

The Madras Medical Service in 1867.

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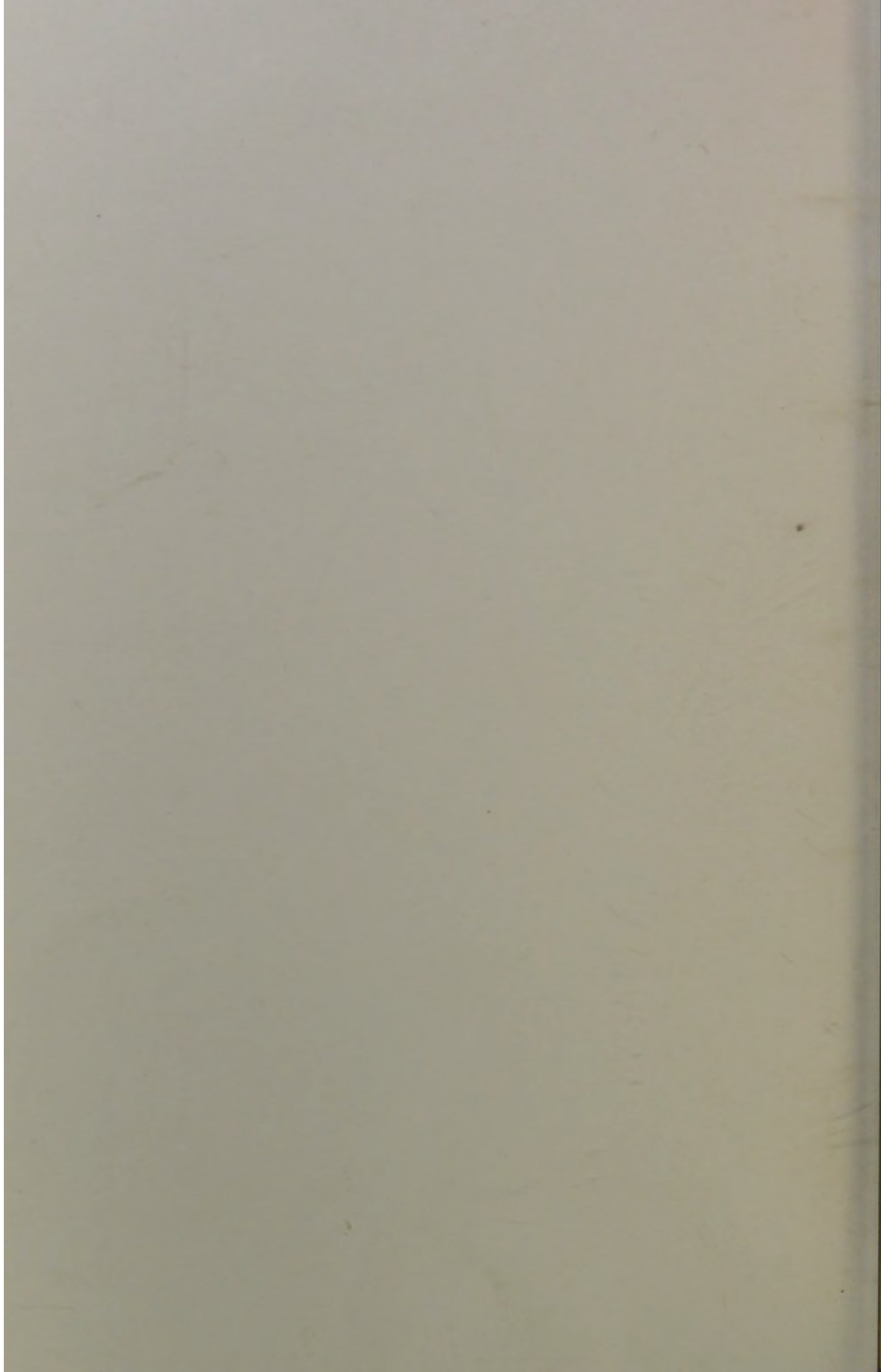
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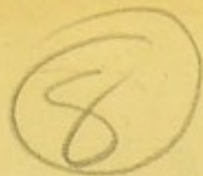
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THE *Professor Bennett*
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MADRAS MEDICAL SERVICE

IN 1867.

Felix qui potuit rerum cognoscere causas.

MADRAS:
PRINTED BY GANTZ BROTHERS,
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MADRAS MEDICAL SERVICE

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THE
MADRAS MEDICAL SERVICE
IN 1867.

AFTER the final cessation of the Indian Mutiny of 1857, the Legislature of Great Britain turned its attention to Indian affairs, and the régime of the late East India Company was declared to be wanting, their reign decreed to be over, and their possessions transferred to the British Crown. Subsequent to this transfer, the Imperial Parliament, jealous of its honour, and fearful of causing injury to individuals, owing to this change of Masters, enacted: "That the advantages
" as to pay, pensions, allowances, privileges, promotion, and
" otherwise secured to the Military forces of the East India
" Company by the Act of the 21st and 22nd years of the
" Queen, cap. 106, sections 35, 56 and 58, respectively, shall
" be maintained in any plan for the re-organization of the
" Indian Army, anything in this Act contained notwith-
" standing."—*Act 23 and 24 Vic. cap. 100.*

The members of the Madras Medical Service, with but few exceptions, appear to consider that they have reason for complaint, in the manner in which this guarantee has been lost sight of: and the opinion is no less general, that if this question were brought prominently to notice, redress would, as a natural consequence, follow. With this object the following facts have been thrown together, not that they include *all* the existing sources of complaint, but only those most easy to answer, explain, or remedy. They are intended to shew where the pressure bears upon groups of Medical Officers, therefore particular instances have been omitted, whilst in those cases

wherein Medical and Combatant Officers are equally affected, as in "travelling at the public expense," &c. mention has been purposely avoided, such being general questions not bearing peculiarly upon the Medical Officers of the late East India Company.

At the time of the transfer of the Madras Medical Service from the late East India Company to the Crown, it possessed in its ranks 74 Surgeons, amongst whom the following appointments were distributed. Opposite to each is shewn the position the Service will be in as regards these prizes, subsequent to the full bringing into effect of the *Despatch of the Secretary of State for India*, published in the *Calcutta Gazette of October 26th, 1866*.

APPOINTMENTS IN 1860.	Since abolished.	Since transferred to British Service.	Remaining.
1 Director-General.....	1	0	0
1 Inspector-General.....	0	0	1
10 Deputy Inspectors-General....	2	2	6
3 Regiments European Infantry.	0	3	0
5 Brigades do Artillery.	0	5	0
8 Native Cavalry Corps.....	4	0	4

Consequently, out of the twelve *Administrative* appointments in the Madras Medical Service, existing at the period of its transfer from the Company to the Crown, and *promotion* to which grades was guaranteed in the Act already quoted, five have been already lost to the Local Medical Officers; three having been abolished, and two transferred to the Royal Army.

Even if the abolition of these three *Administrative* appointments was required by Imperial necessity, the existence of the two others is still found necessary; yet they have been transferred to the Medical Officers of the Line from the Medical Officers of the late East India Company. This may be said, perhaps, to have been a consequence of the transfer of the

seven European Regiments or Brigades to the ranks of H. M.'s Army; but when the Officers and men of those Regiments and Brigades were permitted to volunteer into H. M.'s Service, the same option was not extended to the Medical Department. But with the transference of these European forces to the Line, Royal Medical Officers were appointed to them, to the great detriment of a large number of the Medical Officers of the Local Army; and now the further transfer of some of the Administrative grades is found to be necessary.

In fact, the guarantee having been overlooked, a great and grievous injury has been inflicted on Madras Medical Officers; this cannot but make members of that service anxious as to the manner in which other promises will be kept. Recent innovations almost foreshadow further reductions. A wish to-day may be considered a necessity to-morrow, and the widely-significant expressions "for the good of the service" or "expediency" may, at an early date, be employed for the purpose of abolishing or transferring every desirable appointment from the Local Medical Officers to those of the Royal Army.

The Home Government, in their Notification calling for fresh Medical Officers, have reserved to themselves the right of making "*any alterations that may be determined on,*" and already several have been inaugurated detrimental to the new

comers, whilst reductions have been made,
Pay. in 1867, in the pay of Surgeons and Surgeons-Major of the Local Army holding regimental charges.

So lately as August 8th, 1866, the Secretary of State for India observed in his Despatch, "*the Commission thus fully admit the propriety of reduction and the inevitable consequences of that reduction, namely, retardation of promotion, but they conclude * * * that such retardation is inadmissible under the guarantee*" (para. 26). Such

were the words employed in August ; two months later another Despatch was promulgated in Calcutta, which ignored these principles, abolishing several of the Administrative appointments, and transferring others from the Local Medical Officers to those of H. M.'s Army.

With the reduction in the number of Deputy Inspectors-General of Hospitals in the Local Army, *Increase of Duties.* there has been a large augmentation in the extent of the range of country to be inspected by each, and consequently in the distances to be accomplished every year; for the stations which, twelve years since, fully employed eleven Inspecting Medical Officers, will now have but six. On the other hand, H. M.'s Deputy Inspectors-General of Hospitals will have but little employment, and what they have, will be only at the larger and more healthy stations where European corps are located. Their duties will not extend beyond the walls of each hospital and barrack, and three Deputy Inspectors-General of Hospitals and one Staff Surgeon will have the inspection of two Cavalry corps, one Horse Brigade, about four Battalions of Foot artillery, and six Regiments of infantry,—or thirteen charges in all. The work of each will perhaps necessitate his travelling from a week to ten days every six months, if so much. The Local Deputy Inspectors-General of Hospitals have four native Cavalry corps, forty-six Regiments of native infantry and 50 Civil stations, each of which has its jail and sanitary condition to be reported upon ; besides these, the postings of medical subordinates, all lunatic asylums, civil hospitals, questions affecting the civil population and sanitary matters fall to their share: in fact, the Local Deputy Inspectors-General of Hospitals must be nearly the whole of the year travelling. It may be answered that the East India Company decreased the number of Deputy Inspectors-General of Hospitals when they ruled India,

and that those rights are still continued to the Crown, *but promotion to this rank, as existing at the time of transfer, was guaranteed to Officers then in the service*; and a privilege guaranteed becomes a right; moreover the East India Company never gave a precedent for transferring the Administrative ranks of their own Medical Department to Medical Officers of the Line. These were the prizes of their own service, and amongst the inducements which procured an adequate supply, at all times and in all seasons, of educated Medical men.

Medical Officers not in the Administrative grade,—which may now be said to be almost abolished as regards the Indian Medical Establishment, cannot rise above the rank of Junior Lieutenant-Colonel. This may be necessary in H.M.'s British service, where many Officers in the Combatant ranks are unable even to attain that position; but the constitution of the Indian Army is entirely different. Thus a Surgeon-Major, who ranks as Junior Lieutenant-Colonel, comes into a Cantonment as Staff or Garrison Surgeon, where he is under the immediate orders of the General; in the same position are an Assistant Adjutant General, a Deputy Quarter-Master General, an Assistant Commissary General, and Paymaster, some of whom are probably Majors, consequently his juniors. Sooner or later he is superseded by all, for as each attains the grade of Lieutenant-Colonel, he passes over the head of the Staff Surgeon, not by attaining superior rank, but because the Medical Officer ranks as junior in the grade of Lieutenant-Colonel, and every Combatant Officer, as promoted, consequently at once supersedes him.

It may be mentioned here, that the mode of obtaining rank amongst Combatant Officers in the Indian Army is very different from the plan adopted in H. M. British Service; as in the former, every one has had the option of joining the Staff Corps, and it is only those who consider that their prospects are

otherwise better, who have declined doing so. The number of years' service alone rules promotion in the Staff Corps, irrespective of what the nature of that service has been. In process of time a Military Officer must necessarily supersede a Medical, even should the former have passed the whole of his service in Civil employ.

A Medical Officer's commission carries rank according to its date up to that of a Surgeon-Major, who holds that of Lieutenant-Colonel, but, as before mentioned, junior in the grade. A Deputy Inspector-General of Hospitals, on being promoted, does not attain a higher rank, is however no longer superseded, but ranks amongst the Lieutenant-Colonels according to the date of his promotion to the Administrative grade. In fact, the increased rank only gives him the right of not being any longer superseded. Why cannot the principle upon which rank is given to Combatant Officers, be conceded to their Medical brethren, without the latter being placed in an inferior position in any grade?

Whatever benefits would have been derived by the Medical Department from the increase of rank accorded by the Royal Warrant of 1860, have been more than neutralized by the Indian Staff Corps Rules of 1864, which raised so many Officers to the rank of Lieutenant-Colonel, and consequently caused them to supersede all Surgeons-Major.

One great object of every Officer's ambition is rank, one of his greatest dislikes supersession; but when every member of one, namely, the Medical, branch in a Military service, must be superseded after having attained the grade of Lieutenant-Colonel, by all the Officers in every other branch of the same service, then the rank of Lieutenant-Colonel loses its charms for him, whilst the certainty of supersession can hardly be a stimulus to the efficiency of that Officer, especially as supersession never occurs in the Combatant ranks, except as a punishment inflicted by sentence of Courts Martial.

An increase in the Administrative grades is not desired, nor is rank superior to that of Combatant Officers asked for, but those Administrative grades which existed in 1860, it is felt, should still be left to the Medical Officers of the Local Service, or some adequate equivalent given for their immediate and prospective losses.

Whether an augmentation in the Inspectorial ranks in H. M.'s Medical Department serving in India is necessary, is not a subject for consideration in this place. The question here raised is, why should those appointments, which existed in the Local Service in 1860, and were guaranteed by Act of Parliament, be abolished or *transferred to the Royal Service*? It is argued that this increase of the Inspectorial ranks in H. M.'s Medical Service is a stimulus to their efficiency, and highly conducive to the general welfare of the soldiers. Admitting that, another question arises, what must be the ultimate effect of these changes upon the efficiency of the Madras Medical Service, and the consequent result to the Local Army?

On January 13th, 1860, a Royal Warrant was signed, promising certain advantages to Indian Medical Officers, and being, in fact, a modified form of H. M.'s Army Surgeons' Warrant of December 1st, 1858. After a delay of four years and four months the Secretary of State for India signed a Despatch which gave to this Warrant the force of law.

It will be necessary to consider the manner in which the provisions of this Warrant, as originally published, should have affected the rank and pay of the Madras Medical Establishment; the actual result due to the Secretary of State's Despatch, and lastly the consequences of a subsequent Despatch, dated November 7th, 1864.

The Warrant of 1860 definitely promised that a Surgeon-Major should rank as a Lieutenant-Colonel, a Surgeon as a Major, a Senior Assistant Surgeon as a Captain, and a Junior

Assistant Surgeon as a Lieutenant, "and that such relative "rank shall carry with it all the precedence and advantages "attaching to the rank with which it corresponds, and shall "regulate the choice of quarters, forage and prize money," (*para.* 10). Nothing, it would seem, could be clearer or more explicitly defined; let us now see how the promise has been carried into effect.

After four years and four months' consideration, the Secretary of State for India sanctioned the Royal Warrant and gave it the force of law, but whilst carrying it out in the letter broke it in the spirit, as all Staff allowances were abolished and only Indian allowances retained, along with the English rates of pay, which last were computed on the following scale. In the British Army pay was increased from 10s. to 11s. 6*d.*, or a rise of 15 per cent. In India, Rupees 286 became Rupees 304 a month, or an increase of a little above six per cent.; thus in the transfer, pay which in England was augmented by 1s. 6*d.* became only 1s. 1½*d.* in India,—consequently, the exchange was taken at 2s. 6*d.* the rupee, instead of at the legal rate of 2s., so that the rise of 10s. in Great Britain became 7s. 6*d.* in India: 15s. reduced to 11s. 3*d.*: 20s. dwindled down to 15s.: and the other rates of pay in proportion.

This Despatch of May 16th, 1864, as at first received, was so palpably different from the advantages which the Warrant was intended to confer, that general dissatisfaction was expressed, and a supplementary Despatch was signed, November 7th, 1864. But this has not accorded the same pay, allowance and advantages to the Medical Officer as are possessed by Combatant Officers of equal relative rank, and even some of the allowances sanctioned have lately been withdrawn. All advantages and allowances granted in the Royal Warrant of 1860, it was directed in *para.* 10 of the Preamble, should take effect from and after its date;

but upwards of four years elapsed before the smallest benefit was derived from it.

In the clause in the Act 23 and 24 Vic. cap. 100, already quoted (page 1) "all advantages as to *pay*, pensions, "*allowances*, privileges, promotion and otherwise," it was fully guaranteed should continue unreduced, the same as if no transfer of the Indian Forces from the late East India Company to the Crown had taken place. At the period of this guarantee the *pay and allowances* of all Officers were composed of Pay and Indian allowances, regimental house-rent, horse allowance, and tentage, *irrespective* of staff salary when in Medical charge of a Regiment or holding a staff appointment; these and minor allowances are each distinctly enumerated in the Pay Code.

Her Majesty having been pleased to augment the *rank* of some of the Medical Officers, and their pay and allowances having been also guaranteed as existing at the time of the transfer from the late East India Company to the rule of the Crown, it was anticipated that there would be a commensurate increase of pay. For the pay of every rank is defined, and the allowances and staff pay of every grade of Medical Officers are detailed in the Pay Code—*see* Appendix II.

A Surgeon-Major and a Lieutenant-Colonel hold the same rank, but notwithstanding the promise of the Royal Warrant, rank does *not* bring to the former the same emoluments as to the Combatant Officers, the following being the pay in the Infantry :—

A Lieutenant-Colonel commanding, draws Rupees
1,428 a month.

A Surgeon-Major draws Rupees 1,000.

It is also directed that a Staff Surgeon-Major (*November 13th*, 1866,) shall be stationed in Burmah as Inspecting Medical Officer of H. M.'s Service: his pay is laid down at Rupees 1,400, or only Rupees 28 less a month than that of a Lieutenant-Colonel commanding an infantry regiment.

To the *Local* Staff Surgeon-Major, or Garrison Surgeon, however, such a rate is inadmissible; yet in the Despatch from the Secretary of State for India of September 3rd, 1864, it is stated that the relative ranks of Medical Officers in the Royal Army, in their Warrant of 1858, "is the same" as that conceded to the Indian Medical Officers in the Warrant of 1860. How comes it that the *Royal* Medical Officer is to receive the promised pay, while the *Local* Medical Officer looks for it in vain?

A Surgeon's rank is equivalent to that of a Major, but the following are their respective receipts in the Infantry:—

A Major, <i>Senior Wing Commandant</i> .	Rs. 940	a month.
Do. <i>Junior</i> ,	do. ...	„ 900 „
A Surgeon.....	„ 800	„

Increased pay to Surgeons above 15 years' service, it has been decided (April 1867), shall no longer be passed to Medical Officers in the *Local* Army, the rule to take effect from November 13th, 1866, but it is still to be given to those who are in the *Royal Service*.

There is no difficulty in ascertaining the amount of staff salary drawn by Medical Officers holding staff appointments prior to the Warrant of 1860; and to carry out that Warrant in its true spirit, the same staff pay should still be passed in addition to the pay of rank. In fact, on the same principle which obtains in the Combatant ranks on the general or regimental staff, where the pay is in accordance with the Officer's rank, whilst his staff emoluments are the equivalent for the duties and responsibilities of his appointment.

Under the old system (*Pay Code*, p. 300, p. 25), a Garrison or Staff Surgeon received Rupees 500 a month staff salary *in addition to the pay of his rank*, but now, excluding Rupees 100 a month for charge of the Medical Stores, he is to receive, if a Surgeon-Major, Rupees 1,050—888, or a staff salary of Rupees 162, instead of Rupees 500; whilst a Surgeon, holding the same appointment, obtains Rupees 200 a month less. A Senior Assistant Surgeon receives

Rupees 600 a month, minus 374, which leaves Rupees 225 as staff salary, instead of Rupees 300, which it was prior to the new Warrant.

The following formed a portion of a Despatch from the Secretary of State for India, No. 340, dated November 7th, 1864 :—“ The salaries of *other* Medical appointments in the “ Civil and Military departments will be revised with “ reference to the above, and fixed at a consolidated sum, “ and I request that a report may be made to me upon the “ subject with as little delay as possible,” (*para.* 30). A Commission was appointed in Government Orders, November 22nd, 1865 ; their labours were brought to a close in March 1866, and the result of their deliberations transmitted to the Secretary of State for India, who was pleased to direct, that all reductions should be carried into immediate effect, but positively declined to sanction any of the propositions for the improvement of the service. The Indian Government was ordered to re-consider the proposals and consolidate the salaries, and in carrying this out they have *reduced the pay of Local Regimental Medical Officers*, although such had been already settled by the Secretary of State, and will still be continued to Medical Officers in the *British Army serving in India*. It is to be observed that the Home Government in ordering the re-consideration of the Medical salaries, directed that they should be revised with reference to the regimental pay sanctioned, but the Indian Government have decreased the rates of pay of Regimental Medical Officers, which were to have been the basis for revising those of the Staff.

The following are the prospective rates of pay for medical charge of Regiments of native infantry in the *Local Army*.

	RS.		RS.			
Surgeon's pay to April 1867,	800	New Scale,	800...	Reduction	0	monthly.
Do over 15 yrs. do do	825	Do	800...	do	25	do.
Surgeon-Major do do	1,056	Do	1,000...	do	56	do.
Do over 25 yrs	1,093	Do	1,000...	do	93	do.

This Order for the reduction of pay only affects the *Local Medical Officers*, and if military pay can be thus reduced,

there appears to be no guarantee as to where these reductions will stop, or which department may be the next to suffer.

Presidency house-rent, years since given to Military Staff Officers in all Presidency towns, and to Medical Officers in Calcutta and Bombay, for whom public quarters are not provided and whose pay was not consolidated, is sanctioned from November 13th, 1866, as applicable to Medical Officers in Madras whose salaries do not exceed Rupees 1,400 a month, but this will not carry back pay from the period when it was given to Medical Officers in the other two Presidency towns.

The Presidency District Surgeoncies were fixed upwards of twenty years since at Rupees 1,000 a month, calculated as follows:—Staff pay of Rupees 635 a month, *plus* the pay of a Surgeon, Rupees 365 (Pay Code, p. 302). It was anticipated that as the increase of rank, now sanctioned, from Captain to Major, was to carry with it *all* advantages accruing to Combatant Officers of equal relative rank, and as they would receive Rupees 635 + 646, that at least Rupees 1,250 would be given to the Medical Officers. Instead, the pay has been reduced to Rupees 850 per month. How augmenting the rank from Captains to Majors has resulted in a decrease of Rupees 150 a month in the pay, it is impossible to explain. *Surely this was not the intention of the framers of the Royal Warrant!*

The Madras Government has also made several alterations, which have diminished the emoluments of the Medical Officers. In 1860 the allowance for attendance on non-combatants, sick in hospital, was abolished; the Senior Surgeon being ordered to perform that duty gratuitously. In 1862 eight Regiments of native infantry were broken up, and some irregular corps were transferred to the ranks of the Police. All remuneration for Medical charge was subsequently refused, on the ground that in altering their nomenclature into Police they had become non-combatants.

The subject of pay has to be regarded comparatively with that obtaining amongst other Officers of the same standing with whom the Medical Officer is called upon to associate. A Royal Warrant having decreed the relative rank of the Medical with that of the Combatant Officers, and declared that their advantage shall be equal : it appears hardly credible that they can be refused the promised pay, as Government, in some other respects, place them on an equality. For example, in several stations Government have provided quarters for their Officers (see G. O. No. 406 of 1866) ; and whilst they allot those of a Lieutenant-Colonel to a Surgeon-Major, they stop Rs. 100 a month from his pay, the same as from the Combatant Officer, although the pay of the Regimental Surgeon-Major is Rs. 12,000 per annum, whereas that of the Lieutenant-Colonel is Rs. 17,136. Again, when Regimental Officers are messes as on board-ship, Government deducts Rs. 5 daily, both from Lieutenant-Colonels and Surgeons-Major's pay, this being less than 10 per cent. from that of the former, but 15 per cent. from that of the latter.

The revised scale of donations to regimental bands (see G. O. G. No. 116 of 1865) is drawn up on the same principles, obliging Medical Officers to pay higher donations in proportion to their pay than Combatant Officers of corresponding grades. This is shewn in the following table, compiled from the Pay Code, p. 326, and the G. O. G. above mentioned :—

Pay Code, sec. xv. para 9, page 326.	Pay per Mensem.	Band Donation	G. O. G. No. 116, of March 24th, 1865.	Pay per Mensem.	Band Donation
	Rs.	Rs.		Rs.	Rs.
Lt.-Col., Commandant.	1,428	243	Surgeon Major after 25 years' service.	1,000	304
			„ 20 „ ...	1,000	267
Major, 2nd in Comd...	940	182	Surg. after 15 „ ...	800	219
Major, Wing Officer....	900	182	„ 12 „ ...	800	182
Captain.....	475	121	Asst. Surgeon, 10 years' service...	600	158
			Asst. Surgeon over 5 years' service	600	140
Lieutenant.....	256	60	Asst. Surgeon under 5 years' service	450	121

The subscriptions to the Band are likewise regulated in the same manner, the rank of the Medical Officer is borne in mind and the disparity between his pay and that of the Combatant Officers ignored, perhaps solely owing to an oversight. The following obtain in one Native Infantry Regiment for months of 30 and 31 days respectively :—

	30 Days			31 Days			Monthly Pay.		30 Days			31 Days			Monthly Pay.
	R.	A.	P.	R.	A.	P.			R.	A.	P.	R.	A.	P.	
Lieut.-Col., Comdt.	8	1	10	7	13	8	1428	Surg. Major after 20 yrs. service.	8	14	10	8	10	3	1000
Major, 2nd in Command. .	6	1	5	5	14	3	940	Surgeon after 15 yrs. service.	7	4	11	7	1	1	800
Major and Wing Officer.	6	1	5	5	14	3	900	Surgeon after 12 yrs. service.	6	1	5	5	14	3	800
Captain.....	4	0	1	3	14	10	475	Asst. Surgeon 10 yrs. service.	5	4	5	5	1	8	600
								Asst. Surg. after 5 yrs. service.	4	6	8	4	8	3	600
Lieutenant. ...	2	0	6	1	15	5	256	Asst. Surg. under 5 yrs. service.	4	0	11	3	14	10	450

If we turn to another branch of the Service, we see Inspecting Veterinary Surgeons drawing mileage when travelling on duty, at the same rate as Deputy Inspectors-General of Hospitals receive when proceeding upon a tour of inspection ; but besides this, they receive five rupees daily during their stay in any out-station in the course of their duty (G. O. No. 39 of March 16th, 1867), but nothing is allowed to the Deputy Inspector-General of Hospitals when he is thus detained.

The Royal Warrant of 1860 expressly mentioned *forage* as one of the advantages to be accorded to Medical Officers equally with the Combatant ones. By *forage*, in India, is meant horse allowance, or rupees thirty a month for each horse, which is still denied the full Surgeon doing regimental duty, unless posted to, and doing duty with a mounted corps. It was only on November 26th, 1866, that he was permitted to convey his Charger by rail without personally

defraying its cost. "The Commander-in-Chief is pleased to
 "notify that the Government of India have sanctioned the
 "provision of free conveyance for the horse of a Medical
 "Officer in charge of a native regiment, whenever the
 "horses which the Combatant Officers of the corps are requir-
 "ed to be kept up are so conveyed. *But it is to be distinctly*
 "*understood, that no claim to horse allowance can be granted*
 "*on this indulgence."* (G. O. No. 119, November 26th, 1866).
 In the Madras Pay Code, page 161, is the following regula-
 tion :—"Medical Officers attached to mounted corps, when
 "detached on duty not requiring their being mounted, are
 "not entitled to compensation for loss of Chargers, notwith-
 "standing the loss may be incurred during the period they
 "are in receipt of cavalry pay and allowances," (*section 19*).

On examining the tables of staff salaries and adding to them the pay of their rank with full batta for Engineers and Artillery Officers, and with half batta for the others, the superiority of the Staff Combatant Officer's incomes over those of the Medical Department becomes at once self-evident. Of the *executive* Commissariat Officers, for instance, there are six classes, who have staff salaries of Rupees 800, 600, 500, 400, 300, and 200. A Lieutenant-Colonel of the first class obtains Rs. 1,628; of the second class, Rs. 1,428 monthly. A Major of the first class, Rs. 1,240; and so on, through the various grades. The staff salary of the Engineers is nearly the same as in the Commissariat, but as they draw full batta, a Superintending Engineer, if a Lieutenant-Colonel, receives no less than Rs. 1,832 a month.

Regimental are not so well paid as General Staff appointments for the Combatant Officers, and yet a Lieutenant and Adjutant draws Rs. 425; if a Captain, Rs. 574, monthly. The Junior Wing Commandant, if a Major, Rs. 900, or should he have the Senior Wing, Rs. 940 a month. The Commandant, if a Lieutenant-Colonel, Rs. 1,428 a month.

Supposing a Lieutenant, when he is twenty-four years of

age, becomes an Adjutant, and unable to obtain anything better, retains the appointment until he is a Major, then for the first three years of his majority is Junior Wing, and for the last three Senior Wing Officer, at which period he is promoted, becoming Commandant. During these thirty-two years, when he is fifty-six years of age, he will have received between £33,000 and 34,000, and be entitled to Colonel's allowances, *i. e.* to a pension of £1,124 per annum.

On the other hand, supposing that an Assistant Surgeon, when he is about twenty-four years of age, obtains a regiment and retains it thirty-two years ; when he is fifty-six years of age, he will have received between £29,000 and 30,000, and be entitled to a pension of £550 per annum, the highest rate attainable under the new régime for length of service.

In the British Army the minimum pay of an Assistant Surgeon is nearly equal to that of a Captain. Of a Surgeon on promotion that of, and after 15 years' service superior to, a Major's. Of a Surgeon-Major more than that of a Lieutenant-Colonel, and after 25 years' service, that of a Colonel.

In the Indian Army, as already shewn, the reverse invariably obtains, and a still further decrease is now decided upon ; for instance, did the pay of a Surgeon-Major, above 25 years' service, bear the same proportion to that of a Lieutenant-Colonel in India, that it does in England, it would be Rupees 1,778, whereas it is now Rupees 1,000.

Medical Officers of the Indian Establishment are not importuning for higher rates of pay and allowances than are received by Combatant Officers of equal relative rank. They only wish that the promises made in the Royal Warrant of 1860, shall be carried out both in the letter and in the spirit ; less than this they can hardly ask for : more than this they do not desire.

Without reference to the questions of rank and pay, guarantees and Royal Warrants, it may be worth consideration as to what are, or will be the effect of decreasing the Administrative

grades of the Madras Medical Service from twelve to seven, as well as of taking away the eight well-paid European charges, and making other reductions?

The answer is, that the service has now arrived at that state, that it is being rapidly reduced to one dead level. Henceforth eminence must, instead of being as formerly profitable, be highly detrimental to the individual. The most efficient Medical Officers will naturally, at all times, be selected to afford medical aid during violent epidemics and in unhealthy seasons, but no extra remuneration is given for such extra work, as it would be were a Civilian deputed on special duty, or even a Veterinary Surgeon sent to inspect Government cattle. If the Medical man detached into distant localities during these epidemics be married, he must leave his family behind, and has thus to keep up two establishments. Personally he may escape the ordeal, or if not a victim to it, he may be obliged to go away on sick leave. In fact, whatever happens, he must be a pecuniary loser, as those only who have thus suffered are able to comprehend. Formerly, such a duty would have been cheerfully undertaken, in anticipation that at a future date it would give a claim to some desirable appointment. But now all stimulus to exertion is withdrawn, and the period has at last arrived, when the less the abilities of a Medical Officer of the Indian Army are known, the better for his individual interest, for the good of his family, and his chances of being able to save sufficient to enable him to retire from the service.

But it may be surmised that various appointments exist in which Medical Officers can be employed, and other modes of remuneration beyond the pale of their own department. This might have been the case, were it not that the Home Government have issued strict orders that Medical Officers shall not be employed in non-professional appointments, because they have received "a special training to fit them for their highly important duties," or in plainer

words, to *disqualify* them from holding lucrative appointments, with the exception of those in their own department, seven only of which are now remaining. As this special training has not been an expense to Government, this decision cannot be expected to have given satisfaction.

The late East India Company instituted many prizes in the higher grades of the Medical Service to compensate for the inferior pay in the lower ranks. These prizes, for which so many now in the service have toiled, in peace and in war, in civil stations, in the swamps of Burmah, or in equally unhealthy spots, are now being placed out of their reach, for by a recent rule, at least subsequent to their entrance into the service (1858), a Medical Officer who is not a Deputy Inspector-General of Hospitals at 55 years of age must be pensioned. When they entered the service, about one in five of the Surgeons in Madras were in the administrative grade, but now when one in thirteen only can expect to attain that rank, it virtually places it beyond the reach of any but a favoured few. The seniors who have gone through the lower grades, who have worked their way nearly to the summit of the ladder, on the understanding that the survivors would receive a certain rank and commensurate emoluments, now perceive their rewards suddenly withdrawn.

The Medical Officers of the late East India Company cannot but look back with pride unto their noble service as it formerly existed, and with pleasure on the universal testimony which has been borne to their zeal and efficiency, whenever duty called them. They trust that the British Parliament will institute enquiries, whether their guarantee which distinctly and unreservedly promised that all advantages as to pay, pensions, allowances, privileges, promotion, &c., as it existed in the time of the late East India Company, should continue inviolate under the rule of the Crown has or has not been adhered to. Also, whether the provisions of the

Royal Warrant of 1860 have been fully carried out as it was originally intended.

The members of the Indian Medical Service are now apprehensive that they are rapidly approaching to one dead level of mediocrity, greatly due to all the prizes of the service having been either abolished or transferred to the British Army, leaving only blighted prospects in store for those who remain.

They desire it to be understood that they are neither asking for increased administrative appointments, or fresh concessions, but merely that an Imperial guarantee and a Royal Warrant shall be loyally carried out both in their letter and in their spirit. They wish that their administrative appointments shall not be decreased, that their *Staff pay* as it existed at the period of their transfer to the direct rule of the Crown shall be left untouched as was guaranteed by the Imperial Parliament, and they also claim the increased rate of pay where their rank has been raised, such having been promised in the Warrant signed by Her Most Gracious Majesty.

The first part of the paper is devoted to a general
 introduction of the subject. It is shown that the
 theory of the subject is of great importance
 and that it is necessary to study it in
 detail. The second part of the paper is
 devoted to a detailed study of the
 subject. It is shown that the theory of
 the subject is of great importance and
 that it is necessary to study it in
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 detail.

APPENDIX I.

21 AND 22 VICTORIA, CAP. CVI.

An Act for the better government of India.

LVI. The Military and Naval Forces of the East India Company shall be deemed to be the Indian Military and Naval Forces of Her Majesty, and shall be under the same obligations to serve Her Majesty as they would have been under to serve the said Company, and shall be liable to serve within the said territorial limits only, for the same terms only, and be entitled to the like Pay, Pensions, Allowances, and Privileges, and the like advantages as regards promotions and otherwise, as if they had continued in the service of the said Company: such Forces, and all persons hereafter enlisted in, or entering the same shall continue and be subject to all Acts of Parliament, Laws of the Governor-General of India in Council and Articles of War and all other Laws, Regulations, and Provisions relating to the East India Company's Military and Naval Forces respectively, as if Her Majesty's Indian Military and Naval Forces respectively had throughout such Acts, Laws, Articles, Regulations, and Provisions been mentioned or referred to instead of such Forces of the said Company; and the Pay and Expenses of and incident to Her Majesty's Indian Military and Naval Forces shall be defrayed out of the revenues of India.

LVII. Provision for Persons hereafter entering Her Majesty's Indian Forces.

LVIII. All Persons who, at the time of the commencement of this Act shall hold any offices, employments, or commissions whatever under the said Company in India shall thenceforth be deemed to hold such offices, employments, and commissions under Her Majesty, as if they had been appointed under this Act, and shall be paid out of the revenues of India; and the transfer of any person to the service of Her Majesty shall be deemed to be a continuance of his previous service and shall not prejudice any claims to Pensions, or any claims on the various Annuity Funds of the several Presidencies in India, which he might have had if this Act had not been passed.

APPENDIX II.
See Pay Code, Section XIV.

Grade and Relative Rank.	Half batta pay Staff as existing prior to the Amalgamation, and still in force.		allowances existing in 1860, guaranteed in 23 & 24 Vic. c. 100.		Total.		To obtain from November 13th, 1866.		Less than the guaranteed Staff pay with pay of Rank.	
	RS.	A. P.	RS.	A. P.	RS.	A. P.	RS.	A. P.	RS.	A. P.
Garrison Surgeon.....	827	14 10	500	0 0	1,327	14 0	1,050	0 0	277	14 0
Surgeon-Major as Lieutenant-Colonel.....	640	14 6	500	0 0	1,140	14 6	850	0 0	290	14 6
Surgeon as Major.....										
Principal Medical College.	827	14 10	1,025	15 0	1,853	13 0	1,600	0 0	253	13 0
Surgeon-Major as Lieutenant-Colonel.....										
Surgeons-Major as Lieutenant-Colonel.....	827	14 10	625	15 0	1,453	13 0	1,250	0 0	203	13 0
Surgeons as Majors.....	640	14 6	625	15 0	1,266	13 6	1,050	0 0	216	13 6
Assistant Surgeons as Captains.....	374	1 0	474	4 0	848	5 0	850	0 0	.....	.....
District Surgeons.....	827	14 10	625	15 0	1,453	13 0	1,050	0 0	403	13 0
Surgeons-Major as Lieutenant-Colonel.....	640	14 6	625	15 0	1,266	13 6	850	0 0	416	13 6
Surgeons as Majors.....										
Assistant Surgeons as Captains.....	374	1 0	474	4 0	848	5 0	650	0 0	198	5 0
Regimental charges.....	827	14 10	300	0 0	1,127	14 0	1,000	0 0	127	14 0
Surgeons-Major as Lieutenant-Colonel.....	640	14 6	300	0 0	940	14 6	800	0 0	140	14 6
Surgeons as Majors.....										
Assistant Surgeons as Captains.....	374	1 0	300	0 0	674	1 0	600	0 0	74	1 0
Assistant Surgeons as Lieutenant.....	225	12 0	165	0 0	390	12 0	450	0 0	.....	.....

APPENDIX III.

Rates of Pension now existing.

	Under 5 years.	Above 5 years.	Above 10 years.	Above 15 years.	Above 17 years.	Above 20 years.	Above 21 years.	Above 24 years.	Above 25 years.
BRITISH SERVICE.	£. S. D.	£. S. D.	£. S. D.	£. S. D.	£. S. D.	£. S. D.	£. S. D.	£. S. D.	£. S. D.
Assistant Surgeon.....	109 5 0	146 0 0	182 5 0	...	...	...	...	...	...
Surgeon.....	...	...	200 10 0	246 10 0	246 10 0	301 5 0	301 5 0	...	365 0 0
INDIAN SERVICE.									
Assistant Surgeon.....	45 17 6	73 0 0	127 15 0	...	...	...	...	...	...
Surgeon.....	...	...	...	173 7 6	220 0 0	220 0 0	292 0 0	365 0 0	365 0 0

N. B.—All periods whilst on full pay reckon towards Pension in the British Service. Privilege leave in the Indian Service of 30 days yearly if in the Civil Department and 60 in the Military reckon towards Pension ; and 1 year and 8 months in the first 17 years, but only periods actually passed on duty or on privilege leave count towards Pension unless absence has been caused by wounds or disease contracted on service since 1856 or 1857.



