

Public (1898) Department.

ORDINARY PRINTED.

G.O., No. 190.

Dated 2.2.98

INDEXED.

[Despatch Abstract.]

Lady Wenlock Training Institute.
Passing orders on the subject
of the future management
of the —————

P
2.2.98.

BACK PAPERS.

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

FURTHER PAPERS.

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

Government {1898} of Madras. PUBLIC.

Recd.

Enclosures

Regd.

1898.

Spare copies

G.O., No. 190, 2nd February 1898.

FEBRUARY.

Lady Wenlock Nursing Institute.

Passing orders on the subject of the future management of the—.

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

READ—again the following papers:—

G.O., No. 1003, Public, dated 11th December 1895.
 " " 925 " " 27th August 1896.
 " " 114 " " 5th February 1897.

READ—also the following paper:—

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 Madras, 15th November 1897, No. 450.

With reference to G.O., No. 114, Public, dated 5th February 1897, I have the honour to submit, for the information of Government, the following particulars regarding the working of the Lady Wenlock Nursing Institute under the new rules. The delay in furnishing this report is due to the time taken in obtaining the requisite information from the Matron Superintendent, General Hospital, owing to her absence on privilege leave.

2. The rules were brought into force on the 1st April 1897, when the name Lady Wenlock Nursing Institute was formally adopted, and the fees were raised. An attempt was also made to lower the salaries of the nurses with the result that of the two entitled to only Rs. 30 *per mensem*—one has left and another has given notice of resignation. Mrs. Nisbet is of opinion that the scheme of grading the nurses will not work, as it is essential to obtain equally competent women, for she points out that, as they will not have the advantage of being Government servants, they will not accept different rates of pay. The average monthly receipts and expenditure under the new rules were Rs. 204-10-8 and Rs. 169-1-4, respectively, against Rs. 195 and Rs. 184-14-6 under the old system. There is now a balance of Rs. 900 in favour of the institute. The increase in the receipts and decrease in the expenditure was due to the higher rates of fees and the lower salaries given to the nurses. There was a falling off in the amount of work done by the nurses, the average number of days in a month on which they were engaged by the public declining from 22½ days under the old to 14½ under the new system. Patients have objected to the higher rate of fees and in some cases delayed payments in consequence. According to the Matron Superintendent, this was due to the fact that "many respectable persons are quite unable to bear the expenses of Rs. 5 per day for a nurse, as well as giving her board especially when through their illness they are either on half pay or receiving no pay." She gives the following instances which have actually occurred:—

A Staff Corps Subaltern's child, the father drawing about Rs. 300 *per mensem*.

A British Indian Steam Navigation Company's Commander's child, the father's pay being Rs. 400 *per mensem*.

A Missionary's wife, husband's pay being Rs. 200 *per mensem*.

3. In paragraph 3 of G.O., No. 114, Public, dated 5th February 1897, Government directed me to report on the question of fees. The facts given above make it clear that though not too high for the well-to-do, the rates are prohibitive for those less fortunately circumstanced. The experience of the last few months seems to point to the desirability of grading the fees on the principle in vogue in the presidency hospitals—*vide* G.O., No. 434, Public, dated 31st March 1896. This plan need not necessarily interfere with the earnings of private nurses.

4. In this connection, I have the honour, at the instance of the Senior Medical Officer, General Hospital, to raise the question of the future relationship of Government to the institute. The institute is now declared to be a purely *private* and self-supporting institution, and yet rules are drawn up by Government for its working, Government officers, such as the Senior Medical Officer and the Matron Superintendent, are *officially* assigned duties in connection with it, and questions as to the rates of fees and the diet money of the nurses are entirely decided by Government. Surgeon-Lieutenant-Colonel Browne points out that this position is anomalous. He contends that, as at present managed, the government of the institute is quite different from that of the Countess of Dufferin's Fund, though the latter has been quoted as a model for the former; and his contention seems to me to be well-founded.

5. I am of opinion that Government should withdraw from future control of the institute which might well be managed by a governing body on the lines of the Victoria Caste and Gosha Hospital. As long, however, as the institute is located in the General Hospital, it is essential that the Senior Medical officer should continue to be at the head of the governing committee, which might, as to its remaining members, be made up of the Resident Physician, and the Matron Superintendent, with the Assistant Matron Superintendent, as Honorary Secretary, the correspondence with all departments being conducted directly. As heretofore, the General Hospital would benefit by the services of the nurses when not out on cases, in return for housing them. This would constitute the only link between Government and the institute.

ORDER—No. 190, Public, dated 2nd February 1898.

The Government will sever its connection with the Lady Wenlock Nursing Institute except in so far as it will continue to provide the nurses with quarters in the General Hospital when they are not engaged in attending on private patients, receiving a return in the shape of their services while they occupy those quarters. The control of the institution will accordingly be transferred to a committee of management with full powers to fix the pay of the nurses, the amount of fees and all similar details, and this committee should be allowed to conduct its business with as little interference as possible.

2. His Excellency the Governor in Council considers however that the committee proposed by the Surgeon-General would be too exclusively professional and is of opinion that the general public which employs and pays the nurses should also be represented, and is therefore pleased to direct that the committee to be appointed by the Surgeon-General should consist of the following four members:—

The Senior Medical Officer as President.

A Lady of position residing in Madras—to be nominated by the Surgeon-General.

A Doctor in active practice in Madras.

The Matron Superintendent.

The Assistant Matron will discharge the duties of Secretary to the committee, but will not be a member thereof.

3 The Surgeon-General is requested to explain why G.O., No. 1003, Public, dated 11th December 1895, was not brought into force until 1st April 1897 and also to explain why neither the rule grading the nurses nor that fixing the fees was introduced until that date.

(True Extract.)

A. T. ARUNDEL,
 Chief Sec. etary.

To the Surgeon-General.

" Accountant-General.

End, P. Seetharam.

SA 801003 of 85 is a care paper. I say it is not. When it wants for 17/11/97 Return today 18/11/97

Public (1897) Department.

17/11/97

CURRENT No. 4359.



From

Surgeon-Major-General C. Sibthorpe,
C.B., F.R.C.P.I.

Order

Surgeon-General
with the Chief of Madras

No. 450

Dated *the 15th* November 1897.

Received

Registered

Enclosures

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SUBJECT.

Submitting certain particulars
regarding the working of the Lady
Wenlock Nursing Institute under the
new rules.

25/11/97

BACK PAPERS.

G.O.	No.	Department.	Date.
	114 434	Pub Pul	5-2-97 31-3-96

FURTHER PAPERS.

G.O.	No.	Department.	Date.

C 6/12/97
R 4/12/97
C 25/11/97
R 4/12/97
C 11/12/97 (slip)
R 4/12/97
Public Dept
G. No. 4357.
Circ. to
The Hon. Sir Henry B. K. S.
LADY WENLOCK NURSING INSTITUTION.

I agree that it will be best that Govt. should sever its connection with this assn., save in so far as it will continue to provide free services in the Govt. hospitals for the nurses when not engaged in attending on private patients, for which it gets a return in the shape of their services which they are occupying.

The Committee.
But I do not like the constitution of the Council to which the S.G. proposes to confide the future management of the institute. It is too exclusively professional. The Secy. must be a layman, and the members, but I think that the general public, which employs & pays the nurses, should also be represented, & I don't think that the third member should be some lady official in Madras, nominated by the S.G.

When the Council is appointed, it can arrange the nurses' pay & the fees to be charged for their services - it please JG
25/11/97

The rate of fees to be charged for the services of the nurses supplied by the above institution was Rs 3 up to Dec. 1895.

In G.O. No. 1023 of 11/12/5 the suggestion of the S.G. that they should be raised to Rs 5 was approved by Government and the proposal of the Senior Medical officer and the Matron Supt. to reduce the rate again to Rs 3 was at the instance of the S.G. rejected by Government in G.O. No. 114 of 5/2/97.

At the same time the S.G. was asked to report after six months the result of the system of charging this rate.

He now reports that though there has been an increase of Rs 9:10:8 per month as compared with the receipts under the old system there has been a great falling off in the amount of work done by the nurses, from 22 odd days a month for each nurse to 14 odd days.

He accordingly proposes. He gives instances of people declining to pay the higher rates, and proposes to lower it again and to grade the fees on the principle in vogue in the Pres. Hospitals introduced & m

1. Remove in the proposal that Govt.

should withdraw from control, and transfer that control to a Committee.

2. With Sir H. Blair, I see objection.

Salary over Rs 2000, Rs 10 per day.

to the constitution of the proposed Com. matter. I think that the matter should be referred by some body of position residing in Madras. The Surgeon.

Govt. should appoint the Committee and then leave it to conduct its business with as little interference as possible. Reminder that a doctor in active practice should not be on the Com. matter. The Committee would then be composed of the - Senior Med. Officer, &

They work in the Govt. Hosp. which not attaching priority cases, some are unemployed, but very useful.

I should be disposed to give a free hand to the S.G. & to grade the fees as he proposes.

At the Present Physician, lady of position, doctor in active practice (not a perhaps) might be substituted for the Present Physician.

The Medical Subt and the Asst. Medical.

3. This Committee should have a free hand in fixing the pay of nurses, amount of fees and all such details. R-44 20.12.47

G.O. No. 434 of 31/3/96.

Under this scale the lowest rate for non-officials is Rs 4 while for officials the minimum is Rs 3.

It might be objected that for high officials this rate could be high while the higher rates would never in practice be levied from native non-officials as they could not be got to admit that their income was so high as to bring them under its operation. In the case of non-official Europeans Rs 10 seems high for a man in receipt of Rs 1001 per mensem. To fix the rate at Rs 4 would seem to be an obvious way out of the difficulty. At least it might be tried for a year to ascertain the effect. A system under which the nurses are unemployed for more than half their time, while there are people who would be glad to have their services seems to stand in need of some change.

If that were thought undesirable, a simpler scale say Rs 3 for persons in receipt of Rs 400 per mensem and below, and Rs 5 for all others might be workable.

The second point is that the S.G. considers that the pay of the nurses is inadequate.

In the rules proposed by the S.G. and

The mistake is regretted. ~~as stated by the H. M. the return allowance~~
 General Hospital has always been uniform MLP
 $\frac{26}{11}$

[Faint handwritten notes]

[Faint handwritten notes]

approved by G.O. No. 114/ of 5/2/97

two grades of nurses were constituted on Rs 40 and Rs 30 respectively.

This was the rate originally settled in G.O. 1003 of 11/12/95 and repeated in G.O. No. 114 of 5/2/97 but the S.G. says that neither this rule nor that about the fees was introduced till April 1st 1897. He may be asked to explain and to state whether G.O. 1003 of 11/12/95 was not brought into force till April 1st 1897 and if not, why not.

One of the two nurses on Rs 30 has left and one is leaving, so that it seems as if the pay will have to be made uniform as the diet was.

The proposal of the S.G. in paras 4 and 5 of his letter that Government should withdraw from future of the institute was also raised by the Government of India in their letter No. 681 of 10th Aug. 1896 and reported on by the S.G. in his letter printed in G.O. No. 114/ of 5/2/97. As long however as the Institute is housed in the General Hospital it cannot be called a self-supporting institution. Government also receive the services of the nurses when not employed in private work and utilise them in the General Hospital. To abandon

always has been, I think
Br

A

control over it under these circum-
stances might lead to difficulties
and on the other hand there seem to
be no reasons why it should be done.

The Jny. General does
not report on para 2. of 90. 104 17
5/2/97, where it was noted that
the nurses of the General Hospital were
paid only Rs 15 per month, while the
Institute nurses were paid Rs 25, a
suggestion that a uniform rate for all
nurses might be adopted.

M.C.

19/XI/97

As the Institute is declared to
be a private & self-supporting
institution. Govt. should withdraw
from control as soon as it
can safely do so. The proposal
in para 5 of the S.E.'s letter
might be carried out.

At 22.16.97

Papers to be read in Proceedings:-

Again G.O., No. 1003, dated 11th Decr 1895. (9)
" " 92nd Feb. 27th Augt 1896. (9)
Again G.O., No. 114, dated 5th February 1897. (9)

Current No. 4357 of 1897, dated 15th Novr, from the Surgeon Genl (a)
" " " 189 " " " "
" " " 189 " " " "

The Hon. Sir Henry Oslin, for
approval, with reference to
the change in the constitution
of the Comt. suggested by H.E.
the Governor.

C.S.
O R I E R.
A

20.1908 2.2.98

M.C.
10
18

24.1.98

H. E. the Governor, with
reference to H.E.'s note at
the foot of the draft.

M.C.
19
8

20.1.98

C.S.

Please see H.E.'s note of
24.1.98, and addition to
para. 2. of 9.0.

M.C.
29
8

The Govt. ^{will} ~~agree~~ to sever its
connection with the Lady Wenlock
Nursing Institute except in so far as
it will continue to provide the nurses
with quarters in the General Hospital
when they are not engaged in attend-
ing on private patients, receiving a
return in the shape of their services
while they occupy those quarters. The
control of the institution will accord-
ingly be transferred to a committee
of management with full powers to
fix the pay of the nurses, the amount
of fees and all ^{similar} ~~such~~ details, and this
committee should be allowed to con-
duct its business with as little
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A lady of position residing in Madras - to be nominated by the Surgeon-General.

A doctor in active practice in Madras

The Matron Superintendent.

The Asst. Matron ^{will} (Hon. Secy.)

3. The Surgeon-General is requested to ~~state whether~~ ^{exp. him why} G.O. No. 1003, dated 11th December 1895 was not brought into force until April 1st 1897 ~~and if not why not~~ ^{also} and to explain why neither the rule grading the nurses nor that fixing the fees was introduced until that date.

(from orders)

mlc.
10/8

MA 14.1.98
1.2.98

To the Surgeon-General

Accountant-General.

3 Despd.
4 16.2.98

four

⊕ The Asst. Matron who discharge the duties of Secretary to the Committee, but who not be a member thereof.

MA 1.2.98

(in lieu of No. 2)

C.S. As the Asst. Matron is to be Hon. Secy. she will, it is supposed, be on the Committee. The Surgeon-General's letter is not quite clear, but H.E. the Governor has included her in the Committee.

mlc.
The Asst. Matron is a subordinate both of the Senr. Medl. Officer & of the Matron Supt. - I don't think she should be a member of the Comtee. It should be put "The Asst. Matron Supt. should discharge the duties of Secy of the Comtee but should not be a member thereof. There will then be four on the Comtee, an awkward number. Three or five is better, but perhaps it doesn't matter. ~~Handwritten signature~~

MA 15/1/98

7/9/98
A.H. 27.1.98

Government (1898) of Madras. PUBLIC.

The wording of this order is not happy. How is it there was so much delay in its issue?
MA 24/2/98

Recd.

Regd.

1898.

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G.O., No. 190, 2nd February 1898.

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(True Extract.)

A. T. ARUNDEL,
Chief Sec. etary.

To the Surgeon-General.
„ Accountant-General.

Exd. P. Soetharam.

8.3.98
R 9/3

Public

NOTE FOR THE Hon'ble Sir Henry Bliss
K.C.I.E

With ref: to HM's question
on copy of G.O. No 190 of 2.2.98 below
"How is it there was so much
delay in its issue?"

It is submitted that the delay
occurred in circulation. C.No 4359
from the Surgeon-General disposed
of by the G.O. just quoted was
received in office on 16.11.97,
noted on by A.S. on 19.11.97,
the draft was passed by C. on 22.11.97,
the file was circulated on 24.11.97.
It was minuted by H.M. on 25.11.97
by the Hon. Mr. Grose on 4.12.97
and ~~that~~ was ~~not~~ retd by H.E. ^{on} 22.12.97
i.e. during Christmas holidays.
^{The matter was not urgent &}
the draft from orders was
recirculated with ref: to H.E.'s note
was subm^d to Hon. Sir H. Bliss on 15.1.98
to H.E. the Governor on 21.1.98
and ~~that~~ was ~~not~~ returned ^{on} 28.1.98

The final draft containing
Hon. Sir Henry Bliss' amendment
concurred in by H.E. the Governor was
passed by C. on 1.2.98
the G.O. was numbered the following
day.

MC
5/4/98
H 7.3.98

H
28.2.98

[Faint handwritten notes at the bottom of the page]

A = Print in full.
B = Not to be printed.
P = Print abstract only.
Q = Print heading only.