. 325 *per mensem* or Rs. 3,900 *per annum*. A further sum of somewhat uncertain amount is spent on hiring extra attendants for special cases under a system which appears to the Government to be very objectionable and which the Surgeon-General shows not to have been economical. The actual expenditure on these extra servants is not available; but from information received, the Government believes it to average about Rs. 3,500 *per annum*, thus giving a total of Rs. 7,400 as the expenditure on male ward attendants. The Surgeon-General proposes to increase the establishment from forty-one to seventy-two consisting of sixty-two trained men and ten probationers at a total cost of Rs. 622 *per mensem* or Rs. 7,464 *per annum*. The number sixty-two is arrived at in the manner shown in the statement in paragraph 4 of the Surgeon-General's letter. It is observed that it provides for the constant presence by day and night of an attendant in each of the seven male wards comprised in nursing block, No. 8. The septic wards in the block are constantly occupied and it is to be hoped that the native male paying patients' rooms will be requested, but the cholera, small-pox and lunatic wards are seldom occupied and more seldom all in use simultaneously. The Government, therefore, considers that some reduction may be made without loss of efficiency and directs that the strength of the establishment be fixed at sixty. As regards probationers, the Government is of opinion that six will be a sufficient number for a strength of sixty trained men. The proposal to institute a new grade on Rs. 12 is approved, but the Government does not see the necessity for 20 *per cent.* of the establishment being on the maximum. The following establishment is accordingly approved:—

| | | | | | |
|---------------------------------------|----|----|----|----|-------|
| 6 male ward attendants on Rs. 12 each | .. | .. | .. | .. | 72 |
| 20 " " " " 10 " | .. | .. | .. | .. | 200 |
| 20 " " " " 8 " | .. | .. | .. | .. | 160 |
| 11 " " " " 7 " | .. | .. | .. | .. | 98 |
| 6 probationers on Rs. 6 " | .. | .. | .. | .. | 36 |
| Total per mensem | .. | .. | .. | .. | 566 |
| Total per annum | .. | .. | .. | .. | 6,792 |

5. With the introduction of the establishment approved in the foregoing paragraph, the power of engaging extra temporary servants which the Senior Medical Officer has hitherto enjoyed (under circumstances of which the Government is not aware) will be absolutely withdrawn both from that officer and from the Surgeon-General. If at any time extra assistance is absolutely necessary, special application should be made to Government.

6. In paragraph 19 of G.O., No. 439, Public, dated 31st May 1895, it was proposed that the establishment of female ward attendants should be fixed at fifteen with six probationers, but the Surgeon-General now states that he finds it impossible to carry on the work efficiently with less than twenty-six trained women. That number is apparently an error as two women have been provided on account of native female paying patients, for whom there is no accommodation. In the statement in paragraph 4 of the letter under disposal opposite to No. 8 in column 3 and

4, the figure "3" is apparently an error for "6" in column 3. It is clear that females cannot be placed in male wards nor is there any need for special accommodation for female paying patients, who should apparently go to the Victoria Castle and Gosha Hospital. The Government does not consider it necessary to provide six female attendants on the chance of the cholera, small-pox and lunatic wards all being occupied simultaneously. It will be sufficient if four are allowed for these three wards. A total of twenty-two trained female ward attendants should therefore suffice.

On reconsideration * the Government is of opinion that six probationers would be in excess of what would be needed to fill vacancies on an establishment of even twenty-two and generally to assist and to fill the places of women sick or on leave, especially as there can be little doubt that there will always be up-country female ward attendants in the hospital for training. Four probationers will therefore be enough. The following establishment is accordingly approved:—

| | | | | | |
|---|----|----|----|----|-------|
| 4 female ward attendants on Rs. 15 each | .. | .. | .. | .. | 60 |
| 6 " " " " 12 " | .. | .. | .. | .. | 72 |
| 8 " " " " 9 " | .. | .. | .. | .. | 72 |
| 4 " " " " 7 " | .. | .. | .. | .. | 28 |
| 4 probationers on Rs. 6 each | .. | .. | .. | .. | 24 |
| Total per mensem | .. | .. | .. | .. | 256 |
| Total per annum | .. | .. | .. | .. | 3,072 |

This will cost Rs. 600 *per annum* less than under the Surgeon-General's scheme. It should be noted that both male and female ward attendants receive a free issue of clothing in addition to pay.

7. The proposal that the whole of the nursing staff, including the male ward attendants, should be under the Matron Superintendent is a good one as it centralizes authority. It is therefore approved. The request in paragraph 11 that probationers should be taken on at once to fill vacancies in the higher grades for which trained nurses cannot be obtained has already been approved in paragraph 13 of G.O., No. 439, Public, dated 31st May 1895, and paragraph 5 of G.O., No. 759, Public, dated 9th September 1895. The suggestion that the Matron Superintendent should be permitted to increase the number in the lower grades when she has no nurses qualified for promotion to higher grades is approved.

8. The proposal that the term of probation for nurses should be one year and that they should, as a rule, serve at least two years in each grade—promotion to be made on account of merit and ability—is sanctioned. In case the Matron Superintendent should desire to recommend a specially-qualified woman for promotion under that time, the Surgeon-General should submit the matter for the orders of Government.

9. The statement in paragraph 15 of the current that, under G.O., No. 759, Public, dated 9th September 1895, there are at present three grades of male ward attendants, is not understood, for paragraph 5 of that Government order disallowed the Surgeon-General's proposals. The Government approves of the Matron Superintendent making promotions to the higher grades of male ward attendant on account of merit and ability, with a minimum service in each grade of two years, and of the Senior Medical Officer drawing probationers' pay for hands to fill vacancies in the superior grades until sufficient trained men are available. The Matron Superintendent may also increase the number in the lower grades as in the case of the nurses.

10. Of the several matters enumerated in paragraph 22 of the letter under disposal, Nos. 2, 3, 4, 5, 6, 7, 8, 9, 10, 13, 14, 18, 19, 22, 23, 24 and 25 have been disposed of by the orders *supra*. The following proposals are approved:—Nos. 1, 11, 12, 15, 20, 21, 26, 27 and 28. In paragraph 8 it has been decided that special promotions without reference to length of service cannot be made without the sanction

of Government. A similar ruling will be applied to the proposal that the Senior Medical Officer should be authorised to select a European trained nurse from a training school in Great Britain for appointment as head or assistant head nurse.

11. In reference to the comparison made in paragraph 19 between the establishment of a London hospital and that proposed for the General Hospital, Madras, it is observed that no account is taken of the probationary male and female ward attendants while the probationary nurses in the English hospital are included. The comparison is therefore hardly fair.

12. The re-distribution of the wards proposed in the Surgeon-General's No. 570, dated 19th December 1895, is approved, with the remark that the Surgeon-General should see that the total number of beds does not exceed 500.

13. On the 19th instant a telegram was received from the Government of India enquiring when the proposition statement for the re-organization of the General Hospital might be expected. The Surgeon-General will lose no time in submitting a statement in accordance with the orders already passed for transmission to the Government of India.

(True Extract.)

Chief Secretary.

To the Surgeon-General.
" Accountant-General.

Gobt. of {1896} Madras.
PUBLIC.

9 / 304

Issued

Recd.

Encl.

G.O., No. 304, 28th February 1896.

FEBRUARY.

**Nursing Establishment of the
General Hospital.**

Passing orders on a letter from the Surgeon-General dealing with certain points in connection with the re-organization of the —, and requesting him to expedite the proposition statement for the re-organization of the General Hospital.

243



D.O. 677

18: Nov/95

Dear Sir,

of this letter is to be
permitted. I hope you
will send me the
proof for final connection.

Yours sincerely
Chibmura

The Hon. Mr. F. Price.

12/11/95

12

100-12-6-20

9-2
Current No.

DEPARTMENT.

From

The Surgeon General

No. 243

11
304

Dated 187

Received 19 } - 11-95

Enclosures

SUBJECT.

Requesting to send him
proof for final correction
if his letter No 500 dated
11th Nov. 1895 is printed.

Pub No 3912 995

Answering letter of 11-3-12

2071

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, 18th November 1895, No. 500.

In G.O., No. 439, Public, dated the 31st May 1895, the following paragraphs deal with the question of the nursing establishment:—4 to 7, 9 to 12 and 14, 19 and 20. They are also dealt with in paragraphs 4 to 6 of G.O., No. 759, Public, dated the 9th September 1895.

2. Owing to the sickness of Brigade-Surgeon-Lieutenant-Colonel Price in September last, to the amount of work he had to do on his return to the hospital in connection with the amalgamation of the Women and Children Hospital with the General Hospital, and the opening of the Medical College on the 1st of October 1895, I have not been able to get the facts together before this for submission to Government.

3. The present report is the result of numerous interviews between the Senior Medical Officer, the Matron Superintendent and myself.

4. Attached to this will be found a sketch plan of the hospital.

Nursing Blocks.

| Number of blocks and classes of patients. | Names of wards. | Number of beds. | | | Total beds. | Superficial space allowed for each patient. | Nature of attendance. | Duty by | |
|---|--|-----------------|--------|-----------|-------------|---|--|---------|--------|
| | | Men. | Women. | Children. | | | | Day. | Night. |
| 1. Native, male, mixed, medical and surgical. | Florence | 16 | .. | .. | 62 | 100 | Certified nurses } 1 in charge
1 assistant.
Ward attendants at the rate of 1 in each ward and hut. | 2 | 2 |
| | Martha | 16 | .. | .. | | 100 | | 4 | 4 |
| | Two isolation huts, medical and surgical. | 20 | .. | .. | | | | | |
| | Proportion of ward attendants on duty, 1 to 13. | | | | | | | | |
| 2. Medical, Native males. | Canning | 10 | .. | .. | 80 | 89.5 | Nurses { 1 in charge
1 assistant.
Ward attendants. | 2 | 2 |
| | Elgin | 10 | .. | .. | | 89.5 | | 6 | 6 |
| | Clive | 16 | .. | .. | | 103.8 | | | |
| | Dalhousie | 16 | .. | .. | | 103.8 | | | |
| | Munro | 14 | .. | .. | | 98.2 | | | |
| | Elphinstone | 14 | .. | .. | | 98.2 | | | |
| 3. Surgical, Native males. | Proportion of ward attendants on duty, 1 to 13.2 | | | | | | | | |
| | Mary | 16 | .. | .. | 64 | 102.8 | Nurses { 1 in charge
1 assistant.
Ward attendants. | 2 | 1 |
| | Constance | 16 | .. | .. | | 102.8 | | 4 | 4 |
| | Victoria | 16 | .. | .. | | 102.8 | | | |
| | Alexandra | 16 | .. | .. | | 102.8 | | | |
| | Proportion of ward attendants on duty, 1 to 16. | | | | | | | | |

Nursing Blocks—cont.

| Number of blocks and classes of patients. | Names of wards. | Number of beds. | | | Total beds. | Superficial space allowed for each patient. | Nature of attendance. | Duty by | |
|--|---|-----------------|--------|-----------|-------------|---|--------------------------------------|---------|--------|
| | | Men. | Women. | Children. | | | | Day. | Night. |
| 4. Medical, European male and mixed, medical and surgical in paying wards. | Pottinger | 16 | .. | .. | .. | 99.6 | Nurses { 1 in charge .. | 2 | 2 |
| | Harris | 16 | .. | .. | .. | 99.6 | 1 assistant .. | 3 | 3 |
| | Napier | 16 | .. | .. | 59 | 106.1 | Ward attendants .. | 2 | 2 |
| | Special wards for paying patients. Proportion of attendants on duty— in general wards, 1 to 16; in special wards, 1 to 5-6. | 11 | .. | .. | .. | .. | Ward attendants for special wards .. | 2 | 2 |
| 5. Surgical, European and Native males. | Grant Duff | 8 | .. | .. | .. | 117.1 | Nurses { 1 in charge .. | 2 | 2 |
| | Buckingham | 12 | .. | .. | .. | 117.3 | 1 assistant .. | 5 | 5 |
| | Trevelyan | 28 | .. | .. | 64 | 104.9 | Ward attendants .. | 2 | 2 |
| | Denison | 16 | .. | .. | .. | 106.1 | .. | .. | .. |
| 6. Mixed, medical, and surgical, Native, females and children. | First operation theatre | .. | .. | .. | .. | .. | .. | .. | .. |
| | Proportion of ward attendants on duty, 1 to 12.8. | .. | .. | .. | .. | .. | .. | .. | .. |
| | Wenlock, surgical and medical | .. | .. | 18 | .. | 71.7 | Nurses { 1 in charge .. | 2 | 2 |
| | Argyle, medical | .. | 20 | .. | 72 | 85.8 | 1 assistant .. | 4 | 4 |
| 7. European females, all mixed, medical and surgical, and children. | Dufferin, surgical | .. | 34 | .. | .. | 96.4 | Ward attendants, female | .. | .. |
| | Second operation theatre | .. | .. | .. | .. | .. | .. | .. | .. |
| | Proportion of female ward attendants on duty, 1 to 18. | .. | .. | .. | .. | .. | .. | .. | .. |
| | Isolation. | .. | .. | .. | .. | .. | .. | .. | .. |
| 8. Mixed, medical, and surgical for males and females. | Lansdowne | .. | .. | 18 | .. | 71.7 | Nurses { 1 in charge .. | 1 | 1 |
| | Hobart | .. | 20 | .. | 42 | 86.8 | 1 assistant .. | .. | .. |
| | Special wards for paying patients .. | .. | 4 | .. | .. | .. | Ward attendants, female | .. | .. |
| | Proportion of female ward attendants on duty, 1 to 14. | .. | .. | .. | .. | .. | .. | .. | .. |
| | Surgical septic, 2 huts | 10 | 10 | .. | .. | 66.1 | .. | .. | .. |
| | Medical septic, 1 hut | .. | 10 | .. | .. | 66.1 | .. | .. | .. |
| | Medical septic, A. shed | 6 | .. | .. | .. | 118.2 | Nurses { 1 in charge .. | 2 | 2 |
| | Medical septic, B. shed | 4 | .. | .. | .. | 102 | 1 assistant .. | 6 | 6 |
| | Cholera | 7 | 7 | .. | 67 | 72.8 | Ward attendants, female | .. | .. |
| | Small-pox | 3 | 3 | .. | .. | 113.3-127.5 | .. | .. | .. |
| 9. Note | Lunatic cells | 1 | 1 | .. | .. | 168 | Ward attendants male .. | 7 | 7 |
| | Special room for paying Natives, males, not yet existing | .. | .. | .. | .. | .. | .. | .. | .. |
| | Male attendants one to each hut or ward and one to special ward for paying patients—7 or one to 4-3 on duty. | .. | .. | .. | .. | .. | .. | .. | .. |
| | Female attendants one to each hut or ward and one to special ward for paying patients—6 or one to 5-6 on duty. | .. | .. | .. | .. | .. | .. | .. | .. |

Note

There is an error here - The figures should stand - I have corrected them - I have put in a male ward, but in this ward, we are using for special cases, females, whose proper place would be in the Victoria Hospital - I have put in the ward for Native paying male patients, it is to be formed out of the small rooms in the wing, and a 2-hut room (see S. of the building) - I have also put in the building, which is almost due S. of the entrance gate. I have also mentioned an estimate for building a store for the block, for the purpose of improving it, so that it will be a better place for Native paying male patients. The Native department is to be provided for the purpose of the Native paying male patients, and it has already been arranged.

Nursing Blocks—cont.

| Number of blocks and classes of patient's. | Names of wards. | Number of beds. | | | Total beds. | Superficial space allowed for each patient. | Nature of attendance. | Duty by | |
|--|--|-----------------|-----------|-----------|-------------|---|-----------------------|---------|--------|
| | | Men. | Women. | Children. | | | | Day. | Night. |
| | <i>Total of Nursing staff.</i> | | | | | | | | |
| | One matron. | | | | | | | | |
| | One assistant matron. | | | | | | | | |
| | Certificated nurses .. | Day. 15 | Night. 15 | Total. 30 | | | | | |
| | Ward attendants, male .. | 31 | 31 | 62 | | | | | |
| | Ward attendants, female .. | 13 | 13 | 26 | | | | | |
| | <i>Average number on duty to beds.</i> | | | | | | | | |
| | Nurses to beds, 500 .. | 33.3 | 33.3 | .. | | | | | |
| | Ward attendants, male, beds 366 .. | 11.48 | 11.48 | .. | | | | | |
| | Ward attendants, female, beds 144 .. | 11.07 | 11.07 | .. | | | | | |

| Nursing blocks. | Men. | Women. | Children. | Total. | Medical. | Surgical. | Common. |
|--|-----------------------|-----------------------|-----------|--------|----------|------------|---------|
| 1. All Natives | 52 | .. | .. | 52 | 42 | 10 in huts | .. |
| 2. Do. | 80 | .. | .. | 80 | 80 | .. | .. |
| 3. Do. | 64 | .. | .. | 64 | .. | 64 | .. |
| 4. All Europeans and wards for paying patients | 59 | .. | .. | 59 | 48 | .. | 11 |
| 5. Europeans 44; Natives 20 .. | 64 | .. | .. | 64 | .. | 64 | .. |
| 6. All Natives | .. | 54 | 18 | 72 | 34 | 20 | 18 |
| 7. All Europeans | .. | 24 | 18 | 42 | .. | .. | 38+4 |
| 8. Mixed | 10 septic surgical .. | 10 septic surgical .. | .. | .. | .. | .. | .. |
| | 10 septic medical .. | 10 septic medical .. | .. | .. | .. | .. | .. |
| | 7 cholera | 7 cholera | .. | .. | .. | .. | .. |
| | 8 small-pox | 2 small-pox .. | .. | .. | .. | .. | .. |
| 1 lunatic | | 1 lunatic | .. | .. | .. | .. | .. |
| =31 | | =30 | .. | .. | .. | .. | .. |
| 6 paying | | .. | .. | .. | .. | .. | .. |
| Total | 356 | 108 | 36 | 500 | 245 | 178 | 77 |

5. The above statement shows the hospital as it now stands divided into eight nursing blocks, and a reference to the sketch-plan marked E will show the manner in which this division, which appears to be the best under present conditions, has been made. I hope Government will sanction it pending the whole hospital being handed over to us. It will be seen that it provides for exactly 500 beds, viz. :—

| | |
|----------------|-----|
| Males | 356 |
| Females | 108 |
| Children | 36 |

6. This statement has been also drawn up with the object of showing the number of trained nurses and ward attendants, male and female, who would be required to nurse the hospital by day and night without the necessity of bringing in any untrained outsider as has been the most objectionable custom for years when dealing with cases requiring special attention. The statement given in paragraph 4 has been drawn up to show how frequently a resort to this course has been necessary. This system should, in my opinion, be greatly modified; it allowed a medical officer to place as many of the special extra attendants over serious cases as he considered were required. In numerous instances these men's services were often retained when the immediate necessity for their services had passed. Moreover, it entailed men being called in from the bazaar for sometimes very short periods, the consequence

being that they were untrained and undisciplined. In order that the hospital should be nursed on the best scientific principles, there should be a sufficient number of trained attendants for all ordinary duties.

In future each medical officer should, in such special cases, give written orders to the nurse in charge stating what special attention was required; she should report to the Matron Superintendent if she required any special help, who would make the necessary arrangements by removing attendants from nursing blocks from which she considers their services could be spared.

For this purpose the Matron Superintendent should have the whole nursing staff, including the male and female ward attendants, under her orders as the nurses and female attendants now are.

Requisitions for additional assistance considered absolutely necessary in extraordinary cases should be submitted by the Matron Superintendent through the Senior Medical Officer for the sanction of the Surgeon-General with a full explanation showing the cause of the requirements.

The Senior Medical Officer should be held responsible that such extra servants are only retained for the actual period sanctioned.

7. The nursing blocks have been marked out with reference to their situation. It has been found impossible to divide them so as to give a stated number of beds to each nurse or ward attendant as the hospital has not been built with a view of its being scientifically and economically nursed. The statement in paragraph 4 shows that the proportion on duty of nurses to beds in any special nursing block varies from 1 to 64 in No. 3 block, to 1 to 21 in No. 7 block. The sketch plan will explain at a glance the reason for this difference; No. 3 block is so constructed that the night nurse can command, from her place, all her patients and see where she is needed most; whereas No. 7 block comprises also special wards which are quite distinct and at a distance from the other wards and consequently two nurses are required on night duty. It also contains the children's wards which necessarily require more attendance during the night. Only one nurse, however, is put down to this block for day duty as it is intended she should always be helped by probationers.

8. Except in this particular instance, no account is taken of the nurse pupils (probationers) in this statement, because the number of nurses required has been calculated on the lowest number of trained women considered necessary with due regard to efficiency; no margin has been left for serious cases requiring special nursing or for absence of any nurse sick or on leave. It will be a part of the training of the probationers to have to nurse serious cases under the guidance of the ward nurse on duty, while those who have almost completed their training will take the duty of nurses sick or on leave.

9. As an incentive to this and in consideration of their increased responsibilities, as regards bedding, linen, instruments, &c., which they would have to pay for if lost or broken, I recommend that they be granted a special charge allowance of Rs. 5 a month when they are selected to perform a nurse's duties. This would bring their pay up to the pay of a third-grade nurse.

10. It will be seen that the number of nurses recommended are thirty which is exactly that recommended in paragraph 9 of G.O., No. 439, Public, of the 31st May 1895. The scale proposed would, I consider, work well, viz:—

| | Rs. |
|--|-------|
| One Matron Superintendent on Rs. 300—20—400 | 366 |
| One Assistant do. on Rs. 200—20—300 | 266 |
| Two head nurses on Rs. 60 | 120 |
| Two assistant head nurses on Rs. 50 | 100 |
| Six first-grade nurses on Rs. 40 | 240 |
| Ten second-grade nurses on Rs. 30 | 300 |
| Ten third-grade nurses on Rs. 20 | 200 |
| Six pupil nurses (probationers) on Rs. 15 | 90 |
| Ration money for 36 nurses and probationers at Rs. 15 each | 540 |
| Total | 2,222 |

11. I consider the sanction granted in paragraph 13 of G.O., No. 439, Public, dated the 31st May 1895, permitting the Matron Superintendent to take on at once as many pupil nurses (probationers) as she could should be extended to allow of her taking on at any time sufficient probationers to fill vacancies in the higher grades which she cannot get trained nurses to fill. This permission should be limited by the amount of accommodation available in the nurses' quarters and the budget allotment for nursing not being exceeded.

The Matron Superintendent should be permitted to enhance the numbers in the second or third grade when she does not consider the trained nurses available fit or qualified for promotion to the first or second grade.

The probationer's course of training should, as directed, extend over a year and on obtaining the necessary certificate after passing a qualifying examination she should be eligible for appointments in the third grade. The Matron Superintendent should have the power of engaging the services of duly qualified nurses from other training schools in the third grade. Nurses should, as a rule, serve for at least two years in each grade before being eligible for promotion to a higher grade.

All promotions should be made on account of merit and ability, but in cases of supersession, the Matron Superintendent should report her reasons in writing to the Senior Medical Officer and obtain his sanction of her proposals.

Experience has shown that it is most desirable, however, that the Matron Superintendent should have the power of selecting any specially-qualified women for promotion without reference to the actual period she had served in any grade. I consider she should be permitted to do so on representing the facts in writing to the Senior Medical Officer and obtaining his approval. There is no doubt that the qualities which combined make a thoroughly good nurse are rare and it is most desirable that when such women are found they should be encouraged in every way possible and placed in the more responsible positions. If the rules regarding promotion are made too rigid, I am convinced they would seriously interfere with the efficient working of the nursing department. During the past twelve months no less than 125 women have applied for service and training; all of these 46 were engaged, the others being unfit or refusing to come for the pay offered; out of these 46 only 20 now remain.

During these twelve months 35 nurses and probationers have left the hospital for various reasons—

| | |
|---|----|
| For better situations | 7 |
| To be married | 5 |
| To return to their families | 5 |
| For misconduct | 3 |
| Unfit for the work chiefly through physical infirmity | 15 |

Of these 35 women, fifteen held nursing certificates.

The demand for trained nurses in India is rapidly and enormously increasing and unless women are well paid and fairly rapidly promoted there will be little chance of keeping them at the hard work and under the rigid discipline of a general hospital.

The Matron Superintendent should have the power of selecting a European nurse holding a certificate from a training school in Great Britain for the appointments of head nurse or assistant head nurse when such women can be obtained and when she has no nurse she can recommend for promotion. In such cases her reasons for such a proposal should be submitted in writing to the Senior Medical Officer for his approval.

12. As regards ward attendants it will be seen that they vary from 1 to 18 in No. 6 block, to 1 to 43 in No. 8 block. The reason of this is also evident from a glance at the sketch plan from which it will be seen that No. 6 block consists of six large wards, while No. 8 block is composed of seventeen separate rooms.

13. I recommend 62 male attendants for the 556 beds for men and 26 female for the 144 beds for women and children. This gives a ratio on the male side of 1 to 11.48 beds by day and by night and on the female side of 1 to 11.07 beds by day and by night. This number will be required if the patients are to be nursed without bringing in untrained assistance from outside.

This proportion of female ward attendants has been fixed on the actual experience in nursing the male side of the hospital, and, as already stated, on taking into consideration the requirements of the hospital owing to the wards not having been erected with the view to the most economical use of the nursing power. With reference to the proportion referred to in paragraph 19 of G.O., No. 439, Public, dated 31st May 1895, the Senior Medical Officer of the General Hospital informs me that the President of the committee informed him that when they recommended one female ward attendant to ten beds, they meant that one should be on duty by day and another by night for each ten beds.

14. In order to show the numbers of ward attendants that have hitherto been found necessary, the following statements have been drawn up:—

Table showing actual number of extra ward attendants employed during the year 1894.

[The figures were obtained by adding the number of days each ward attendant served and by dividing by the number of days in that month.]

| Month. | Number of extra ward attendants. | Number of days in excess. | Average daily sick. |
|-----------------------|----------------------------------|---------------------------|---------------------|
| January 1894 | 14 | 3 | 282.58 |
| February | 17 | 14 | 290.88 |
| March | 12 | 14 | 287.51 |
| April | 15 | 12 | 275.83 |
| May | 9 | 24 | 278.69 |
| June | 8 | 21 | 274.34 |
| July | 10 | 22 | 275.77 |
| August | 9 | 24 | 283.80 |
| September | 9 | 25 | 289.70 |
| October | 8 | 3 | 284.15 |
| November | 10 | 27 | 292.29 |
| December | 12 | 1 | 278.25 |
| Total | 131 | 14 | 3,375.79 |
| Average for the month | 11 | 21 | 281.32 |

As the permanent ward attendants numbered 41 during the year, this gives an average of 52 ward attendants to 375 beds containing an average of 281 patients or one ward attendant to 14.1 beds by day and by night or one ward attendant to 10.8 patients by day and by night.

Table showing the highest and the lowest number of extra ward attendants employed on any one day during 1894.

| Month. | Highest. | Lowest. | Average daily sick. |
|-----------|----------|---------|---------------------|
| January | 18 | 13 | 282.58 |
| February | 20 | 14 | 290.88 |
| March | 19 | 9 | 287.51 |
| April | 21 | 12 | 275.83 |
| May | 11 | 9 | 278.69 |
| June | 10 | 6 | 274.34 |
| July | 11 | 9 | 275.77 |
| August | 14 | 8 | 283.80 |
| September | 12 | 10 | 289.70 |
| October | 12 | 6 | 284.15 |
| November | 13 | 10 | 292.29 |
| December | 17 | 10 | 278.25 |

As the permanent ward attendants numbered 41 during the year there were on 12th of April 62 ward attendants to 375 beds actually containing on that day 260 patients. This gives one ward attendant to 12.09 beds by day and by night or one ward attendant to 8.39 patients by day and by night.

The column recording the daily average number of sick for each month shows that, as might be expected, the greatest number of attendants have had no fixed proportion to the number of patients depending entirely as it does on the severe cases

that happen to be present. It will be seen from the second statement that on the 12th April 1894 there was actually one ward attendant including permanent trained men and extras to 8.39 patients.

15. Under G.O., No. 759, Public, dated the 9th September 1895, there are now three grades of these men—

| | Rs. |
|--------------------------------|-----|
| 6 first grade at Rs 10 a month | 60 |
| 20 second " at " 8 " | 160 |
| 15 third " at " 7 " | 105 |
| Total | 325 |

These numbers were increased according to requirements as already explained by the employment of extra untrained men from the bazaar.

I consider these men should be in the same proportion to grades as sanctioned in paragraph 19 of G.O., No. 439, Public, dated 31st May 1895, for female attendants say with the addition of a higher grade on Rs. 12 a month—

| | Rs. |
|--|-----|
| 12 first grade ward attendants at Rs. 12 a month | 144 |
| 16 second " at " 10 " | 160 |
| 20 third " at " 8 " | 160 |
| 14 fourth " at " 7 " | 98 |
| Total | 562 |

The untrained men from the bazaar drew Rs. 6 a month, or daily pay at the same rate for the number of days they were employed, and when their pay is considered, the extra expense proposed is not too high to enable us to obtain the services of trained men.

In addition to these 62 men, I consider there should be ten men sanctioned as probationers at Rs. 6 a month each. These men should all be able to read and write in their own vernaculars, preference being given to men who could read and write in English. They should undergo a regular course of training which should last for at least one year, and if they were well reported on and passed a satisfactory examination they should be granted a certificate and could then be appointed as fourth-grade ward attendants as vacancies occur. The more advanced of these pupils would form a reserve for trained attendants who were on the sick list or on leave. Promotion to the higher grades should be made by the Matron Superintendent on account of ability and merit limited by a minimum of service in each grade of two years.

It is most necessary that the Senior Medical Officer should be authorised to draw probationers' pay Rs. 6 a month for men to fill the vacancies in the superior grades until such time as there are sufficient trained men available. He should also be permitted to increase the numbers in the lower grades when there are not sufficient qualified attendants who are fit for promotion.

The proposals now recommended as regards the rate of pay and conditions of service are likely to have a beneficial effect on the working of the hospital as they are likely to induce a better class of men to apply than we now have in the institution.

16. In G.O., No. 439, Public, dated the 31st May 1895, the following establishment of female ward attendants was sanctioned.

| | Rs. |
|-------------------------|-----|
| 3 first grade on Rs. 15 | 45 |
| 4 second " on " 12 | 48 |
| 5 third " on " 9 | 45 |
| 3 fourth " on " 7 | 21 |
| 6 probationers on Rs. 6 | 36 |
| Total | 195 |

or a total of fifteen trained female ward attendants.

| | |
|--|--------------|
| | Rs. |
| 5 first grade female ward attendants on Rs. 15 | 75 |
| 6 second " " on " 12 | 72 |
| 9 third " " on " 9 | 81 |
| 6 fourth " " on " 7 | 42 |
| — | — |
| 26 | Total .. 270 |

The nursing staff gives one nurse to 4-8 beds or, if divided into batches for day and night duty, it will give one on duty to 9-6 beds—

If to this we add one Matron Superintendent, one Assistant Matron Superintendent and the six Government probationers for the nurse grade, it gives a total of 126 or 22 above what is found necessary in England, where the climate and the amount of work that can be expected from nurses at home, and especially the quality and quantity of the work that can be expected from ward attendants as compared with English nurses. In consideration, it appears to me that an excess of 22 attendants here over that found necessary for a similar hospital at home is not excessive.

The comparison
here is hardly fair,
as it leaves the prob-
tionary Gr. & F.
board attendants out
of account, while
the probationary Gr.
26 or 22 are in an English
of work forbidden to inclu-
dence
of nurses
h nurse

20. With reference to paragraph 11 of G.O., No. 439, Public, dated the 31st May 1895, I have, in my letter, No. 466, dated 23rd October 1895, given what I consider very strong reasons for permitting the training of the pupil nurses of the Lying-in Hospital to be carried on in that institution and that they should have nothing to do with the General Hospital.

21. In the letter referred to in the above paragraph, I have also given reasons for considering that there should be a separation of the accounts of the hospital and the training school in that institution. The same suggestion holds good as far as the General Hospital is concerned, and I hope that Government will sanction separate proposition statements being submitted for the training school.

22. The following are the points on which orders are solicited:—

- 1st.—Proposed distribution of beds in eight nursing blocks, paragraphs 2 and 5.
- 2nd.—Medical officers' duties—as regards nursing of serious cases, paragraph 6.
- 3rd.—Whole nursing staff to be under the immediate orders of the Matron Superintendent, paragraphs 6 and 17.
- 4th.—Method of obtaining sanction for temporary attendants, paragraph 6.
- 5th.—Senior Medical Officer to be responsible that the time for which such temporary establishments are sanctioned is not exceeded, paragraph 6.
- 6th.—Allowance at rate of Rs. 5 a month for probationers selected to perform duties of nurse, paragraph 9.
- 7th.—Number, grade and pay of nurses and probationers, paragraph 10.
- 8th.—Probationers to be taken on to fill vacancies in authorised establishment of nurses when no nurses are available, paragraph 11.
- 9th.—Number in 2nd or 3rd grade to be exceeded when nurses are not available for promotion, paragraph 11.
- 10th.—Training to extend over a year, paragraph 11.
- 11th.—Probationers on receiving a certificate of having passed a qualifying examination to be eligible as third-grade nurses, paragraph 11.
- 12th.—Duly qualified nurses from other training schools to be eligible as third-grade nurses, paragraph 11.
- 13th.—Nurses, as a rule, to serve two years in each grade before being eligible for promotion, paragraph 11.
- 14th.—All promotions to depend upon ability and merit, paragraph 11.
- 15th.—Cases of supersession to be sanctioned by the Senior Medical Officer, paragraph 11.
- 16th.—Special promotions without reference to length of service in grade to be only sanctioned by the Senior Medical Officer, paragraph 11.
- 17th.—Power of selecting a European trained nurse holding a certificate from a training school in Great Britain for the appointment of head nurse or assistant head nurse to rest with the Senior Medical Officer, paragraph 11.
- 18th.—Ward attendants, male—numbers, grades and pay, paragraph 15.
- 19th.—Ten male probationers on Rs. 6 a month, paragraph 15.
- 20th.—Attendants' training to extend over a year, paragraph 15.
- 21st.—When well reported on after passing a qualifying examination to be eligible for appointments as 4th-grade attendants, paragraph 15.
- 22nd.—Additional probationers to be allowed on Rs. 6 a month each when trained ones are not available, paragraph 15.
- 23rd.—Increase of numbers in lower grades when qualified attendants are not available for promotion, paragraph 15.
- 24th.—Numbers, grades and pay of female ward attendants, paragraph 16.
- 25th.—Six female probationers on Rs. 6 a month, paragraph 16.
- 26th.—Rules as regards training, examination, employment and promotion, with the exception of the general educational standard, to be same for male and female attendants, paragraph 16.
- 27th.—Caste men and women to be employed as much as possible in wards for natives, paragraph 18.
- 28th.—Separate proposition statements for training school and for General Hospital nursing establishment, paragraph 21.

I have considered this current on the spot in consultation with the S.M.O. & the Principal Medical Officer & Matron of the Hospital—

The distribution of nurses is made on the basis of the employment of the 2nd head nurses and 2 assistant head nurses as ordinary nurses. This is a consideration. Later pay & better position is provided for the five women in order that they may be recompensed for being placed in positions of greater trust & responsibility. They should be used to supervise the other nurses and the conduct of the Matron & Assistant Matron, and should be, as it were, the non-committal officers of the corps, intermediate between the officers and the private staff, at least, in my view. Truly, says that they should be simply the most experienced & trustworthy of the nurses, paid on a higher scale and because they are more experienced and trustworthy, and placed in charge from time to time of the wards which contain European patients or the more difficult cases. Now it must be remembered that including station money, the 2nd nurses get Rs. 75, and the Assistant Head Nurses Rs. 65, with besides lodging. This seems to me more than is necessary, if they are simply to be ordinary nurses with the charge of the more important cases. At the most, if that is to be the arrangement, all that should be necessary would be to form a superior grade of nurses on Rs. 100 to grade the whole body as under:—

| | |
|--------------------|--------------|
| 1st grade on Rs 50 | all birth |
| 6 2nd | 40 ration |
| 10 3rd | 30 allowance |
| 10 4th | 20 in adult |

Beyond that I would not go for I don't see the need of doing so. If however, my hon. colleagues agree with me that the head and assistant head nurses should not be employed as ordinary nurses, but as supervising agency, I will submit to the Matron, what I would propose.

For Orders

In his letter N° 500 d,

18th Nov 95 the Surgeon General replied to the several matters referred to him in G.O. N° 439 Pubd 31st May 95 regarding the reorganisation of the Nursing Establishment of the Genl. Hoapl. A final proof of the letter as corrected by the Surgeon General is submitted for Orders.

The Surgeon General does not refer to G.O. N° 759 d/9th Sept 95 para 4 & 5, and the half explanation offered in paragraph 2 of the current is not sufficient to account for the long delay that has occurred even after the issue of the G.O. Part quoted.

The proposals for the Nursing Establishment, which include also male & female ward attendants, are based on the requirements of 500 beds & are apparently intended to obviate the necessity for extra hands being called for on the Adm. when some cases require special attention.

The proposal that the staff of the Nursing Staff included

At the conclusion of
a graph to the Surge Genl
vides for additional
distance in extraordinary
cases. Unless this loophole
very carefully guarded
may be feared that
evil of the old system
will be reintroduced
too long.

From paragraphs 8 & 9 it
appears that D. Lib Thorpe
contemplates the probationers
performing the duties of
nurses, if necessary, when
they have "almost completed"
their training & that, when
so employed, they shd. receive
the pay of a third grade nurse.

would be that the number
in each of the grades should
be reduced to one, & that
the 1st should be as under:-

| | |
|--------------|-------|
| 1 Head in on | No 60 |
| 1st do | 50 |
| 2nd do | 40 |
| 3rd do | 30 |
| 4th do | 20 |

30
The total number would then be the same, but two legs would be available for general ordinary work in the "Nursing blocks" - One of these two could, however, in any given, be filled by the employment of the no. 100 in the Nursing block of two of the 100 in the same probationers. The calculation here made (vide para 9 of p. 11) shows that half of the probationers could deal with a sufficient number of cases caused in their training to be placed in independent charge of patients. I. G. does not traverse this point but holds that probationers should be not nearly fully trained should be employed in place of nurses or on leave, for which, unusually before, they should get more for (vide paras 8 & 9 of the memorandum) as he takes no account of the time - I cannot see how it can be. The Nursing Institute of the Institute is not vetted & should often be available to take place of nurses sick or on leave if must be remembered that, as the no. of probationers is taken up by all at all is made for probationers under training for the purpose of local beds or nurseries. In all the no. of probationers, ordinarily training, when once the training is properly started will be more than 6 or perhaps over 12, when may be assumed to be for at least 4 or 5 independent charges each in the nursing blocks.

admit, of course, that the
nurses are better than probation-
ary nurses were a long time ago, & that
the S. F. has 30 nurses & the
H. S. has 100 - that, as the
nurses are better, we must be content, at least for
the present, with something short of absolute
perfection. As, however, I differ from
you on an important point, the paper should
be circulated.

Male Ward Attendants. The existing staff consists of 41 men, on Rs 7, 8 & 10, costing Rs 25 p.m. or Rs 3900 p.a. A further sum of somewhat uncertain amt. is, however, spent on hiring extra attendants, whose work is more casual, & attended on special cases, under suggestion which seems to me very objectionable unless the S.G. shows that it can be economical (v. para 6 of the current). As actual expenditure on these extra amounts is not available, the S.G.'s Budget not having hitherto been sent up in sufficient detail; but the provision in the current year's budget is Rs 3700, which the S.G. tells me is about normal & is usually nearly worked up to. In the Budget of '96-'97 only Rs 2500 is provided, but this is because during the Rs 6 before-hand) - say that Rs 3500 is about the normal expenditure on these extra servants compared with Rs 7400 p.a. as the expenditure on male ward attendants. The S.G. proposes (para 15 of the current) to raise the establishment to 62 trained and 1 probationer, at a total cost of Rs 622 p.m. or Rs 7464 p.a., which is a much different figure from the present expenditure. The Rs 62 is arrived at in the manner shown in para 4 of the current & is the same as the high fig. provided for the contract service of 1 male ward attendant in former years, & I think would be comprised under the small head of 1 male ward attendant in the Weekly Work N.S. The Septic Ward is in the daily block & is constantly occupied, ~~at the~~ ~~the~~ ~~block~~ and it may be hoped that the better patients' rooms will be in request; but the cholera, small pox & other wards are seldom occupied & still more seldom all in use simultaneously. I think ∴ the Rs 62 may well be cut down to Rs 53 or 58, but I am willing to assume Rs 60 which will leave a margin. Then, considering that Male Probationers don't benefit the Hospital for training as female probationers almost certainly will do, I think that 6 should be a sufficient no. of them for a strength of 60 trained men. S.G. proposes a new grade of these Male Ward attendants on Rs 12. I don't object - but I think it unnecessary to have so many as 12, or 20% of these men on this higher rate if we could make them as under: — Rs

| | | |
|-----------------------|-------------|------|
| 6 in Rs 12 | | 72 |
| 20 . . . 10 | _____ | 200 |
| 20 . . . 8 | _____ | 160 |
| 14 . . . 7 | _____ | 98 |
| 6 Reservation, a Rs 6 | | 36 |
| | For new sum | 566 |
| | | 12 |
| | For new sum | 6792 |

11 The Surgeon Genl recommends that there shall be 62 ma ward attendants for the 356 beds for men + 26 females for the 144 beds for women + children, + he states that these numbers will be necessary if the patients are to be nursed without bringing in untrained assistance from outside

The quotation at the beginning of para 13

a current is not
 created. S.O. 759 Pub
 paragraph 5 disallowed
 the proposals for male
 ward attendants. The
 establishment given in
 para 15 is that at present
 existing. It will be
 observed that in addition
 to the 62 permanent men
 Dr. Sibthorpe proposes to
 have ten probationers -
 Rs 6 each - promotion
 the higher grades to be
 made by the Station Dept.
 & account of merit &
 ability, with a minimum
 service of each grade of
 10 years. Dr. Sibthorpe
 also proposes that the Senior
 Medical Officers should be
 authorized to ^{draw} probationers
 for duty to fill vacancies
 the superior grades until
 efficient trained men are
 available, & that he should
 be permitted to increase
 numbers in the lower
 grades as in the case of
 nurses.

In paragraph 19 of
 S.O. 39 Pub d/31-4-95
 Govt considered that

with the improvement of their
 service, the same of organizing
 extra men with the present
 was required. (Now I don't quite mind
 stand for the delegation of any part
 is against principle) should be
 withdrawn both from and from the
 women are at any time unless
 application had been made for.

Female ward attendants. In
 S.O. of 31-5-95, 5 were proposed +
 10 others - The S.O. says admission
 here 26 + 6 - The 26 is in the
 two adult women having been provided
 account of female being patients for
 this is incommensurate (v. say in
 p. 2 get proof); and I really can
 think it necessary to provide for
 ward attendants & on the change of
 female children, small for & large
 wards all being occupied. I think
 I think 4 women will suffice for the
 a total of 22 trained female ward
 attendants. The six female
 nursing are proposed, but I don't
 think this number is too high for
 needed to fill vacancies, many
 generally to assist & to fill the
 women sick or on leave, & I don't
 think there can be little doubt that
 always to appoint female ward
 in the hospital for training. I think
 do. The reading might be in the

| | | |
|---|---------------------|-----|
| 4 | in Rs 15 | 60 |
| 6 | " " 12 | 72 |
| 8 | " " 9 | 72 |
| 4 | " " 7 | 28 |
| 4 | Probationers - Rs 6 | 24 |
| | Permanent | 264 |
| | Probationers | 12 |
| | Permanent | 302 |

This would be Rs 200 p. a. less
 the S.O. allowance.
 It should be noted that both
 female ward attendants & patients
 addition to day. M

I am generally with my
 colleagues, & especially as to
 the two Head Nurses & as
 nurses are employed in a
 between the Matron & the other
 nurses. S.O. 17/2/95

19
 31

fifteen female ward
 attendants & six proba
 should be sufficient to start
 with but Dr. Sibthorpe refers
 that not less than 26 trained
 women with six probationers
 will be able to do the nursing
 efficiently.

It will be seen that if
 sanctioned the present pro-
 posals would considerably
 augment the increase ^{shown by} the
 proposition statement which
 is placed with S.O. N° 570
 Pub. d/9-7-95.

Will note on the proposal the points
 on which there is already a statement

This has no necessary connection
 with the matter dealt with in the
 current

In para 22 the Super-
 intendent enumerates the various
 points on which orders
 are required. In this
 connection attention is
 invited to the separate
 file in which the Govt of Ind.
 requests that no financial
 responsibility may be un-
 dertaken in connection with
 The Lady Wenlock Training
 Institute pending its order
 on the information in
 regard to it which it
 has called for.

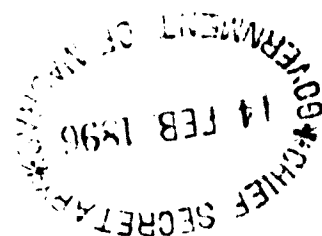
30/3
 12-12-95

11/10/96

21

Nursing Establishment
General Hospital

20
30/10



Hon Mr Bliss C.S.

J. Curc

Hon Mr Fraser
with Hon Mr Fraser

C14/2
10/11/21 220/2

22 22

(1895) DEPARTMENT.

From

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

SURGEON-GENERAL WITH THE

GOVERNMENT OF MADRAS,

Madras,

To

The Honorable the Chief Secy.
to Government

No. 570

ENCLOSURES.

Dated

Received

December 1895

No.

Subject.

Submits the redistribution
of wards he has authorized
the Senior Medical Officer
of the General Hospital to
make in order to utilize
the existing accommodation
better.

H.M.

Submitted to the Hon.
Member in continuation
of C. 3912, which was
~~sent on the~~ this is ~~the~~

J.S.B.
for C.S.
6/1/96

Have no objection to this
arrangement, except that
to the proposed addl. of beds
in future hospital cases, the
S.G. should note that it is
not the desire of Govt. that
no of beds should exceed 500.

W.
19 Feb 1896

20
304

Public dept:

No. 39121

ORDER No. 304 of 28 Feb 96

In his letter recorded above, the S.G. replies to the several ^{points} referred to him in G.O. No. 459 Pub., of 31st May 1895, regarding the re-organization of the nursing establishment of the General Hospital. The S.G. does not refer to G.O. No. 759, of 9-8-94, ^{para 4 & 5 of Pub} and the explanation offered in para: 2 of his letter is not sufficient to account for the long delay that occurred ^{subsequent to} since the issue of the G.O. last quoted.

2. The distribution of nurses proposed by the S.G. is made on the basis of the employment of the two head nurses and two Asst. Head nurses as ordinary nurses. The Govt. however does not approve of this being done. The extra pay and the better position proposed to be given to them is intended ^{as compensation} to compensate them for being placed in positions of greater trust and responsibility. They should supervise the other nurses ^{under the orders of the Matron} without themselves actually doing any nursing. The Govt. does not agree with the S.G. that they should be simply the most experienced of the nurses and therefore paid on a much higher scale.

After this has been got I found the ^{Matron} J. V. asking him to report when the Matron ^{will be ready to receive} 34 Nurses + Female board attendants for training from the ^{difficult fund + local} ^{then, regarding} ^{accidental to the} ^{these persons will be} ^{for training on the terms of the} ^{persons who said} ^{them paying their pay, & ration} ^{money + clothing} ^{keeping them to suit in} ^{of both classroom training in} ^{view to this to the employment} ^{in the}

This I ^{can't input} ^{into any conversation with the}

is observed that they ^{would} ~~ought to~~ receive
 3.75 & 3.65 a month respectively besides
 their lodging, ^{but} ~~if they were simply to~~ ^{it was intended} that their duties should be those of
 ordinary nurses with the charge of the
 more important cases it would ^{not} be neces-
 sary to do more than form a superior
 grade of nurses on 3.50. ^{after} ~~on a~~ careful
 consideration of the subject the Govt.
 has decided that it will be preferable
 to have one lead nurse on 3.60 and ^{one} Asst
 lead nurse on 3.50 to supervise, under the
 orders of the Station Supt., the work
 of the ordinary nursing establishment.
 The following establishment is accord-
 ingly approved:--

- Lead Nurse . . on 3.60
- Asst. Lead Nurse . . 3.50
- First grade nurses . . 40
- Second 30
- Third 20

This will not affect the total number
 but two less will be available for
 ordinary nursing ^{work} ~~establishment~~. Their
 places can however be filled by the
 employment of two of the better trained
 probationers.

In para: 9 of G.O. No. 459, d/
 1-5-91, it was calculated that half of
 the probationary nurses would always be
 sufficiently advanced in their training
 to be placed in independent charge of
 patients. The S.G. does not traverse this
 position, but holds that probationers
 who are nearly fully trained should be
 employed in places of nurses sick or on
 leave ^{and granted} with an allowance of 3.5 a month.
~~that~~ he takes no account of the probationers

2248

but for what reason ~~is not~~ explained.
 In the event of the Lady Wenlock Nur-
 sing Institute being sanctioned, its
 nurses should often be available to ~~take~~
 take the place of ordinary nurses sick
 or on leave and it should be remember-
 ed that in taking the number of proba-
 tioners at ^{six} ~~no~~ allowance is made
 for those who will be under training
 for the Dufferin Fund or L.F. Boards
 or Municipalities. In all probability
 the number of probationers will not
 fall below ^{twelve} ~~10~~ of whom it seems ^{likely} ~~probable~~
~~that~~ at least ^{six} ~~two~~ will be fit for
 quasi-independent charge as ^{assistants} ~~agents~~ in
 the Nursing blocks. The Govt. however
 cannot approve of the proposal that
 when employed on this duty they should
 receive an extra allowance of 3.5 a
 month.

4. Turning now to the subject
 of the establishment of male ward attend-
 ants, it is observed ^{from the S.G. letter} ~~that~~ the existing
 staff consists of 41 men on 2.7.20 &
 3.10 costing 1. 33 ^{per annum} or ³⁹⁰⁰ ~~2400~~
^{per annum}. A further sum of somewhat
 uncertain amount is however spent on
 hiring extra attendants for special
 cases under a system which appears to
 the Govt. to be very objectionable and
 which the S.G. shows not to have been
 economical. The actual expenditure on
 these extra servants is not available;
 but from information received, the
 Govt. believes it to average about
 3500 per annum, thus giving a total
 of 13,7400 as the expenditure on male

at endants. The S.G. proposes to increase the establishment from 41 to 72, consisting of 62 trained men and 10 probationers at a total cost of Rs. 62 per mensem or Rs. 7464 per annum. The number 62 is arrived at in the manner shown in the statement in para: 4 of the S.G.'s letter. It is observed that it provides for the constant attendance presence by day and night of an attendant in each of the ^{seven} male wards comprised in block No. 8. The septic wards in the block are constantly occupied and it is to be hoped that the native male paying patients' rooms will be in request, but the cholera, small pox and lunatic wards are seldom occupied and still more seldom all in use simultaneously. The Govt. therefore ^{considers} that some reduction may be made without loss of efficiency and directs that the strength of the establishment ~~should~~ be fixed at 60. As regards probationers the Govt. ^{is of opinion that} will be a sufficient number for a strength of 60 trained men. The proposal to institute a new grade of male ward attendants on Rs. 12 is approved, but the Govt. does not see the necessity for 20 ^{percent of the total being} to be on the maximum pay. The following establishment is accordingly approved:-

| | |
|--------------------------------|--------------|
| Male Ward attendants on Rs. 12 | 72 |
| 30 10 .. 200 | |
| 30 8 .. 160 | |
| 14 7 .. 98 | |
| 6 probationers on Rs. 6 | 36 |
| Total per mensem | 2266 |
| per annum | 27192 |

Note
 Please see para 439
 31.8.95
 who directed that 5 more than
 four rooms should be provided
 for female patients.
 The necessary correction
 has been made.

vide paras 16 & 17
of 26.2.95

P. 5...

introduction
 With the engagement of the establishment approved in the foregoing para: the power of engaging extra ^{temporary} servants ^{Senior Medl Offr} which the ~~Govt.~~ has hitherto enjoyed (under circumstances of which the Govt. ~~is~~ ^{is} not aware) ^{will} should be absolutely withdrawn both from that officer and from the S.G. If at any time extra assistance is absolutely necessary special application should be made to the Govt.

6. In para: 19 of G.O. No. 439, dated 31.8.95, it was proposed that the establishment of female ward attendants should be fixed at ^{fifteen} ~~14~~ with 4 probationers, but the S.G. now states that he finds it impossible to carry on the work efficiently with less than 20 trained ~~the number~~ ^{that number} women. ~~the number~~ is apparently an error as two additional women have been provided on account of native female paying patients, for whom there is no accommodation. In the statement in para: 4 ^{of the letter under disposal} ~~opposite to No 3~~ in column 3 & 4 the figure '3' is apparently an error for '6' in column 3. It is clear that females cannot be placed in male wards nor is there any need for special accommodation for female paying patients who should apparently go to the Victoria Gaste and ~~Police~~ Hospital. ~~The necessary correction has been made.~~ The Govt. does not consider it necessary to provide ^{five} female attendants on the charges of the female cholera, small pox and lunatic wards all being occupied simultaneously. It will be sufficient ^{if four} ~~if four~~

~~allowed~~ ^{three} ~~is provided~~ for these wards. A total of 24 trained female ward attendants should therefore suffice. On reconsideration the Govt. ^{is of opinion that six} ~~should~~ probationers would be in excess of what ^{on an} ~~will~~ be needed to fill vacancies ^{among} ~~the 22~~ and generally to assist and to fill the places of women ~~who~~ sick or on leave, especially as there can be little doubt that there will always be up-country female ward attendants in the hospital for training. ^{four} ~~4~~ probationers will therefore be enough. The following establishment ^{is} accordingly approved:-

* para x 19480.
N. 439 Pubd/ 31. v. 90

| | |
|------------------------------------|---------|
| 4 Female ward attendants on M.L.F. | 13.60 |
| 6 " " " | 12 " 72 |
| 3 " " " | 9 " 72 |
| 4 " " " | 72 " 28 |
| 4 probationers on M.L.F. | 24 |
| Total per mensem | 256 |
| annum | 3072 |

^{will cost} ~~his would be~~ ^{per annum} ~~1,600/les.~~ than under the G's scheme, ^{It should be noted} ~~but it should be remembered~~ at both male and female ^{ward} ~~attendants~~ receive a free issue of clothing in addition to pay.

The proposal that the whole of the nursing staff, including the male and attendants, should be under the Matron Supt. is a good one as it centralises authority, ^{it} and is therefore approved. The request in para: 11 that probationers ^{should} ~~may~~ be taken on at once to fill vacancies in the higher grades for which trained nurses cannot be obtained as already been approved in para: 13 of G.O. No. 439, d/ 31-12-89, and para: 8

218/68
Pubd/ 30/1/90
of G.O. No. 759/ 9-9-90. The suggestion that the Matron Supt. should be permitted to increase the number ~~of~~ in the lower grades when she has ~~no~~ nurses qualified for promotion to higher grades is approved.

8. The proposal that the term of probation ^{for nurses} ~~should~~ be ^{one} ~~1~~ year and that they ~~nurses~~ should, as a rule, serve at least two years in each grade - promotion to be made on account of merit and ability - ~~is~~ sanctioned. ^{In} ~~but in case in which~~ the Matron Supt. ^{should} ~~desire~~ to recommend ^a ~~special~~ specially qualified woman ^{for} ~~for~~ promotion under that time ^{the S.G.} ~~should~~ ^{the matter} ~~submit~~ for the orders of Govt.

9. This statement in para: 13 of the current that, under G.O. No. 759, d/ 9-9-90, there are at present three grades of male ward attendants is not understood, for para: 3 of ~~that~~ ^{the} G.O. disallows ^{it} the S.G.'s proposal. The Govt. approves of the Matron Supt. making promotions to the higher grades of the male ward attendant ^{on} ~~on~~ account of merit and ability, with a minimum service in each grade of ^{two} ~~1~~ years, and of the Senior Medical Officer drawing probationers' pay ^{hands} ~~for men~~ to fill vacancies in the superior grades until sufficient trained men are available. The Matron Supt. may also increase the number ~~of~~ in the lower grades as in the case of the nurses.

~~the Govt. will now send~~

Para: 22 of the current:—
Paras: 2 & 3 are approved.

2, vide para 5 supra.

3, Approved - vide para: 7 supra.

4 & 5, Disapproved- vide para 6 supra.

6, Disapproved- vide para 3 supra.

7, vide para 8 supra.

8, Approved - vide para 7 supra.

9, -do- -do- -do-

10, -do- -do- -do-

11, approved.

12, Approved.

13, -do- -do- -do-

14, -do- -do- -do-

15, approved.

16 & 17, Disapproved. The cases to

be reported for the orders of Govt.

vide para 8 supra.

18 to 26, vide orders supra.

27 & 28, approved.

10. Of the several matters
enumerated in para 22
the letters under disposal
Nos 2, 3, 4, 5, 6, 7, 8, 9, 10, 13, 14,
18, 19, 22, 23, 24 & 25 have
been disposed of by the
orders supra. The following
proposals are approved:—
Nos 1, 11, 12, 15, 20, 21, 26, 27
In para 8 it has been decided
that special promotions
without reference to length
of service cannot be made
without the sanction of
Govt. A similar ruling
will be applied to the proposal
that the Secy. Medl. Offr. should
be authorised to select a
European trained nurse
from training school in
Great Britain for the app't
of head or asst head nurse

18. In reference to the comparison
made between the establishment of a
London Hospital and that proposed for
the General Hospital, Madras, towards the
end of para: 10 of the S.G.'s letter,
it is observed that no account is taken
of the probationary male and female
ward attendants while the probationary
nurses in the English Hospital are
included. The comparison is therefore
hardly fair.

19. The re-distribution of the
wards proposed in the S.G.'s No. 570,
1/ 19th Decr: 1895, is approved with the
remark that the S.G. should see that the

25
30478
total number of beds does not exceed
500.

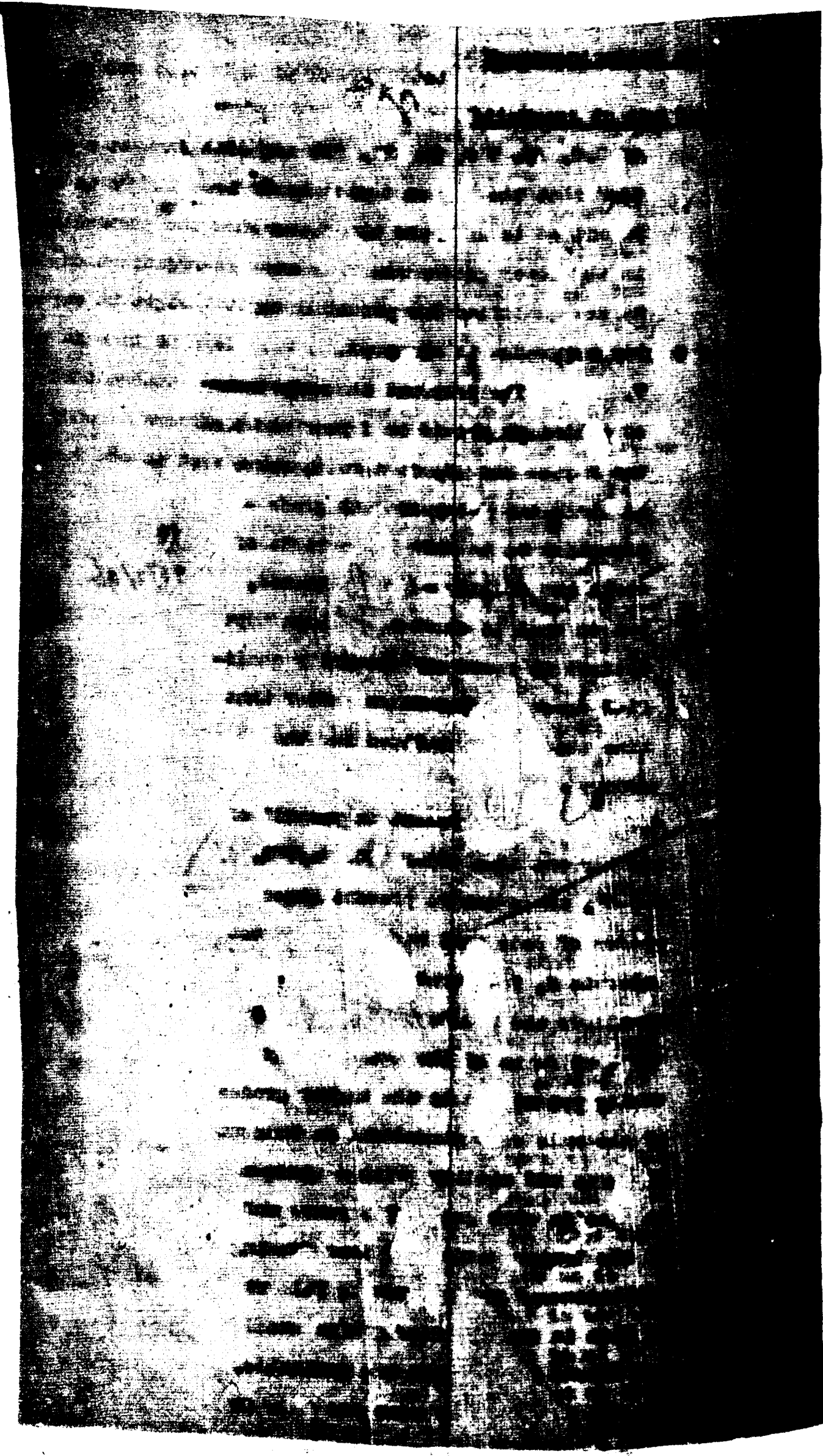
12. On the 19th instant a tele-
gram was received from the Govt. of
India enquiring when the proposition
statement for the re-organization of
the General Hospital might be expect-
ed. The S.G. will lose no time in sub-
mitting a proposition statement in
accordance with the orders already
passed for transmission to the Govt.
of India.

2.
The Surgeon-General b
accepted b

Depd
11/2/96

35B
24/2/96

25
25/2/96



26
304

28

ORDINARY, PRINTED

Public

THEATRE

DATE 20-2-96

No. 304

INDEXED.

27/2

Returned for signature.

7/3

Despatched in print.

11/3/96

7 copies

Despatch Agent.

Passing Orders on a
Letter from the Surgeon
General dealing with
certain points in
connection with the
reorganization of the
Land requesting
him to submit the
proposition statement
for the reorganization
of the General Hospital

1.26 25/8/13 ✓
2-2-14 ✓
Map. 29-6-14 ✓
H5 16-8-14 ✓

304

Map 15 sheets

26+5
41