

An appeal from the surgeons of the Indian Medical Service.

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Royal College of Surgeons of England

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AN APPEAL

FROM

THE SURGEONS

OF THE

INDIAN MEDICAL SERVICE.



1884



THE APPENDIX

THE RECORDS

AT THE ANNUAL MEETING

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PART I.

PRELIMINARY SURVEY OF THE QUESTION.

Year after year having been cruelly deceived by the memorandum of the India Office which purported to set forth the conditions of the Indian Medical Service, the juniors of that service at length turned, and bestirred themselves during the last session of Parliament and succeeded in making their voices heard. That their grievances were real, and that they had been grossly imposed upon by the specious memorandum in question was at once rendered evident, not only by their own statement concerning the actual condition of the service as they have found it in India but from the fact that they at once received the unqualified support of the *leading Medical Journal of Great Britain*, the Journal of the British Medical Association; of the Service Journals especially the *United Service Gazette*; and lastly of the lay Press of India and at Home. The articles in question will be found in the appendix. Meanwhile we may here state that the Editor of the Journal of the British Medical Association found our case so pre-eminently one of Right *versus* Might, that he, unasked by us, in his capacity of Chairman of the Parliamentary Bills' Committees, presented an admirable summary of our grievances to the Secretary of State for India. Again the *United Service Gazette* of June 30th, 1883, has declared its opinion of our treatment in the following trenchant language:—"We do not as a rule indulge in strong language, but in this instance we use words no stronger than the occasion justifies when we say that the treatment of the Indian Medical Department is *"dishonest and discreditable;"* and at the close of the same article it pertinently asks, "Were certain promises as to pay made to them, and have these promises been kept? The answer to the first of these queries must be Yes, and to the second No." Again the *Pioneer*—the Government Organ in India—of June 22nd, 1883, asks with reference to the statements of the Under Secretary of State for India in Parliament concerning the strict accuracy with which all the conditions of the memorandum are fulfilled. "In the face of these facts what is Mr. Cross's

statement worth"? These facts will presently be shewn in all their bare nakedness. Finally we would draw especial attention to the admirable summary of our grievances as detailed in the leading article of the *Civil and Military Gazette* of April 26th, 1883.

There are, however, no signs of redress. The Secretary of State for India, it is true, in July last officially informed the Chairman of the Parliamentary Bills' Committee of the British Medical Association "that the question of the organization of the "Indian Medical Service is at the present moment under the "immediate consideration of the Government of India, with the "view of removing, as far as possible, the inconvenience found "to exist under the present system." But inasmuch as the question of the organization of the Indian Medical Service has been under the immediate consideration of the Government of India for *the last twenty years*; inasmuch as during the last *seven years* the scandal of the conditions of all officers under and up to five years' service,—so euphemistically described by the present Under Secretary of State for India as "inconvenience" has augmented in a constantly increasing ratio; inasmuch as the Under Secretary of State for India informed Mr. Gibson, M.P. for the University of Dublin on July 2nd last, that "the question of the future organization of the Medical Service for India "is now the subject of discussion with the War Office, but *it has "no reference to any grievances* of the Indian Service;" inasmuch moreover as rumours of the most sinister sort have lately floated down directly from Head-quarters as to our future fate; inasmuch as the "inconvenience" referred to by the Under Secretary of State for India means a homeless state of nomadic pauperism to us out here; inasmuch as we are burdened by the '*Laisser Faire*' Nonchalance of a Nominal head out here, and deserted by retired officers at home, who owing every thing as regards their present position to the palmy days of old, have not as yet thought it their duty to speak out for their unfortunate successors, nay rather as in one notorious instance have by public addresses to students advised men to enter the service in its

present fallen state ; inasmuch, finally, we are simply asking for what was promised to us in the terms of our contract with Government, we now, as a last resource, appeal to the profession at Home, as represented by those in authority at the various Medical Schools in England, Scotland and Ireland, whilst at the same time we would fain utter a final word of warning to intending candidates for the five-non-existing-appointments as Surgeons in Her Majesty's Indian Service, that have again *so unaccountably* been advertised for competition in February proximo.

To render clear our position, we juniors will, in the first place, lay before the profession at home the paragraphs of the printed terms of contract that have been given to candidates for the service, year after year by Authorities of the India Office, and contained in what in recent days has been described in a leader of the *Pioneer*, June 22nd, 1883, as the now "notorious memorandum." The information contained in this memorandum was stated in Parliament on July 30th last by Mr. Under-Secretary Cross, in answer to a question by Captain O'Shea, to be "the only official information furnished to candidates for the Indian Medical Service."

PART II.

AN EXAMINATION OF THE MEMORANDUM THAT FOR YEARS HAS BEEN ISSUED TO CANDIDATES FOR THE SERVICE AND STATED IN PARLIAMENT ON JULY 30TH, 1883, BY THE UNDER SECRETARY OF STATE FOR INDIA TO BE "THE ONLY OFFICIAL INFORMATION FURNISHED TO CANDIDATES FOR THE INDIAN MEDICAL SERVICE."

The condition of this memorandum under which officers accept employment in the Indian Medical Service have been stated by Mr. Cross on May 28th last (in reply to a question by Mr. Leamy, M. P.) to be "accurately fulfilled." Let us now, therefore, see what these conditions were : we shall then be in a position to point out "how accurately they have been fulfilled." These are the *verbatim conditions* as set forth in the paragraph quoted, of this memorandum.

PAY AND ALLOWANCES WHEN IN INDIA.

14. The salaries of the principal administrative and military appointments are fixed at the following consolidated sums :—

	Rs. per mensem.		
Surgeon-General, Bengal...	...	2,700	
" Madras	...	2,500	
" Bombay	...	2,500	
Deputy Surgeon-General { 2 at	2,250	
{ others	...	1,800	
Surgeon-Major of 20 years' service and upwards in charge of Native regiments	...	1,000	with Rs. 90, horse allowance in Cavalry regiments.
Surgeon-Major in charge of ditto	...	800	with Rs. 90 ditto.
Surgeon above 5 years' full pay service in charge of Native regiment	...	600	with Rs. 60 ditto.
Surgeon under 5 years ditto	...	450	with Rs. 60 ditto.

" Para. 15.—The salaries of other Medical appointments in the Civil and Military Departments are consolidated and vary from Rs. 1,800 to Rs. 400 per mensem.

" Para. 16.—Qualified Officers of the Medical Service are also eligible for appointments in the Assay Department. The salaries of their appointments are from Rs. 600 to Rs. 2,250 per mensem.

" Para. 17.—A medical officer, will however employed, be restricted to the rate of pay laid down in paragraph 12, until he shall have passed the examination in Hindustani, known as the 'Lower Standard.' "

The rate of pay laid down in para. 12 is Rs. 286-10-0 for Surgeons under 5 years' service : for Surgeons over 5 years and under 6 years, Rs. 305-14-2, &c.

These are all the conditions as to our pay in the memorandum, with the exception of those in para. 18, which relate to the pay of Surgeons'-General and Deputy Surgeons'-General under certain circumstances.

Now we venture to assert that any one reading the above conditions, will conclude that the Surgeon of the Indian Medical Service under 5 years' service, cannot draw less pay than Rs. 400 a month provided he has passed the Lower Standard Examination in Hindustani. We all did conclude this to be the case. But the Profession at Home, and intending candidates especially, will hardly credit us when we state that the rates of pay laid down so alluringly to young Surgeons, in paras. 14 and 15, under and up to 5 years' service, nay more to Surgeons above five years in many cases, exist in some cases *alone*, and in many cases chiefly only on the paper of the memorandum, whilst *other conditions* which are not even mentioned in this memorandum, which as shewn above, is "the only official information furnished to candidates"—are forced upon us. This is a grave charge to make against a Government Office. Nevertheless the proof is easy. This proof we furnish not from our own mere statement ; but from the statements of the Government itself, as set forth

in the unerring tables of the Bengal Army List. Our position as regards pay and allowances may be looked upon in a Negative and a Positive light. In a Negative light we may consider our pay as we actually get it, as distinguished from the pay which we do *not* get although promised us in paras. 14 and 15. In a Positive light our position may be considered as it actually exists under those conditions, not one word of which is mentioned in the "now Notorious Memorandum," which according to Mr. Under Secretary Cross is "*the only Official information furnished to candidates.*"

First, then, as to the Negative conditions of the service. The Lower Standard examination in Hindustani, it may be premised, is generally passed within three or four months after landing in India. The young Surgeon then thinks he will obtain pay of Rs. 400 or 450 per mensem.

Now the Bengal Army List of January, 1883, shows that the Surgeons of the previous six competitions from 31st October, 1879, to 1st April, 1882, were in the following position:—

Total joined,	...	...	...	...	...	42
In permanent Civil employ,	...	...	...	...	...	3 or 7 per cent.
In permanent Regimental employ,	...	...	...	...	...	<i>None.</i>
In officiating Regimental employ,	...	...	...	...	...	14 or 33 per cent.
On Unemployed Pay,	...	...	...	...	...	25 or 59 per cent.

That is to say, that *no single officer was receiving the pay of Rs. 450 per mensem for charge of a regiment, as laid down in para. 14, although the language examination had been passed, and only three out of 42 Surgeons were receiving the rates of pay mentioned in para. 15 ; whilst the great majority of officers, 59 per cent., were still on Unemployed Pay, viz., the rate of pay that they were led to expect by para. 17 they would only receive for the time previous to passing the language examination.*

The condition, however, of the Surgeons under and up to five years' service during the next three months becomes still more incredible. For by the Bengal Army List for March 31st, 1883, out of all the Surgeons *under and up to five years' service, not one is receiving the pay of Rs. 450 per mensem, whilst 65.5 per cent., or 42 out of 64 Surgeons, are on Unemployed*

Pay. And to keep up the character of the India Office for consistency, we find from the Bengal Army List of June, 1883, that now *not one single officer under and up to 6 years' service is drawing the pay laid down as that for a regimental charge.*

We stated above that some of the conditions of pay of the India Office Memorandum existed only on the paper of that memorandum. We are now, therefore, in a position to prove this grave statement to be true. For the pay of a Surgeon for charge of a Native Regiment under and up to 5 years' service is stated to be Rs. 450 per mensem. Taking for example the Bengal List for March 31st and June 30th, 1883, we find that not one single Surgeon of five years' service is drawing this pay. Now, as all the Surgeons of five years' service of the Bengal Army List of March 31st, 1883, had after that date a period of service more than of five years' duration, they therefore now never will draw it: as when haply they *do* get the pay laid down for charge of a regiment, they will receive, or to be precise—the *memorandum states* they will receive pay at the rate of Rs. 600 per mensem.

With regard, then, to our Negative condition we see that Surgeons under and up to 5 years' service are now *not* receiving the pay promised them in para. 14 for charge of a Native Regiment, whilst only 7 per cent. of officers are receiving the pay promised in para. 15.

We next come to the Actual or Positive conditions of the service. These actual conditions we stated are not to be found in the memorandum containing conditions or contract of service between the India Office and the Officers of the Indian Medical Service.

The *first* actual condition has already been partly portrayed, the large and increasing majority of the percentage of officers who are only receiving Unemployed Pay of Rs. 286-10 per mensem, although they have passed the language examination. Now, although we receive Unemployed Pay, let not anyone

suppose that the unfortunate victim of official language is unemployed. *He has as much work as when he is considered by the India Office to be employed.* During the late Afghan war the Unemployed Employé had harder work than many a senior who happily was receiving his legitimate pay ; for knocked about from camp to camp, having no settled mess, the unfortunate officer was continually on the line of march with sick convoys : or if haply located, was engaged to the full in the Field Hospital. Again, about the period of the outbreak of the Afghan war, the authorities in India found a new field for the energies of the " great unemployed." *They, although belonging to the Indian Medical Service, were sent to do duty with the Army Medical Hospitals, there to perform the very same amount and kind of work as their confreres of the Army Medical Department :* but although thus compelled to serve in a Department into which they had not elected to enter, they found they were held to be " unemployed," whilst their confreres were " employed," and they accordingly received but their " Unemployed " pay.

This condition having continued for some time without any protest from the Head of the Indian Service, in the early part of the present year the following order was issued by His Excellency the Commander-in-Chief :—" *General Order, No. 46.—Medical Department.*—With the approval of the Government of India, junior officers of the Indian Medical Service, under the orders of His Excellency the Commander-in-Chief, will ordinarily, whenever they are in excess of the appointments with native troops available for them, be attached to Station Hospitals of British troops, for proposes of instruction in the illness of Europeans in this country, and for the acquirement of a knowledge of the routine of Medical duties in connection with European troops." We recommend the careful perusal and digestion of this General Order to the intending candidate of February, 1884. So pregnant of meaning is it that, we may be excused if we point out a few of the deductions that it involves. And *first*, it is the *chief positive condition* that will befall

the future Surgeon under and up to five years' service. The General Order states that the juniors of our Service *will ordinarily, whenever they are in excess of the appointments* in the Indian Army, be so attached. Now, the proportion of those juniors who are in excess of the appointments in the Indian Army, is exactly the same as the proportion on "Unemployed Pay." This was shewn by the Bengal Army list of March, 1883, to be then 42 out of 64 Surgeons under and up to 5 years' service, or 65.5 per cent. of the whole of the number of that period.

Secondly, there is not one single word of this condition from beginning to end of the Memorandum issued to Candidates (not even in that recently amended Memorandum which we shall presently comment upon).

Thirdly, as this order has been issued "with the approval of the Government of India," the intending candidate can have some idea of the ratio in which his capacity as a Surgeon is held by the "Government of India."

Fourthly, we who are in the service with wonder ask ourselves, "Is the magnificent instruction in the tropical diseases of Europeans, that we received at Netly, counted as naught by 'the Government of India,' and 'has the Head of the Indian Medical Service so low an opinion of the Junior Surgeons under him, or so small an influence that he is acquiescing in this slur cast on his service, without a word of protest?'"

The second positive condition in which we find ourselves, is the condition of *Officiating Medical Charge of a Regiment*. To search for any mention of or even for the slightest hint of such a condition in the Memorandum supplied to us would be a more fruitless task than that of looking for a needle in a bundle of hay, for the latter does exist in the hay, whereas the condition of officiating pay is *conspicuous only by its absence* in the Memorandum.

The officer who receives this pay is in full charge of the regiment. He has the entire responsibility, and naturally expects

that he will receive the pay laid down in the memorandum for it, *viz.*, Rs. 450 per mensem if under 5 years' service, or Rs. 600 if over five years. But to his surprise he finds he receives only the familiar rate of pay called by the authorities "Unemployed Pay, *plus* 100 rupees called "Staff Pay." He thus, if under 5 years' service, receives 768 rupees per annum less than was promised him ; or if over 5 years' service, nearly 2,400 rupees less.

Para. 14 distinctly states that Rs. 450 and Rs. 600 are to be paid monthly for the charge of a regiment to an officer under and over 5 years' service respectively. *There is not one word mentioned about any rate of officiating charge.* But on coming out to this country the ingenuous young Surgeon finds that when after long and weary years he gets charge of a Regiment, he is only "officiating" for some one on leave, and although he has the full charge and responsibility of the regiment, he by no means gets the pay that he was led to suppose he would when he first studied his "Memorandum."

This condition has been so aptly represented by an officer, that the illustration may here be introduced. It is the Eastern Tale of the Absent Ram Sammy and the Sagacious Sahib. You engage, say, your Native Butler, at Rs. 20 per mensem and bind him down so that he cannot leave your service. At the end of the month, when your official wants his wages, you hand him Rs. 10, and say. "You have done the work very well indeed, and I am quite satisfied with you : *I forgot to tell you before I engaged you* that you are only *officiating* for Ram Sammy, who has gone on two years' furlough to Madras, and therefore you are entitled to only half the pay I promised you." There are officers in their 6th, 7th, 8th, 9th, and 10th years of service on this officiating pay.

The intending candidate for February next can now have some idea as to the date on which he is likely to receive the pay laid down in the Memorandum for charge of a Regiment. He will *never receive the rate of Rs. 450*, for not one of the officers for instance whose service dates from March, 1878, has yet received

any pay but "Officiating" pay for charge of a regiment. The service is *now* far more crowded. Although a Secretary to the Surgeon-General more than a year ago stated that there were *40 men more in Bengal alone than the authorities knew what to do with, &c.*, yet six more unfortunate officers have been induced to enter the service by advertisements for appointments in February and August last, and yet again another advertisement for February, 1884, for five (non-existing) appointments has appeared. As the leading article of June 22nd last of the Government organ in India—the *Pioneer* truly said, "Where are the men to go, and what are they to do"?

Finally, in a former list we have shewn that only 3 per cent. of the juniors of 5 years' service in 1882, were in receipt of the pay actually promised them. This percentage has since grown smaller.

Before finally passing on to the results of our efforts for obtaining our rights, we make a passing allusion to a totally unnecessary farce that is performed at Netley at the end of each Term. At the breaking up of what must now be termed *our preliminary course of instruction in Tropical Diseases at Netley*, the two senior successful candidates on the list are flattered (and doubtless the eminent personages who come down from the India Office are amused), by the announcement that *they have been specially recommended to the Secretary of State for India*.

The fortunate possessors of this "special recommendation" are perhaps unduly elated when they land in India. But never more do they hear of the "special recommendation." We indeed know some recipients, who have surmised that they have been especially recommended for "Unemployed Pay." But otherwise the present edition of the Bengal Army List shows that not a single Surgeon who has as yet received it, has obtained a post on the Staff of the Calcutta Medical College, where, if anywhere, professional merit should be recognised.

It is indeed high time that these posts should be filled up in a manner more in consonance with the methods now recog-

nized in the Schools of Medicine of Britain. At present the fact of any chair having become vacant is never known until one day an announcement appears in the *Gazette* that Surgeon-Major *Nepos* has been appointed. As at home, the authorities of the various schools of medicine do not think it inconsistent with the efficiency of the school to advertize any vacancy that occurs on their staffs, we think that this elementary system of obtaining men fit to hold the posts might with advantage be adopted here : for we all cannot in truth hope to accompany nephews of Lieutenant-Governors to Calcutta. We would suggest, indeed, that the profession at home should take these appointments into its own hands, and in like manner as the chairs of the Medical Universities in our Colonies are filled up by recognized referees at home, so should our chairs be so filled up : the vacancies when they occur should be advertised, and applications for the same should be forwarded by officers of our service to referees appointed by the various examining bodies of England. Under such a system it is true Dr. *Nepos*, might be unheard of, but the fame of the University might be enhanced.

PART III.

A REVIEW OF THE EFFORTS FOR REDRESS
DURING THE PARLIAMENTARY SESSION OF 1881.

We now having shewn how widely the spirit of the Memorandum differs from the letter, arrive at the various steps that have been taken for redress.

In the winter of 1879-80 an "Indian Medical Service Defence Fund" was instituted to redress some of the grievances resulting from the Amalgamation of the Dual Administration of the Indian Medical Service and the Army Medical Department. The juniors of the service largely, and disproportionately, supported the Fund. Other grievances, more especially bearing on them, were represented by the Committee of the fund to the India Office; and after some time a Committee of the House of Commons was appointed to enquire into the conditions of the Indian Medical Service. As the result of the labours of this Committee, a Blue Book respecting Medical Officers in India, was presented to Parliament in 1881. Now at page 287 of this Blue Book occur these words: "*It will be found that an officer almost invariably obtains officiating or permanent employment about two years after his arrival in India.*" Now in March of that very year 1881 there were officers of three years' service who had not yet obtained permanent regimental employment; and now in January 1884, or with nearly six years' service, the Bengal Army List shows that not one of these officers has even yet obtained permanent regimental employ, whilst there are as we have before stated, officers up to the tenth year of service in this condition. If there be a demand for any future edition of the Blue Book in question, we may perhaps hope that the dictum laid down concerning this alternative invariability of *permanent pay* within two years' service in India may be qualified, if only in a foot-note.

And with regard to the invariability of the other alternative, *viz.*, "officiating" pay within two years of service, the Parliamentary assertion of the Blue Book also does not

coincide with the condition of the Indian Surgeon. For the results again of analysis of *three* years with reference to *this* condition—say from 31st October, 1879, to 1st April 1882, embracing the very period of two years immediately preceding the Report of the Blue Book, shew that out of 42 officers joined, only 14 were in officiating employ, or a percentage of 33. Thus at the very period that the Committee reported that almost invariably every officer obtained officiating or permanent employ within *two* years, we find *even when we have lengthened this period to three years* that there is *not one single officer in permanent military* employ, and only 33 per cent. in *officiating* employ.

But by analyzing the Bengal Army Lists of 1883, we find this statement of the Committee still more at variance with facts : *for, as regards permanent military employ* in June, 1883, not one single Surgeon of *six* years' service had yet obtained it : and, *as regards officiating duty, only 11 medical officers out of 64 (total joined)* of *five* years' service, were thus employed.

But a still more striking example of the hollowness of official redress is to be found in the Circular issued by the Committee of the Indian Medical Service Defence Fund in September, 1881. This Circular states the results of the labours of that Committee : Amongst these it deliberately states that "*the system known as Unemployed Pay, is abolished or modified.*" We presume this statement was not an invention of the Committee of our own Defence Fund. It follows, therefore, that if it were not, the Committee must have received this statement from that office, *viz.*, the India Office, to which it had addressed itself. What do we find from the successive Bengal Army Lists is the case ? Why that *the number of officers on Unemployed Pay has since continually increased* ; and in the lists of December 1882, March 1883, and June 1883 had reached a higher ratio than during any previous period. And yet we were distinctly told in September 1881 that *the whole system was abolished or modified*. Pity itself forbids here any further comment.

PART IV.

A REVIEW OF THE EFFORTS FOR REDRESS DURING
THE PARLIAMENTARY SESSION OF 1883.

We now come to the efforts for redress we made during the Parliamentary Session of 1883. We gratefully here, in the first place, register our thanks to the various members who so ungrudgingly gave us their assistance. But never was the nature of a Parliamentary answer more fully exemplified than by the present Under-Secretary of State for India, in his various replies to the questions of fact concerning our unfortunate service. This is amply shewn in the following details :—

On May 28th, 1883, Mr. Leamy, M.P., drew attention to the enormous percentage of officers of our service on Unemployed Pay, and asked “whether this rate of pay was not the lowest “scale of pay awarded to any commissioned or covenanted “officer in the Indian Service.” He also asked “whether the “Government intended to take any, and if so, what steps to remove “this grievance, and to fulfil the terms of the printed conditions “upon which men had been induced to enter the service.” The Under-Secretary of State for India stated *that attention had been drawn* to the large number of junior officers on Unemployed Pay. *Having admitted this large number*, the Under-Secretary of State for India then proceeded to invent the “*Unemployed Lieutenant.*” The remarkable passage in which this invention was described to a listening House of Commons deserves to be here recorded in full. “The Unemployed Pay of a Surgeon “in the Indian Medical Service is *not* the lowest awarded to any “Covenanted or Commissioned Officer in the Indian Service. “*An Unemployed Lieutenant* receives Rs. 256 per month, “whilst an unemployed Surgeon receives Rs. 286.” Thus said Mr. Cross, the Under-Secretary of State for India. But the Medical Profession and Intending Candidates at home will hardly credit us when we state *that such an individual as an Unemployed Lieutenant of the Indian Army receiving the pay of Rs. 256 per mensem exists only in the fertile brain of the Under-Secretary of State for India.* For, in the Bengal Army List for March

31st, 1383, there were 393 subalterns, *not one of whom is without some permanent or officiating post ; and the lowest pay a Lieutenant in the Indian Staff Corps, however employed, ever can or does receive is Rs. 325 per mensem.* Out of the whole Bengal Army List we challenge Mr. Cross to produce one single specimen of the "Unemployed Lieutenant." Such an officer is unknown in the Indian Army, and the statement of his existence was received by our combatant brethren with the derision it deserved. Indeed, the scathing comment that appeared in the leading article of the *Pioneer*—the Government organ—of June 22nd (contained in the Appendix) expresses but an inadequate criticism of the episode. But even supposing that the "Unemployed Lieutenant" were other than a figment of official diplomacy, why we ask should the pay of a *Lieutenant* be at all contrasted with the pay of the *Indian Surgeon*, who, according to the Royal Warrant, *rank a Captain* ? The lowest pay a *Captain in the Indian Army* ever can receive is Rs. 474 per mensem.

Mr. Cross next went on to explain how "the present difficulty" was being met, namely, "by a large decrease in the number of appointments that were being advertised." *How the fact that fewer men are now to be admitted into the service, can benefit us who are already in it, Mr. Cross did not, for the best of reasons, explain*

The Under-Secretary of State then completed his defence by the remarkable statement that "*the published conditions under which officers accept employment in the Indian Medical Service are accurately fulfilled.*" We forbear as officers to comment on this peroration.

On June 4th, Mr. Cross next stated, in answer to a question by Mr. Leamy, M.P. on the subject, that the India Office had determined to throw open five additional appointments for August "in order not to inflict hardship on the large number of students who have been reading for the Service." Mr. Cross, however, did not state the nature of these "appointments," nor

inform members of Parliament that the unfortunate candidates who succeeded in obtaining them would be vegetating on "Unemployed Pay,"—as in fact they are at the present moment—in the Station Hospitals of the Army Medical Department.

On July 2nd, we find Mr. Cross questioned by Mr. Gibson, M.P. for the University of Dublin. In one portion of his reply he was again singularly unfortunate, for he stated that "the total loss of administrative appointments consequent on the reorganization of the medical administration was only *one*." Mr. Cross then went on to say: "The injury to the service is, therefore, merely nominal" Now, *supposing* for a moment that the total loss *was one*, *how can a loss of one appointment be merely nominal?* But the Medical Profession and Intending Candidates will hardly credit us when we state that the loss was *not* "merely nominal," and moreover was *not* "one." For as a "Retired Brigade Surgeon" stated truly in a letter to the *Lancet*, dated July 3rd, 1883, "There were in Bengal *thirteen* administrative appointments to which the Executive Medical Officers might expect promotion as their turn came round."

"There are now only five, or including the Sanitary Commissioner six, yet in the House of Commons last night Mr. Cross, in reply to Mr. Gibson's questions on the subject, boldly stated that no reduction of any consequence had taken place in the numbers of the administrative appointments; and that, therefore, the prospects of Indian Medical Officers as regards promotion had not seriously suffered." He goes on to say. "This is the invariable result when any question affecting the Medical Service is asked in the House of Commons, a wholly inaccurate, if not a deliberately untruthful reply is elicited from the responsible official."

On July 16th, however, Mr. Cross somewhat amended his statement; for in answer to a question by Sir Trevor Lawrence, M.P., he then admitted that there was an immediate loss of *two* administrative appointments. In time, therefore, perhaps we may hope for the full loss to be acknowledged by the Under-Secretary of State for India.

A few days after, *viz.*, on the 30th of the same month, Mr. Cross was again questioned on the condition of the Service by Captain O'Shea, M.P., who put the following queries to him :—

“ Whether the only official information furnished to candidates
 “ for the Indian-Medical Service regarding their pay and allow-
 “ ances when in India was contained in a memorandum supplied
 “ by the India Office ; whether paragraph 14 of that memoran-
 “ dum stated that the pay of a Surgeon in charge of a Regiment,
 “ who had passed the ‘ lower standard ’ language test, was, if
 “ under five years’ service, 450 rupees, and, if over five years’
 “ service, 600 rupees a month ; whether it was a fact that,
 “ although with five exceptions the Surgeons in Bengal were
 “ qualified, not one of them having less than five years’ service
 “ was now in receipt of the rate of pay laid down in the above-
 “ mentioned paragraph 14 ; whether on the 1st of January last
 “ only four of the eighty-four Surgeons appointed to Bengal
 “ within the previous six years were in receipt of the rates there-
 “ in specified ; and whether any mention of ‘ officiating pay,’
 “ which was substituted for the rates promised under the con-
 “ ditions of paragraph 18, occurred in the official memorandum
 “ inviting candidates to compete ? ”

Now the answers that Mr. Cross, speaking as a private individual conversant with the facts would undoubtedly have made, are the following :—That para. 14 *most certainly stated* in the plainest language that the pay of a Surgeon in charge of a regiment *was* Rs. 450 if under five years’ service, and if over, Rs. 600 always providing the Lower Standard Examination was passed ; and that it *was also a fact* that although with five exceptions all the Surgeons in Bengal were qualified, yet that not one of those having less than five years’ service (with many of those having more than this length of service), were drawing the rate of pay mentioned in the para. quoted.

But although Mr. Cross as a private individual most certainly would have answered thus, yet Mr. Cross as Under-Secretary of State for India, with regard to the first part of the question stated that para. 14 only guaranteed the charge named

to Surgeons having *substantive* charge of a Regiment. Here, for the first time, we have an official definition of the meaning of the words "charge of a regiment." But the para. in question makes no such definition : the word "substantive" is not to be seen. The charge of a regiment is on the other hand distinctly stated to carry with it 450 or 600 Rupees a month according to length of service, and the para. does not give the slightest hint *even of the existence of such a "condition"* as "officiating," for less than *practically for all Surgeons* under 5 years' service "*substantive*" charges do not exist. To the second part of the question, whether it was a fact that *not one of the Surgeons having less than five years' service* was now in the receipt of the pay laid down in para. 14, Mr. Cross gave no response. His silence, however, formed no exception to the general rule, but gave consent to the question ; a consent which when contrasted with the volubility of the remaining part of his answer, was decidedly emphatic. Mr. Cross, proceeding in his reply, *had to acknowledge* that *only four* out of the *eighty-four* Surgeons appointed to Bengal during the previous six years were in receipt of the pay promised for regimental charges, but he went on to explain that though *the remainder* not being in what he now termed *substantive charge* of a regiment *were strictly only entitled to Unemployed Pay* ; yet nevertheless to twenty-four of these officers the Government were granting supplementary rates of pay, *such payments being those granted to officers who do not come under the conditions of the Memorandum*. This benevolence to young and needy Surgeons who "are only strictly entitled to unemployed pay" is absolutely unique. The effect, however, is unfortunately marred by Mr. Cross when he proceeds to state in the same answer that "*the memorandum is the only official information furnished to candidates.*" So that it follows that *for the long period of years prior to the recent issue of the Amended Memorandum* (which will be presently commented on), the India office has forwarded to candidates, for its Medical Service, a Memorandum which as far

as it concerned officers under and up to six years' service *did not give the slightest information of the chief actual conditions in which these officers would find themselves placed on arrival in India.*

We arrive at length now to the last appearance in Parliament of the Under-Secretary of State for India on this question. On August 18th Mr. Gibson, M.P. for the University of Dublin, asked whether an inquiry would be directed into the grievances of the Indian Medical Service with a view to meeting some of the expectations with which candidates were induced to enter it. The Under-Secretary of State for India had on this occasion, however, no more answers of a Parliamentary nature at hand, *so for once the honest truth came out*, and we were told that it was not probable that any enquiry would be made, nor was it probable that any change would be made in the system. Upon this Mr. Gibson, stated that "unless a remedy were provided in "the mean time, he should at the earliest opportunity next Session "draw attention to the grievances of the Indian Medical Service." Since this date, no remedy has been provided, and five more candidates have been induced to enter the service, but an amended Memorandum has been issued, which we now proceed shortly to comment upon.

PART V.

A CRITICAL EXAMINATION OF THE AMENDED MEMORANDUM.

The attention of the Under-Secretary of State for India having been, during last Session, so repeatedly called to the fact that the terms of the Memorandum hitherto issued did *not* correspond to the actual conditions experienced, it would be thought at any rate, if by any chance Mr. Cross were to recede from his opinion so often, so confidently and "*tan to ore rotundo*" expressed, *viz*, ; "that all the conditions of the Memorandum "were accurately fulfilled," and were to cause a new Memorandum to be issued that the conditions of the new or Amended Memorandum would clearly and accurately define the position of officers in the service, and would leave nothing unrevealed. And indeed it apparently has happened that during the calmness of the recess, Mr. Cross came to the conclusion that the conditions of the service were *not* "accurately fulfilled." For if such were not the case, why should an Amended Memorandum have been issued? But we regret to say that under a show of apparent plain speaking, the Memorandum in its amended form, no more tells the intending candidate what are the actual conditions of the service than that did its now discarded predecessor inform us who have been the victims of it. Let us consider the changes.

- (a) And first a new clause is introduced to the effect that Medical Officers are required to perform two years Regimental duty in India, before they can be considered eligible for civil employment. This has, in fact, long been the rule. But the wording is stated to be "Regimental Duty." *There is not one word mentioned of the General Order* quoted previously, which has consigned Junior Surgeons of our Service, *ordinarily whenever they can be spared* to the Station Hospitals of a Service not their own: there to be *instructed in Tropical Diseases*, and to occupy the same position, but to draw less pay than

their confreres in a department into which they themselves could have easily entered had they been so minded. Nor is any clue given as to the length of time during which this period of "instruction" is to continue. We, however, can tell the intending candidate how long it will last : we merely refer him to the Bengal Army List. He will there be able to read the proportion of men who can be spared, or in other words, as we have shown above, the proportion of men on "Unemployed Pay." Judging from the state of the service as it now exists ; considering that there are in Bengal alone 47 men over and above those who are "officiating" for officers on leave ; considering the slow rate of retirement of the seniors, we believe we are within the mark when we state that at least three years must elapse before even an "officiating appointment" be held by those about to join. During this period of time the young Surgeon of the Indian Medical Service will be virtually an officer of the Army Medical Department, *but, be it noticed, on less pay.* We have a right, therefore, to ask, why has this General Order and all that it involves been kept back from the Amended Memorandum ?

- (b) The next important difference between the two documents is the introduction of a distinct intimation that the passing of the examination in Hindustani, known as the "lower standard," "does not of itself bring any increase of pay to an officer unless appointed to a substantive or officiating charge." We have shewn in the preceding paragraph how long a period must elapse after passing the Language-Examination before this increase of pay takes place. But we would ask for what reason has the India Office advertised five appointments as being open for competition in February proximo. Can the India Office name one single appointment that is vacant ? Why even Mr.

Cross, has been compelled to acknowledge the excess which, however, he is pleased to call temporary—of officers over appointments available for them. We emphatically state that there will not even be an “officiating” appointment vacant for a long period of time; such an advertisement as has appeared in the Medical Journals for “five” appointments to be competed for next month is a cruel snare to our brethren at home, and those only who are in the service at present can hold it credible that the India Office could issue such an advertisement.

- (c) But the most important change is that made in the form of a note on the subject of “substantive and officiating charges.” Here for the first time the fact *of the existence* of “officiating charges” is acknowledged in the Memorandum and its nature defined. “An officiating charge is held by an officer who is acting temporarily in an appointment during the absence of the officer whose substantive charge it is. The officer thus officiating receives, not the consolidated pay of the appointment laid down in the scale, but the ordinary Indian pay and allowances of his own grade, *plus* half the allowance of the appointment in which he is officiating. An officer’s staff allowance is the difference between his ordinary Indian pay and allowances and his consolidated pay as given in the scale. The staff pay of an appointment is the difference between the Indian pay and allowances and the consolidated pay of the permanent incumbent. It has been ruled, however, that the extra allowances for an officiating charge shall never be less than 100 rupees per mensem.”

It is true that for the future indeed, no one who enters after this Amended Memorandum has been placed in his hands, can state that he is ignorant that such a condition as “officiating”

exists ; but we would ask, Does the present Memorandum tell the intending candidate of the *extent* of this condition ? Does it inform him as we have shown above that the pay for what is now termed “substantive charge” of a Native Regiment under five years service, *exists practically only on the paper of the Memorandum* ? No ; the Amended Memorandum is wisely silent on these facts ; and therefore we say that the apparent honesty of the *new* Memorandum excites greater scorn than the Machiavelian duplicity of the *old*.

PART VI.

A WARNING TO INTENDING CANDIDATES, AND
AN APPEAL FROM OFFICERS ALREADY
IN THE SERVICE.

We have now performed our task. We have uttered our honestly-meant words of warning to all who may yet be intending to compete. Should they enter, they will bitterly curse the day, as so many others have done before. We would fain before finishing our address to them quote for the moment the concluding words of an editorial comment on the new Memorandum that appeared in the *Lancet* of 6th October, 1883. "It remains to be seen whether the rates of pay and allowances will prove a sufficient attraction to the rising members of the profession to induce candidates to come forward in numbers adequate to keep up the establishment of what has hitherto been the most popular of the public Medical Service. Until the number of Medical Officers has been considerably reduced for whom permanent charges entitling them to staff pay cannot be provided, or some other mode of compensating them has been provided, we fear the inducements will not be considered sufficient to obtain for the service the most desirable class of candidates." Let therefore all intending candidates lay these words to heart, especially as coming from a journal which from some inexplicable reason has but grudgingly given our service its support. We would earnestly advise all young Surgeons desirous of a Military career to enter the Army Medical Department. There they will find themselves serving under a Head who will *not permit his service* to be slighted. Moreover, in India "the race is for the swift and the battle for the strong;" and although we of the Indian Service may feel sore that so many of the appointments that were formerly our own are gradually now slipping from our grasp, yet who can wonder? For the days in which "Laisser Faire" *Nonchalance* can hope to hold its own are past. Finally, we who have cast our lot in the service would appeal again to those Members of Parliament who have so freely helped us in

the last session, and also to the profession at home to help us. We trust they will make their voices heard on our behalf, and insist that the conditions under which we were induced to enter the service *shall be literally fulfilled*. Many of us were influenced to enter by the Eldorado Tales of Retired Officers, some of whom now hold influential positions under Government. Is it too much to ask them to lend a helping hand, even though it be at the eleventh hour, to the service to which *they owe* their present positions.

ARMY HEAD-QUARTERS, G. O. No. 46, MEDICAL DEPARTMENT,
BY HIS EXCELLENCY THE COMMANDER-IN-CHIEF.

EMPLOYMENT OF I. M. D. SURGEONS WITH EUROPEAN TROOPS.

The following order has recently been issued by His Excellency the Commander-in-Chief:—

G. O. No. 46.—Medical Department.—With the approval of the Government of India, junior officers of the Indian Medical Service, under the orders of His Excellency the Commander-in-Chief, will ordinarily, whenever they are in excess of the appointments with native troops, available for them, be attached to Station Hospitals of British troops, for purposes of instruction in the illness of Europeans in this country, and for the acquirement of a knowledge of the routine of medical duties in connection with European troops.

LETTER FROM A *Retired Brigade Surgeon*, dated July 3rd, 1883, which appeared in the *Lancet* of 14th July, 1883.

THE INDIAN MEDICAL SERVICE.

[To the Editor of the *Lancet*.]

SIR,—It is impossible for any one acquainted with the circumstances of the case to deny the truth of the statements contained in the *Lancet* of June 30th, in reference to the Indian Medical Service. The discontent and prevailing dissatisfaction with the existing state of things are so marked and so universally felt, that my only wonder is how any young medical man of really good professional attainments and fair social position can for a moment dream of entering the Medical Service of the Indian Army. There is absolutely nothing to be gained by it, excepting a very moderate income sufficient to keep a man in fair comfort so long as he remains unmarried, but the moment he marries he will find the strictest economy necessary to avoid getting hopelessly into debt ; and the strictest economy in India, means doing without many things which may be considered superfluous luxuries in this country, but in the tropics are absolute necessities of life. In the old days, the superiority of the Indian over the British Medical Service was mainly due to the funds which provided an annuity, in addition to his pension, for the retired medical officer, besides a liberal allowance to his widow and children in the event of his death. These funds being now abolished, the British Medical Department is in all respects the more advantageous of the two, and a young medical man, desirous of entering the public service will make a grave mistake if he joins the Indian Army. When I first joined the Indian Medical Service, nearly twenty-five years ago, there were in my Presidency thirteen administrative medical appointments to which the executive officers might expect promotion as their turn came round. There are now only five, or including the Sanitary Commissioner, six. Yet, in the House of Commons last night, Mr. Cross, in reply to Mr. Gibson's questions on the subject, boldly stated that no reduction of any consequence had taken place in the numbers of the

administrative appointments, and that therefore the prospects of the Indian Medical Officers as regards promotion had not seriously suffered. This is the invariable result when any question affecting the Medical Services is asked in the House of Commons. A wholly inaccurate, if not a deliberately untruthful, reply is elicited from the responsible official, and then the uninteresting subject is allowed to drop.

I am, Sir, yours truly,

July 3rd, 1883.

A RETIRED BRIGADE SURGEON.

LETTER FROM *Dr. Robert D. Lyons, M.P.*

THE INDIAN MEDICAL DEPARTMENT.

[To the Editor of the *Civil and Military Gazette.*]

HOUSE OF COMMONS,

LONDON, 7th June, 1883.

SIR,—I have read with much concern the able article on the “ Indian Medical Department ” in your issue of 26th April. I will feel obliged if you will allow me through your columns to thank the very many gentlemen who have honoured me with letters on this and other kindred topics, but whom I find it impossible, in the great strain of urgent business in this House, to communicate with individually. I beg to assure them that their letters command my fullest sympathy and consideration, and I will be prepared to take an active part in a well-directed effort to redress their grievances. I will be very happy at all times to hear further from them, and to confer personally with any gentleman in this part, who will honour me with a visit at the House. There are many points of detail on which I would desire a little further information, which could be best conveyed orally. The recent answers in the House are by no means to be accepted as closing the matter.

ROBERT D. LYONS.

THE INDIAN MEDICAL DEPARTMENT.

Representation of the grievances of the Indian Medical Service, to the Secretary of State for India, by ERNEST HART, Esq., F.R.C.S., Chairman of the Parliamentary Bills Committee of the British Medical Association :—

*To the RIGHT HON. THE EARL OF KIMBERLEY,
Secretary of State for India.*

SIR,—The Parliamentary Bills Committee of the British Medical Association have had their attention urgently called to certain grievances under which Surgeons of five years' standing in the Medical Department of the Indian Army in the three Presidencies believe themselves to labour.

Other branches of the public service in India, the covenanted, civil and military services more particularly, are represented indirectly but strongly in influential quarters, and can, more readily than the medical department, gain access to the highest authorities, and obtain a hearing for such complaints as they may have to prefer. It is natural that under such circumstances they should turn to the great Association of their profession, to which a large number of them belong, to obtain consideration for their claims. It may not be out of place briefly to invite the attention of your lordship to one or two points to which we attach importance, before briefly stating the grievances for which redress is sought.

It is well known that the medical service of India has always attracted a high class of medical men to its ranks, who have rendered the State great service, and have done much to reconcile our native fellow-subjects to a foreign rule. Such men as Roxburgh (the most eminent botanist that ever went to the East), Scott, M'Clellan, Charles Morehead, Ranald Martin, Chevers, the brothers Goodeve, Malcolmson, Raleigh, Forsyth, Cornish, Grant, O'Shaughnessy, Mouat, Maclean (now of Netley), Fayrer, and a great many others as worthy of mention, did a great work in India. It is not too much to say of them, that, in what may without impropriety be termed the pre-sanitary age, they formula-

ted nearly all the sanitary reforms that have done so much to preserve the health of the European army that holds India for the Imperial Crown, although many of them did not live to see their fruitful ideas carried out. The direct educational work done in India by the medical services of the three presidencies has been very great. They have furnished able professors to the various medical colleges, English and vernacular, throughout British India ; and their pupils coming to England, have held their own, not only before the licensing bodies throughout the kingdom, but have honourably distinguished themselves in open competitions for appointments in Her Majesty's Indian Service.

Nor must we forget to mention that, although unavoidable changes in the administration of India have shorn its medical service of many of its old attractions, it has, up to the present time, commanded the best men in the schools and universities of the kingdom who seek a career in the service of the State, as may be seen from the official records of the Government examinations in London and at Netley. It is consistent with our knowledge that the leading medical officers of the Indian service are worthy successors of those who have gone before them, for at no time in the history of British India was there more mental activity, or better medical, surgical, and sanitary work done than at the present time. The evidence of this is to be found in the painstaking reports on every question relating to health, and in the contributions to tropical medicine in the professional journals of India.

We put forward the above statement of facts for your lordship's consideration, in the confident belief that you share with our Association the desire to maintain the medical service of India at its present high level ; adding, however, our opinion that, if the present feeling of deep discontent, which is daily growing and taking root in the minds of the junior ranks of the Indian Medical Service becomes known, as is already to a considerable extent the case, in our schools of medicine, the class of young men, who have hitherto sought a career in India, will look elsewhere for employment.

We have reason to believe that the grievances of the junior branch of the Medical Service are to some extent known at the India Office ; they are well known to the Local Governments in India, although a remedy has not yet been found.

It is quite certain, for reasons with which we are not well acquainted, that young medical officers go out to India under a grave misapprehension. They one and all believe that the pay of Rs. 286-10 a month, on which they enter on arrival, was only to be their remuneration until they pass a certain minimum standard in the vernacular sufficient for their professional purposes, and assert that they had been given to understand that, on passing this examination, they would receive a minimum pay of Rs. 400 per month. This they find is far from being the case, and large numbers of them remain on this small allowance for nearly five years. This grievance is aggravated by an unfortunate name which has been attached to it, *viz.*, "unemployed pay." Those who draw it, far from being "unemployed" are often doing very hard work, and are marched about the country, mostly at their own expense, on the service of the State; and cases are before us of young medical officers, on this "unemployed pay," having been for long periods on active service in Afghanistan, where they have had arduous duties to discharge, in the performance of which they have suffered severely in health and purse.

We believe this grievance would be obviated by a rate of pay, in the early years of service, more in accordance with the present diminished purchasing value of the current coin of India, and the responsible nature of the duties performed, and the abolition of the term "unemployed pay," which in itself has caused extreme irritation.

What has accentuated this pay grievance is the fact that young officers of the Army Medical Department who go to India, and are exposed to its climatic influences for comparatively brief periods of service, draw, under precisely similar circumstances, of the Indian service, who for the most part were their superiors in the home examinations.

We are given to understand, also, that the present system of remunerating young medical officers in "acting appointments" is a cause of discontent. An appointment becomes vacant, and a medical officer on unemployed pay is ordered, it may be to a great distance, to take it up, and because this carries with it a small increase of pay, it may be, and often is, to the extent only of Rs. 100 a month, he has to pay his own travelling expenses.

Again, the junior medical officers of the Indian Service complain that they are sent to the station hospitals "to learn the treatment of tropical diseases in Europeans," and are placed under the orders of officers of the Army Medical Department, whose professional knowledge and experience is in no single point superior to their own. This is very severely felt.

We press the above grievances on your lordship's attention, because we believe they are not difficult of remedy, and because it is all the more necessary, in our judgment, to relieve them, on account of the greatly diminished number of administrative appointments in the medical service of India, which has largely affected the prospects of Indian Medical Officers attaining to position conferring a reasonable increase of rank and emolument.

I have the honour to be,

Sir,

Your faithful servant.

ERNEST HART,

*Chairman of the Parliamentary Bills
Committee of the British Medical Association.*

APPENDIX.

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LEADING ARTICLE of *United Service Gazette*, dated
June 13th, 1883.

The Army Medical Department are at present on the defensive, but to make up for it the Indian Medical Department are assuming the offensive. Truth to say, the latter have good reasons for the indignant complaints which they have been publishing in the Anglo-Indian press. We do not, as a rule, indulge in strong language, but in this instance we use words no stronger than the occasion justifies when we say that the treatment of the Indian Medical Department is dishonest and discreditable. Their case is a very simple one. The Government announce that a certain number of doctors are needed for India, and invite competition for so many vacancies. In the official document stating terms of service, &c., it is set forth that the salary of a surgeon under five years' service, in charge of a regiment, is 450 rupees per month, with 60 rupees horse allowance added in Cavalry regiments. After five years' service, the pay is to be increased to 600 rupees per month. In other medical appointments in the civil and military departments salaries are consolidated, and range from 400 rupees to 1,800 rupees per month. The only qualifying clause in the Circular, from which the above are taken, states that until a surgeon shall, however employed, have passed the lower standard in Hindustani, he shall receive only 286 rupees per month. There is no mention anywhere of officiating or unemployed pay. The reasonable interpretation of the Circular referred to, is undoubtedly that a surgeon, till he has passed the lower standard, will only receive 286 rupees a month, but that, as soon as he has passed it, his pay will be increased to at least 400 rupees. This is, at all events, the view taken of it by all candidates for the Indian Medical Department. Allured by these—on paper—good prospects, the number of candidates has been largely in excess of the number of vacancies, and the best medical men have tried for the latter till a recent examination, when the most successful candidate for the Indian Medical Department was beaten by candidates for the Army and Naval Medical

Departments. The public will not be astonished at this when they learn how the Indian doctor has been treated. After passing the lower standard, he receives 286 rupees a month. Instead, however, of then having his pay increased to, at least, 400 rupees a month, he has to continue on the lower rate for several years—frequently more than six—as he is treated as unemployed. If fortunate, after two or three years' service, he receives in addition officiating pay for charge of a wing or regiment, 75 or 100 rupees per month. When, however, he obtains this boon, as the appointment is what is termed "beneficial," he has to pay his own travelling expenses—perhaps from Cawnpore to Peshawar—and, what is more, the increase of pay does not take effect till the destination is reached. For the benefit of those who have not been in India we may mention that the duties and responsibilities of officiating are the same as those of permanent employment. Yet an officiating appointment carries with it only half the pay. It should likewise be borne in mind that, on transfer from one station to another, a doctor has to sell off all his furniture at a loss, and purchase a fresh supply at the new station, where, perhaps, he is only retained a few months. When "unemployed" he nevertheless is very hard worked, either at some place where an epidemic is raging, with some out-of-the-way detachment, or in a station hospital. It has lately become the system to attach Indian Surgeons to station hospitals on the transparent pretext of giving them experience in their treatment of tropical diseases. The medical officer in charge is often a member of the Army Medical Department, with only a year or two of Indian service, and his colleagues of the same department draw 317 rupees a month. The following figures show plainly how bad is the position of the senior officers of the Indian Medical Department :—The Bengal *Army List* for January, 1883, gives these significant results with regard to the batches which joined between October 31st, 1879, and April 1st, 1882 :—Total joined, 42 ; in permanent employ, 3 ; officiating, 14 ; unemployed, 25. Doctors are rather given

to implying that they are by far the most educated men in the Army. Their claims in this respect are, to say the least, exaggerated ; but really that has little to do with it. Good doctors are necessary. To get good doctors you must pay them well. Comparing the pay of Indian doctors with the pay of other servants of the Indian Government, we have seen that the large majority of Indian doctors draw only 286 rupees a month for several years. The lowest pay of a Surgeon of the Army Medical Department employed in India is 317 rupees. A Veterinary Surgeon under five years' service, gets fixed pay at the rate of 377 rupees. The last appointed Subaltern of the Staff Corps, receives, in the Infantry, 100 rupees, in addition to the Staff Corps pay of his rank. It cannot be denied that the officer of the Indian Medical Department is worth at least as much as the officer of the Army Medical Department, and more than the Veterinary Surgeon and Staff Corps Subaltern. But even if such were not the case, the question simply turns upon this : Were certain promises as to pay made to them ; and have those promises been kept ? The answer to the first of these queries must be Yes, and to the second No. We would suggest that Dr. Cameron should take the matter up in the House of Commons.

LEADING ARTICLE from the *Civil and Military Gazette*,
April 26th, 1883.

THE INDIAN MEDICAL DEPARTMENT.

We have lately received numerous letters from Surgeons of the Indian Medical Department, complaining in no measured terms of their treatment at the hands of Government. Knowing that where there is smoke we may look for fire, we have gone carefully into the case of these officers, and find that their grievances are as follows :—

I. That they have been brought out to India under a misapprehension, into which they were led by a Government Circular. In the memorandum from the India Office, sent to all candidates for the Indian Medical Service, the salaries of the

principal Administrative and Military appointments are enumerated. Under this heading, we find Surgeons under five years' service, Rs. 150, with Rs. 60 horse allowance in cavalry regiments. In para. 21 of the same memorandum, it is laid down that a medical officer will, however employed, be restricted to the rate of pay laid down in para. 16 (*i.e.*, Rs. 286 per mensem), until he shall have passed the examination in Hindustani, known as the "Lower Standard." Again, in this memorandum there is no mention of officiating appointments. There is not the slightest doubt, we think, that the implied meaning in the above quoted para. is, that when officers have passed the Lower Standard examination, they are to get Rs. 450 per mensem pay. When we are told, however, that the greater number of the officers, who joined during the past three or four years, and have passed this Lower Standard examination, are yet drawing the miserable pittance of Rs. 286-10 per mensem; that the more fortunate are drawing Rs. 75 or Rs. 100 additional for charge of a wing, or for officiating charge of a regiment—of which there is no mention in the memorandum,—and that Rs. 450 per mensem is a thing unknown, we must really come to the conclusion that these officers have a very distinct grievance.

II. Indian Medical Officers complain that, having passed the Lower Standard, they have to pay their way to all appointments in which they draw higher pay. Imagine going to Peshawar from Calcutta, to draw an extra Rs. 100 a month, and paying one's own way.

III. It is complained that the staff appointments, such as Station Staff, &c., formerly held by officers of the Indian Medical Department, are now given to the Army Medical Department. A glance at the Army List shows us that this is the case.

IV. It is said that a new order has come out that Indian Medical Department officers shall be attached to Station Hospitals, presumably to learn tropical diseases. Now, when we remember that these Station Hospitals are in all cases presided over by Surgeons of the Army Medical Department, we are a little

surprised at the order. The successors of Murchison, Martin, Playfair, and Fayrer, in the once grand Indian Medical Service, must be sent to learn tropical diseases from men who come to India for five short years, and then, like the swallows, "homeward fly" as quickly as possible. But to add insult to injury, we see that the Army Medical Department Surgeons, who look forward to Home Service after five years, are actually drawing higher pay in these Station Hospitals than the Surgeons of the Indian Medical Department, who have no prospect before them except a life-time in India; and, when worn out, a pound a day pension,—for a wretched few years, perchance—in England.

The much-disputed question as to the Army rank of Medical Officers, we need not discuss now; but there is a good deal to be said on both sides. It may certainly be argued that if the Medical Officer loses, at one full swoop, both military *prestige* and the filthy lucre promised as his reward for service in India, he is certainly in a deplorable condition.

There is only one thing to be done, if Government wishes to do its medical officers justice, let it abolish the anomaly of unemployed pay, and avoid insulting its servants by offering them a stipend of Rs. 286-10, which a first-class clerk would scoff at.

Is it necessary to plead for the longer continuance of the once splendid Medical Service? Surely what it has done in the past need not be forgotten. Were it not for the Indian Medical Service, our East India Company would never, perchance, have gained a footing in India; for the first grant of land upon which to build a factory was granted to the Company for the services rendered by their Surgeons—Boughton and Hamilton.

Again, in more recent times, the following great Imperial Departments were either organized or brought to their present state of efficiency by Officers of the Indian Medical Service:—The Telegraph Department, by Dr. Sir W. O'Shaughnessey; the Post Office, by Dr. Geo. Paton; the Forest Department, by Dr. H. Cleghorn; the Jail Department, by Drs. Mouat and Hathaway, &c. The Assay and Opium Departments are officered by Indian Surgeons.

LEADING ARTICLE of the *Pioneer*, June 22nd, 1883.

Medical officers in the Indian service will have read the report of Mr. Cross's reply to a question in the House regarding the condition of their service with considerable surprise. It would be impossible to imagine a more misleading or disingenuous reply than that of the honourable gentleman. He points out that the staff corps pay of a subaltern, not to mention a probationer for the staff corps, is Rs. 256 ; while the unemployed pay of a doctor, who ranks as a captain, is Rs. 286-10 ; but he omits to say that not one subaltern—not even one probationer for the staff corps during his years of probation—draws the pay specified without receiving an extra officiating allowance. Of the Indian doctors under five years' service, 42 out of 64, or 65·6 per cent., were drawing unemployed pay only on the 31st of March, the date of the last Bengal *Army List*. Having thus easily and truthfully disposed of the statement that doctors are allured into the Indian service under false pretences, Mr. Cross proceeded to state that all the promises made in the now notorious memorandum were completely fulfilled ! This memorandum informs medical officers that, no matter how employed, they will only receive unemployed pay until they pass the lower standard language examination. It proceeds to say that the pay for the medical charge of an infantry regiment is Rs. 450 under five years' service, Rs. 600 above five years' ; that in a cavalry regiment there is an extra horse allowance of Rs. 60. The pay of other posts in military and civil employ, the aspirant is told, range from Rs. 400 to Rs. 1,800. Nothing is anywhere mentioned about officiating charges or acting allowances. The young surgeons come out in the full anticipation of drawing at least Rs. 400 a month after a period of four or five months. How completely these promises are fulfilled the following abstract of the positions of young staff corps officers and medical officers will show. According to the Bengal *Army List* for March 31st, 1883, there are 264 subalterns in the Bengal staff corps ; the date of the first commission of some of these officers is as recent as August, 1879. There are also 15

probationers admitted provisionally ; all the first commissions of these officers date between 1876 and 1879. There are, in addition, 115 probationers whose first commission dates from 1874 to 1881, and the dates of their appointment on probation from 1880 to March, 1883. In the whole of this list of 394 subalterns, *not one officer* is without some permanent or officiating post ; either as squadron officer or wing officer, officiating squadron officer or officiating wing officer, &c., or in civil employ. The last 32 officers on the list all hold officiating appointments only. Turning now to the list of surgeons in the Indian Medical Department, page 258,—all of whom, be it remembered, rank as captains, though no captain in the Bengal staff corps is drawing less than Rs. 374 staff corps pay, *plus* Rs. 100 as wing officer,—we find that there are 85 surgeons whose commissions date from, or later than March, 31st 1877, and 64 from or later than March, 1878. Of the 21 medical officers who have more than five years' service, five hold full charge, and four officiating charges in the Military Department ; eight hold full, and four officiating charges in civil employ. Of the 64 medical officers who have five years' service or less, 30, or 47 per cent. "attached" to regiments—that is, while more or less employed—are drawing unemployed pay, Rs. 286-10. Twelve of these surgeons have three or more years' service. Eleven other medical officers are shown as not even "attached" to regiments, being merely located at stations where they probably have nothing to do while drawing unemployed pay. Thus out of 64 medical officers, 42, or 65·6 per cent. are shown as having no charges, while one surgeon holds charge of a transport corps. Eleven medical officers hold officiating charges of regiments ; four have full charges, and seven officiating charges in civil employ : only a little more than one-sixth of the whole number thus being in civil employ. In the face of these facts, what is Mr. Cross's statement worth ? An examination for five appointments in the Indian service will be held in August next. Where are the men to go, and what are they to do ? It is really time that the competition for the service was closed for two or three years ; in that way only can a remedy be found for the block which now exists.

THE SPIDER AND THE FLY.

From the *Pioneer*, June 6th, 1883.

Under this heading a Dublin newspaper issues the following warning to Intending Indian Medical Department students at home. "In the interest of all students in medicine who look forward to a career in India, we would invite attention to the new story of the spider and the fly which is now being repeated daily in the local Indian papers. For spider in the new version of the old Fable, read the India Office, for his web substitute the Indian Medical Service, and for his victim the young Irish or English Surgeon, as the case may be. Like the fly the unsophisticated medical student listens to the specious words of his gay deceiver, is entrapped in the mesh, and ultimately demolished. At the beginning of his service the Indian Medical Officer receives a highly-coloured memorandum of the prospects of the service from the India Office. He leaves home full of hope and satisfaction with himself, only to find on landing in India that he has been brought out on false pretences. Instead of being posted, as he expected, to take charge of a regiment or district, he is relegated to a station hospital, where he remains for an indefinite time on 'unemployed pay,' or in other words in receipt of a smaller salary than he would be drawing had he entered the Medical Department of the Home Army, with all its advantages and privileges. Not one word of the system of 'unemployed pay,' reaches the luckless youth until he is fairly in the web. On the contrary he is given to understand that his income will be £45 per month from the date of his passing the lower standard test in Hindustani. Being on 'unemployed pay,' he draws little more than half the sum which he was led to expect would be his pay. The question is, Is it possible that the House of Commons will continue to wink at the monstrously unfair treatment of so many young men? If there is no work for more Medical Officers in India, for goodness' sake let it be so stated, and do not drag men into a trap from which there is no escape."

LEADING ARTICLE, *British Medical Journal*, May 12th, 1883.

THE INDIAN MEDICAL SERVICE.

We are concerned to say that, by every mail, letters pour in upon us from Indian Medical Officers who have lately joined, and who bitterly complain of the present state and future prospects of the once famous service into which they have, as they think, entered unadvisedly. The discontented state of the service has also attracted the notice of the Indian lay press, and is from time to time made the subject of articles expressing alarm lest the depressed state into which the service has fallen should act as a deterrent to high-class young medical men entering a service which at one time had many attractions. This fear is well grounded. As we have more than once said unwillingness to injure the Indian Medical Service, which up to a recent time was indisputably the best in the world, made us reluctant to give publicity to the bitter complaints that reached us, in the hope that they arose from causes in their nature temporary, and therefore likely soon to pass away. Lord Hartington, it will be remembered, at first received the representation of the Indian Medical Officers who waited on him with courtesy, and promised to give careful consideration to their grievances. Little or nothing came of his lordship's "consideration;" and at last, acting, no doubt, on the counsel of his military advisers, Lord Hartington declined to receive any more communications from the committee of the Association of Indian Medical Officers, most of them retired, who were advocating the cause of the service to which they once belonged, as being "neither to the advantage of the public nor conducive to the interests of discipline." And so this discontented body of officers are left to "stew in their own juice." How far this is likely to "conduce to the interests of the public service" will probably soon be seen; for it is simply impossible that the present condition of things can go on without becoming known in the schools of medicine in all parts of the kingdom, the result of which must inevitably be, in a few years, to leave the competition

for appointments entirely to the natives of India and the Indo-Britains, who will then flock into it unopposed.

Now, what are the grievances of which the medical officers complain? They are briefly as follows:—One is the number of young Surgeons now on the “unemployed list.” This means that Surgeons are kept for an unreasonably long time on what is called, most absurdly, as we have more than once pointed out, “unemployed pay.” The authorities in India say that this has been brought about by the block in promotion, caused by the disbanding of many regiments, and the necessity for retrenchment. Admitting this, the medical officers who have recently joined the service have some right to say, “We have been deceived. No notice was given to us when we competed for and gained commissions in the Medical Services of the Government of India, that we were to be considered in effect, although not in name, supernumerary to the strength required for the service of the State, and treated accordingly.” To this there is really no answer. They further say, looking back to the places they took at the London and Netley examinations, “We could, one and all of us, have entered the Medical Department of the British Army under conditions secured to us by a Royal Warrant, the promises in which are now fulfilled in letter and in spirit.” An article on this subject in the pages of an India contemporary points out that young medical officers should blame their own defective reading of the prospectus handed them at Netley (the writer should have said the India Office, as no prospectus of the kind is given to Surgeons on probation at Netley). This document provides that surgeons, “however employed, will be restricted to the lower rate of pay till they have passed the lower standard examination” in native languages. This they take to mean, our contemporary goes on to say, “that immediately they have passed the examination, their pay is to rise from 286 rupees to 450 rupees a month, not observing that, in paragraph 14, 286 rupees is fixed as the surgeon’s pay up to five years’ service. It is a pity this is not

made more clear, as the hopeful and eager student is often assailed with disgust and discontent on discovering his mistake." From the evidence before us, it is clear that intending candidates for Indian appointments either deceive themselves, or are deceived on this important point; and this is the reason why we give prominence to it for the informaion of intending candidates for Indian appointments. At the same time, we feel ourselves warranted in suggesting to the authorities of the India Office the obvious propriety of suspending admissions to the service until those who are, as we have said, supernumerary to the required strength, are absorbed.

Another cause of discontent also dwelt on, not only in the communications addressed to ourselves, but also by the lay press in India, is the practice, which has hardened into a rule, of employing junior Medical Officers who have passed the required examinations in the vernacular in officiating appointments, giving them only half the pay of the permanent holder, this addition to their allowances being more than swallowed up by travelling expenses and frequent change of stations. Add to the above the fact that there are now only ten administrative appointments in the Bengal Service; and here it is where, we think, the promises and prospects held out to intending candidates are delusive; for a moment's consideration will satisfy one who sits down to calculate his chances of promotion—which young men, before entering, never do, not having the data for such calculations—will see that his prospects of attaining to administrative rank in the medical service of India are yearly becoming "small by degrees, and beautifully less."

LEADING ARTICLE, *British Medical Journal*, July 7th, 1883.

THE INDIAN MEDICAL SERVICE.

Letters continue to pour in on us from all parts of India, complaining bitterly of the treatment to which young Medical Officers are subjected in matter of pay. It is quite impossible for us to find space for even a small portion of them; nor indeed, it is necessary to print more than one of them, for, substantially, the tale they tell is the same. As we have already shown, it is only too obvious, first that the young Medical Officers, who of late years have entered the medical service of India, have done so under a complete misapprehension of the terms of the service. One and all of them believed that what is called "unemployed pay," sometimes "unattached pay," and occasionally "doing duty pay," is only to be drawn during the brief period of penal servitude embraced between the time of arrival in the country, and the passing the prescribed examination in a native language, known as the "lower standard." Secondly, it is evident that this so-called "unemployed pay," amounting to considerably less than 300 rupees *per mensem*, is not enough to maintain the young Medical Officers in the decent comfort essential to health in the climate of India; and that, if moved about from station to station, or sent on service, it falls so far short of their modest requirements as to land them in debt. This view of the case is stoutly supported by the most influential and the best-informed newspapers in India.

Is it useless to appeal once more to the Government of India to treat its Medical Officers with more justice and liberality? Admitting the necessity of economy, on the score of justice to the people of India, we submit that, in the long run, to starve an important branch of the public service into open discontent, is not true economy, but something very much the reverse, as will be seen by-and-by, when young medical men of the class required for service in the army of India, realise more than they have hitherto done what their prospects are if they commit themselves to serve in that army. We think it right to add that the discontent, of which we have the evidence before us, seems entirely confined to Medical Officers of less than five years' service—a fact which makes it more easy for the Government of India to deal with it in the only way in which it can be dealt with, *viz.*, timely and just concession to a reasonable request.

LEADING ARTICLE, *British Medical Journal*, July 14th, 1883.

THE INDIAN MEDICAL SERVICE.

On Monday last, in the House of Commons, a series of questions, having reference to the Indian Medical Service, was put to the Government by Mr. Gibson, and replied to by Mr. Cross. The replies though in no case absolutely inaccurate, were, in their general tenor misleading, tending as they did to impress the House with the belief that a widespread feeling of disappointment and discontent does not prevail amongst the junior officers of the service, that there are no grievances calling for redress, and that there has been no such general supersession in the case of the senior officers as to justify the grant of any special compensation. We venture to think that the impression thus conveyed is altogether a wrong one. There is discontent amongst the juniors, and it is based upon reasonable grounds; there has been very general supersession of senior officers as a result of the recent administrative changes; and by such supersession, not one or two but many officers, have been absolutely shut out from promotion to administrative rank, to which, from the constitution of the service when they entered it, they were entitled to look forward with certainty; and there are other grievances which, if the service is to maintain its old efficiency, the Government would be wise to consider and remove.

Unfortunately, the questions put by Mr. Gibson were not calculated to elicit the truth. These questions, briefly summarised, were the following:—Does stagnation of promotion and consequent dissatisfaction prevail in the Indian Medical Service? If so, is it due to the abolition of several higher grade appointments, and to the recent disbandment of native regiments? Have the prospects of many senior officers of obtaining administrative rank been destroyed by the recent changes in the service; and does Government contemplate giving increased pensions to such officers as compensation, and in order to induce them to retire? Would their retirement, by transferring many appointments to men of lower rank and pay practically compensate for the increased outlay? and, finally, has Government any scheme under consideration for rectifying the grievances of the service?

To these questions, Mr. Cross replied to the following effect; and the general tenor of his answers is such as we have already indicated.

The disbandment of the native regiments, though it reduced the number of "independent charges," and thus added to the number of "unemployed officers," could not affect their promotion, which, in the executive branches, is governed solely by length of service. "In my reply to the Hon. Member for Waterford, on May 28th last, Mr. Cross said, "I explained that a considerable reduction in the number of appointments to the Indian Medical Service, during the past and present years, would shortly remove the difficulty temporarily experienced through the disproportion of officers to the number of independent charges. In this expectation, it is not considered expedient to have recourse to the offer of higher rates of pension as an inducement to the senior officers to retire; and it is unnecessary, therefore, to calculate what the financial effects of such a measure would be. With respect to the alleged abolition of a number of higher grade appointments, page 283 of the papers presented to Parliament in 1881 (C. 2921), respecting medical officers in India, gives a despatch from the Government of India, showing that the total loss of administrative appointments for the whole of the medical services, consequent on the reorganisation of the medical administration, was only one. The injury to the service is, therefore, nominal; though, doubtless, the arrangements consequent on the reorganisation have retarded the possible selection of some few officers. Such changes, however, are to be looked for in all branches of the public service; and are not considered, in this case, to justify the grant of any special compensation. The question of the future organisation of the Medical Service for India is now the subject of discussion with the War Office; but it has no reference to any grievance of the India or British Medical Service, and it has not reached the state at which any statement could be usefully made to the House."

The dissatisfaction universally prevalent amongst the junior officers is not based, as Mr. Gibson supposes, upon stagnation of promotion; for, as Mr. Cross correctly pointed out, such stagnation does not exist; promotion in executive branches being governed solely by length of service; but it is based upon what they consider a distinct breach of faith on the part of the Indian Government. Candidates

for the Indian Medical Service are furnished by the India Office with an official memorandum detailing the advantages of the service; and from this they are led to believe that, after arrival in India and passing an examination in Hindustani, they will, if professionally employed, draw a salary of not less than 450 rupees *per mensem*. This prospect naturally attracts many; but a short experience in India soon dispels their hopes. They find that many professional charges, involving much responsibility and much hard work, are not gazetted appointments; that they carry with them no pay and allowances; and that the individuals filling them are looked upon as unemployed, and are considered as only entitled to the unemployed rate of pay. They are frequently transferred from one such appointment to another, and in every case have to pay their own travelling expenses; and even at last, when fortunate enough to obtain a recognised gazetted medical charge, for many years they hold it only in an officiating capacity, and draw a portion only of the salary attached to the office. This state of things persists in many cases for five, six, even eight years; and can it be considered unreasonable if the feeling naturally engendered is one of dissatisfaction and disgust? The India Office memorandum, by its reticence on these points, is practically untruthful, and ought to be modified without delay. At present, undoubtedly, young men are inveigled into the service on false pretences, and the inevitable result is disappointment and discontent.

We have already, on many occasions, called attention to the hardship of the supersession of the senior officers by the promotion of the members of the sanitary department to administrative rank, after twenty-five years' service, instead of, like their military brethren, according to seniority, and have but also remarked upon the recent promotion of Brigade-Surgeon Walker, to the Surgeon-Generalship of the North-Western Provinces, over the heads of many of his seniors. The injuries thus inflicted involve not one or two, but many men, they are real, serious, and permanent, and, in spite of Mr. Cross's opinion to the contrary, we maintain that in equity they do call for personal compensation.

There are other grievances, such as the subordination of the military branch of the service to the Army medical Department by the abolition of the office of the Indian Military Surgeon-General, and the inequality of the unemployed rates of pay in the two

services, which also call for redress, and which we trust will not be lost sight of in the new scheme for the future organisation of the medical service for India, which Mr. Cross asserts is now the subject of official discussion with the War Office.

LEADING ARTICLE, *British Medical Journal*, August 25th, 1883.

THE JUNIOR MEDICAL SERVICE OF INDIA.

As in some sense guardians of the interests of the younger members of the profession, we feel bound to invite intending candidates for admission to the Indian Medical Service to look carefully into the conditions offered by the India Office before they commit themselves to accept service in the medical department of the Government of India. The cry that reaches us by every mail from India is, that the promises under which young medical officers took service have not been fulfilled. It is to no purpose that the representative of the India Office in the House of Commons shows, or thinks he shows, that the misapprehension lies with the young medical officers themselves. Be this as it may, if candidates for the medical service of India at the coming examinations are successful in obtaining appointments, they cannot, like those who have gone before them, plead ignorance of the terms of their covenant. We are far from advising young medical men against seeking a career in India; but this we do say, that we have been at pains, in common with the whole of the medical press in England, to clear away misapprehensions, and to explain the facts, whatever the words of the Indian Government may be, and that we consider all who after this go to India on the terms offered, do so with their eyes open, and are, by so doing, stopped from coming before the public with complaints, and lamentations hereafter.

Let no young Indian surgeon suppose for a moment that, when he goes to India, he will, as soon as he has passed the prescribed examination, draw 400 rupees *per mensem*. Nothing of the kind. He must be prepared to live as best he may on rupees 286-10 for probably five or six years. This, with a curious infelicity of language, is called "unemployed pay," as we have again and again explained; but do not let him lay the flattering unction to his soul that, while in the enjoyment of this handsome allowance, he is to be his own master until

employment comes with better pay. He will find that a paternal Government has no notion of leaving young medical men to waste their talents on the desert air. Very much the contrary; abundant opportunities for "practice" will be provided. We all know the words put into the mouth of Mr. Cross to minimise as much as possible the facts that were too strong for plain denial. Mr. Cross's answer may or may not have satisfied his questioner; it certainly did not satisfy the recipients of "unemployed pay," or the well-informed independent press of India. Here are some facts, more trustworthy than the specious "explanations" of Mr. Cross. For most of them we are indebted to the *Pioneer*, one of the leading journals of India, confirmed by a mass of evidence from other sources with which our table groans. Mr. Cross with truth said in the House of Commons that the staff-corps pay of a subaltern is 256 rupees; while the "unemployed pay" of a doctor, who ranks as a captain, is 286-10 rupees. But he did not say, what he must very well have known, that not one probationer for the staff-corps, during his years of probation, draws the pay specified without receiving an extra officiating allowance. The *Bengal Army List*, published on March 31st, shows that 65 per cent. of the Indian medical officers of five years' service were drawing "unemployed pay." The *Pioneer*, drawing its information from the above-named official source, thus shows up the treatment doctors receive at the hands of the State, compared with the more favoured combatant ranks of the staff-corps, although, it is hardly necessary to point out, a very large proportion of them are no more "combatant" than the medical officers. Indeed, such of the staff-corps as are on civil employment are a thousand times less exposed to the risks of service in the field than medical officers, who, although technically termed non-combatants, are, in addition to the grave risks incident to their own profession, exposed to all the dangers of the battle-field. We commend this extract to the careful consideration of intending candidates for the honour of serving the Government of India, once distinguished for the liberal treatment of its medical servants, but now content to rank among the hardest taskmasters of the medical profession.

According to the *Bengal Army List* for March 31st, 1883, there are 264 subalterns in the Bengal staff-corps; the date of the first commission of some of these officers is as recent as August, 1879. There are also 15 probationers admitted provisionally; all the first commissions of these officers date between 1876 and 1879. These are,

in addition, 115 probationers, whose first commissions date from 1874 to 1881, and the dates of their appointments on probation from 1880 to March, 1883. In the whole of this list of 394 subalterns, not one officer is without some permanent or officiating post, either as squadron officer or wing officer, officiating squadron officer or officiating wing officer, &c., or in civil employ. The last 32 officers on the list all hold officiating appointments only. Turning now to the list of surgeons in the Indian Medical Department, page 258—all of whom, be it remembered, rank as captains, though no captain in the Bengal staff-corps is drawing less than 374 rupees staff-corps pay, *plus* 100 rupees as wing officer—we find that there are 85 surgeons whose commissions date from, or later than, March 31st, 1877, and 64 from, or later than, March 1878. Of the 21 medical officers who have more than five years' service, five hold full charges, and four officiating charges in the Military Department; eight hold full, and four officiating charges in civil employ. Of the 64 medical officers who have five years' service or less, 30, or 47 per cent. "attached" to regiments—that is, while more or less employed—or drawing unemployed pay, rupees 286-10. Twelve of these surgeons have three or more years' service. Eleven other medical officers are shown as not even "attached" to regiments, being merely located at stations where they probably have nothing to do while drawing unemployed pay. Thus, out of 64 medical officers, 42, or 65·6 per cent. are shown as having no charges, while one surgeon holds charge of a transport corps. Eleven medical officers hold officiating charges of regiments, four have full charges, and seven officiating charges in civil employ; only a little more than one-sixth of the whole number thus being in civil employ. In the face of these facts, what is Mr. Cross's statement worth?

LEADING ARTICLE, extracted from the *Freeman's Journal*,
31st March, 1883, Dublin.

The Indian Medical Service, which, at one time was regarded as offering the highest rewards to young men of sufficient education and attainments to secure appointments by open competition, seems, in recent times, to be reduced to a very unsatisfactory and disorganised condition. It heretofore was looked upon as the best paid, as well as affording the best chances of promotion, of any field of employment for young medical men, and naturally the standard examination

remained as high as the rush of competitors would warrant. In this way the very flower of the Medical Schools both in this country as well as in England and Scotland, have sought this field of competition, and it is only the bare truth to assert that the Indian Medical Service has drawn to itself, as opening a career honourable and remunerative, but, of course, surrounded with risks from climate and warfare, the best class of men from the schools. They naturally thought that the risks attending a life-long service in India were fully compensated for by the ample pay as well as the grand openings for promotion to the administrative posts which that department of Her Majesty's Service possesses. However, it would appear that, in these days at any rate, the high promise which the service offers has not alone not been fulfilled, but has been completely shattered. The Indian newspapers contain letters and articles full of complaint; and we may safely assume that officers in the service would not resort to the Press of that country unless they had utterly failed to obtain redress by personal remonstrance to head-quarters. We learn from a letter which appears in the *Pioneer* of 21st February last that, the condition of the junior members of this far-famed Medical Service has become little short of desperate. The writer says that at the present moment there is hardly a Surgeon of under five years' standing who is not on what is called "unemployed pay," which is only about £ 28 a month, and is the lowest rate of pay which was ever drawn by any Commissioned Officer in the Indian forces, either combatant or non-combatant. He then goes on to say that men have served through the Afghan campaign on this pay, with curious mockery called "unemployed," and moreover they are subjected to be sent about from one station to another, at great expense and loss of the home which they have made.

This is the present condition of all the junior men, while promotion seems to have been most effectually stopped by the sweeping away of one-half of the highest administrative military appointments. Naturally this state of things has created the most profound; and wide-spread discontent, and there seems to be just ground for the statement that young medical men "have been deluded into entering "the service by promises the Machiavelian ingenuity of which would "put in the shade the prospectus of a bubble company," and which according to present appearances are not at all likely to be realized. In fact, it is hard to understand that men of University and Professional

training can be found not only to risk their lives during the fearful epidemics peculiar to the East, but also to brave the hardships of a campaign, for a recompense inferior to that of the youngest subaltern. It is, therefore, somewhat puzzling that within the past few days, the names of eight young gentlemen have appeared in our military column as having passed the Indian Medical School, and the first place, as usual, has been won by an Irishman. When they join for service in India they will swell still further the ranks of those "unemployed" or on "officiating" pay, on which they are liable to be left for upwards of five years; and under the circumstances our advice to those would be, to consider whether it would not be more judicious to decline the commission on the existing conditions. This will do themselves no harm, and will be the only means of benefiting their brethren in distress who have been inveigled into the service under false pretences.

In the meantime our Medical Schools ought to bestir themselves to instruct intending competitors as to what they are to expect, and it would be a judicious and practical thing to have a question asked in the House to learn how many Surgeons were on "unemployed" or "officiating" pay on January 1st ultimo; how long are they likely to remain so; and what measures the Government propose taking, to prevent this unjust and extravagant state of things?

We believe that nothing but a strong agitation can remove the grievances complained of, and the Dublin Medical Schools have before now, scored a success in this line for the Home Service, which they can repeat with honour for their numerous colleagues and pupils, who have won the right to an honourable and lucrative career in the Indian Medical Service.

Note.—Writers in the Home press invariably over-estimate the value of the rupee by at least $\frac{1}{2}$ th. The rupee has long ceased to be worth two shillings, and has for years fluctuated between 1s. 6 $\frac{1}{2}$ d. and 1s. 8d.

LEADING ARTICLE of the *Northern Whig*, July 10th, 1883.

There is at present great dissatisfaction among the surgeons of the Indian Medical Department at what they regard as the unfair treatment which they receive at the hands of the Government with respect to salary. They charge the Government with a distinct breach of faith; and we regret to say that there appears, from their point of view, to be some ground for the accusation. All candidates for the Indian Medical Service receive from the India Office a memorandum enumerating the salaries of the principal administrative and military appointments. It states, among other things, that surgeons under five years' service are paid four hundred and fifty rupees per month, with sixty rupees as horse allowance in cavalry regiments. In the same memorandum it is laid down that a medical officer will, however employed, be restricted to pay at the rate of two hundred and eighty-six rupees per month until he shall have passed the lower standard examination in Hindustani. Surely, if this means anything, it means that when medical officers have passed the examination named they are to be paid four hundred and fifty rupees a month. This was the understanding upon which medical officers went out to India. They could read it in no other way. They regarded it as an agreement, and they complained that the agreement has not been kept.

It is stated that, as a matter of fact, the greater number of the officers who have joined during the last three or four years, and have passed the lower standard examination, are still receiving only two hundred and eighty-six rupees a month; while the rest are being paid seventy-five or one hundred rupees more for charge of a wing, or for "officiating" charge of a regiment; the monthly pay of four hundred and fifty rupees being unknown. The majority of the surgeons appeared to receive only what are called "officiating" appointments, which impose the same duties as permanent appointments; or are kept on "unemployed pay," though it by no means follows that they are unemployed. The memorandum to which we have referred does not contain one word respecting officiating appointments, and it seems, therefore, that the surgeons have a just cause of complaint. They did not go to India to be unemployed, or to officiate for less than the salary to which the passing of the lower standard examination appears to entitle them. Four hundred and fifty rupees a month is equal to five hundred and forty pounds a year; two hundred and

eighty-six rupees a month represents a little over three hundred and forty-three pounds a year ; and the officers receiving the lower rate of pay, after having passed the examination, are therefore, as they contend, being defrauded annually of nearly one hundred and ninety-seven pounds. This is a serious loss, but the more serious thing is the feeling of the surgeons that they are the victims of a breach of agreement. Lord Kimberley might, with advantage to the service, investigate this matter with a view to removing the ground of complaint. The memorandum sent to candidates should be amended without delay, if the Government do not mean to pay four hundred and fifty rupees a month to every medical officer who passes the lower standard examination in Hindustani. The grievances of those already in the service should be redressed, and misapprehension on the part of candidates prevented.

