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[Despatch Abstract.]

Nursing Establishment at the General Hospital
Madras.

Passing orders on the proposals
for the improvement of the position of the

10-99

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Government {1899} of Madras.
PUBLIC.

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1899.

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G.O., No. 1126, 4th October 1899.

OCTOBER.

Nursing Establishment at the General Hospital, Madras.

Passing orders on the proposals for the improvement of the position of the —.

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

READ—the following paper :—

From Surgeon-General C. SIBTHORPE, C.B., F.R.C.P.I., Surgeon-General with the Government of Madras, to the Chief Secretary to Government, dated Camp, Ootacamund, 8th July 1899, No. T.-8—355.

Adverting to G.O., No. 849, Public, dated 5th July 1898, I have the honour to submit my report on the still further working of the revised nursing establishment at the General Hospital, Madras, with special reference to the questions raised and the points touched in paragraphs 2 to 6 thereof.

2. In spite of the fact that an interval of more than two years has elapsed since the revised establishment was first inaugurated on the 1st January 1897, it is evident from the report of the Matron Superintendent that the paucity of numbers in the lower grades of nurses, which has formed the subject of comment from the outset, has continued and even further accentuated as the grades are reported to be now "even emptier" than when she last wrote her report. The Matron Superintendent does not hesitate to assign this result more to the following two reasons than to the low scale of pay in the lower grades :—

(1) That the chances of qualified and suitable women obtaining promotion to decently-paid posts in the hospital are exceedingly meagre.

(2) That the rates of pay that nurses can command elsewhere in India and for plague duty in particular are much higher than what they can eventually expect at the General Hospital.

It is undeniable that the keen demand for nurses for plague duties necessarily carrying a rate of pay out of all proportion to the prevailing rates has tended to intensify the difficulty. The prospect of the entire subsidence of plague, so as to oblige these women to be content with their ordinary avocation with its ordinary pay, appears unfortunately to be remote, though we have temporarily dispensed with the services of several of the nurses on plague duty. And even when this is realized, it is questionable if the general rates of pay will ever fall again to the same level as before. The Senior Medical Officer thinks that they will not, but "that well trained and decently educated nurses will expect and will obtain the higher rates of pay that now exist". Dr. Browne therefore argues that if our aim be to secure efficient nurses it becomes "necessary to hold out greater inducements than our present rates of pay afford."

3. I am averse, however, to allow my recommendations to be unduly influenced either by an existing circumstance of an exceptional character or by a future contingency of an uncertain nature. But apart from the consideration of temporary causes, the effects of which may or may not perceptibly cease, the ordinary prevailing rates in other parts of India must form important factors in the determination of the question. The following scales of pay, &c., obtaining in Bombay and Calcutta hospitals, would sufficiently show how unfavourable the Madras rates are :—

Bombay Hospitals.

For the first three months a probationer receives no salary, but board, free quarters and dhoby expenses.

						Per mensem.
						Rs.
For the remaining nine months of the 1st year						.. 10
"	2nd year	..	..	..	..	.. 20
"	3rd	..	..	..	..	.. 25
"	4th	..	..	..	..	.. 40
"	5th	..	..	..	..	.. 45 + 10 per cent. on the earnings from private cases.
"	6th	..	..	..	..	.. 50 +
"	7th	..	..	..	..	.. 60 +

The nurses are also provided with uniforms, viz., eight white dresses, six aprons, six caps, a cloak and a bonnet.

In the case of the Cama Hospital the rates are higher still ranging as they do between Rs. 20 and Rs. 80 per mensem, while in the J. J. Hospital the maximum is the same as above but the minimum Rs. 40.

Calcutta Hospitals.

In the Campbell Hospital the nurses are paid from Rs. 15 to Rs. 50 per mensem.

At the Howrah Hospital the pay ranges between Rs. 50 and 60 per mensem.

At the Presidency General Hospital the following scale obtains—

Probationers during the first month free board and lodging, afterwards Rs. 15 per mensem for six months.

At the end of this period they become junior nurses and, as such, work for one year drawing for the first half of the year Rs. 30 per mensem and for the second half Rs. 35 per mensem. After 18 months' service they become senior nurses in case of passing an examination and they then draw Rs. 40 rising to Rs. 50 by half-yearly increment of Rs. 5. Nurses in the hospital are also allowed free rations, but are liable to a payment of Rs. 5 for servants.

The scale in the Medical College Hospital is Rs. 20 per mensem rising in about 2½ years to Rs. 50 subject to a payment of Rs. 5 for servants. Rations are allowed at the rate of As. 8 per day. At the General Hospital there are said to be eight Canning Home nurses (trained midwives) whose pay varies from Rs. 62 to Rs. 80 per mensem.

It would thus be clearly seen that our rates of Rs. 20, 30 and 40 for 3rd, 2nd and 1st grade nurses, respectively, contrast very unfavourably with the terms obtaining in other first-class Indian hospitals specially when it is borne in mind that the addition of a share in the income from private cases forms a valuable adjunct to their pay and that our nurses are further handicapped as the Matron Superintendent points out in the matter of being subject to more stringent rules and of bearing the burden of greater responsibilities in regard to the charge of "furniture, instruments, appliances and linen in use." I agree with the Matron Superintendent that the introduction here of any system of participation in private earnings is to be entirely deprecated, as such a measure will lead to the sacrifice of hospital nursing. It follows then that some other compensatory attraction must exist to make the service popular. The Matron Superintendent is convinced from her personal experience that the prospect of decently-paid posts being within the practicable reach of nurses, can alone serve as such an attraction. She therefore suggests that it would not suffice to sanction an additional head nurse and assistant head nurse at the existing rate of pay, but that nurses of the General Hospital "should be graded as to pay much higher than they are at present, that is, graduated from somewhere near the amount sanctioned for the Assistant Matron", the pay of the head nurse being fixed at Rs. 100 to Rs. 150.

4. The restoration to the staff of the above posts with improved pay will not merely have the much desired effect of brightening the prospects and thus attracting a suitable class of nurses, but will also unquestionably lead to a more thorough and efficient supervision of the junior nursing staff. The Senior Medical Officer expresses the opinion in which I fully concur that if either the Matron or the Assistant Matron is to be always in the hospital premises night and day as considered necessary by Government in paragraph 5 of the Government order the question of efficient supervision can be satisfactorily solved only by the appointment of the higher grade nurses.

5. These measures if carried out are likely to produce another important result, to wit, the recruitment for the nursing staff from Eurasian and East Indian classes amongst others so essential in the opinion of Government to a marked improvement. If sufficient prospects are held out there appears no reason why their prejudices against such service should not be overcome judging from the evidence of other Indian hospitals. The Inspector-General of Civil Hospitals for Bengal writes that "all the nurses employed in all the Calcutta hospitals are drawn from the middle classes of Anglo-Indians and Eurasians." In Bombay hospitals, on the other hand, the service is not thus monopolised but gives employment to all classes including "Europeans and Eurasians—the wives or daughters of Assistant Surgeons, Sergeants, Telegraph clerks, Guards, Drivers, &c.," and "Ladies and middle class nurses from England." If service of this nature is so very popular with the Eurasian and Anglo-Indian classes in Calcutta and is not eschewed by the same classes in Bombay, there is no reason why it should be looked down upon as derogatory in Madras if similar monetary inducements are held out.

6. I therefore recommend for the favourable consideration of Government the following proposals of the Matron Superintendent which are supported by the Senior Medical Officer :—

- (1) That the pay of the head nurse be raised from Rs. 60 to 100 to 150 without ration allowance.
- (2) That the pay of the assistant head nurse be increased from Rs. 50 to 80 without ration allowance.
- (3) That the 1st-grade nurses be paid at Rs. 40 (as at present) rising by annual increments to Rs. 50 with ration allowance.
- (4) That the number of 1st-grade nurses be increased from eight to ten.
- (5) That another head nurse and assistant head nurse be appointed as already recommended on the rates of pay above proposed.

It must be noted here that it is premature yet to discuss the question in full with reference to the "re-arrangement of the work of the nursing staff" due to the transfer of Station Hospital to the General Hospital as the new wards have not yet been occupied and no decision can be safely arrived at until some experience has been gained.

7. With regard to the appointment of a nurse housekeeper, the desirability of which has been acknowledged by Government (*vide* paragraph 6 of the Government Order), the Senior Medical Officer reports that "experience every day tends more and more to show its necessity" and suggests that financial grounds should not "stand in the way of the adoption of this most desirable addition to the welfare and comfort of the nurses." I strongly support Dr. Browne's suggestion and trust that Government will accord early sanction to the proposal.

ORDER—No. 1126, Public, dated 4th October 1899.

The Government agrees with the Surgeon-General in considering that the experience of the past two years shows that it is necessary to improve the pay of the nursing establishment at the General Hospital, in order to attract to that institution nurses of the requisite status and intelligence. The Government, however, considers that the necessary improvements should be effected not, as proposed by the Surgeon-General, by adding to the number of higher paid appointments, but by raising generally the pay of the staff. The pay of the nurses will accordingly be fixed as follows :—

								\$8.
Head nurse	..	..	..	..	..	..	..	70
Assistant head nurse	..	..	..	..	..	..	..	60
First-grade nurse	..	..	..	..	..	..	..	55
Second-grade nurse	..	..	..	..	..	..	..	45
Third-grade nurse	..	..	..	..	..	..	..	35

with the addition in each case of Rs. 20 as ration allowance.

2. The Government does not consider that the necessity for the proposed additions to the staff has been made out. The number of nurses in each grade should therefore remain as at present.
3. The proposal to appoint a nurse housekeeper on Rs. 50, with ration allowance of Rs. 20, is approved.
4. The necessary proposition statement should be submitted in due course.

(True Extract.)

G. STOKES,
Chief Secretary.

To the Surgeon-General.
 „ Accountant-General.
 „ Financial Department

Exd. C. M. Thumbusawmy

Public (1897) Department.

CURRENT No.

From

om
Swiggen General
Sibthorp Co., A.C.C.

No. 8/25

Dated *the 8th July 99*

Received

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SUBJECT.

submitting his report
on the further working
of the revised nursing
Establishment at the
General Hospital, Madras

G.O.	No.	Department.	Date.
	849	Pub. <u>Spats</u>	5.7.98

G.O.	No.	Department.	Date.

Public DEPARTMENT.
21

C. No. 1926 From the Surgeon-General, No. 73, dated 3-7-1899.

" *L* " " , " , " 189 .
 " " " , " , " 189 .
 " " " , " , " 189 .

F O L O E L F E S.

H. L. L. L.

Prior to the 1st January 1897, the nursing establishment of the General Hospital, Madras, as sanctioned in G.O.No.711, Public, dated 24th October 1890, was as follows:-

	Monthly <u>pay</u>	Total per <u>ensem</u>
	Rs.	Rs.
1 Matron Superintendent	300 -	300
1 Head Nurse.	60 -	60
1 Asst. Head Nurse	50 -	50
4 1st grade Nurses, each	40 -	160
6 2nd --dc-- , each	30 -	130
6 Pupil Nurses or proba- tioners.	15 -	90
	Total Rs.	<u>340</u>

From the Head Nurse downwards, all the above nurses were allowed Rs.15 each per mensem, ration allowance, in addition to pay.

2. In G.O.No.256,Public, dated 13th April 1894, the Govt.authorized the provision of quarters in the General Hospital for the four nurses who composed Miss Misbet's Nursing Institute, which had previously been located at Perambore.

3. With his letter of 2nd February 1895, printed with G.O.No.439, Public, dated 31st May 1895, the Surgeon-General submitted proposals for the affiliation of the Nursing Institute to the establishment of the General Hospital, for the establishment of a General Hospital Training School for nurses, and for the appointment of a European lady nurse, to be procured from England, as Asst. to the Matron Supt. The Honourable Sir H.Bliss, then, in the note printed on yellow paper with G.O.No.439, Public, dated 31st May 1895, went into the whole question of the nursing establishment which would be required in the General Hospital on the transfer to it of the Military Station Hospital buildings, and the consequent amalgamation of the women and children's Hospital with the General Hospital. The Honourable Members' views were embodied in G.O.No.439, Public, dated 31st May 1895. That order, in the first instance, sanctioned the incorporation with the General Hospital Nursing Staff, of the Nursing Institute (afterwards designated the Lady Wenlock Nursing Institute) which was to consist of 6 nurses, two first grade on Rs.40 each and four second grade on Rs.

+ the object of the Institute is to provide trained nurses to the public, in case of need, as shown notice & at moderate rates. The Govt. afterwards directed itself of the control of the Institute, & handed over the management to a Committee.

3
ration money. These nurses were to be provided with quarters at the General Hospital, and when they were not out in attendance on private cases, their services were to be utilized in the General Hospital. The G.O. then proceeded to fix the total number of beds in the Combined Hospitals at 500, and the proposals for the future strength of the nursing establishment were dealt with on that basis. The Govt. considered that the pay of the Matron Supt. should be increased from Rs.300 to Rs.300-30-400 per mensem; that an Asst. Matron Supt. on Rs.200-20-300, to be procured from England, should be appointed, and that the subordinate nursing establishment should provide one nurse to every 15 beds, somewhat on the following scale:-
2 Head Nurses on Rs.60 each
2 Asst. Head Nurses on Rs.50 each
6 First grade nurses on Rs.40 each
10 Second grade nurses on Rs.30 each
10 Third grade nurses on Rs.20 each
6 Pupil Nurses on Rs.15 each.,
with ration money at Rs.15 ~~each~~ ^{all round} allowed
Before passing final orders on the subject, the Govt. requested the Surgeon-General to furnish his opinion on the proposed scale.

4. The G.O. also called for further informations in regard to the proposed training school for nurses and made suggestions relative to the accommodation to be provided in the

Hospital

Hospital for the nursing establishment, but as orders on these points are not required in connection with the present current, they need not here be noticed in detail. It may be mentioned that the proposals of Govt. to increase the Matron Supt's. pay to Rs.500-20-400, and to procure an Asst. Matron Supt. from England on Rs. 300-20-300 were subsequently sanctioned by the Govt. of India. The question now to be dealt with relates solely to the staff and pay of the subordinate nursing staff.

5. The Surgeon-General's reply to G.O.No.439, Public, dated 21st May 1895 will be found in G.O.No.304, Public, dated 23rd February 1896. The scale of nurses recommended by him was exactly the same as that suggested by Govt. in the G.O. quoted in para.3 supra, but he proposed that probationary nurses who had almost completed their training should take the duty of trained nurses who were sick or on leave, and that while so employed they should be granted a special charge allowance of Rs.5 per mensem. The Govt. ^{however} decided that it would be preferable to have one head nurse on Rs.60 and one Asst. Head Nurse on Rs.50 to supervise, under the orders of the Matron Supt., the work of the ordinary Nursing Establishment and accordingly approved the following scale:-

	Rs.
1 Head Nurse on	60
1 Asst. --do--on.	50
8 1st grade nurses each on.	40
10 Second grade --do-----	30
10 Third grade--do-----	20
<u>50</u>	

Note. The pupil, or probationary nurses were subsequently transferred to the General Hospital Training School, so that only the scale of permanent nurses requires consideration.

The total number of nurses remained at the same figure(50) but the number of 1st grade nurses was increased from 6 to 8. The proposal that pupil nurses should draw Rs.5 extra when doing the duties of trained nurses was negatived. The Govt. also remarked that in the event of the Lady Venlock Nursing Institute being sanctioned, its nurses should often be available to take the place of ordinary nurses, sick or on leave, and that it should be remembered that in taking the number of probationers at six, no allowance was made for those who would be under training for the Bufferin Fund, or local fund boards or municipalities, and that in all probability the number of probationers would not fall below twelve, of whom it seemed likely at least six would be fit for quasi - independent charge as Assistants in the nursing blocks.

6. In the same G.O. the Matron Supt was permitted to increase the number in the lower grades when she had no nurses qualified for promotion to higher grades. The proposal of the Surgeon-General that the term of probation for nurses should be one year

and that they should, as a rule, served at least two years in each grade, - promotion to be made on account of merit and ability, - was sanctioned, but the Surgeon-General was directed to submit for the orders of Govt. any special cases ^{in which} ~~where~~ the Matron Supt. desired to recommend a specially-qualified woman for promotion under that time.

7. In Official Memorandum No.642, G.O.No.564, Pub., d/ 25-5-96. A Pub., d/21-3-96, the Surgeon-General was asked ~~the~~ report whether the Matron Supt., General Hospital, would be prepared to receive probationary nurses and female ward attendants for training for the Dufferin Fund and local bodies. The Surgeon-General replied that the nurses quarters were already overcrowded ^{and} that the probationary nurses could not be received until the remaining part of the Station Hospital was handed over to the civil authorities. On this the Surgeon-General was requested (vide ^H G.O.564, Pub., d/25-5-96) to formulate proposals for giving effect to the scheme for training nurses and attendants at the General Hospital, and also to report on the working of the Nursing Establishment as sanctioned in G.O. No.304, d/ 28-2-96, six months after the ^A its establishment.

3. With his letter No.303, d/24-3-97 ^C G.O.No.1406, Pub., d/26-10-97. ^R the Surgeon-General submitted the first report on the working of the revised nursing establishment, and pointed

out certain defects. He said

(1) that the pay (Rs.20) of the 3rd grade was inadequate, and that as a consequence he was not able to fill more than one out of the ten appointments in that grade, and ^{he} recommended that the pay should be raised to Rs.25 per mensem (To this the Govt. replied that it was at no time anticipated that the vacancies in the 3rd grade would be filled until the Training School had turned out trained nurses to occupy them; that Rs.20 was fixed as the pay of the 3rd grade on the S.G's. own recommendation, and ^{as} this pay with a ration of allowance of Rs. 20 (G.O.No.191, Pub., d/ 26-2-97 -p.5) should be sufficient, but that if further experience indicated the necessity for increasing the pay, Govt. would not be averse to reconsider the question on some more opportune occasion)

(2) that the introduction of ~~the~~ the new order necessitating as a rule two years service in each grade did not prove a success, and that power of appointing or promoting women with less than two years service in a grade should be delegated to the Senior Medical Officer as proposed in sub para.11 of the letter printed in G.O. 304, Public, dated 28-2-96, (The Govt. ^A said that the rule prescribing two years service in each grade was fixed ^{on S.G's} on ~~his~~ own recommendation, and that as exemptions from its operation in

In note annexed.
✓ 1/8/99

special cases had been sanctioned by Govt., it was not prepared to alter the rule or to delegate, to the Senior Medical Officer, the power of granting exemptions under it. In a recent G.O. (No. 539, Public, dated 30th May 1399) promotions among nurses ~~were~~ ^{have been} left to the Matron Supt. subject to the approval of the Senior Medical Officer, and permission ~~was~~ ^{has been} granted to forego the limit of service in each grade when special merit warranted such a concession)

and (3) that in order to secure the services of capable women who would on emergency be available to act in the higher appointments, the posts of Head nurse and assistant head nurse struck out of the original scheme should be restored, the number of nurses ^{in the 1st grade} being correspondingly reduced by two. (The Govt. considered that the superior appointments were already sufficiently numerous and suitably paid.) (Please see notes ^C G.O.No.1406, Public, d/ 26-10-97. ~~A~~ by Honourable Members in this G.O.-

the Hon'ble Mr. Bliss says "I think, that, if we had money I should be more inclined to improve the prospects of the nurses generally by raising the number in the 2nd grade than by adding to the higher grades".)

9. The Govt. finally remarked that the scheme had not been in force sufficiently long to afford adequate evidence as to how far it was successful, that it was an inopportune occasion

for

G.O.No.849, Pub., d/ 5-7-98. ~~A~~ ^B

for proposals involving any increase of expenditure, and that the Surgeon-General should report on the matter again early the following year.

10. The Surgeon-General accordingly submitted on the 21st March 1398 a second report on the working of the revised nursing establishment. The Matron Supt. still complained of the poor material obtainable for nurses, and reported that although there were no vacancies in the first and second ~~year~~ grades, three or four of the women in the 2nd grade were not up to the required standard, and that four of the ten posts in the 3rd grade remained unfilled. She suggested that on the expiration of the Asst. Matron Supt.'s. engagement, the opportunity should be taken to abolish the appointment, and to create ^{which} two new appointments ^{of} Assistant Matron on Rs. 150, and a nurses' house-keeper on Rs. 50 per mensem. The Surgeon-General drew the special attention of Govt. to the remarks made by ~~her~~ the Matron Supt., and as a means of improving the prospects of the nurses and inducing a better class of women to come forward as candidates, ^{he} ~~to~~ requested Govt. to reconsider its order declining to sanction his proposal to abolish two of the first grade nurses and to appoint one additional head nurse on Rs. 60 and an additional assistant head nurse on Rs. 50.

11. On this the Govt. remarked (vide **B**
 para. 2 of G.O. No. 349, dated 5th July
 1893) that a distinct improvement in the
 nursing establishment was already per-
 ceptible, but as the material for filling
 the sanctioned posts was not available and
 as the transfer by the military authorities
 of

of the Station Hospital would
 necessitate a rearrangement of the
 work of the nursing staff, it would
 be desirable to postpone a final
 decision as to the suitability of the
 present scheme. As regards the Surgeon
 General's proposal for the appointment
 of an extra head nurse and an assist-
 ant head nurse the Govt. said that as
 the proposal was made not with
 reference to the need for increased
 supervision, but, generally to improve
 the prospects of the nurses, that the
 distinctive titles were inappropriate;
 that the increased expenditure would
 be better devoted towards creating a
 higher paid grade of ordinary nurses,
 and that before passing final orders
 it ~~was~~ desired 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 &
 allowances which they receive.

p. 6
 12. As regards the Matron Supdt.'s
 proposal to reduce the pay of the
 Assistant Matron at the termination
 of her present agreement and the
 creation of a new appointment of
 nurses' house keeper, the Govt. said
 that the first proposal did not com-
 mend itself to it, but that it would
 be prepared to consider the proposal
 for the appointment of a nurse house-
 keeper later on if funds were avail-
 able for the purpose.

In the present current the Surgeon-General replies to the points noted above, and states certain further proposals. He remarks that the paucity of numbers in the lower grades of nurses is due more to the following ^{two} reasons than to the low scale of pay in the lower grades viz, (1) that the chances of qualified and suitable women obtaining promotion to decently paid appointments in the hospital are exceedingly meagre & (2) that the rates of pay that nurses can command elsewhere in India and for plague duty in particular are much higher than what they can eventually expect at the General Hospital.

The accompanying statement prepared from the Surgeon-General's letter shows the scale of pay &c obtaining in Bombay & Calcutta hospitals. On a comparison of the rates, the Surgeon-General says "that our rates of Rs. 20, 30 & 40 for 1st, 2nd & 3rd grade nurses respectively contrast very unfavourably with the terms obtaining in other first class Indian Hospitals, specially when it is borne in mind that the addition of a share in the income from private cases forms a valuable adjunct to their pay, and that our nurses are further handicapped, as the Matron Supdt. points out in the matter of being subject to more stringent rules and of bearing the burden

Scale of pay of nurses.

Bombay		Calcutta			Madras	
Bombay Hospital		Bombay Hospital	Howrah Hospital	Presidency General Hospital	Medical College Hospital	General Hospital
For 1 1/2 3 months a probationer receives no salary, but hand for quarters and other expenses.		In the same Hospital	The nurses are paid from Rs 15 to Rs 30 p. m.	The nurses are paid between Rs 50 and Rs 60 p. m.	The nurses are paid from Rs 20 to Rs 30 p. m.	The nurses are paid from Rs 20 to Rs 30 p. m.
Remainder 9 months of 1 1/2 year 10 p. m.		range between Rs 20 and 80 p. m.				
2nd year " " " 20		and in the J. J. Hospital				
3rd year " " " 25		the maximum is the same as above, but the minimum is Rs 40.				
4th year " " " 40						
5th year " " " 45 +						
10 p. c. per earnings from private cases						
6th year " " " 50 + 4						
7th year " " " 60 + 4						
Note						
The nurses are also provided with uniforms viz 8 white dresses 6 aprons 6 caps a clock and a bonnet.						

(v) At the General Hospital there are said to be 8 training Home Nurses (trained midwives) whose pay rises from Rs 62 to 80 p. m.

"burden of greater responsibilities
"in regard to the charge of furniture,
"instruments, appliances and linen in
"use."

15. The Surgeon-General adds
that he agrees with the Matron Supt.
in considering that the introduction
here of any system of participation
in private earnings is to be entirely
depreciated, as such a measure will
lead to the sacrifice of hospital nurs-
ing; and that not only an additional
head nurse and an assistant head
nurse should be sanctioned, but that
the nurses of the hospital should be
graded as to pay much higher than they
are at present - the pay of the Head
nurse being fixed at Rs.100 to Rs.150.

16. Such an improved scale of
pay will, in the opinion of the Surgeon
General, not only attract a suitable
class of nurses, but will lead to a
thorough and efficient supervision
of the junior nursing staff. He re-
marks that service of this nature is
popular with the Eurasian and Anglo
Indian classes in Calcutta and Bombay
and there is no reason why it should
be looked upon as derogatory in
Madras if sufficient monetary induce-
ments are held out.

17. The Surgeon-General's en-
quiries into the condition and pros-
pects of the nurses of the hospitals
in Bombay and Calcutta have resulted

in

Handwritten notes and signatures, including "Surgeon-General" and "Matron Supt.", are visible on the left page. The text is written in a cursive script, likely in English, and includes various dates and names. A large, stylized signature is prominent in the center of the page.

Handwritten notes on the far left margin, including "Surgeon-General" and "Matron Supt.", are visible. The text is written in a cursive script, likely in English, and includes various dates and names.

in the following proposals of the Patron Supt. which have the support of the Senior Medical Officer and the Surgeon-General:-

Proposals

(1) that another Head nurse and assistant Head nurse be appointed, and that their pay be fixed at Rs.100 to 150, and Rs.80 to Rs.80, respectively without ration allowance in each case.

(2) that the number of 1st grade nurses be increased from 8 to 10 and the pay be fixed at Rs.40 rising by annual increments to Rs.50 with ration allowance.

(3) that a nurse house-keeper be appointed, as experience every day tends more and more to show the necessity for such an appointment, the desirability of which, was acknowledged by Govt.

13. The statement in the margin compares the cost of the Surgeon-General's present proposals with that of the existing sanctioned scale. It will be seen that he not only now advocates the restoration of the two extra posts of Head Nurse and Asst. Head nurse, but also recommends a large increase of pay for all the four appointments. He further proposes an increase in the number of 1st grade nurses by two and the addition of a nurses' house-keeper, making a total staff of 35 against the existing number of 30. No information is given as to the extent of aid which the nursing

Scale sanctioned in G.O. No 304, 27-2-36
 1 Head on Rs. 60 --- 60
 1 Asst. do - 50 --- 50
 8 1st grade nurses 40 --- 320
 10 2nd grade nurses 30 --- 300
 10 3rd grade nurses 20 --- 200
 1 Nurse house-keeper --- 50
Rs. 930
30

Scale now proposed by the Surgeon-General
 2 Head Nurses each on Rs 100 to Rs 150
 2 Asstt. ,, ,, 50 to 80
 10 1st grade ,, 40 to 50
 10 2nd grade ,, 30
 10 3rd grade ,, 20
 1 Nurse house-keeper ,, 50
35 Rs. 1445

Increase Rs 515 per annum
Besides 5 x 20 = 100
Ration allowance.

MA

nursing establishment receives from such of the nurses of the Lady Wenlock Nursing Institute who may ^{not} be away with private patients, or from the staff of probationers. It will be seen however from pages 14 and 15 of the Report on Medical Institutions in the Town of Madras for 1898 that there were apparently no nurses belonging to the Lady Wenlock Institute in 1898, and that the Committee had had to send to England for three. There were also no paying probationers in the General Hospital Training School for want of accommodation, but the usual number (13) of ~~nurses~~ ^{probationers} were probably available. Only a ~~small~~ ^{pro} portion of the latter can however be depended on to work as trained nurses.

19. As regards the "rearrangement of the work of the nursing staff" due to the transfer of station hospital to the General Hospital, the Surgeon-General says it is premature yet to discuss the question in full, as the new wards have not yet been occupied and no decision can be safely arrived at until some experience is gained.

On 6.9.27. A comparison of the rates in force at the time the Presidency was done and it is submitted, support the S.G.'s view that

17
The General Hospital nurses
are at a disadvantage.

Making allowance for the
fact that the wages, as a
rule, are probably higher in
Bombay & Calcutta than in
Madras, taking into
consideration the value allowance
of Rs 20 pm. granted to
Madras nurses, it is submitted
that the latter are quite
as well off as the nurses
in the General Hospital at
Calcutta. The ^{only} improvement
which suggests itself lies
in the direction of making
the increase in pay dependent
on length of service, which
regard to the number of
appointments in each grade,
is apparently done in Calcutta,
but this would be expensive.

In the regard to pay as to
the S.G. Letter, it is for
consideration whether but will
maintain the view previously
held that it is preferable to
increase the pay of nurses
generally rather than open

18
have a provision additional
superior. The latter, &
the former, it is submitted,
be quite competent to supervise
a staff of 30 nurses.

The real object of the
proposed change appears
to be, as before, the
provision of highly paid
posts to which nurses can
look forward. But it is
submitted for consideration
whether it is necessary for
Govt. to seek to retain in the
Genl. Hospital nurses whose
services are worth more than
Rs 80 pm (Rs 60 + 20 value
allowance). Women who are
worth more than this.

may well go out & undertake
private nursing, for which
they will be qualified. With
a comparatively expensive
superior staff it is
submitted that the very best
nurses are not required for
such work as falls to them
in the General Hospital.

the reason is given for the
proposed increase that
the number of first grade
nurses should be raised
from 8 to 10, & the S.B.
does not apparently

contemplate any corresponding
reduction in the S.B.
figures. If the staff
is to consist of one nurse
nurse to 15 beds it
should consist of 33
nurses instead of 30, its
present strength.
Orders are requested.

AY
6.9.99

These are annexed hereto.

W. J. P.

Public Department.

Note.

In this matter as it seems to
me the first question to determine is
a question of policy. Hitherto the
policy of Govt. was that laid down
by Sir H. Bliss as follows. "As regards"
"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 to ordinary Nurses it will be"
"much better to use the money to"
"raise the pay of the "nurses all"
"round"

i.e. have more Head nurses if
qualified women can be got, ^{but as they cannot be got} use the
money to raise the pay all round. I
submit that that policy should be
maintained. I gather from G.O.No.
1406 of 26th October 1897 that the
difficulty arises owing to the impos-
sibility of attracting and retaining
the proper class of nurses in the
General Hospital the result being
that probationary nurses have to be
employed in situations to which they
are unequal.

That this should be the
case is easily understood when the

scale

and it is apparent also from
the history of the subject as
appearing in the papers
since that date.

scale of pay which women of the kind needed can command outside is considered. A Anglo Indian child's nurse quite inexperienced who is at all respectable can easily get 40 Rs. a month in a private family. I know this from my own experience and it is borne out by what the Senior Medical Officer says on the top of p.4 of G.O.1406, dated 26th October 1897. The ration allowance may be left out of account as a child's nurse is fed. On the whole the attractions of the life are perhaps on the side of private service. Hence it seems to me not wonderful that 3rd grade nurses can not be got to enter or stay in the hospital on Rs.30. To retain trained nurses in the hospital you must I think make the pay which they can hope for when they can claim to be trained just higher than the pay which they can command in the open market. Women who can get 50 Rs. in the open market today will not remain in the Hospital on 40 Rs. in the hope that 10 years hence on the death of a Head nurse they may get 60 Rs. or even 100 or 150. But if a woman is getting ~~50~~⁵⁵ Rs. in the General Hospital and can not easily get that outside perforce she will stay on in the Hospital.

I submit therefore that it is not the correct policy to multiply highly paid supervising appointments at the top of the scale but to raise the pay of the lower grades to the outside level or near it. I would propose for 3rd grade

With regard to para 2 of
G.O. 1206. of 28th Nov 97.
I will say that as a fact the
demand for Anglo Indian &
Surasian children's nurses
is far greater now than it
was ten years ago. Every one who
can afford it has taken up the
work as the class has deteriorated
greatly of late years.

18/5/18

nurses 55 Rs., 2nd grade nurses 45, 1st grade nurses 55, the Asst. Head Nurse 60 Rs. and raise the pay of the Head Nurse to 70 Rs. This would compare with Surgeon-General's proposal as follows:-

<u>Existing</u>			<i>mostly cash</i>			<u>S.G.'s. proposal</u>		<u>Proposed</u>	
Head Nurse. . . .	1	60	50	2	157½	275	1	70	70
Asst. Nurse. . . .	1	50	50	2	72½	145	1	60	60
1st grade	3	40	530	10	47½	475	3	55	440
2nd grade	10	30	300	10	50	500	10	45	450
3rd grade	10	20	200	10	20	200	10	35	350
Nurse house keeper -	-	-	-	1	50	50	1	50	50
			<u>930</u>	<u>35</u>		<u>1445</u>			<u>1420</u>

Extra.
Habitat
allowance $\frac{100}{15.45}$ $\frac{20}{1400}$

I accept the Chief
Serge's view & proposals

HA 71.9.29

The nurse housekeeperⁱⁿ will also get the Rs 20 allowance for rations so that the total monthly cost will be Rs 1440.

The pay proposed by the Surgeon-General for the Head Nurses is I submit altogether too liberal and is above the earnings of the best private nurses to whom 150 Rs. a month is paid in the mofussil and 100 Rs. in Madras. Their average pay on the 12 months is therefore much lower. The nurse house keeper is I submit very desirable for I remember a very respectable Anglo Indian woman who was in charge of my children and had been in the General Hospital as a nurse told me that the difficulty about food and lodging went far to make the place distasteful.

MA

MA 1120

C.S.

C. No.

from the

No.

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ORDER:-

P.S.

no 1126 274-10-99

The Government agrees with the Surgeon-General in considering that the experience of the past two years shows that it is necessary to improve the pay of the nursing establishment at the General Hospital, in order to attract to that institution nurses of the requisite status and intelligence. The Government however considers that the necessary improvements should be effected not, as proposed by the Surgeon-General, by adding to the number of higher paid appointments, but by raising generally the pay of the staff. The pay of the nurses will accordingly be fixed as follows:-

	Rs.
Head Nurse...	70
Asst. Head Nurse ...	60
1st grade Nurse ...	55
2nd grade Nurse ...	45
3rd grade Nurse ...	35

Done by 4-10-99

3. The Government does not consider that the necessity for the proposed additions to the staff has been made out. The number of nurses in each grade should therefore remain as at present.

4. The necessary proposition statement should be submitted in due course.

(From another)

$$\frac{A \times}{3 \times 95}$$

Henry.

To the S. G.

AG

Ind. Ag.

Despd.
11/20/29

First copy sent to Press

Retyped for signature.

Despatched in print.

READ AGAIN G. O., No.
189

CURRENT No.

ENCLOSURE TO C. No.

ORDER OF GOVERNMENT

LETTER OF GOVERNMENT

STATEMENT WITH DITTO.

PAPERS NOT FILLED UP, BEING MEANT FOR DESTROY
IN ORIGINAL.

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