

Public (1894) Department.

ORDINARY PRINTED.

G.O., No. 749

Dated 5-7-94

INDEXED.

[Despatch Abstract.]

Nursing Establishment at the General Hospital, Madras

Passing orders on the report
of the L.G. on the further working of the
revised ———

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7-7-94

BACK PAPERS.

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

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
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4-10-99

Government (1898) of Madras. PUBLIC.

1898. } Enclosures
Spare copies

G.O., No. 849, 5th July 1898.

JULY.

Nursing Establishment at the General Hospital, Madras.

Passing orders on the report of the Surgeon-General on the further working of the revised—.

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

READ—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, 21st March 1898, No. 258.

With reference to paragraph 1 of G.O., No. 1406, Public, dated 26th October 1897, I have the honour to submit, for the information and orders of Government, the accompanying copy of the report of the Senior Medical Officer, General Hospital, on the further working of the revised nursing establishment. The report correctly describes the situation and indicates the remedies called for and I am generally in accord with it.

2. With regard to the proposal to split up the Assistant Matron's appointment, I agree with the remarks of Surgeon-Lieutenant-Colonel Browne. The appointment of a trained nurse as nurses' housekeeper on Rs. 30 pay and Rs. 20 ration allowance should be newly created. In addition to her legitimate duties of looking after the housekeeping, her services would be at the disposal of the Matron Superintendent for such special nursing duty as she had time for. But I should be sorry to see any change made in the pay or status of the Assistant Matron, as I consider it most desirable that she should be a highly qualified woman competent to take the Matron Superintendent's place at any time—*vide* paragraph 8 of G.O., No. 439, Public, dated 31st May 1895.

3. I desire to draw the special attention of Government to the remarks made by both the Matron Superintendent and the Senior Medical Officer as to the inferior quality of the material which they get for nurses. I share the conviction expressed by the former that this is due to the poorness of the prospects offered. My proposal to restore the posts of extra head nurse and assistant head nurse was put forward to remedy this, and considering the importance of the matter, I would urge a reconsideration of that proposal.

4. Dr. Browne mentions that some probationers leave as soon as they pass out and their services are lost to the hospital. With regard to this, I would observe that there will be no grounds for this complaint with those who have joined since the rules of the General Hospital Training school for nurses were brought into force. These rules secure the services to the hospital of passed probationers for at least two years, according to their agreement in the letter which all are required to sign at the commencement of their training—*vide* paragraph 9 of G.O., No. 191, Public, dated 26th February 1897.

5. With reference to paragraph 3 of the Senior Medical Officer's report, I would remark that the surprise visits by the Matron Superintendent and Assistant Matron Superintendent described therein are sufficient for all purposes. In the penultimate clause of paragraph 8 of my letter, No. 82, dated 2nd February 1895, recorded in G.O., No. 439, Public, dated 31st May 1895, I have stated that the night superintendence on the part of the Matron and the Assistant Matron does not require more than two or three rounds a week on uncertain nights. The medical subordinates on duty visit the wards constantly during the night and the Resident Medical Officer makes a regular nightly round of the hospital.

6. The difficulties referred to in paragraph 6 of the Senior Medical Officer's report have been temporarily dealt with by G.O., No. 407, Public, dated 8th March 1898, just received. The establishment, equipping and organization of a good isolation hospital in the City of Madras for the treatment of contagious diseases would cost a great deal of money and is a matter deserving the most serious consideration of Government. The municipality have made some slight provision in this direction by the erection of a small hospital at Kistnampettah in connection with the Royapettah Hospital, and of some ill-equipped sheds in the Native Infirmary, Black Town. I consider it most desirable that the isolation sheds in the General Hospital should be utilised only for cases occurring in the hospital or cases brought to the hospital which could not be sent on without danger to their lives.

7. Lastly, I wish to draw the attention of Government to the still unsatisfactory state of the accommodation for nurses and to the need of quarters for female ward attendants. I trust that, in the circumstances, Government will reconsider its decision not to extend the buildings on the roof of the hospital and will authorise the Consulting Architect to prepare a rough estimate of the cost of constructing a suitable nursing home for the hospital nurses, the nurses of the Lady Wenlock nursing institute, the training school and for female ward attendants and probationers. I am informed that this would cost far less than was originally estimated.

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, Ref. on Cur. No. N.E. 63, dated 3rd March 1898.

In accordance with your No. 1292/1, dated 19th November 1897, forwarding G.O., No. 1406, Public, dated 26th October 1897, calling for a further report on the nursing establishment, I have the honour to state that the Matron Superintendent has submitted the further details on the subject as follows :—

“Since last report the head nurse and assistant head nurse have been placed on their own proper duties—one on day duty and the other on night duty. This apparently works well.
(2) The first-grade nurses have remained the same and are in charge of nursing blocks.
(3) There are no vacancies in the second grade though there are three or four of these nurses not quite up to the standard required.
(4) In the third grade there are four vacancies, and of the six nurses in this grade three have received their certificates as nurses in the General Hospital Training school since last report. None of these nurses are quite up to the required standard.
(5) In the training school at this date (28th February 1898) there are six nurse probationers, one special probationer, and four probationers acting as substitutes. Numbers of applications are received for training from all parts of India, the class of applicants is yet far from what could be desired. I am convinced that a better educated class of women could be attached to the service if they could look forward to promotion within a reasonable period; this is not so, as there are so very few superior appointments in the civil nursing service.”

(6) The experience of the last two years has also convinced me that the Assistant Matron's appointment would, at the end of Miss Dent's five years' engagement (when it is to be expected the hospital will be complete and the nursing establishment properly organised), be better divided between two nurses who would act, respectively, as Assistant Matron and nurses' housekeeper, their pay being Rs. 150 and Rs. 50 (pay Rs. 30 plus Rs. 20 ration allowance). This would make two superior appointments—one available for an experienced and well-trained English nurse, the other for one trained in the country accustomed to native servants, kitchen-arrangements, food and cooking.

(7) The female ward attendants are a difficult class to discipline or train. There are at present thirteen female ward attendant probationers in the training school, nine of these being substitutes for trained female ward attendants. A few respectable, well-educated native women have applied for training but, on finding there was no lodging accommodation, they declined to join.

(8) The male ward attendant probationers are 33 in number, 27 of them being substitutes for trained male ward attendants.”

2. This report confirms the views expressed by the Matron Superintendent and myself in my letter, dated 1st August 1897 (printed in the above quoted Government Order), and looking to the fact that the station hospital has not yet been handed over, it is, I think, obvious that finality in opinion of the whole nursing scheme cannot be obtained until some months' experience has accrued of the working of the hospital over the wider area available after the whole building has been placed under my control, and then it is probable that some accentuation of the difficulties in working with insufficiently-trained nurses and attendants will be experienced.

3. In paragraph 4 of G.O., No. 1406, Government desires information as to whether the Matron and Assistant Matron do night duty or not, and the reply is in the negative. Beyond occasional surprise visits to the wards they do no night duty for the reason that as they work all day it is obviously impossible that they should also work at night. For some months, however, one of the first-grade nurses was in supervising charge during the night of all the wards on the first floor [including all the European male wards, the special wards for paying patients (European) and the ward for native operation cases, &c.] and quite recently the Matron has found it feasible to place one of the head nurses on duty as night superintendent of the whole hospital. Some misapprehension seems to exist with regard to "teachers" who were mentioned in paragraph 4 of the Government Order under reference, and this seems to have arisen out of paragraph 7 of my letter, dated the 1st August 1897, wherein the Matron states that "the Assistant Matron directs the probationers and teachers in the wards as much as possible during their time on day duty." There are no teachers in the wards other than the Matron and Assistant Matron and, as said above, their duties are, and must be, conducted during the day.

4. It will be seen from the Matron's present report in the eight months that have elapsed since July 1st, 1897, when she recorded the numbers of nurses present that she has been able to fill up some of the gaps in their ranks, but I regret that I have to concur in her opinion that the quality of the material since obtained has not been of a high order.

5. It is observed in G.O., No. 1406, that "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." Bearing on this, I have to comment that of the seven probationers under training in 1897 who obtained their certificates as qualified nurses, three promptly left the hospital while four accepted appointments in the third grade, so that it does not necessarily follow that our training school will supply us with a sufficient number of trained nurses, or that, having entered as third-grade nurses, they will remain for two years before being entitled to promotion. Quite recently the Matron has suggested to me that it would be a good plan to bind down the probationers for a term of three years, so that we might not be deprived of their services directly they have become qualified nurses should they elect to try their fortunes elsewhere; but excellent as this idea seems in theory I am not inclined to think it feasible in practice.

6. I am forced also to draw attention to another difficulty that has occurred of late and that is the question of nursing cases of different kinds of contagious disease at one and the same time. It is not fair that a measles case, for example, should be exposed to the chance of having the contagion of small-pox brought to him (or her) by a nurse who has just been in contact with a patient suffering from the latter disease, and I am afraid that a good deal of adverse public criticism would be expressed were it known that this is what is occurring as I write. It is quite impossible to avoid this fault under present circumstances, and I have been forced to apply for special sanction for the entertainment of extra nurses and ward attendants, but by reason of the total withdrawal (paragraph 5 of G.O., No. 304, Public, dated 28th February 1896) of the power of engaging extra temporary servants both from the Senior Medical Officer and the Surgeon-General, before the sanction has been obtained a good many days have elapsed during which this radically wrong system has had to be continued. I beg to say that in my opinion the remedy for this state of affairs lies not in the increase of our nursing staff but in the provision of a special contagious diseases hospital, but till the latter has been supplied some measures have to be taken to permit of cases of this dangerous group of diseases being treated.

7. In paragraph 6 of her report, the Matron makes a suggestion, with the spirit of which I am in accord, but I would hope to see the appointment of nurses' housekeeper met by an increase in the total cost by Rs. 50 a month rather than by the cutting down of the not extravagant pay of the Assistant Matron.

ORDER—No. 849, Public, dated 5th July 1898.

In the foregoing letter the Surgeon-General submits the report called for in paragraph 1 of G.O., No. 1406, Public, dated 26th October 1897, on the further working of the revised nursing establishment at the General Hospital, Madras.

2. The new arrangements have now been in force for fifteen months, a period which should ordinarily have been sufficient to test their working. The entertainment of the revised establishment has, however, been delayed, owing to the fact that

material for filling the sanctioned posts was not available. Even now the lower grade of nurses is not filled. Under these circumstances, and having regard to the fact that the transfer by the military authorities of the station hospital will necessitate a re-arrangement of the work of the nursing staff, the Government finds it desirable still to postpone a final decision as to the suitability of the present scheme. His Excellency the Governor in Council observes, however, with satisfaction that a distinct improvement in the nursing arrangement is already perceptible.

3. With regard to the remarks of the Senior Medical Officer and the Surgeon-General as to the inferior quality of the material from which the nurses are recruited, the Government fears that the slight changes proposed by the Surgeon-General would fail to effect any material alteration in the class of persons who would enter as nurses. No marked improvement can be hoped for until the Eurasian and East Indian classes cease to regard such labour as derogatory.

4. The Surgeon-General now requests Government to restore to the staff the posts of head nurse and assistant head nurse. The proposal is apparently made, not with reference to the need for increased supervision, but, generally, to improve the prospect of the nurses. As was explained in G.O., No. 304, dated 28th February 1896, the Government considers that unless these posts are intended for nurses whose duties are superior to those of the ordinary nurse, the distinctive titles are inappropriate, and the increased expenditure would be better devoted towards creating a higher paid grade of ordinary nurses. If, however, as seems probable, increased supervision is desirable, Government will be prepared to sanction the creation of the superior posts recommended. Before passing final orders, His Excellency the Governor in Council desires to have information as to the classes of the community from which the nurses are recruited in the principal hospitals in Bombay and Calcutta, and as to the pay and allowances which they receive.

5. In reply to paragraph 4 of G.O., No. 1406, Public, dated 26th October 1897, the Surgeon-General reports that supervision at night is exercised by means of surprise visits paid by the Matron, Assistant Matron, as well as by the visits of the medical subordinates. The Surgeon-General has, however, stated in paragraph 8 of his letter, No. 82, dated 2nd February 1895, that neither the medical subordinates, nor the senior Eurasian nurses on night duty, can be depended upon to report properly neglect of duty by nurses or attendants. The Government does not desire to prescribe the details of the supervision which should be exercised, but it considers that it should be a rule that either the Matron or the Assistant Superintendent should always, night and day, be in the hospital premises.

6. The proposal to reduce the pay of the Assistant Matron, at the termination of her present agreement, does not commend itself to Government, but no immediate orders on the point are required. The entertainment of a nurse housekeeper appears however to be desirable. The Government will be prepared to consider the proposal later in the year, if funds are then available for the purpose.

7. A final decision on the subject of the accommodation for nurses and attendants must await the evacuation by the military authorities of the station hospital buildings.

(True Extract.)

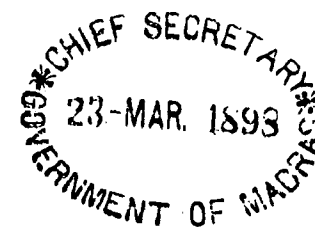
G. STOKES,
Chief Secretary.

To the Surgeon-General.

Ed. A. F. Eccleston.

Public (1898) Department.

CURRENT No. 122



From

Surgem - Major General
C. Sibthorpe C.B., F.R.C.P.

Order

No. 258.

Dated the 21st March 1898.

Received } 23. 3. 98
Registered }

Enclosures 1

Spare copies

SUBJECT.

Submitting with remarks for
information & orders ~~the~~
~~copy~~ copy of the report of the
Senior Medical Officer, General
Hospital, on the further working
of the revised Nursing Establish-
ment.

The present figures show that there has been great improvement since the date of the last report and there seems to be no reason why in the course of another year the whole of the vacancies could not be filled.

In G.O.No.1406 of 1897 Govt. observed that it did not expect the vacancies in the third grade to be filled up until the Training School turns out nurses to fill them. With regard to this the Senior Medical Officer remarks that of the nurse probationers under training in 1897, 3 left the hospital and only 4 accepted appointments in the third grade. The S.G. however points out, that under present arrangements, nurse probationers bind themselves to accept employment in the Hospital for two years after completion of their training vide letter in G.O.No.191 Pub., d/26th of Feb. 1897. The number of nurse probationers appears to be kept up to the maximum (six) so that there should always be 12 trained nurses bound to serve in the third grade if required. It seems therefore unnecessary to accept the Matron's suggestion that probationers should be bound ~~over~~ for three years after training.

The Senior Medical Officer considers that no final opinion can be expressed on the working of the nursing establishment until the Station Hospital has been handed over. The S.G. however in view of the opinion expressed as to the inferior quality of the material, ~~from which nurses are now recruited~~ repeats his proposal

Sixteen months as H.L. says, have been the working of the hospital, but for the fact that, the material, for carrying it immediately into this is the case even now. There are enough trained nurses to begin to fill all the sanctioned posts. I think we must wait a bit longer before we form a decided opinion.

10/5/98

Very well. Let us wait a bit longer.

9.9.98 10.6.98

Under this S.G. there will be no difficulty in the S.M.O. has overlooked the S.G.

10/5/98

MS

10/5/98

This opinion reflects on the training given in the hospital, for these nurses are trained there.

I think that the means is, not that the training is at fault, but that the material is inferior in physical education & morals; and as I am afraid it is not likely to be much better, I think we must wait a bit longer before we form a decided opinion.

Classes turn over a new leaf & cease to regard honest labour - even though manual labour - to be derogatory & beneath the feet of the nurses of the general staff of the hospital at home, with whom no doubt, in their own minds, the doctor's position compares the local article.

As regards the Head nurses, if more supervision is needed, as I believe there is, I am quite willing to sanction more head nurses. But, if not, I think that, instead of paying these high rates of pay for ordinary nurses, it will be much better to use the money to raise the pay of the nurses already employed - before deciding positively on this, however, I should like to know from what classes - European, country bred Europeans & - the nurses in the Calcutta & other hospitals, and how many (which, within all, if any) they draw.

Para 2

10/5/98

With regard to the classes I am afraid the nurses are recruited from the classes of the day. I am afraid that the nurses in the Calcutta & other hospitals, and how many (which, within all, if any) they draw.

As regards this, it has always been in my mind that ~~the~~ it should be a rule that more than one lady should always, right & day, be present in the hospital premises; without such a rule I don't see how really efficient supervision can be kept up. I cannot, however, find vision can be kept up. I don't think that this is any such rule. The head of one may be ~~absent~~ gathered from the fact that the other day both were present at the same time at the Adyar Club, under a very fine moon. I don't think this should have been.

10/5/98

Hence there should be such a rule.

S.G. himself has reported that the head of the night duty is a senior mission nurse, cannot be kept properly on night duty as an attendant - v.p. 3 of 8.0. 1898 Pat 31.5.95

proposal to restore the posts of ex Head Nurse and Asst. Head Nurse. The proposal to which he refers will be found in para. 3 of his letter d/24th of Aug. 1897 in G.O.No.1406 of 1897. It was to the effect that two of the 1st grade nurses should be abolished and another Head Nurse on Rs.60 and an Asst. Head Nurse on Rs.50 should be appointed instead. This was the plan originally proposed as it was intended that the two head nurses and the two Asst. Head Nurses should do the work of ordinary nurses. Govt. however in G.O.No.304, d/28th of Feb. 1896, declined to sanction this arrangement on the ground that the head and assistant head nurse should do supervising work. If they are required merely for ordinary work, Govt. remarked that it would be sufficient to create another grade of head nurses on Rs.50. The S.G.'s letter read in G.O.No.1406 of 1897 showed that these nurses had not been employed on supervision. The S.G. remarked that the supervision of the Matron and her Assistant was sufficient. Govt. thereupon pointed out that the Matron herself ~~stated~~ that proper night supervision ~~is~~ ^{was} impossible, and it therefore enquired whether the Matron or her Asst. did night duty. The reply to this query is that these two ladies ~~do~~ ^{do} no regular night duty, but pay surprise visits which are considered by the S.G. to be sufficient. The medical subordinates on duty visit the wards constantly during the

ht and the Resident Medical Officer
kes regular nightly rounds. Para. 3
of the Senior Medical Officer's report
shows however that one of the head nurses
has recently been placed on duty as night
superintendent of the whole hospital.

Orders are requested as to the
the S.G.'s proposal to restore these two
appointments. It is submitted that they
are required not for the purpose of super-
vision but in order to improve the pros-
pects of nurses in the lower grades. If
such improvement is considered necessary,
there is, it is submitted, no reason why
Govt. should not adhere to its previous
opinion and create instead of these
two appointments an extra grade of two
nurses on Rs.50, plus allowance.

The Matron suggests that on
the expiration of Mrs. Dent's five years
agreement, the pay of the Asst. Matron
should be reduced to Rs.150, the remain-
ing Rs.50 being utilized for the employ-
ment of a nurse housekeeper on Rs.50.

The Senior Medical Officer and the S.G.
as to the desirability of having a nurse-housekeeper. They
concur with the Matron, but consider
that the pay of the Asst. Matron should
not be reduced but that an extra Rs.50
should be sanctioned for the appointment
of nurse housekeeper. Mrs. Dent's engage-
ment has two more years to run and as
the Matron does not propose any immediate
change, no action is perhaps necessary
now.

Training School

The number of Govt.
probationers

4
* reduced - long answer it is asked if we
are to have in the night when already the night
with qualification for the few but this change is
the result of the overman for many likely to be
a number of housekeepers is very likely to be
I shall not object to the Asst. Matron in the
room, engaged in her own work.
I know that the relations between
the Matron & Asst. Matron are not on the best. I know
with Sir J. G. that he is expected reduction of the pay
of the Asst. Matron, and is expected, then
Asst. Matron is a housekeeper.
10/10/98
10/10/98

I doubt whether such a
small change as this would
affect the class of society
from which nurses are now
recruited.

See above - For the
present, shall remain,
and make no change

From info in my possession, I am able to say that the
Matron is most hostile to the idea of there being anyone
in the hospital to work for or equal in social off.
position as his own. I will speak to H.S. about this.
The pay of the Asst. Matron should on no account be reduced.

It should be a point to reduce
the pay of the Asst. Matron.
The pay should be sufficient to attract
to attract & keep a
thoroughly good person.
Better sanction the extra
expense of Rs 50 for a
nurse housekeeper if
such a person is wanted.

His proposal to reduce the pay of the
Asst. Matron will not work.

There is no doubt that there ought to be a
contagious diseases hospital in Madras, but
within the limits of the Govt. has not been
taken to build one - means which would
be the S.G. reported nothing of his complaint which
was referred to him long ago. 10/10/98

This is an important matter, and
should be considered and dealt with
carefully, it has unfortunately
not been so.

The S.G. is quite unreasonable
in his complaint of the unsatisfactory
of the accommodation in the hospital.
since it is unsatisfactory & must be so
the hospital is made over to
provided for the female patients now
and then. When this is done, there will be

5
probationers stands at 6, the maximum
number allowed and there are in addition
one special and 4 additional probationers
who are acting as nurses. The numbers
of male and female ward attendants are
also up to the maximum allowed and there
are in addition 9 ^{female} and 27 male pro-
bationers who while under training are
employed as substitutes for trained male
ward attendants. These ^{probationers} will gra-
dually ~~and disappear~~ and be absorbed
in the regular establishment.

The Senior Medical Officer and
the S.G. refer incidentally to the ques-
tion of nursing cases of contagious dis-
eases in the hospital. In G.O.No.407 Pub
d/8th March 1898, the temporary employ-
ment of two nurses and 4 male ward at-
tendants had to be sanctioned for treat-
ing cases of contagious diseases. Neither
the Senior Medical Officer nor the S.G.
however suggest that the remedy for the
difficulty in allowing nurses to treat
at the same time contagious and non-
contagious diseases is to be found in
the increase of the existing establishment.

They both suggest rather the provision
of isolation sheds. In connection
with this a letter has been received
from Messrs. Binny. & Co. and the matter
will be separately submitted for orders

Finally the S.G. returns to
the question of building upon
the roof of the hospital. The
proposal to extend the hospital

in this direction was originally made chiefly, it would seem, with a view to allow of case wards being for time to time vacated for cleaning. The cost of this scheme was about Rs 15,000. (vide G.O.s 204 d 8/1/96, 264 d 20/1/96 and 292 d 18/3/97.)

The present proposal is made with a view to provide quarters for the nurses, the probationers & the female ward attendants. The S.G. asks that the Consulting Architect may be authorized to prepare a rough estimate. Orders are requested.

AK. H.M. is personally acquainted with the conditions & requirements. 13/4/98 AK 15.4.98

For good accommodation for the nurses, though not for the female attendants. During past, I don't think of the chance of this scheme being put in the hospital - but might have been built for a day or two as a hospital. I don't think it is a bad idea.

AK 10/5/98
A separate communication should be made in this matter of accommodation as soon as the Ministry announce their present block in the hospital. A.S.H. 16.6.98

It is not this matter that has been dealt with separately.

A.S.H. 6.5.98

[G. 25 A]
500 12-92.

C. 17.5.98
1517.6.98

Public

DEPARTMENT.

G. No. 1124

H.E. Mr Governor

SUBJECT.

Nursing Establishment at the General Hospital

FOR ORDERS.

Please see my letter to the Secretary dated 17.5.98

Submitted with reference to the Hon. Mr. Secretary, below.

AK

14/5/98 AK 16.5.98

Public

DEPARTMENT.

Papers to be read in Proceedings:—

Again G.O., No.	, dated	189 .
Again G.O., No.	, dated	189 .
Current No. 1129	of 1898, dated 21-3-98	, from the S.G.
" "	" 189 , "	" "
" "	" 189 , "	" "

CS

ORDER. No. 849, 25th July 1898.
P.S.

In the foregoing letter the S.G. submits the report called for in para 1 of G.O.No.1406 Pub., 6/26th Octr. 1897 on the further working of the revised nursing establishment at the General Hospital, Madras.

2. The new arrangements have now been in force for fifteen months, a period which should ordinarily have been sufficient to test their working. The entertainment of the revised establishment has however been delayed, owing to the fact that material for filling the sanctioned posts was not available. Even now the lower grade of nurses is not filled. Under these circumstances, and having regard to the fact that the transfer by the military authorities of the Station Hospital will necessitate a rearrangement of the work of the nursing staff, the Govt. finds it desirable still to postpone a final decision as to the suitability

stability of the present scheme.

2. The Governor in Council observes, however, with satisfaction, that a distinct improvement in the nursing arrangement is already perceptible.

3. With regard to the remarks of the S.M.O. and the S.G. as to the inferior quality of the material from which the nurses are recruited, the Govt. fears that the slight changes proposed by the S.G. would fail to effect any ~~change~~ ^{material alteration} in the class of persons who would enter as nurses.

4. ~~No~~ marked improvement can hardly be hoped for until the Eurasian and East Indian classes cease to regard such labour as derogatory.

5. The S.G. now requests Govt. to restore to the staff the posts of Head Nurse and Asst. Head Nurse. The proposal is apparently made, not with reference to the need for increased supervision, but, generally, to improve the prospect of the nurses. As was explained in G.O.No.304, d/25th Feb. 1896, the Govt. considers that unless these posts are intended for nurses whose duties are superior to those of the ordinary nurse, the distinctive titles ^{are} inappropriate, and the increased expenditure would be better ^{devoted} ~~expended~~ to creating a ^{higher} ~~higher~~ paid grade of ordinary nurses. If however, as seems probable, increased supervision is desirable, Govt. will be prepared to sanction the creation of the superior

posts

posts recommended. Before passing final orders, I.E. the Governor in Council desires to have information as to the classes of the community from which the nurses are recruited in the principal hospitals in Bombay and Calcutta, and as to the pay, and allowances which they receive.

5. In reply to para 4 of G.O.No. 1406 Public, d/26th Octr. 1897, the S.G. reports that supervision at night is exercised by means of surprise visits paid by the Matron, Asst. Matron, as well as by the visits of the medical subordinates. The S.G. has however stated in para 8 of his letter No.82, d/2nd Feb. 1895, that neither the medical subordinates, nor the senior Eurasian nurses on night duty, can be depended upon to report properly neglect of duty by nurses or attendants. The Govt. does not desire to prescribe the details of the supervision which should be exercised, but it considers that ~~if the supervision~~ is to be efficient, it should be a rule that either the Matron or the Asst. Supt. should always, night and day, be in the hospital premises.

6. The proposal to reduce the pay of the Asst. Matron, at the termination of her present agreement, does not commend itself to Govt., but no immediate order on the point are required. The entertainment of a nurse housekeeper appears however to be desirable. The Govt. will be prepared

to

sider the proposal later in the
then
ar, when if funds are available
for the purpose.

7. A final decision on the
subject of the accommodation for nurses
and attendants must await the evacua-
tion by the military authorities of
the Station Hospital buildings.

(from orders)

AK
2/7/58

1/4/7/1/58

First copy sent to Press 7/7/58

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