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REPORT ON PENSIONS

PRESENTED TO THE

COMMITTEE OF THE FRIENDS' RETREAT,

BY

DR. KITCHING,

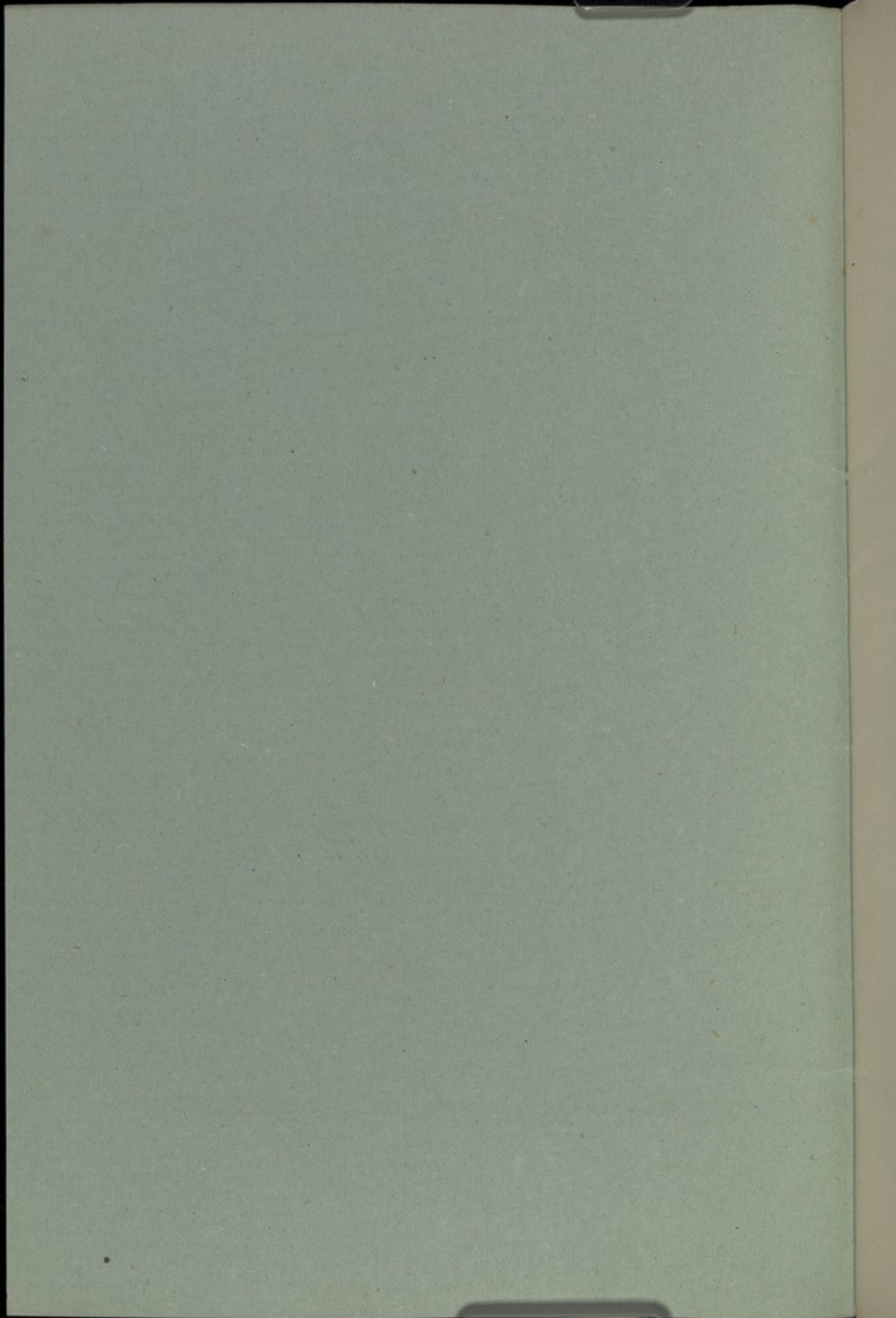
MEDICAL SUPERINTENDENT.

Printed for Private Circulation only.

Y O R K :

W. SESSIONS, PRINTER, LOW OUSEGATE.

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MEDICAL SUPERINTENDENT

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W. BRASSONS, PRINTER, LOW QUEEN-STREET.

1872.

*Report to the Committee of the Retreat on the subject
of granting Pensions and Superannuation Allowances to
the Officers and Servants of the Institution.*

THIS subject was brought before the notice of the Com-
mittee by the following entry in the Visitors' Book made by
the Commissioners in Lunacy on their inspection of the
Retreat on the 27th November, 1870. "Nor can we close
our report of this visit which has confirmed all previous
favourable impressions of the judicious management of this
Hospital, and eminently of the skill and kindness of Dr. and
Mrs. Kitching without a recommendation to the Committee
or Directors to give early consideration to the propriety, on
all accounts desirable, of establishing a superannuation fund
for their officers and servants. The absence of such a fund in
Hospitals for the Insane, essential as it is to the due acknow-
ledgment and reward of one of the most arduous of services
is the greatest defect of such Institutions; and the Committee
of the Retreat, in taking steps to remedy it would in doing
an act of private justice, be rendering also a great public
service."

Introduction
of the subject.

Signed, JOHN FORSTER,

JAMES WILKS,

Commissioners in Lunacy.

The subject was again recurred to in the Commissioners' Report made on their visit on the 20th November, 1871, in the following words:—"In reference to the question of the establishment, by the Committee or Directors, of a Superannuation fund for their Officers and Servants recommended at

the last visit, we trust that the suggestion will not be lost sight of, and that it will receive their earliest consideration."

Signed, R. W. S. LUTWIDGE,
ROBERT NAIRNE,

Commissioners in Lunacy.

On perusing these Reports the Committee desired me to draw up a statement embodying such information as I might possess or collect on the subject, and I now proceed to comply with their request.

Commissioners in Lunacy in favour of pensions.

Acts of Parliament sanctioning Pensions in England and Wales.

The Commissioners have for a long time regarded it as a matter of propriety as well as of justice that the officers and servants of Lunatic Asylums who have for many years faithfully discharged their duties, should be provided for when their health is impaired or their strength exhausted, by Superannuation allowances from the funds of the Asylum they have served. For the last twenty years the sanction of the Legislature has endorsed the views of the Commissioners, and several Acts of Parliament have been passed setting forth the conditions under which pensions and superannuation allowances shall be granted. The first of these Acts was passed in 1853. The Lunatic Asylums' Act of that year contains a provision by which the officers and servants of Lunatic Asylums for Counties and Boroughs, may receive pensions or superannuation allowances. By Section 57 it is provided as follows: any officer or servant of an Asylum who may become incapable of executing his office from sickness, age or infirmity, or, who shall have been an officer or servant for not less than 20 years, and be not less than 50 years of age, may have a pension or annuity granted out of the rates. The granting of these pensions is at the discretion of the Committee of Visitors of the Asylum, and the amount of the pension shall be proportionate to the

merits of the recipients in the opinion of the Committee, and the length of time they have been employed, provided the amount do not exceed two-thirds of the salary or wages received at the time of leaving the service. The assent of three visitors is needful to make the grant legal.

By the Act 25 and 26 Victoria, chap. III. some modification was introduced into the foregoing regulations. By Section 12, the time required for becoming entitled to a pension was reduced from 20 years to 15 years. It was also provided that in estimating the amount of pension, the value of lodgings, rations, or other allowances enjoyed by the person superannuated, be taken into account. By the same Section it became needful for the pension to be confirmed by a resolution of the Justices of the County in General or Quarter Sessions assembled. By the next Section of this Act, it is provided that in the case of a Superintendent's wife being the Matron of an Asylum, and a pension being granted to him, a pension may also be granted to her. These Acts form the powers under which pensions are granted to the officers and servants of County and Borough Asylums in England and Wales. It is observable that the second Act is much more liberal in its provisions than the first. The framers of the Acts were brought by increased experience of the subject to the conclusion that twenty years was too long a minimum period to form a claim for retiring allowances, and fixed it at 15 years.

Conditions on which pensions are granted in England and Wales.

The Asylums in Scotland and in Ireland are regulated by Acts of Parliament applying separately to those countries.

The Act 29 and 30 Victoria, Chap. 51 contains a Section In Scotland. drawn up by Dr. Mackintosh of the Royal Asylum at Gartnavel near Glasgow, which enacts that the Directors of any Chartered Asylum in Scotland may grant a superannuation allowance out of the funds at their disposal to any Officer or Matron of such Asylum who shall not be less than

fifty years of age, and who shall have been an Officer or Matron of such an Asylum for not less than fifteen years; and such superannuation shall be for such term and on such conditions, and of such amount, not exceeding two-thirds of the Salary of such Officer or Matron as the Directors shall think fit. By the terms of this clause the power of granting pensions in the Scotch Asylums resides in the Directors absolutely, and is not encumbered with the formalities by which the power is exercised in England.

Acts relating
to Ireland.

As regards Ireland, the subject is so well explained by Dr. MacCabe, the Superintendent of the District Asylum for Waterford, that I cannot do better than give his statement: "The Superannuation of officers and servants in this as in all Irish Asylums is provided for by Acts of Parliament.

"The Act 19 and 20 Victoria, Chap. 99, (29, July, 1856) provides for the superannuation of officers and servants by extending to them the operation of the Act 4 and 5 Will IV., Chap. 24 (which is the Civil Service Superannuation Act).

"But by a subsequent Act we are placed under the 'Superannuation Act' 1859, viz: the 22 Victoria, Chap. 26 (19 April, 1859). The subsequent Act so operating is the 30 and 31 Victoria, Chap. 118 (20 August 1867) an Act for providing for the appointment of officers and servants, and for amending the Law relating to dangerous Lunatics.

"For all practical purposes our officers and servants are superannuated under the 'Superannuation Act' 1859. The pith of this Act may be thus described:—all officers and servants are entitled to superannuation, if disabled for further service, after not less than ten years' service. After ten years' service they are entitled to one-sixth of their salary and allowances. For every additional year's service after ten years, one-sixtieth of such salary and allowances. Thus after thirty years' service, an Irish Asylum employé

is entitled to thirty sixtieths, that is one half of salary and estimated allowances. * * * * We have at present half a dozen servants so superannuated.

“Personally I have but one remark to make. The superannuation provisions are fair as regards the servants and non-professional officers, such as Matrons, Clerks, Chaplains, &c., but in my judgment most illiberal as regards the Medical Superintendent, who must have special medical and professional training and cannot enter the service at 21 as the other employes can.” So far Dr MacCabe. Dr. MacKinstry of Armagh states that the Medical Superintendents of Irish Asylums are at present seeking for an Act to place them on the same footing as those of the English and Scotch Asylums whereby they can claim two-thirds of salaries and allowances after fifteen years’ service. This would only be an act of justice to them. Dr. Lalor of the Dublin Asylum as well as other Superintendents all concur in testifying that the Irish Authorities shew great readiness in granting superannuation allowances to the extent which the Law permits. I have only to add regarding Ireland that the Report for 1871 contains a list of the persons at that time in the receipt of pensions, and the amount of the latter in each case.

Irish Superintendents wish to be on the same footing as English Superintendents.

Against the principle of the English enactments, the chief grounds of complaint are two. The first is that the granting of pensions is not compulsory, but dependent on the free will of the Committee of Visitors. The second objection is that the Act of 1862, whilst bestowing a great advantage in abbreviating the time by five years, burdens the acquisition of a pension with the necessity of obtaining the sanction of the Justices in Quarter Sessions.

Objections to English terms.

Efforts have been made to render the granting of pensions compulsory, but hitherto without success. It is probable that ere long what is now voluntary will be compulsory, as

Pensions ought to be compulsory.

a remedy against the setting up of objectionable claims can always be found in the timely dismissal of those who may not be considered suitable recipients.

No complaints
against the
practice.

Against the manner in which the powers conferred by the Acts have been used, I have met with no complaints. The Magistrates appear to have entered into the spirit of the Acts, and to have carried them out in a liberal manner; the liberality being possibly heightened by the consciousness of not acting under compulsion. It is evident, however, that the term "voluntary" as applied to the action of the Magistrates must be used with a qualification. In any particular case the granting of a pension is voluntary—but the principle in the abstract as sanctioned by Law comes in, and obtains place in the adjustment of claims and compensations between Counties and Asylum Districts when alterations are made in limits, or new Asylums are built. Thus when the North and East Ridings were formed into two Asylum Districts, and the patients who had been accommodated in the Clifton Asylum were removed to the new Asylum at Beverley, the sum of £5000 was credited to the North Riding in satisfaction of claims for pensions likely to arise on behalf of the patients removed. In the same way when Hereford was severed from its association with the joint Counties of Monmouth, Brecon and Radnor, the sum of £4000 was left to the credit of the latter on account of pensions liable to fall due.

Practice of
County
Asylums.

There were 43 County Asylums in England and Wales at the time the Commissioners in Lunacy published their last Report. Information as to their practice with regard to pensions has been kindly supplied to me by the Superintendents of nearly all these Asylums. Eight of these, viz: those for the Counties of Berks, Bucks, Cambridge, Durham, Leicester, Northumberland, Stafford and Surrey have not been opened long enough for the pension clauses to come

into full operation. There remain 35 Asylums which have had the opportunity of putting them into operation. Information is in my possession concerning 32 of these, and I find that in every case, the pension clauses have been acted on, and that pensions have been granted in one form or other to all meritorious officers and servants as they have, after a sufficient length of time, retired from the service. The full scale allowed by the Acts, viz: two-thirds of annual emoluments appears to have been granted in most cases where the two conditions of length of service and full age have been complied with. If an officer or servant has become incapacitated by illness in a shorter time, a proportionate allowance is awarded. Thus in one case a Superintendent was pensioned after 7 years of office, and Dr. Sheppard of Colney Hatch says that "the Authorities here grant retiring pensions after a service of ten years to servants and officers who have become invalided by infirmity or confirmed sickness."

An Appendix to this Report contains a list of the officers and Servants of County Asylums who were enjoying pensions in the year 1871, or who had recently had them conferred. From this list it will be seen that Superintendents, Matrons, Chaplains, Clerks, Stewards, and all manner of Attendants and Servants have been indiscriminately included in the benefits of the provision.

There is in general a tendency to greater liberality towards female claimants than towards men. Thus Dr. Adams of the County Asylum for Cornwall says,—“The usual retiring allowance for men during the last few years has been two-thirds of their salary. The women have been rather more liberally dealt with, having received two-thirds of their salary and allowances, rations &c.” In illustration of the same fact Dr. Rogers of the Lancashire County Asylum at Rainhill reports that—“A Matron after 20 years’ service receives £100 a year, the same amount as her salary, and a female attendant

Reference to
Appendix con-
taining List of
Pensions.

Greater liber-
ality towards
women than
men.

after 16 years' service £30 a year, her pay having been £15 a year." Dr. Rogers adds "Our Committee are disposed to accept the Act at its full value, and allow the two-thirds of pay and emoluments, unless there should be any reason against it." Generally speaking the pensions granted to female attendants range from £20 to £30 per year, whilst those for men take a wider range from the different scale of remuneration attached to the situations they fill.

Scale of
Pensions to
Officers.

When we come to the officers there is more uniformity in the scale, arising perhaps from the larger sums involved and from the non-pecuniary emoluments bearing a smaller relative value to the salary than in the case of servants. The largest pension granted was to the late Superintendent of the North and East Riding Asylum, £533 6s. 8d. Dr. Boyd, who was 20 years Superintendent of the Somerset County Asylum, had £450. Dr. Hitchman of Derby £400, besides £100 for his wife, Dr. Huxley of Kent £350, Dr. Williams of Gloucester £300, Mr. Ley of Oxford £250. The lowest sum I have met with as awarded to a Medical Superintendent was to one who was invalided after seven years' duty, and who received £50 per annum. The smallness of this sum was likewise owing to other circumstances of a special nature.

Matrons.

The pensions granted to matrons vary from £40 to £100 a year.

Stewards, &c.

Stewards, Clerks, Chaplains, receive from £40 to £100 a year, though a few instances occur of larger sums being awarded.

These examples will suffice to show the general scale adopted in granting pensions to the officers and servants employed in County Asylums.

Borough
Asylums.

The next class of Asylums is what are called Borough Asylums. These are institutions into which are received patients from the Boroughs or Towns in whose proximity

they stand, and they hold much the same relation to those towns that the County Asylums do to the Counties, admitting the pauper patients of the Borough, and receiving payment for their maintenance out of the Borough rates. It was needful therefore that an Act of Parliament should legalize the application of such monies to the purpose of pensioning the employés of the Asylums. And they are therefore included in the pension clauses of the Acts along with the County Asylums. The Commissioners enumerate eight establishments in this class, viz: those for Birmingham, Bristol, Hull, London, Newcastle-on-Tyne, Norwich, Leicester and Ipswich. Four of these Asylums have only been open for periods varying from one year to six years, and in consequence the subject of granting retiring allowances has not had time to arise. The Medical Superintendent of one of these, Newcastle-on-Tyne, remarks in reference to the question of pensions that "he believes the Committee would treat it as they do everything else, in the most liberal spirit."

The Superintendent of the Bristol Borough Asylum, Dr. Stevens, resigned his post in May last, and he writes "the Authorities of the Bristol Asylum have ever been desirous to carry out the intentions of the Clauses of the Lunacy Acts relating to pensions to retiring officers. I resigned the office of Medical Superintendent in May last, having been in very impaired health. My salary was £350 per annum, with furnished house, coal, gas and garden produce, but not board. The Committee of Visitors recommended I should receive a retiring pension of £250 per annum, which was unanimously voted by the Bristol Municipal Council. Had the period of my service been a trifle longer, I should probably have been granted a pension of £300 per annum. Besides myself, Miss H. the late Matron, (salary £60 with board, lodging, and washing) receives a retiring pension of £70 per annum, also G. T., attendant, after nearly 30 years of services in both old and new Asylum, 10s. per week."

Practice of
Boro' Asylums

Bristol.

Hull Borough. At the Hull Borough Asylum, the late Chaplain, the Clerk, and the Matron have been pensioned at two-thirds of their respective salaries. The Superintendent of the Norwich Asylum states that "whilst no one is at present receiving a pension, he has no doubt from what the Committee have said that they would be quite prepared to grant a fair retiring allowance to those officers and servants who had been not less than 15 years with them, and if incapacitated by illness in their service before that period had elapsed, provided they were considered deserving of such."

State Asylums. The Officials of the State Asylums come as regards pensions under the operation of the Acts relating to the departments to which they respectively belong. For instance, Broadmoor. all persons upon the Staff of the Broadmoor Asylum for Criminal Lunatics are members of the Civil Service, and come under the operation of the general Superannuation Act of 1859. Similarly the Nettleby Hospital for Lunatic Soldiers is purely Military, and its attendants are "de facto" soldiers, whose retirement is on the scale which rules the pensions of all soldiers in the army. The Medical Superintendent, Dr. Blatherwick, holds the rank of Staff Surgeon Major.

All Asylums with funds subject to Government Control grant pensions. It thus appears that the Staff of all the Asylums in England with whose finances Government has any regulating concern become entitled after certain periods of service to pensions on their retirement. Also, that although the claim is not imperative it is so generally allowed, that it is has come to be looked upon as a right only to be waived in exceptional cases. Of such exceptional cases but one has come within my own knowledge. It may be noticed here that all Lunatic Asylums to whichever class they may technically belong are equally under Government control, so far as the regulations concerning the patients are concerned. The Commissioners in Lunacy are invested with the same powers over the

internal and legal arrangements of all Lunatic Establishments. The rules and regulations adopted in each have to be approved by the Commissioners, and sanctioned by the Secretary of State. There is no difference in the detailed and complete inspection which the Commissioners are authorized to make, and the Managers are equally amenable to their authority. There is, however, an important class of Asylums, whose funds the Commissioners possess no means of influencing, beyond the pale of that general oversight which respects the immediate care of the patients. These are the Establishments which are designated Lunatic Hospitals. Excluding the Asylums for Idiots at Earlswood, and at Lancaster, there are 13 of these Asylums in England besides the Retreat. The professed object for which most of them were founded is to make provision for a class of persons above the poor who are received into the County Asylums, and not belonging to the richer classes who support the private Asylums; and thus to secure for persons above the class of paupers a scale of maintenance and treatment, whilst insane, superior to that for which they could afford to pay. The cost of the building has generally been defrayed, and the income supplemented by the benefactions of the founders, donations and annual subscriptions, legacies, &c., so that these Institutions have been enabled to admit patients on terms materially below their average cost. Such patients as can afford to pay their cost are in most cases expected to do so, and other patients, in order to secure the advantages offered by these Institutions, which are generally well conducted, and from their constitution and government are but of a semi-public character, are willing to pay considerably higher sums than their cost.

Except in regard to funds all Asylums equally subject to Government control and inspection

Lunatic Hospitals.

By this means a hospital which has acquired a reputation through the character and skill of its managers is enabled out of the profits of one class of its patients to confer large

Funds of
Lunatic
Hospitals.

pecuniary benefits on another, by enabling the Directors to make a corresponding reduction in the terms charged for the maintenance of the poorer patients. It may likewise happen that besides making up the deficiency arising from the lower payments, a surplus may remain, and an annual profit be realized over and above what is required for the immediate purposes of the Hospital. The monies thus acquired are the property of the Institution by which they are made, and there is no doubt that they can be legitimately devoted to any purpose by which the benefit of the patients, immediate or remote, can be advanced. The Governors or Directors of the Institution are the judges to decide in what way this great purpose can best be secured.

A portion of
these funds
may be pro-
perly applied
to furnish
pensions.

The Legislature and the Commissioners in Lunacy have concluded that a portion of the funds accruing to Lunatic Establishments may be advantageously employed in pensioning those officers and servants who have meritoriously discharged their duties for a term of 15 years. We have seen that the Authorities of the County and Borough Asylums have acted on this conclusion, and have carried out in no niggardly spirit, the permissive clauses of the pension Acts. The permissive clauses of these Acts do not mention the Lunatic Hospitals for the simple reason that whilst it is needful to give this permission in the case of monies collected for a specific purpose by Act of Parliament, it is not required with regard to funds at the disposal of the Hospital Directors; especially if these funds arise from profits made by the payments of rich patients over their cost. Now if it can be shewn that the granting of pensions in the case of Lunatic Hospitals would be a means of benefitting the patients, it seems a reasonable conclusion that a part at least of the profits realized by the payments of the patients might be legitimately devoted to secure so important an end by adopting the plan pursued in the County and Borough Asylums.

It seems needful therefore to enquire in what way the granting of pensions to retired officers and servants can be deemed likely to promote the advantage of the patients received into Lunatic Hospitals. I shall take it for granted that the arguments which are adduced in favour of pensioning the officials of County and Borough Asylums apply also with equal force to the case of Lunatic Hospitals. There can be little doubt that the idea which originated the system of pensions in all branches of service where it has been in vogue is the good of that service either immediately or in the long run. It cannot be supposed that the benefit contemplated has been confined to the recipients of the pensions. It is not exclusively for the benefit of the individual military officer or soldier that he is provided with a certain rate of pay after his period of service is expired. It is equally at least for the advantage of the Service itself. This advantage is best secured by holding out an inducement to those who have entered the service whatever that service may be, to remain in it; to give their best energies to the hearty performance of its duties, knowing that if they persevere, a provision exists by which they cannot become a prey to grim penury when age or sickness shall lay them aside. By this means, contentment retains in their posts those who otherwise would be mostly on the look out for more lucrative engagements, or for positions which might be held so long as life lasted or need existed.

Why pensions
should be
granted.

These considerations have been found to apply in an eminent degree to the service of caring for the insane. This service is universally allowed to be a special and most arduous one, calling for qualifications not commonly possessed, and beyond most other services, benefitted by having trained and experienced persons engaged in it. A large proportion of those who enter it find themselves, or are found, unsuited for it, and have to be changed after a short trial. They lack the energy and strength of mind to hold themselves above the

They promote
the benefit of
the Insane.

Disadvantage
of frequent
changes in
Attendants.

distracting influences of the trouble and conflict of mental disease and moral infirmity prevailing among their patients; or they lack that patience and kindly sympathy without which the attendants are powerless to influence the insane; or if they have these qualities, they are deficient in the physical and moral endurance which is needful to sustain the wear and tear of the employment. Those who possess the qualifications here glanced at soon begin to weigh the calls made upon them against the advantages present and prospective which are meted to them in return, and if the balance is unfavourable they begin to look out for other situations where equal or greater advantages may be obtained at less personal sacrifice. Hence it is comparatively rare that the most eligible attendants remain long in those establishments where no advantage awaits them beyond the salaries and wages given for actual service. No one who has any acquaintance with the working of an Asylum, can in any way doubt the magnitude of the disadvantage resulting from the frequent change of attendants, or the difficulty introduced into the care and treatment of the patients by raw and incompetent persons. That these evils have been largely appreciated, is made apparent by the earnest efforts which have been used to discover and apply a remedy. It is believed that the remedy has been found in the pension-system, and the general adoption of the latter shews the estimation in which it is held, and the value of the advantages to the insane which it is expected to secure. These advantages reside in the acquisition of a higher and better class of attendants; in the settledness and experience of the staff in the duties of their offices; in their increased anxiety to exercise that kindness and general sympathy towards their patients which alone can be compatible with the retaining of their posts for the time required to obtain a pension; in the augmentation of comfort through a more friendly feeling

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cementing the household with something of family-like bonds; and last, but perhaps not least, the removal of the necessity for persons to remain in the service for a livelihood when their waning energies can no longer supply the benefits required of them. That the method devised has proved a remedy and has been in a large measure successful, may, I think be inferred from the details supplied by the Asylums where the system of pensions has been adopted.

Pensions have
worked ad-
vantageo usly.

The number of cases in which pensions have been earned and awarded, shews that some influence has been at work inducing the officials to remain at their posts, and we may reasonably assume that this influence lay in the prospect of a well merited and honourable pension when the prescribed time should be completed.

I will not weary you with a long citation of particulars. Take for a single instance the list of pensions granted at the Middlesex Asylum at Hanwell, in connection with the date of the Superannuation clauses of the Act of 1853. The lowest period of service for which a pension was granted to an attendant was $13\frac{1}{2}$ years; the next $14\frac{1}{2}$ years; then follow three cases of attendants of 20 years each, and one case of an attendant who had been 21, and another 26 years in his place. There are several cases of pensions granted for periods of service extending to 30 years and upwards, but this instructive fact is derived from the list, that with the two exceptions above quoted, no case of more than 20 years standing is that of an attendant, but of meritorious persons in the stations of Gardener, Assistant Clerk, Clerk of the Asylum, Upholsterer, Clerk of the Visitors and Farm Servant, in fact of those who had the least responsible connection with the patients. The human constitution does not generally appear equal to supplying the energies required for a constant and intimate association with the insane for more than 20 years. This Catalogue, however, bears on the

Example—
Hanwell.

face of it evidence of some powerful inducement for the persons enumerated to retain their offices as long as possible.

The amount of comfort and success in the treatment of the patients which resulted in this establishment from the experience and settledness of the attendants is beyond actual measurement, but may be imagined.

Opinions as
to the use of
Pensions.

Commis-
sioners in
Lunacy.

West Riding
Justices.

Dr. Clouston.

The views here put forth may be substantiated by reference to the opinions of those who have had the greatest experience in the affairs of Lunacy and Lunatic establishments. The Commissioners in Lunacy have taken a great interest in the question of pensions, and in answer to an enquiry addressed to them by myself as to their general reasons for this interest, state through their secretary "their opinion that the provision of pensions to officers and servants of establishments for the Insane is but just and proper, and very conducive to the kind treatment of the patients; they strongly recommend such provision, and regret that they can afford no useful information to strengthen your hands in this direction at the Retreat." In accordance with the feeling of the Commissioners, the Justices of the Peace acting as Committees of County Asylums are found expressing the same views: Dr. Browne, of the West Riding Asylum at Wakefield says "that the Justices think these pensions, if made tolerably secure, may incline a better class of persons to engage in Asylum work." Dr. Clouston who is an earnest and devoted student of Insanity in its medical and practical aspects writes, "I may say that the certainty of a pension would in my opinion conduce greatly to our getting good attendants in Asylums, and to our keeping them in our service for longer periods than they now stay. I am convinced from my experience that the getting good attendants and servants in our Asylums is a money question chiefly. They are at present greatly underpaid, and I think it is of the utmost importance to the wellbeing of the insane in the

kingdom that all those who have the care of them should be well paid and have the prospect of a pension to keep them in the service." To the same purport Dr. Yellowlees of Glamorgan writes; "I believe nothing would tend so much to attract a higher class of servants to Asylums, and to secure their efficiency as the certainty of a pension, and the knowledge that it would be proportioned to their deserts." Again Mr. Broadhurst of the County Asylum at Lancaster writes; "I am quite sure the provisions of the Lunacy Acts have a good influence in Institutions like ours." Dr. Sanders of Exeter says: "I am strongly of opinion that there ought to be a pension fund in every Asylum."

The names and opinions I have adduced may be sufficient to show the bearing which the pension system is held to have on the prosperity and success of Asylum management in its philanthropic aspects. Many similar quotations might be added, but these will accredit my assertion that the subject is universally regarded in the same light by those who are engaged in the work. They seem also to be generally accepted by the higher authorities with whom it lies to give them practical effect.

There is however, another light in which the subject must be regarded, and that is the propriety and justice of the pension system towards those who are engaged in the care of the Insane. In using these terms I am only following the example of the Commissioners, and of many eminent persons who have spent their lives within the walls of an Asylum. Thus Dr. Christie of the Royal India Asylum says:—"My own opinion is that a pension should be a right after a certain number of years. Our peculiar calling renders our lives different from others, and rest and retirement are consequently needed after much fewer years of work than in any other work. I sincerely trust you may succeed in framing a retirement fund." Dr. Yellowlees says:—"I

Dr. Yellowlees

Mr. Broadhurst.

Dr. Sanders.

Propriety and justice of pensions as regards the officials.

Dr. Christie.

West Riding
Magistrates.

Joint Counties
Carmarthen.

Claims of
Attendants.

Their duties.

have the very strongest opinion as to the necessity and justice of pensions for all who have spent their lives among the Insane." Dr. Browne, the Superintendent of the West Riding Asylum says of the Justices that they hold "that service in a Lunatic Asylum, and constant association with the Insane are so trying to those who undertake them that liberal consideration should be shewn in the matter of retiring pensions." Dr. Hearder of the joint Counties Asylum at Carmarthen speaking of the Justices says: "I quite believe they would be disposed to act in a fair and generous manner; fully recognizing as they do the peculiarly anxious nature of the duties performed by their officials." A few words from myself in corroboration of what is here stated regarding the duties of those who have the charge of the Insane will not be out of place. These duties may well be described as peculiar and anxious. They are also unremitting and exhausting. The sense of responsibility and the necessity for vigilance are never removed. Whilst consisting in a large measure of duties performed in the way of routine, the routine differs essentially from all routine which is connected with mechanical operations. The pointsman at a Railway Junction has both responsibility and the necessity for vigilance, and his duties are performed by routine. But he knows that if he performs the mechanical act of moving his levers, the rails will always behave in the same manner. They are passive under mechanical laws invariable in their action. Not so with the Attendant on the Insane. He has to do with rails every one of which has a mind of its own—a mind inscrutable, subject to sudden, capricious, and impulsive changes involving mischief and danger to himself and others; not acting in obedience to any understood, steady principles or motives, but swayed by the hidden shiftings of disease, and giving rise to perplexing manifestations fraught with novel and alarming combinations.

The bodies as well as the minds of his patients are also diseased, and herein lies a source whence very unexpected occurrences are often arising. When all seems quiet and secure, it often occurs that a patient is seized with dangerous illness, and hence it is not too much to say that the life of a duteous attendant is one of unremitting anxiety and lurking fear, with no absolute ease and rest to the mind. In other occupations when the duties of the day are over, the mind is relaxed, and gains by repose the strength and refreshment needed for those of the morrow. The Attendant sleeps with the consciousness that he may be roused at any moment by a serious or unpleasant crisis in some one or other of his patients. His rest too is often broken by the restlessness or noise of those among whom his nights are passed. These incidents to the life of an attendant may well be considered as exhausting and depressing to his nervous system. To be cheerful, elastic or animated under so many burdens, requires an organization of body and mind of an exceptional force and character. But my description has not yet exposed all the real hardships of an Attendant's lot. Some of those with whom he has to deal are persons of disgusting and dirty habits, and he has to preserve his good humour amid the repulsive sights and odours of personal helplessness and organic infirmity. Whilst his mind is kept on the stretch by one class of phenomena, his physical senses and nervous powers are heavily taxed by another. These details apply in their measure and degree to all the grades of Asylum officials. For my own part, I may truly say that beyond all the general cares and anxieties incident to the responsible office I have now held for three and twenty years, I have never heard the attendant's bell ring at an unusual time without a fear that something untoward had taken place, and as for the Attendants, I may as truly say that without the prospect

Duties of
Attendants
exhausting,

to Body as
well as Mind.

Attendants on
single patients

of ulterior and permanent benefit, I have felt surprised that they should continue in a service so full of difficulties and hardships. This description does not apply to all the attendants upon the Insane in an equal degree. Some have much pleasanter berths, such as the attendants upon those single patients who are of quiet, orderly and safe habits. To an outside observer these may seem to have very agreeable and easy lives. But there are in every Asylum attendants to whom the description does apply, and with regard to those who are exempt from some of these depressing causes it may not be sufficiently considered that the constant association of a healthy mind with an insane one, however desirable and beneficial to the latter, exerts an undermining and destructive influence upon the former; and herein resides a powerful claim for sympathy and encouragement. Minds of ordinary calibre often succumb to these influences, and most individuals in this position require from time to time the stimulus of some little extra kindness or pleasant recreation as a renewal of encouragement.

Attendants
lose their
knowledge of
handicraft
trade.

Perhaps one of the strongest grounds on which the pension claim rests in the case of attendants remains to be mentioned. Their vocation is peculiar and unique. If long pursued it unfits them for most other means of obtaining a livelihood. Their physical powers through the disuse of muscular force are not adapted for hard labour. If they had formerly learnt a trade, their cunning has departed through long want of practice, and they are not fitted either in body or mind to re-enter the walks of competition with those whose bodily and mental faculties have been kept in uninterrupted training. Then again the officials of an Asylum from the highest to the lowest are called upon during the whole time of their service to perform the full amount of their duties. The strain is ever upon them; the claims of their office never relax or lessen: allowance can scarcely be made for failing

powers, weakened limbs or unstrung nerves: to the end of the journey the same load must be dragged, and at the same pace.

Such being the conditions under which those who undertake the charge of the Insane, in whatever class of Asylums it may be, exercise their vocation, the question naturally arises why there should be any distinction in the privileges enjoyed by those who serve in one class of Asylums over those whose lot may be cast in another. Is there any difference in the conditions of the service adequate to the distinction existing in practice between those who become entitled to pensions and those who do not? In other words is there any sufficient plea why those who care for the poor dependent on the public rates should be rewarded with pensions, whilst those who care for the wealthy or the middle class lunatics should go without? Is it more onerous and exhausting to tend the lunatics who come from the humblest rank in life than those who have been all their lives accustomed to the comforts and exigencies of commercial, professional, or aristocratic life?

To put this question in words explicitly to our present purpose, can any reason be alleged *à priori* why pensions should be granted to the officials of a Pauper and Borough Asylum and withheld from those of a Lunatic Hospital? I do not suppose that anyone who has considered the subject in its wider bearings would give an affirmative answer to this question. And yet, whatever opinions may be theoretically held by the directing authorities of Lunatic Hospitals, they have not yet practically affirmed the principle in an open and concerted manner, of the claims of their officials to the privileges of those employed in County and Borough Asylums. No doubt the reason of this backwardness in boldly and openly avowing so just and impartial a principle, has partly lain in the nature and sources of their funds. Lunatic

No reason why attendants in some Asylums should have pensions, and in others, not.

Why Lunatic Hospitals have not given pensions.

Some have
given them.

Hospitals with some exceptions, rest financially on less solid and secure foundations than County Asylums, and the governing bodies of the former have therefore shrunk from grappling with a question fraught with evident difficulties and connected with interests not instantly pressing. Notwithstanding these difficulties, however, it can be shewn that the governors of Lunatic Hospitals have, in many instances, been sensible of the claims of their officers and servants to retiring allowances, and various cases may be cited in which pensions have been granted. Thus Dr. Bayley, the Superintendent

Northampton.

of the General Lunatic Hospital, Northampton, says:—"The Committee of this Institution have always hitherto given pensions to old servants after a certain period of service, as is done in County Asylums, and we have now several pensioners, but the question of retiring allowances for the officers has recently been brought under their notice by the Commissioners in Lunacy, and is now being considered by them."

Wonford
House.

Wonford House, Exeter, is a Lunatic Hospital receiving about 70 private patients, and Dr. Lyle, the Medical Superintendent, reports that the Committee of this Hospital have full powers by their regulations to grant retiring pensions to officers and servants. He then states that a Head Attendant had an annuity awarded of £30 a year. The Committee have also on several occasions made small gratuities to the servants, and in one case the sum was £50. The Warneford

Warneford.

Hospital, Oxford, has about 60 private patients. Mr. Allen, the Superintendent, replies to my enquiry: "I cannot give you any information at present, inasmuch as the subject happens to be now under consideration. Difficulties have arisen which were not anticipated, but you will understand that I am not at liberty to communicate the progress of a matter which is incomplete and uncertain." Dr. Eager of St. Luke's states: "Our Attendants are entitled to a pension

after 20 years good service. The largest sum I find accorded, St. Luke's, and that now some years ago is £20 per annum. We have also some trust-money which has been left to the Hospital to furnish £25 per annum to be given in rewards to good attendants, but no attendant to receive more than £10 per annum out of it." He goes on to say, "I believe this Dr. Eager. system judiciously used in combination with great kindness to, and vigilance over the attendants by the Superintendent is the one we must look to for obtaining and keeping good Attendants."

At the Bootham Asylum, which is a Registered Hospital, the Bootham
Hospital,
York. Committee have recognised the title to pensions by conferring them on the late Secretary and several subordinate officials. In the *Yorkshire Express* for 1869, March 20, it is recorded that at a Quarterly Court of the Governors a resolution was carried to adopt the recommendation of the Committee as regards the allowance to Mr. Howard of a hundred guineas a year during the pleasure of the Governors. Dr. Tate, of The Coppice,
Nottingham. the Lunatic Hospital at the Coppice, Nottingham, makes the following pertinent remarks on the subject of pensions in the case of Lunatic Hospitals. His words are :—"I consider your idea of getting retiring funds established in these Hospitals a most excellent one, and I will most gladly and most heartily assist you in every way in my power to effect such a desirable object, as there is no doubt that some provision ought to be made to enable those who have lived for 15 or 20 years amongst the Insane, to retire after that length of service from the cares and anxieties of Asylum management. In this Hospital scarcely any profit is derived from the patients, the maximum charge being 40s. (a week) (only paid by 6) and the income only just meets the expenditure, so that I do not quite see from what source I could ask the Committee to provide a retiring fund here, but

Dr. Tate.

if our profits could be increased and a good balance yearly be secured, I think the Committee could be asked to set aside some or all of that balance for the purpose of providing pensions."

Duties of Attendants as difficult in Hospitals as in Asylums.

I think it may be shown that no reason exists in the nature of the occupation why those who have charge of the Insane in Hospitals should not be entitled to the same privileges as those who are engaged in County or Borough Asylums. If the nature of the duties alone be taken as the ground of a claim, I believe the balance would preponderate considerably in favour of the Lunatic Hospitals both as regards the under and the higher officials. As it concerns the attendants and servants, besides the vigilance they have to exercise, and the services they have to perform in common with their fellows in other establishments, they have also to perform in a much larger degree the menial work of their wards, whilst in pauper Asylums it is chiefly done by the patients themselves.

In the County Asylums, the Ward Attendants are more like overseers, whose duty consists in seeing that the work is done by others rather than in doing it themselves. The attendants in Hospitals are also concerned with a more difficult and exacting class of patients, whose sense of personal importance from their better education and higher social position renders it a much more arduous task to exercise the needful control and discipline whilst the right satisfaction of their wants is administered. The readiness of these patients to complain, their sensitiveness to any want of deference, and the openness of their friends to suspicion, combine to make an attendant's post one of irksome and often thankless labour.

Also of Superintendents.

The superintendence of a large Lunatic Hospital is from similar causes operating in a higher sphere one of peculiar liabilities and difficulty. Besides that department of his duties, which lies in the care and treatment of his patients, in the provision for their bodily and mental welfare, the

needful limitation of personal liberty on the one hand, with the judicious and safe extension of it on the other, so that the just claims of one individual may be satisfied without injury or compromise to the claims or necessities of another, the Superintendent is brought into intimate personal association with the friends of his patients. This is a sphere almost unknown in the directorship of a County Asylum. The patients are sent to the latter establishments by legal and departmental arrangements independently of personal or preferential motives. Personal relations are almost unknown. The transactions are carried on by a sort of human machinery, independent of official character, mutual acquaintance, and professional confidence. In a Lunatic Hospital little or nothing of this kind prevails; at least the only approach to it which exists is in the case of the poor patients who receive its benefits because no other establishment is open to them.

Responsi-
bilities of Su-
perintendents
of Hospitals.

Those who pay the cost of what they receive, and those by whose payments the establishment is enabled to maintain its financial prosperity, come to it after a deliberate judgment that it gives the most for the money it receives; that it gives the most in substantial comfort, personal attention, professional skill, and conscientious care. The Superintendent must not only in the first instance conciliate the good opinion of the patient's friends, in preliminary interviews frequently attended by careful inspection of the place and searching inquiries, but must continue during the treatment of the case, to maintain the confidence of the patient and of his friends. This requires a large amount of correspondence of a serious and deliberative character, and frequent and critical interviews with visitors.

These are sources of wear and tear, and springs of anxiety eating all the deeper into the core of vital strength and energy because personal reputation and the prosperity of the Institution are so intimately concerned in creditably sustaining

Difficulties
attending care
of private
patients.

Dr. Needham's
views.

them. It was in reference to these accumulated sources of difficulty that Dr. Thurnam said to the writer that the care of private patients formed the most arduous of all employments, and in this utterance, he expressed the unanimous opinion of all who have undertaken it. Let us hear Dr. Needham on the reasons why pensions should be granted to the officials of Lunatic Hospitals. "I hold" says he "a very decided opinion with reference to the conferring of pensions for lengthened service in Asylums and Hospitals for the Insane upon the Superintendents and other officers. The principle has been recognised by the legislature in its enactments as respects County Asylums in which the period of necessary service was altered by a recent Act of Parliament from 20 to 15 years, mainly in consequence of the representation of the Commissioners in Lunacy that 'long continued official residence in Asylums was known to produce such disastrous effects upon the health of those employed therein.' That similar influences are at work in Hospitals for the Insane where the difficulties of management are infinitely greater in consequence of the varying classes of the inmates, and the impossibility of strict mental classification, must be self-evident. So much for the granting of pensions as a simple act of justice. But there is another point of view from which it is wise for the managers of Asylums to look at the matter, that of policy. It is of course desirable that an Institution should obtain and retain the services of a trustworthy and efficient officer. The reputation of the Asylum depends mainly upon it. In a Hospital for Insane private patients the Superintendent acquires for it a connection as important upon its fortunes as is that which accompanies the exertions of a successful general practitioner upon the fortunes of himself and his successors. It is therefore of the greatest importance to hold out all inducements, and none so powerful as that of a pension to prevail upon a good

man to take and keep an appointment which involves so much to the Institution. For it cannot be doubted that the prestige and character of an Asylum are identified with the man who has raised both during a lengthened official connection therewith. It would be easy to multiply reasons why pensions should be given to the Superintendents of registered Hospitals, but I conceive that as justice and policy are both already shown to be in favour of the system, no class of minds will require further evidence to be adduced." So far Dr. Needham.

One word may be added in illustration of the disadvantage under which Lunatic Hospitals have laboured from the absence of a recognised and general system of pensions. It has long been a matter of observation that the most competent and earnest-minded attendants seek engagements in County Asylums where prospects are held out to them which Hospitals do not present. If an experienced attendant offers his services to a Hospital it is a presumption that some defect exists in his character which has terminated his Asylum career and his chance of earning a pension. Hence our attendants are generally educated out of young men who come raw from the plough or the workshop, and who either break down in the training or seek more congenial work, and leave us as soon as they find it. Something of the same want of settlement is apt to occur with regard to the Superintendents. The Lunatic Hospitals are often regarded as stepping stones to the County Asylums, and the Superintendents of the former avail themselves whenever they can of openings in the latter, where a provision for life awaits them. This is an element in the conducting of Lunatic Hospitals which has tended greatly to embarrass the Directors. One or more of my correspondents alludes to the desire of the Governors to shelve the subject of pensions whilst doing justice to their officers by giving liberal salaries. There is

Disadvantage
of Hospitals
not giving
pensions.

more of the specious than of the real in this plea. Salaries may be liberal in comparison with the usual standard, and yet leave at the end of 15 or 20 years a very inadequate provision for the rest of life.

Attendants cannot make a provision for age and sickness.

In the case of attendants or servants, a frugal expenditure and scrupulous economy for many years could hardly realise a sum adequate to an income for future maintenance. In the case of professional men and others who have to maintain a certain social position, a salary must be exceedingly liberal to provide at the end of 15 or 20 years an income equal to the maintenance of his proper station. On breaking down in health, as many have done before that time, the condition of an unpensioned officer would be very unhappy, and no foregoing liberality can be supposed adequate to its essential reparation. I believe all Asylum Officials would prefer an ordinary scale of remuneration, to be followed up by a pension at the arrival of an honourable retirement, to one encumbered with the fallacious inclusion of a future provision.

That these retiring pensions are not systematically provided in Lunatic Hospitals is said by the Commissioners in Lunacy to be "the greatest defect in these Establishments."

I proceed now to make some remarks upon the financial position of the Retreat, and the resources which it possesses for the adoption of the pension system.

Financial history of the Retreat.

It will not be needful to go into much detail as to the history of the Retreat, to make it appear that there is no obstacle to the appropriation of a portion of its present or future funds to the furnishing of pensions. For a long period after its establishment the Institution received some addition to its income in the way of Annual Subscriptions, Donations and Legacies, and when it became needful to purchase more land, erect fresh buildings, or make extensive alterations, it was customary to make special appeals to

Friends at large for pecuniary aid to carry out the purpose in view. The contributions afforded in response to those appeals were never accompanied with any restrictions or conditions, nor have any legacies or endowments at any time been made for specific purposes beyond those enlargements or improvements. The whole of the funds so raised have been employed on the purpose for which they were raised. Hence no embargo exists against the application of any funds now possessed to the general purposes of the Institution. The low terms of payment on which patients were received, always left a large deficiency in the Annual Income to be made up either by the extra payments of the richer patients, or from outside sources; and for many years that deficiency has been made up exclusively from the higher payments. The institution has dispensed in the maintenance of poor Friends at about a quarter of their cost a large sum of money annually to the Society, only a minor portion of which has at any period been refunded in the shape of subscriptions or donations. In the year 1818 the Directors took a step which has had a most important influence on the financial prosperity of the Retreat. They resolved to admit patients of the richer class, who were not in connection with Friends. By this means a large door was opened for increasing the resources of the Institution. For many years after this arrangement was made, the income from the patients though generally exceeding the current expenditure, remained unequal to sustain any extraordinary drain in the shape of building or enlargement, and it was needful when the men's wing was rebuilt in 1852 to make an appeal to the Society for funds. This appeal was generously answered. The sum of £4506 was contributed as a building fund. When the New Wing was erected some addition was at the same time made to the accommodation of the wealthier class of male patients. The entire cost of the improvements then

made, which included the cost of the South East Wing, a suite of additional rooms at the Lodge for the highest class of men patients, the Meeting House, and some considerable alterations in the Superintendent's Apartments, amounted to £8418. The Institution thus became burdened with a debt of £3912, towards the liquidation of which it received in the course of the following year the sum of £7 2s. in donations and subscriptions, and a legacy of £100. A few years afterwards a Friend in Cornwall bequeathed to the Retreat a sum of money which once more cleared it of debt. This happy circumstance inspired the Directors with the resolution to enter upon the erection of a new Wing on the Women's side, and to trust for the means of paying for it to the increased earnings of the Establishment by a larger number of rich patients in the more roomy accommodation already provided for the men, and now proposed for the women. At the same time the Society was asked to contribute to the cost of the proposed Wing. But the request was made without success. The sum of £15 was the product of this hitherto final appeal for extraneous aid. Meanwhile the Institution was deriving considerable annual profits from the admission of remunerative patients, chiefly not Friends, and year by year the funds from this source were increasing, so that the Directors felt themselves justified in embarking in a structural enterprise which cost in the three succeeding years nearly £10,000. At this time the annual loss arising from the maintenance of poor patients, and requiring to be made up by the wealthier patients was not less than £2000. It can be conclusively shewn that the Retreat has during the last 25 years dispensed to the Society of Friends in the charitable maintenance of its poor members a sum not much if anything short of £50,000, a sum earned by the labours, and acquired through the reputation of the immediate managers of the Institution. Since the year

1859, the sums received from donations, &c., have been so insignificant that the Committee discontinued to publish the list of monies received in the aggregate from the various Quarterly Meetings. Their statement in that year shows that the entire funds received from the commencement of the undertaking amounted to £36,811 0s. 3d. It is clear therefore, that the Institution has more than paid back in full the entire amount of monies contributed to it in the shape of donations for its original plant, annual subscriptions for its current maintenance, special contributions for every enlargement, purchase of additional land, rebuilding of Women's Wing and every other purpose for which extraneous pecuniary aid was sought; that is to say, the entire property in Buildings, Land, Furniture, Linen, Stock, and balance in Cash which it now possesses, stated in the last Report at a valuation at £37,600, has been realized by the labour of its managers, and is as truly the fortune acquired by its own industry and success, as the property of a wealthy merchant, who, beginning business in a small way on borrowed capital, has, by industry, thrift, and a good name, not only paid back his borrowed capital, but has also acquired a fortune, and rightly considers that fortune his own.

If the facts I have stated point to any conclusion connected with the argument I am engaged with, that conclusion is this: the Directors of the Retreat would be fully justified in appropriating a portion of the property thus acquired, to retiring allowances and pensions when they are superannuated, to those who have been the immediate instruments in acquiring it.

Conclusion
from the above
facts.

We will suppose therefore that the Committee and Directors coincide in these views, and affirm the principle of granting pensions; our next business is to elucidate briefly the following points:—1st what classes of officials should be entitled to pensions. 2nd what conditions should form the

title to them; and, 3rd, the annual expense to which such a practice would lead.

Class of
persons to be
pensioned.

1st. The class of persons to be pensioned. In the County Asylums, all the staff of officers and servants working on the premises are embraced in the benefits of the pension clauses. This universality no doubt arises in a great degree from the workmen such as shoemakers, joiners, tailors, &c., being in reality attendants, and having actual charge of patients whilst pursuing their vocations. But in an Institution like the Retreat the same condition exists in so small a degree, that a broad line of demarcation may be drawn between those who have, and those who have not, responsible duties assigned to them in the way of charge of the patients. Those who have not such charge, and pursue their vocations under the same conditions as they would in an Establishment for sane persons, may I think be struck off the list of pension-claimants, and if so, we dispose at once of such officials as Gardeners, Farmers, Engineers, Laundry-maids and Domestic Servants.

Dr. Biggs'
views.

In corroboration of this view I may quote a few words of Dr. Biggs', the Superintendent of the Surrey County Asylum near Tooting, who says:—"My own opinion is that the pensions should certainly be granted to the Executive Staff, I mean to Superintendents, Medical Officers, Matrons, and Attendants, and that they should follow as a right to Superannuated Staff, who have run great risks from constant association with the Insane, but I do not think that those Officers and Servants who have had no such risks and responsibility should be equally eligible." At the same time in making a rule, it would be more advisable to define what classes of officials should be embraced in the pension-list than what classes should be excluded from it. Cases of peculiar merit or special features may arise in which a prohibitory rule would be deplored. The writer remembers the circumstance of a housemaid after many years of faithful service

becoming insane, and the Committee awarded her as a pension gratuitous maintenance as a patient.

Making the distinction here indicated, the list of persons, as the staff is at present constituted who might become in the course of time entitled to pensions embraces 17 persons on the Male Division, and about 18 on the Female Division. The male list includes two officers, viz:—Superintendent, Secretary and House-steward, and 15 Servants, viz:—5 Ward Attendants, 4 Attendants on Private patients, one out-door Attendant, one Night-watch, one House Porter, one Coachman, and two Joiners.

The female list includes Matron, Matron's Assistant, Housekeeper, Sewing Mistress, 6 Ward Attendants, 7 Attendants on private patients, and one night-watch—18 persons.

One remark may properly be made in connection with the above list. It contains the item of eleven attendants on private patients. Obviously the number of this class of servants is liable to much fluctuation. It is probably now at its maximum, and it thus conveniently covers some contingencies that may arise from the class of Under-attendants who with one exception are not included in the foregoing computation.

2nd. As to the qualifications for a pension. The terms Qualifications for a pension. fixed by the Government are 15 years' tenure of office, and the attainment of 50 years of age. It must be kept in mind that one of the great objects in adopting this plan is to destroy the competition between the different classes of Asylums, and to render the service in Hospitals as attractive in a pecuniary point of view to servants of high character as that of the County Asylums; and that therefore it will be needful to adopt a standard of qualification for pensions not lower than that which prevails in the latter Establishments. We shall in accordance with this principle assume that each individual

of the classes above specified becomes entitled to a pension after 15 years' service, provided he has attained the age of 50 years, and further that such pension shall at its maximum not exceed two-thirds of the salary in the case of men, and two-thirds of the salary and allowances in the case of women.

Enquiry as to
outlay in-
volved.

As I approach the consideration of the annual outlay involved in the adoption of the pension plan, many difficulties present themselves. The time that has elapsed since the system has been in operation does not seem of sufficient duration to establish reliable data or precedents.

An examination of the pension lists hereto appended shews the greatest diversity in the amounts paid. The enormous establishment at Hanwell for the Southern Division of Middlesex has a list of 14 pensioners receiving in the aggregate about £600 a year.

Surrey (Wandsworth) with 12 pensioners pays annually about £300. Armagh with its six pensioners pays £488. Gloucester with five pensioners £442. Norfolk with five pensioners £306. Somerset with two pensioners £475. Wilts has but one pensioner receiving £52. Derby dispenses to three pensioners £520.

The inequalities in these sums taking into account the different number of the recipients, render it obvious that the annual outlay must be subject to very great fluctuations. The high sums arise from their including pensions to the officers. When none of the higher salaried officials are on the list, a considerable number of attendants would not raise the outlay to a very heavy sum.

Taking the staff of the Retreat as it now exists, the joint salaries of the male persons belonging to the class who might become entitled to pensions amounts to £1380, and the joint salaries of the females to £404, the total being £1784.

Supposing therefore that all the individuals on the above

list should come to receive pensions and should be receiving them at the same time, and that the pension was two-thirds of the salary or wages, the annual expense would amount to £1189. This is the extreme of what would be possible. Practically it may be assumed as a certainty that such a state of things could not happen. Such a supposition implies that every official engaged would remain at his post for at least 15 years, and would arrive at the age of 50 years. Two pregnant sources of reduction may be summarily disposed of. In the first place it is certain that they would not all live to the age indicated, and in the second it is equally certain that many would leave before the required time was fulfilled.

Then again the qualification being of a complex nature it would result in practice that comparatively few would become entitled to a pension until they had served for more than 15 years. This would be especially the case with regard to the attendants, who would as a general rule enter the service under 35 years of age.

The circumstances and conditions of the service are indeed so complex and numerous that it may be assumed with considerable safety that no more than one in three would comply with the terms required. With the officers and higher class of assistants the case is somewhat different. Generally speaking, they would be older at the time of entering on their duties, from not being eligible for their greater responsibilities until qualified by age and experience for them. On this account they would after a satisfactory probation be more likely to remain. It would, however, not be likely to happen repeatedly that the retirement of several of these would occur at the same time.

Looking at the numerous liabilities in question, it appears further safe to assume that pensions in the aggregate would not continue to be paid for a period exceeding half the time

occupied in earning them. This consideration alone reduces the permanent charge to the Institution by one half. Thus supposing an office costing £150 a year carries a pension of £100 a year; the office is occupied for 20 years, and the pension is paid for 10 years. A period of 10 years elapses during which no pension is paid for that office. In other words a permanent fund of £50 a year provides for that pension. This would hold good of all the rest.

Probable
Annual Cost.

This example illustrates the position which it appears to me must be taken in expressing the conclusion resulting from the foregoing considerations, and which is, that the expense annually incurred in adopting the pension system, would vary greatly in different years, or in periods extending through short terms of years. For instance, there might be terms in a pension-cycle during which the Institution would have to bear an annual expense of upwards of £500; then would succeed other terms in which the sum might sink to £200 a year, or even below that. Hence in the long run the perpetual annual charge would probably not exceed on the average from £400 to £500 per annum.*

Anyhow it is in the power of the Committee and Directors on a comprehensive review and consideration of the merits of this question to assign the limits, and determine the proportions which shall guide their practice.

Time only can prove the liabilities to which any foregone determination might commit them. I will therefore close this financial discussion by proposing that the cash balance

* At the end of the year 1870, the number of officers and servants connected with the 22 District Lunatic Asylums of Ireland was 1008. The total number of persons in the receipt of pensions was 67. Of these 67, five persons had been put on the pension list during the year 1870, and five pensioners had died. If we reduce these numbers to averages we find the result to be 3 pensioners for each Asylum, and one pensioner to every 15 of the officials. The lists however shew that only 14 out of the 22 Asylums are paying pensions. The total number of officers and servants attached to these 14 Asylums is 675. The proportion therefore of pensioners to the whole staff is rather less than one in ten, and the average number to each Asylum somewhat below five. No sound inference can be deduced from these statements as applying to English Asylums from the different regulations existing in the two countries. The Irish system offers a direct premium upon the longest possible continuance in office.

in the possession of the Treasurer at the ensuing midsummer audit be set aside as a pension fund, and be increased from time to time by sums specially allotted to it as they accrue from the profits of the Institution till it yield the desired amount.

If it should turn out after a trial of some years that this plan does not conveniently cover the exigencies of the scheme, or that the pension claims are a burden on the operations of the Establishment, an additional income of a few hundreds per annum may easily be procured by some increase in the accommodation for the upper class patients. For years past the applications for this class of patients have been far more numerous than could be accepted, and funds could easily be raised from this source for any essential or desirable purpose.

The conditions under which the Institution is now, and has Conclusion.
been carried on for an indefinite time, absolutely require the successful prosecution of a business devoting a large share of its profit to maintaining the insane poor of the Society of Friends, and the officials who give their energies of body and mind to the prosperity of an enterprise of so difficult and delicate a character, beset with complications and liabilities so manifold, appear justly entitled to a share of its benefits when their energies are exhausted, and such a boon can be extended to them without curtailing the privileges or benefits of the primary objects of the Institution. This is the view at least which the writer takes of the subject. He has been encouraged in the composition of these pages by the belief that a real and solid benefit will accrue to the Retreat if these views be adopted, and that in taking such a step we should be setting an influential example for other Institutions of a similar character, and thus again be instrumental in originating a reform in the treatment of Lunacy and the management of Lunatic Hospitals.

Respectfully,

J. KITCHING, M.D.

Appendix, containing a list of pensions conferred by County Asylums in England. Where details have not been supplied, the names of the Asylums are omitted.

Asylums.	Nature of Office.	Salary.			Period of Service. Years.	Amount of Pensions.		
		£	s.	d.		£	s.	d.
Bucks.	Cook				12	12	0	0
Cambridge	Superintendent				7	50	0	0
Chester	Do.					$\frac{2}{3}$ Salary		
Denbigh	Matron				15 yrs.	Full Salary		
Derby	Superintendent ..	900	0	0	21	400	0	0
	Matron					100	0	0
	Nurse					20	0	0
Devon	Male Attendant				15	40	0	0
	Porter				20	20	0	0
	Attendant				20	12	0	0
Dorset	Gardener				24 $\frac{2}{3}$	Salary & Allow.		
Essex	Matron	100	0	0	10	40	0	0
	Male Attendant	32	0	0	18	35	0	0
Gloucester	Superintendent				17	300	0	0
	Steward & Clerk				20 to 30	80	0	0
	Male Attendant				26	26	0	0
	Do.				16	16	0	0
	Female Attendant ..				25	20	0	0
Hants.	Carpenter	62	8	0	9	41	12	0
	Attendant	45	0	0	16	20	0	0
	Blacksmith	65	0	0	14	31	4	0
Lancaster	Attendant				20	21	0	0
	Steward					40	0	0
	Porter					15	0	0

Appendix.

Asylums.	Nature of Office.	Salary.			Period of Service. Years.	Amount of Pensions.		
		£	s.	d.		£	s.	d.
Lancaster.								
Rainhill	Matron	100	0	0	20	100	0	0
	Female Attendant ..	15	0	0	16	30	0	0
Leicester	Two Servants					$\frac{2}{3}$ Salary		
Lincoln	Housekeeper	35	0	0	15	25	0	0
Middlesex.								
Hanwell	Female Attendant ..	25	0	0	20	20	0	0
	Do.	23	0	0	20	15	6	8
	Assistant Clerk	95	0	0	32	63	6	8
	Gardener	109	4	0	31	45	0	0
	Male Attendant	35	0	0	21	20	0	0
	Do.	35	0	0	20	23	6	8
	Do.	35	0	0	14 $\frac{1}{2}$	16	0	0
	Do.	35	0	0	26	30	0	0
	Do.	35	0	0	13 $\frac{1}{2}$	23	6	8
	Clerk to Asylum	350	0	0	31	233	6	8
	Clerk to Visitors	150	0	0	33	100	0	0
	Upholsterer	70	4	0	29	44	2	0
	Farm Servant	46	16	0	30	26	0	0
Nottingham ..	Chaplain	70	0	0		40	0	0
	Attendant	35	0	0		20	0	0
Norfolk	Lay Superintendent .					120	0	0
	Matron				25	100	0	0
	Chaplain				30	60	0	0
	Cook				20	13	0	0
	Female Attendant ..				16	13	0	0
Oxford	Superintendent					250	0	0
Somerset	Superintendent				20	450	0	0
	Baker and Brewer ..					25	0	0
Stafford	Matron					$\frac{1}{2}$ Salary		
	Cook					Do.		
Suffolk	Clerk				40	$\frac{2}{3}$ Salary		
	House Steward				24	Do.		
	Do				24	$\frac{2}{3}$ Salary & Allow.		
	Housekeeper				20	$\frac{2}{3}$ Salary		

Appendix.

Asylums.	Nature of Office.	Salary.			Period of Service.	Amount of Pensions.		
Surrey.		£	s.	d.	Years.	£	s.	d.
Wandsworth.	Visiting Physician ..					$\frac{2}{3}$ Salary		
	Matron					120	0	0
	Assistant Matron ..					50	0	0
	Male Attendant					10	0	0 For 5 years
	Do.					25	0	0
	Do.					25	0	0
	Do.					35	0	0
	Coal Porter					12	0	0
	Farm Bailiff					30	0	0
	Gardener					30	0	0
	Under Gardener					20	0	0
	Garden Labourer ..					16	0	0
	Dairy Woman					20	0	0
	Cook					20	0	0
Warwick.....	Clerk and Steward ..					Served from 15 to 20 years, and were liberally pensioned		
	Gardener							
	Engineer's Assistant							
Wilts.	Porter	20	0	0	13	13	6	8
	Chaplain	120	0	0	18 $\frac{1}{2}$	50	0	0
	Farm Bailiff	67	12	0	20	52	0	0
Worcester	Chaplain				15	100	0	0
York N. Riding	Superintendent				20	533	6	8
	Head Nurse				14	17	6	8
	Out Door Man.....					20	16	0
	Male Attendant				15	$\frac{2}{3}$ Salary		
	Shoemaker Attendant				21	40	0	0
York W. Riding	Matron					$\frac{2}{3}$ Salary & Allow.		
	Do.					Do.		
	Chaplain					Do.		

Amount of Salary	Period of Service	Year	Position	Amount of Salary
120 0 0	2 1/2	1894	Wardmaster	120 0 0
50 0 0	2 1/2	1894	Assistant Wardmaster	50 0 0
10 0 0	2 1/2	1894	Male Attendant	10 0 0
25 0 0	2 1/2	1894	Do.	25 0 0
25 0 0	2 1/2	1894	Do.	25 0 0
25 0 0	2 1/2	1894	Do.	25 0 0
12 0 0	2 1/2	1894	Coal Porter	12 0 0
20 0 0	2 1/2	1894	Iron Master	20 0 0
30 0 0	2 1/2	1894	Gardener	30 0 0
20 0 0	2 1/2	1894	Under Gardener	20 0 0
15 0 0	2 1/2	1894	Garden Labourer	15 0 0
20 0 0	2 1/2	1894	Daily Woman	20 0 0
20 0 0	2 1/2	1894	Cook	20 0 0
			Clark and Steward	
			Gardener	
			Travellers' Assistant	
12 0 0	2 1/2	1894	Porter	12 0 0
50 0 0	2 1/2	1894	Chaplain	50 0 0
25 0 0	2 1/2	1894	Iron Master	25 0 0
100 0 0	2 1/2	1894	Chaplain	100 0 0
225 0 0	2 1/2	1894	York N. Riding Superintendent	225 0 0
12 0 0	2 1/2	1894	Head Nurse	12 0 0
20 10 0	2 1/2	1894	Get Door Man	20 10 0
10 0 0	2 1/2	1894	Male Attendant	10 0 0
21 0 0	2 1/2	1894	Pharmaceutical Assistant	21 0 0
			York W. Riding Master	
			Do.	
			Chaplain	

