

Public (1897) Department.

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G.O., No. 1406

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INDEXED.

[Despatch Abstract.]

Nursing Establishment of the General
Hospital

Recording, with remarks; the report
on the working of the revised —

BACK PAPERS.

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FURTHER PAPERS.

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849
57.58

Government (1897) of Madras. PUBLIC.

Recd.

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Regd.

1897.

Spare copies

G.O., No. 1406, 26th October 1897.

OCTOBER.

Nursing Establishment of the General Hospital.

Recording, with remarks, the report on the working of the revised —.

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

READ—again the following papers:—

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

G.O., No. 564, Public, dated 25th May 1896.

ABSTRACT.—Requesting the Surgeon-General to formulate proposals for training nurses and attendants at the General Hospital for local and private bodies and to report after six months on the working of the nursing establishment sanctioned in G.O., No. 304, Public, dated 28th February 1896.

G.O., No. 191, Public, dated 26th February 1897.

ABSTRACT.—Approving, with remarks, the rules proposed by the Surgeon-General for working the Training school for nurses and for probationary ward attendants at the General Hospital.

READ—also the following papers:—

From Surgeon-Major-General C. SIBTHORPE, C.B., F.R.C.P.I., Surgeon-General with the Government of Madras, to the Chief Secretary to Government, dated 24th August 1897, No. 308.

With reference to paragraph 2 of G.O., No. 564, Public, dated the 25th May 1896, I have the honour to submit copy of the report of the Senior Medical Officer on the working of the revised nursing establishment of the General Hospital, with the following remarks and suggestions.

2. *Paragraphs 4 and 5.*—The efforts made for the last six months have resulted in the filling of only one out of the ten appointments in the third grade of nurses. This experience is, I consider, sufficient to prove that the pay at present offered is far too low to attract suitable women, and as the endeavours to substitute probationers have proved equally ineffective, I beg to recommend that the pay of third-grade nurses be raised to Rs. 25 per mensem, which, with the recently enhanced rate of ration allowance, ought to prove attractive.

3. I would draw the attention of Government to the remarks of the Matron Superintendent relative to the striking out of one head nurse and one assistant head nurse out of the original scheme for the combined hospital. I am emphatically of opinion that they should be restored, the number in the first grade being correspondingly reduced by two. The creation of these two appointments would, in addition to meeting the present nursing requirements, secure the services of capable women who would be available to act in higher capacities during emergencies—a contingency which ought not to be overlooked in the interests of the institution. This step will further improve the prospects of the nurses, which are none too good at present.

4. In this connection it may be stated that, owing to the paucity of the establishment, it has not been found possible to reserve the head nurse and assistant head

nurse for the duty of merely supervising the work of the other nurses as desired by Government in paragraph 2 of G.O., No. 304, Public, dated 28th February 1896. All requirements in this direction are already sufficiently met by the Matron Superintendent and her Assistant, to say nothing of the medical staff of all grades (please see sub-paragraph 6 of paragraph 8 of my letter at page 3 of G.O., No. 439, Public, dated the 31st May 1895). Any extra supervision appears to me rather superfluous. The services of the head and the assistant head nurses are chiefly required for, and will be more advantageously employed on the ordinary nursing duties.

5. The present rules which govern and restrict the promotion of nurses cannot be said to have proved a success. In a previous letter I have placed before Government the experience of the Senior Medical Officer of the difficulty in their working. Women of the stamp required, who would otherwise offer themselves, are now scared away by the uncertain nature of the prospects. I would therefore strongly recommend that the power of appointing or promoting women with less than two years' service in a grade may be delegated to the Senior Medical Officer (as originally proposed by me in sub-paragraph 5 of paragraph 11 of my letter printed at page 5 of G.O., No. 304, Public, dated 28th February 1896), or to the Surgeon-General.

6. *Paragraph 7.*—As regards the employment of caste attendants, my experience is that they are far more intelligent than the ordinary Pariah. Every effort is being made and will continue to be made to secure their services.

ENCLOSURE.

COPY of a letter from the Senior Medical Officer, General Hospital, Madras, to the Secretary to the Surgeon-General with the Government of Madras, dated the 1st August 1897, No. L.D.-190.

With reference to the report called for in G.O., No. 564, Public, dated the 25th May 1896, on the working of the revised nursing establishment of this hospital on the expiration of six months from its introduction, I have the honour to state that the Matron Superintendent reports as follows.

2. "The revised nursing establishment commenced to work on the 1st of January 1897 with the actual staff of nurses shown in column 3 as against the newly sanctioned staff in column 2:—

Former establishment.	Newly sanctioned staff of nurses.	Actual staff of nurses on 1st January 1897.
1	2	3
<i>Permanent.</i>		
Head nurse 1	Head nurse 1	Head nurse 1
Assistant head nurse 1	Assistant head nurse 1	Assistant head nurse 1
First-grade nurses 4	First-grade nurses 8	First-grade nurses 8
Second-grade nurses 6	Second-grade nurses 10	Second-grade nurses 8
Matron of Women and Children's Hospital (assistant head nurse temporary) 1	Third-grade nurses 10	
<i>Temporary.</i>		
Head nurse 1		
Second-grade nurses 6		
20	30	18

The former head and assistant head nurses remained in their respective grades, the temporary head and assistant head nurses reverting to the first grade, the four first grade remaining as they were and two second-grade nurses who had been trained nurses for many years being promoted to complete the sanctioned number of first-grade nurses. This left eight nurses in the second grade instead of ten, the sanctioned number, and no trained nurses offered for the third grade, though vacancies were advertised in all the principal local papers, and during the whole of the past six months it has been found impossible to secure trained nurses for the third grade with the exception of three who came for a few weeks pending sanction for promotion to second grade; one of these resigned before sanction was received. In addition to these there were two probationers who received their certificates as nurses from the Training school promoted to third grade in April—

one of these has already left as her health suffered from the hot weather and she accepted a situation as a child's nurse on the Hills at Rs. 40 per mensem. At the present date (July 1st) there is one vacancy in the second grade and eight vacancies in the third grade, there being only two nurses in the third grade, one trained here and promoted in April and the other awaiting

* Since sanctioned.

sanction* for appointment to the existing vacancy in the second grade, so that the sanctioned number (30) has had to be kept to by the employment of untrained women as probationers. As thirty trained nurses is the smallest number which can efficiently nurse the sick of this hospital, it must be apparent how difficult it was to work with only sixteen, eighteen or even twenty, the difficulty being increased by having a large number of probationers who could know absolutely little or nothing of the duties of hospital nurses and who, of course, required constant supervision.

To instance some of the difficulties the following were complaints made by Medical officers:—

29th January 1897.—Probationers being in sole charge night and day in the Native male medical wards.

1st April 1897.—Probationer in charge at night of the isolation huts saw no harm in allowing a patient with necrosis of the jaw eating solid food brought from outside by the visitor.

1st April 1897.—A child in the Native female medical wards was found by Medical officer in a dying state, probationer nurse not having noticed any change for the worse.

On Medical officer's visit to the Native female surgical wards at 7 P.M., he could get no information about the patients from the probationer in charge.

3rd April 1897.—Child, with temperature 105°, left in charge of a probationer who did not understand the cold bath treatment.

5th May 1897.—Probationer allowing a pneumonia case to sit in the verandah.

Probationer allowing a patient with temperature 104° to walk to the bath-room.

10th May 1897.—Probationers through ignorance giving Medical officers wrong specimens for examination; therefore danger of wrong diagnosis.

14th June 1897.—Probationer falsifying report of cholera case as she thought when she made a mistake about nourishment it would displease the Medical officer to know of it.

3. The difficulties of nursing are largely increased when specially skilled nurses have to be placed in charge of isolated cases; as, for instance, on the night of the 29th January there was a delirious case in the Ladies' special wards, an epileptic in the isolation huts, a delirious woman in the cells, a child with typhoid at the worst stage—all these required specially skilled attendance. Again on the night of the 2nd February there were the following isolated cases requiring specially skilled attendance:—

Two delirious cases in cells.

Small-pox cases.

Measles in a tracheotomy case.

Two small children delirious with typhoid in special wards.

Amputation of breast case in special wards.

4. The trained nurses, as a whole, have worked steadily and well. The revised scheme has now had six months' fair trial. It has been found impossible to spare the head nurse or assistant head nurse for special work as directed in paragraph 2 of G.O., No. 304, Public, dated the 28th February 1896. It is unlikely trained nurses can be got to stay for such a period as two years in the third grade at the present rate of pay so that the present scheme will, in my opinion, tend to break down on this point. There has been no change in the head or assistant head nurses or first grade nurses, and of those nurses who were in the second grade on the 1st January only two have left, both resigning on account of ill-health.

5. When a consultation was held after the amalgamation of the Women and Children's Hospital with the General Hospital to decide the number of nurses requisite for the nursing of this hospital and the number thirty was fixed, it was not contemplated by me that a head nurse and an assistant head nurse would be struck off, or that there would be a lower rate of pay than Rs. 30 per mensem fixed for trained nurses. These loppings off practically deprived the nursing scheme of its head and tail, and though I have used every effort to forward the progress of nursing details the result has not been what I had hoped for, as I then explained that the chance of promotion to higher grades would encourage nurses to remain in the service and Rs. 20 per month even with board and lodging is not likely to tempt trained nurses to work twelve hours a day under strict discipline in a hospital while they can by attending private cases on their own account get Rs. 20 for four days.

6. Sixteen trained nurses applied during the six months; five of these were engaged and sanction had to be obtained for their entertainment in the 2nd grade—one left before sanction was obtained as she found the work too difficult. The other eleven applicants refused to come at the rate of pay offered—many of them were well-trained and desirable nurses.

7. *Training School.*—On the 1st January there were fifteen nurse probationers on the establishment. Forty-three women applied for training and eleven were engaged during the following six months. Two completed their twelve months' course and passed examinations before a board of Medical officers and eleven probationers left. At the present date there are thirteen probationers undergoing training, the classes according to syllabus have been held regularly though, with such a large number of probationers and so few trained nurses, it has been found difficult to spare the probationers out of the wards for one hour for class on five days out of every seven. Of the probationers who left the service the greater number were unsuitable on account of ill-health or want of education, while some left as their own domestic affairs required their attention. Though the probationers have every facility for theoretical training, the practical part of the training which is more important must be faulty so long as probationers have to take charge of wards without a trained nurse to direct their work.

The Assistant Matron directs the probationers and teaches in the wards as much as possible during their time on day duty, but on night duty they must necessarily be left very much to their own resources.

There are thirty male ward attendant probationers and fourteen female ward attendant probationers under one year's service. They attend classes held by hospital assistant twice weekly and seem to take much interest in what they are taught which comprises nearly all the subjects taught to nurse probationers.

There have been no lack of applicants for the post of probationary ward attendants, but few caste people have applied. At present there are eleven caste probationers—eight male and three female. I understand from respectable Brahmans that the rules of caste people do not permit of their females seeking employment amongst strangers, and during the six months under report only one caste woman applied. She was too old and stupid for the work. There are at present only four caste female ward attendants, though I have endeavoured to encourage them. Of the fourteen female ward attendant probationers there are only three that are able to read and write Tamil. Of the thirty male ward attendant probationers almost all of them are able to read, but very few can write. These have been warned that, unless they improve their educational knowledge, their services will be dispensed with. Senior nurses in charge of nursing blocks report that caste attendants are more obedient and amenable to discipline than the non-caste and every endeavour is being made to entertain caste attendants.

8. The Matron Superintendent brings out clearly, I think, the main defects that the experience of six months has shown to exist in the new arrangements:—

Inadequate pay of third-grade nurses.

Introduction of the new order necessitating as a rule two years' service in each grade.

The withdrawal from the Senior Medical Officer of the power to promote nurses on the recommendation of the Matron Superintendent, or to enlist trained nurses in any grade but the lowest.

The impossibility of obtaining efficient nursing by probationers.

9. The report on the Training school is, I consider, fairly satisfactory, though six months is not sufficient time in which a correct estimate of the results can be formed. Seeing that the period spent as a nurse probationer is one year, in contrast with the three years now nearly universally considered necessary in England, it is obvious that these probationers should have every opportunity of obtaining all the practical training possible to get into that period, though this so far has not been quite feasible owing to short-handedness in the trained nurses.

As regards the probationary ward attendants, the difficulty in securing "caste" servants is a very old one, and there is this to be said against them that when their services are obtained they are not an unmixed blessing, as despite the favourable opinion given in the final sentence as regards their being "more obedient and amenable to discipline" this is so with many of our male ward attendants only as long as they consider their duties do not interfere with their caste prejudices or customs—and, Sudras though they be, they have often flatly refused to perform many of the services to a bed-ridden patient that a Brahman medical student thinks nothing of carrying out. The institution of a higher grade (with better pay) of both male and female ward attendants under the new scheme will in time work advantageously in securing a better educated and more intelligent class of men and women, but, as in the case of the nurses, the introduction of the new rule requiring two years in each grade is not calculated to aid in the attainment of the desired result.

From Surgeon-Major-General C. SIBTHORPE, C.B., F.R.C.P.I., Surgeon-General with the Government of Madras, to the Chief Secretary to Government, dated 14th September 1896, No. 349.

In continuation of my letter, No. 308, dated the 24th August 1897, submitting report on the working of the nursing establishment of the General Hospital, Madras, I have the honour to advert to an aspect of the question not previously touched on.

2. In paragraph 3 of the Senior Medical Officer's report enclosed in my letter, the Matron Superintendent is quoted as saying that the difficulties of nursing were largely increased when specially skilled nurses had to be placed in charge of isolated cases. From the large number of such instances, which were reported to have occurred simultaneously, it seemed to me to be doubtful whether even with the staff at the full sanctioned strength it would be possible always to give to these cases the special care and attention desirable. I accordingly called on the Senior Medical Officer to report exactly what additional nursing aid he considered necessary for this purpose. He states, in reply, that were the staff of nurses at the sanctioned strength, it would be amply sufficient to cope with special cases of the kind. It follows from this and the facts already put before Government that as long as the nursing staff works under that strength, either the patients in general, or the special cases in particular, must suffer from want of due attention. Both are contingencies earnestly to be deprecated. And this consideration furnishes an additional argument, if one were needed, for the removal of the causes which hinder the successful working of the nursing system.

ORDER—No. 1406, Public, dated 26th October 1897.

Recorded with the remark that the scheme has not been in force sufficiently long to afford adequate evidence as to how far it has been successful. The present is moreover a peculiarly inopportune occasion for proposals involving any increase of expenditure. The Surgeon-General will be requested to report on the matter again early next year.

2. His Excellency the Governor in Council is unable to agree with the Surgeon-General in considering that the fact that the efforts made during the last six months have resulted in the filling of only one out of the ten appointments in that grade is proof that the pay of the third-grade nurses is inadequate. It was at no time anticipated that the vacancies in the third grade would be filled until the Training school turned out trained nurses to occupy them. At the same time should further experience indicate the necessity of such a step, Government will not be averse to reconsidering the question on some more opportune occasion. With regard to the comparison established by the Matron Superintendent between the pay of the General Hospital establishment and that of private nurses it is to be borne in mind that the demand for the latter is limited, and cannot but increase very slowly. The present high rate of wage is mainly due to the small number of trained nurses available, but with the increase in supply the wage must fall. It is further observed that Rs. 20 *plus* a ration allowance of Rs. 15 (now raised to Rs. 20) was fixed as the pay of the third-grade nurses on the recommendation of the Surgeon-General himself conveyed in paragraph 10 of his letter, No. 500, dated 18th November 1895.

The total number of nurses has been raised from 20 to 30 and it does not appear that this establishment will be insufficient when the vacancies in it are filled.

3. The Senior Medical Officer, General Hospital, alludes to the *new order* necessitating, as a rule, two years' service in each grade. This rule was made at the suggestion of the Surgeon-General. Exemptions from its operation in special cases have recently been sanctioned. The Government, therefore, is not prepared to alter the rule or to delegate the power of granting exemptions under it.

4. The Surgeon-General is strongly of opinion that the posts of head nurse and assistant head nurse struck out of the original scheme should be restored, the number of nurses in the first grade being correspondingly reduced by two; he bases his view on the ground that in addition to meeting the present nursing requirements, these two appointments would secure the services of capable women who would on emergency be available to act in higher capacities. The Government, however, considers that the superior appointments are already sufficiently numerous and suitably paid. The statement of the Surgeon-General that all requirements in the way of supervision are already adequately met by the Superintendent and her Assistant does not accord with

Mrs. Nisbet's remark that, when on night duty, the probationers and teachers in the wards must necessarily be left much to their own resources. The Surgeon-General will be requested when submitting his next report to state whether the Matron and Assistant Matron do no night duty.

The Government concurs in the remark of the Senior Medical Officer that the creation, already sanctioned under the present scheme, of higher grades of both male and female ward attendants should secure in time better educated and more intelligent recruits for this class, and with the Surgeon-General in considering that the employment whenever possible of caste attendants is advisable.

(True Extract.)

A. T. ARUNDEL,
Chief Secretary.

To the Surgeon-General.

Ed. A. F. Eccleston.

Public (1897) Department.

CURRENT No. 3216

Order

From

Surgeon-Major-General C. Sibthorpe,

C.B., F.R.C.P.I.

Surgeon-General with the

Government of Madras.

No. 308

Dated the 24th August 1897.

Received 26th

Registered 27th CHIEF SECRETARY

Enclosures 1 26 AUG 1897

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SUBJECT.

Submitting with his remarks and suggestions copy of the report on the working of the revised nursing establishment of the General Hospital.

S.A. 1/19/97

BACK PAPERS.

G.O.	No.	Department.	Date.
Purs	994	Pub.	24-7-97
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Public (1897) Department.

CURRENT No. 3452



From

Surgeon-Major-General.

C. Sibthorpe C.B., F.R.C.P.S.

Surgeon-General

with the Govt. of Madras.

No. 349

Order

Dated 14th September 1897.

Received 15 " "

Registered 15 " "

Enclosures —

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SUBJECT.

Submitting further report
on the working of the Nursing
Establishment of the General
Hospital, Madras.

R. Loom. The file with
note for a decision with
the S. S. Aug 1897

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

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account of ill health or want of education, while some left as their own domestic affairs required their attention. Though the probationers have every facility for theoretical training, the practical part of the training which is more important - must be faulty so long as probationers have to take charge of wards without a trained nurse to direct their work.

The Assistant Matron directs the probationers and teaches in the wards as much as possible during their time on day duty but on night duty they must necessarily be left very much to their own resources.

There are thirty male ward attendant probationers and 14 Female ward attendant probationers under one year's service. They attend classes held by Hospital Assistant twice weekly and seem to take much interest in what they are taught, which comprises nearly all the subjects taught to nurse probationers.

There have been no lack of applicants for the post of probationary ward attendants but few caste people have applied. At present there are eleven caste probationers - 8 male and 3 female. I understand from respectable Brahmins that the rules of caste people do not permit of their females seeking employment amongst strangers and during the six months under report only one caste woman applied. She was too old and stupid for the work. There are at present only 4 caste female ward attendants though I have endeavoured to encourage them. Of the 14 female ward attendant probationers there are only 3 that are able to read and write Tamil. Of the 30 male ward attendant probationers almost all of them are able to read but very few can write. These have been warned that unless they improve their educational knowledge their services will be dispensed with. Senior nurses in charge of nursing blocks report that caste attendants are more obedient and amenable to discipline than the non-caste and every endeavour is being made to entertain caste attendants."

8. The Matron Superintendent brings out clearly, I think, the main defects that the experience of six months has shown to exist in the new arrangements:-

Inadequate

Inadequate pay of third grade nurses.

Introduction of the new order necessitating as a rule two years' service in each grade.

The withdrawal from the Senior Medical Officer of the power to promote nurses on the recommendation of the Matron Superintendent, or to enlist trained nurses in any grade but the lowest.

The impossibility of obtaining efficient nursing by probationers.

9. The report on the Training school is, I consider, fairly satisfactory, though six months is not sufficient time in which a correct estimate of the results can be formed. Seeing that the period spent as a nurse probationer is one year, in contrast with the 3 years now nearly universally considered necessary in England, it is obvious that these Probationers should have every opportunity of obtaining all the practical training possible to get into that period, though this so far has not been quite feasible owing to short handedness in the trained nurses.

As regards the probationary ward attendants, the difficulty in securing "caste" servants is a very old one, and there is this to be said against them that when their services are obtained they are not an unmixed blessing, as despite the favourable opinion given in the final sentence as regards their being "more obedient and amenable to discipline" this is so with many of our male ward attendants only as long as they consider their duties do not interfere with their caste prejudices or customs - and Sudras though they be, they have often flatly refused to perform many of the services to a bed-ridden patient, that a Brahmin Medical student thinks nothing of carrying out. The institution of a higher grade (with better pay) of both male and female ward attendants under the new scheme will in time work advantageously in securing a better educated and more intelligent class of men and women, but, as in the case of the nurses, the introduction of the new rule requiring two years in each grade is not

calculated

[G. 25]
1,000-8-5-97.

Recd from C. H. Home 27/5/97
C. No. 3216

Public DEPARTMENT.

H. E. THE GOVERNOR.

THE HON'BLE ^{Sir H. W.} BLISS, K.C.I.E.

THE HON'BLE MR. GROSE, C.I.E.

SUBJECT.

Nursing Establishment
General Hospital

FOR ORDERS.

A The Surgeon General submits the report on the working of the revised Nursing Establishment of the General Hospital which was called for by G.O. N° 564 Ptd 4/5/97

2 The Matron Superintendent's report for the six months ending June 1897 is not yet submitted, a model one. In commenting thereon the Senior Medical Officer, General Hospital, remarks that it shows clearly the main defects that a six months experience has shown to exist in the new arrangements

Reference is solicited to the notes flagged R in G.O. N° 304 Ptd 2/20.2.96

3 In pursuance of that order the unauthorised Establishment of 30 nurses was sanctioned

1st grade nurses on Rs 60 Total 30, as against the 1st do " 50 old strength of 20. Sent B 3
5th grade nurses find the increase in cost, but I know it has been very
Each at " 40
2nd grade 30 large
3rd grade 20

The Matron Supdt complains that when the number thirty was fixed it was not contemplated that a Head nurse and an Asst Head nurse would be struck off, or that there would be a lower rate of pay than Rs 30 per mensem fixed for trained nurses, and that these loppings off have practically deprived the whole scheme of its head and tail.

The above is not quite understood. It is true that the scale proposed in para 10 of the Surgeon Genl's letter at S was altered as shown in para 2 of the order at B but the change consisted merely in doing away with one head nurse and one Asst head nurse and raising the number of 1st grade nurses from six as proposed to eight. There was no lopping here either of head or tail. It was indeed expressly stated in the go. that the total number of nurses station money besides would not be affected.

The number is not said to be too small. Anyway, we can't at present afford to increase it. Even if we could, the first thing to do is to fill up the establishment to full strength. This must take time.

Naturally it is being practically impossible to employ untrained nurses till it has been required to take the place of ordinary nurses.

This remark is not quite clear. It looks as if it should read "had to be filled by the utilization of untrained probationers" (which is correct).

And there was any reduction in the pay of the 3rd grade nurse. She herself suggested Rs 20 (S). And they all get Rs 20 p.m. And they all get Rs 20 p.m. And they all get Rs 20 p.m.

but that two less would be available for ordinary ^{duty} work, the head and another nurse being given supervising work, and the vacancies thus caused being filled up by the Employment, as usual, in the wards, of two of the better-trained probationers. Mrs. Nichol however reports that it has been found impossible to spare the head nurse or Asst head nurse for this ^{supervising} special work.

She further states that on July 1st there were 9 vacancies, one in the 2nd and 8 in the 3rd grade, which had to be filled by the Employment of untrained women as probationers.

Reference is now solicited to the notes at T in p. 564 P. 64, 25.5.96. The Hon'ble Sir H. W. Bliss there remarked "I must say that I think the decision thus arrived at was right. Of course it may be that experience will show that we are not paying the nurses enough for

"for efficiency. If so, we
"must no doubt raise
"the pay. But however that
"maybe, I cannot think
"that we shall do well to
"call nurses "Head nurses"
"and "Asst Head nurses" &
"then give them precisely
"the same work as the ordinary
"nurses". Vide also para 9 of this note before

6 The defects which
the present report purports to
be are -

(i) the inadequate pay of the
third grade nurses

(ii) "introduction of the "new" order
necessitating as a rule two
years' service in each grade"

(iii) "the withdrawal from the
Senior Medl Officer of the
power to promote nurses
on the recom^d of the Medical
Dept, or to enlist trained
nurses in any grade but
the lowest"

(iv) "the impossibility of
obtaining efficient nursing
by probationers"

o No doubt there is a good
deal in the pecuniary aspect of
the case. But on the other hand, that
demand for trained nurses in private
houses is not infinite and cannot
be increasing rapidly. A private nurse
can now get Rs 5 per diem. Why? because
there are a few of them. But will they always
be able to do so? I doubt it very much.
Some probationers are trained, the pay of
the private nurse is low, I should say, to
fall. - I consider it premature to suppose
that the 3rd gr. nurses are not paid
enough. Anyway, we cannot afford to increase
their pay at present. B.S.

Not so. The S.O. & the rest seem to have
formed altogether a conspiracy. I never was
guined that they would be able to fill up
the vacancies in the 3rd grade until they
had trained women to fill them. How can
they expect to get trained women without
training them themselves? The country can
supply them. I don't therefore see any proof
at all, let alone proportion, Defect 140 (iv)
that the pay is too low. We must wait a
bit longer before we can form any opinion
on the matter. B.S.

5 Defects (i) & (vi)
7. "Defect no (i) may
it is submitted be admitted
As Mr. Nichol says Rs 20
per month even with boarding
& lodging is not likely to tempt
trained nurses to work 12 hrs
a day under strict disci-
pline in a hospital, while
they can by attending private
cases on their own account
get Rs 20 for four days.

The Surgeon Genl adds
that the efforts made for the
last six months have resulted
in the filling of only one of
the ten appointments with
third grade. This he says is
proof positive that the pay
offered is not sufficiently
high to attract suitable
candidates. Moreover the
endeavours made to sub-
stitute probationers have
proved equally ineffective
He therefore recommends
that the pay of 3rd grade
nurses may be raised
to Rs 25 a month, and
considers that this
increa

6

increase taken together with the recently enhanced rate of gratification allowance (vide para 5 of G.O. No 191 Public of 26th February 1897) ought to prove attractive.

It is submitted that the Surgeon General's recommendation may be accepted

8/8 I think not, as what for the present BS

8 "Defects" Nos (ii) & (iii) "The present rules", says the Surgeon General, "which govern the restriction the promotion of nurses cannot have been said to have proved a success" He therefore strongly recommends that the power of appointing or promoting women with less than two years' service in a grade may be delegated to the Senior Medl Officer, as originally proposed by him in sub para of para 11 of his letter printed at page 5 of G.O. 304 Public of 28th February 1896.

A reply that para will also

7

He might be reminded of this & that he initially proposed the D (+15 - this was 4-20) as the way of 3rd gr. nurses BS

also show that the Surgeon General himself recommended that, as a rule, nurses should serve for at least two years in each grade before being eligible for promotion to a higher grade.

It is submitted that for was therefore perfectly justified in ruling as it did in para 8 of G.O. 304 Pub of 28. 2. 96, that two years should be spent in each grade unless, in special cases, for ~~reasons~~ ^{reasons} ~~being~~ ^{being} ~~exempted~~ ^{exempted} from this rule.

U

V

on their merits in allowing the Surgeon General to ~~make any special cases of nurses recommended for promotion before the expiry of two years.~~ ^{submit} ~~And so far as the fact has not been established~~ ^{that} ~~more than two years~~

Special admission direct to this 2nd grade, or official promotion has been sanctioned in their cases, vide G.O. 19. 2. 97 & 94 Public, and 846 Public 30. 4. 97

where Mr. Barnes & the Messrs Gates were entertained at once as 2nd grade nurses

and 3rd grade nurse station
was promoted to the
2d grade within two
years.

The need therefore
for the delegation
of the powers proposed
by the Surge General
the S.M.O. has not
yet submitted, been
clearly established.

On this point the Hon
Sir H.W. Bliss noted in Feb
1896 "Let such cases come
up to govt - I don't trust
the doctors in matters
involving expenditure"

9 In paras 3 and 4 of
his letter the Surge General
comments on the complaints
of the Matron Supdt dealt
with in paras 3 to 5 of this note.
He is strongly of opinion that
the Hd nurse & that Hd
nurse struck out of the
original scheme ought to
be restored on the ground that
besides meeting the present
nursing requirements, there

As long as Govt does
not object to dealing
with each case in which
a special recommendation
is made, there is, it is
submitted, no reason why
the S.M.O. should object.
It gives him very little extra
work. It is submitted that
the present system should be
maintained: so long as
such exceptions from the
strict rules are made, the
cannot better, as far as
efficiency is concerned, by
them being made.

Mr. S. I think still

vide S and B

On the S.G.'s own showing this
would not affect the total number
of nurses available; it is not plain
therefore how it could meet the present require

BS

has listed herself shows the
necessity of employing the H.N. & H.N.
H.N. nurses in supervision

See note on Mrs. H's letter

9 these two appls would secure
the services of capable women
who wd be available back
in higher capacities in
emergency and contingencies
not to be overlooked in the
interests of the institution:
& further that such appls wd
improve the prospects of
the nurses which are at
present none too good.

The Surge General then reiterates
what Mr. Nichol has
already said, viz, that it
has not been found possible
to spare the services of the
existing Hd nurse
& Asst Hd nurse for supervisory
work as desired by Govt
in para 2 of 80.439 Publi
d/28.2.96. He adds that
all requirements in this
direction are sufficiently
met with by the Matron Supdt,
headst and the medical
Staff and calls attention to
para 8 of his letter of 80.439 Pub
d/31.5.95.

The Surge General therefore
recommends the number
of 1st grade nurses to be

B

H

be reduced from 8 to 6
to make room for three
two appts are originally
proposed. although she
distinctly states that
the new Hd & Asst. Head
nurses will be advantageous
employed on the ordinary
nursing duties. Please
see the latter part of note 5
Supra and the notes at T

10 The Training School

The following shows the numbers
of the nurse probationers:-

No on the 1st January 1897 - - - 15

No Eng aged during the six mos - - 11

Total 26

No completed course & passed } 2
Examination }

No left during the six mos 11

No left at the end of period } 13
under review }

The paucity of trained
nurses has rendered it difficult
to span the probationers out
of the wards for one hour for
class work on five days out
of every seven. Notwithstanding
this it is the practical part
of their work that chiefly
suffers

Shed's proposal is, of course,
merely an attempt to improve
the prospects of the nurses, by
creating more highly paid posts.
His other arguments on this proposal
viz, it is submitted, he disregards.

He thinks that, if we had money,
should be more inclined to improve
the prospects of the nurses generally by
raising the 2nd in the 2nd grade, thereby
adding to the higher grades.

This is against a sanctioned strength
of, I think, 6. I don't know how they
manage to get the pay bills passed.
However, I don't object under present
circumstances.

suffers, so it is reported, owing
to the want of a trained
nurse to direct their work.
Especially at night

11 Ward Attendants.

There were 30 male and

14 female ward attendant
probationers under one year's
service. Almost all of the

former are able to read but
few can write, of the latter
only three are able to read
Tamil. There have

been warned to improve
"their educational knowledge"

The Matron Supt com-
-plains that while there
are many applicants for

the post of probationary
ward attendant, but
few caste people apply.

She states that the Senior
nurses in charge of
nursing blocks report
that caste attendants
are more obedient and
amenable to discipline,
and that every Endeav-
-our is being made
to

to entertain such.

12

The Senior Medical Officer remarks that this difficulty is a very old one and that, when obtained, caste attendants are not an unmixed blessing, as their obedience holds good only when they consider their duties do not interfere with their caste prejudices. The difficulty is to be removed according to the S.M.O. by the institution of a higher grade (with better pay) of both male & female ward attendants.

Finally the Surgeon's experience of these caste attendants is that they are far more intelligent than the ordinary pariah.

Orders are solicited on the above points with ref to the notes at R & T

CW
14/9/97
Mk.
16/9/97.

I don't think he means this. He means that the difficulty will be removed by the creation of the higher grades along the lines of the old scale of male ward attendants and the female ward attendants.

has there been an immense improvement. I can't find the old scale (before 1895) of the female ward attendants. But their position & prospects have been similarly improved.

To sum up, I don't think it is probable that the 3rd grade nurses cannot be paid more; and, if it were, we haven't the money at present to pay more.

BS
28/9/97
I agree with the Hon. Secy H. B. in thinking it is not yet proved that the 3rd grade nurses are not sufficiently paid.

13

kind. The scheme has not been worked long enough to have been really tested. The Surgeon-General might be desired to report again early next year, when the Govt. will be in attendance, and when Sir H. B. will be able, if he wishes, to receive verbal representations from the Medical Officers.

2.54
3.10.97

Yes - and when perhaps we may have more money - I am by no means opposed to raising the pay of the nurses, if a better case is made out on longer experience, and if we have the money to do so.

BS
16/10/97

In his letter filed the S. G. admits some further remarks on the question of the working of the nursing establishment. His opinion is merely that, if the nursing staff is not kept up to strength, the number considered requisite, either the patients in general or special cases will not obtain the attention that they should have. This, it is submitted, is evident.

Mk.
16/9/97
BS
8.7.19/97

400 439 Pub. 304 Pub. + c. 3216.
31.5.95 28.2.96

Where is this? I cannot find it.

The note of the P. G. I. should be circulated to H. M. and the question which H. M. has asked should be at the same time answered. The draft should be sent to H. M. at 12/10/97

G.O. No. 459, Pub., d/31-5-95.
G.O. No. 504, Pub., d/28-2-96.

recd. per
as
12/10/97

sent to H. M.
as
12/10/97

Pub. 3216

c 157497

Note for C.S.

With reference to A.M.'s notes it is submitted that at ~~X~~ the old scale with its cost is given, the latter ^{being} Rs. 503 p.m. for 20 nurses as against the present present cost of Rs. 950 for 50 nurses.

2. The maximum number of each class of probationers is :-

Lady probationers 2
Special nurse " 6
Nurse Probationers Govt. 6

" " Private 6

(Vide K² (G.O. 191, Pub., d/26-2-97))

3. the old scale of female ward attendants is shown at Q² and the present scale at U

A draft is submitted. A.E.'s note should be seen by A.M.?

AK
11/x/97

C 22623452

15-10-97
R 10/10/97

Nursing Establishment General
Hospital

NOTE FOR THE Hon Sir H. W. Bluns K.C.

The file is resubmitted
with ref to H. E. the Governor's
note of the 23rd inst. (page 13)

Adverting to the Hon
Members notes it is sub-
mitted

that at the old scale with
its cost is given the latter
being Rs 598 per annum
for 20 nurses as against
the present cost of Rs 930
for 30 nurses (B)

2) That the maximum number
of each class of probationers

is:-
Lady probationers 2
Special nurses 6
Student probationers (for 12) 6
" " (Private) 6
(vide K² 90.191 Publy 26.2.97)

3) That the old scale of female
ward attendants is shown
at Q² and the present
Scale at U.

Yellow notes with G.O. 437 Publy 31.5.95

E. exclusive of admission allowance
at Rs 15 (now 20) each - thus
1 H. d. nurse - 60
1 Asst " - 50
4 1st grade - 160
6 2nd " - 180
6 Probationers - 90
Total Prob. Hosp. 540
H. & C. " 98 } = 598

Th. K²
R 10/10/97
16/10/97

G.O. 437 Publy 31.5.95
G.O. 304 Publy 28.2.96

13/10/97
14.10.97

(P) Read again G.O. No. 304, Pub., d/28-2-96

(P) Read again G.O. No. 354, Pub., d/28-2-96

(P) Read again G.O. No. 191, Pub., d/26-2-97.

Read also

C.No. 3215 and 3452. (a)

ORDER *No 1406 of 26.10.97*
A

Recorded with the remark that the scheme has not been in force sufficiently long to afford ^{induce a 4th} adequate ~~test of the its~~ ^{officer} ~~effectiveness~~. The present ~~time~~ ^{occasion} is moreover peculiarly inopportune for proposals involving any increase of expenditure. The Surgeon General will be requested to report on the matter again early next year.

2. His Excellency the Governor in Council is unable to agree with the Surgeon General in ^{considering} ~~holding~~ that the pay of the 3rd grade nurses is proved to be ^{that} ~~inadequate~~ by the fact that the efforts made during the last six months have resulted in the filling of only one out of the ten appointments in that grade. ^{whereas the} ~~it~~ ^{pay of the 3rd grade nurses is inadequate.} It was ~~not~~ ^{at no time} anticipated ~~by government~~ that the vacancies in the 3rd grade would be filled until the Training School turned out trained nurses to occupy them.

With regard to the comparison established by the Matron Superintendent between the pay of the General hospital establishment and that of private nurses it is to be borne in mind that the demand for the latter is limited, and cannot but increase very

*draft submitted with ref to this
rules at A² & B² below*

*M.C.
22/10/97
for it has been successful*

*at the same time should further
reference indicate the necessity of
such a step, government will
not be averse to reconsidering
the question at some more
opportune occasion*

*M.C.
22/10*

very slowly . The present high rate of wage is mainly due to the small number of trained nurses available but with the increase in supply the wage must fall. It is further observed that

in para. 10 of his letter No. 8000, dated 13th November 1930, L.20 plus a ration allowance of L.1s (now raised to L.20) was fixed as the pay of the 3rd grade nurses on the recommendation of the Surgeon General himself.

The total number of nurses has been raised from 20 to 30 and it does not appear that this establishment will be insufficient, as ^{from the} the vacancies in it are filled. By "the employment of untrained women as probationers" the Matron Superintendent apparently means the utilisation as ~~nurses of untrained probationers.~~

3. The Senior Medical Officer, General Hospital, alludes to the new order necessitating as a rule two years' service in "each grade". This rule ^{at suggestion} was made on the recommendation of the Surgeon General, himself. Exemptions from its operation in special cases have recently been sanctioned. The Govt., therefore, is not prepared to alter the rule or to delegate the power of granting exemptions under it.

4. The Surgeon General is strongly of opinion that the posts of Head Nurse and Assistant Head Nurse struck out of the original scheme should be restored, the number ^{of nurses} in the first grade being ~~correspondingly~~ reduced by two;

he

para 11 of his letter No. 800 d/13-11-30.

110
he bases his view on the ground that ~~in addition to~~ ^{in addition to} meeting the the present nursing requirements these two appointments would secure the services of capable ^{or sufficient} women who would be available to act in higher capacities ~~in an emergency~~. The Govt. ^{however} considers that the superior appointments are already sufficiently numerous and suitably paid. The statement of the Surgeon General that all requirements in the way of supervision are already adequately met by the Superintendent and her Assistant does not accord with Mrs. Nisbet's remarks that, when on night duty the probationers and teachers in the wards must necessarily be left much to their own resources. ~~It is here that the Head Nurse and Assistant Head Nurse should be in.~~ The Surgeon General will be requested when submitting his next report to state whether the Matron and Assistant Assistant Matron do no night duty.

The Govt. concurs in the remark of the Senior Medical Officer that the creation, ^{directly sanctioned} under the present scheme, of the higher grades ~~already sanctioned~~ of both male and female ward attendants should secure in time ^{usual for this} better educated and more intelligent class ~~of attendants~~ ^{women}; and with the Surgeon General in ~~thinking~~ considering that the employment whenever possible of caste attendants is advisable.

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