

The Indian Medical Service and its death warrant.

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THE
INDIAN MEDICAL SERVICE.
AND
ITS DEATH WARRANT.

ERRATA

ERRATA.

Page 2 Line 3 For "reorganisation" read "reorganization."
" 2 " 4 For "wound" read "wound."
" 12 " 2 (from below) For "issue ad" read "issued a."
" 24 " 2 For "move" read "remove."

THE DEATH WARRANT

THE INDIAN MEDICAL SERVICE.

Spirit of the Press.

It is too late now to discuss the abolition of the local army, but it is important that the fact should be thoroughly understood that the worst consequences which were predicted of that measure are now making themselves felt. The evil days which Indian officers dreaded are now happening to them. Such men as Lord Stanley, Sir John Lawrence, Sir James Outram, Sir R. H. Vivian, and Colonel Durand predicted all these troubles, and strenuously opposed the amalgamation. There were but two civilians in all India who supported the measure, and one of them was Sir Charles Trevelyan. A policy which recommended itself to the judgement of Sir Charles Trevelyan, in opposition to the judgment of the ablest men in India, has produced the fruits that might naturally have been looked for. The officers of the Indian army are bitterly discontented, while the Queen's officers are not satisfied. The old servants are estranged, and the new are not conciliated. The errors of the amalgamation, such as they were, have been intensified by the subsequent measures of Sir Charles Wood. It is one of the misfortunes of that Minister that he is incessantly led into dealing in a haughty and overbearing spirit towards the army. His recent Medical Warrant is regarded as an insult and a mockery throughout the three Presidencies. We have received piles of letters from Medical Officers, some of whom are highly distinguished in the service, full of just complaints and natural indignation. The day will come when that measure will be deplored

by the Government, as certainly as it is now stirring up angry feelings. The last despatch, on the reorganisation of the army, is not less calculated to wound and offend. It plays with the evils it professes to remove. It deals with proved grievances by providing the semblance of redress. And it concludes with words which seem arrogant in the extreme :—“With this measure, the arrangements as regards the officers of the Indian Army will be closed.” The Minister will not only not remove grounds of complaint ; he will not receive complaints. The determination is arbitrary and unjust. It sentences India to a perpetuation of the melancholy differences and disputes which are percolating through the military service, and causing huge fissures in what was once the finest army in the world.

The numerous letters that we receive from all parts of the country, and from correspondents thoroughly competent to form an accurate judgment on the question, leave no doubt that the new medical warrant is not a popular measure. We print a few examples of these letters, and it is only fair to state the side of the question which the writers hold. The warrant obviously was one which required some little time and close analysis to understand thoroughly. The effect of it could not be seen at a glance. Probably no alteration of the kind is ever thoroughly comprehended till it comes into actual working, but a careful study of this Warrant certainly removes much of that favourable impression with which it was at first received. The advantages which it conferred upon the Medical Service lie upon the surface, and seeing these it was not unreasonable to conclude that the attempt was a fair and an honest one to deal fairly and justly with the grievances and wrongs which are simply undermining and ruining the **Medical Service** in India. This impres-

sion is not supported when we come to sift the rules thoroughly. We cannot for a moment suppose that Sir Charles Wood deliberately purposed to make the service worse than it was before. It was not worth his while to do that. We believe simply that he has been misadvised, and that the full effect of the warrant could not have been realised by him. When he comes to learn that it has given great dissatisfaction in India, and when he looks over some carefully prepared tables with which we have been favoured, we have every confidence that he will sanction such modifications of this measure as will remove the objections to it at present held. Unfortunately there must be more delay, but it will be something to have the service placed upon a proper footing at last.

The improvements which the Warrant introduces may be put into a nutshell :—It gives higher furlough allowances, it increases the invaliding pensions, and it provides for more rapid promotion to the rank of Surgeon Major. This, as is now universally believed, is all that it does for the service *as a service*. Other changes intended probably as advantageous must be looked upon doubtfully. For instance, medical officers will for the future receive identically the same pay whether they are in or out of office. This will be a benefit to the indolent, but it can scarcely be said to afford encouragement to the zealous, which should have been the object chiefly sought for. As a set-off to these real or fictitious concessions, we have to place the fact that *all officers of less than twenty years' service will lose by the new warrant*, except in those cases where the officers are merely attached to regiments. What that means may be illustrated by the circumstance that in Bengal there are only *six* Assistant Surgeons who are not holding appointments equivalent to a regimental charge, and of these five are entitled to cavalry pay and head money.

The loss is therefore almost general. Assistant Surgeons under twenty years' service will receive lower pay, while the fund deductions—or in other words the subscriptions which they are obliged to make to the orphan, military, and medical retiring funds, are increased: thus they lose out of both pockets. The cause of the loss is the abolition of head money and staff allowances. The case of Assistant Surgeons, above two and under five years' service is as follows:—In charge of native cavalry and horse artillery, half batta, the total actual receipts after all deductions were, if married, Rs. 446-7-11; under the new warrant they will be Rs. 233-11-11; full batta the receipts were Rs. 477-5-11. They will now be 264-9-11. The unmarried lose in a similar proportion. Condensing from the elaborate tables before us the actual loss sustained by Assistant Surgeons of this period of service, the figures stand as below:—

| Foot Artillery. | | Present Actual Receipts after all deductions, &c. | Actual Receipts under New Warrant. | Loss. |
|-----------------|-----------------|---|------------------------------------|------------|
| | | Rs. As. P. | Rs. As. P. | Rs. As. P. |
| Half Batta | { Married ... | 346 15 11 | 233 11 11 | 113 4 0 |
| | { Unmarried .. | 353 13 11 | 240 9 11 | 113 4 0 |
| Full Batta | { Married ... | 377 13 11 | 264 9 11 | 113 4 0 |
| | { Unmarried ... | 384 11 11 | 271 7 11 | 113 4 0 |

Officers in charge of European Infantry, strength 600, or of native Infantry, whether full or half batta, will sustain an *uniform* loss of Rs. 104-2. The loss is at least perfectly symmetrical. Let us pass to Assistant Surgeons of five years' service. Losing their staff allowances and head money, their losses are exactly Rs. 194-7-10 if in charge of native cavalry and horse artillery; of Rs. 94-15-10 if in charge of foot

artillery ; of Rs. 85-13-10 if in charge of European infantry, 500 strength ; and of Rs. 85-13 if in charge of native infantry. In all these cases, let it be understood, the actual receipts under the old and new regulations have been compared, and the loss proved to be as we have given it.

The general loss may be gleaned from an examination of the warrant as it affects officers in charge of native cavalry and horse artillery. We find the results to be as follow :—

OFFICERS IN CHARGE OF NATIVE CAVALRY AND HORSE ARTILLERY.

| Period of Service. | Half Batta. | Will Lose. | | | Will Gain. | | |
|--|----------------|------------|----|----|------------|----|---|
| | | R. | A. | P. | | | |
| Assistant Surgeons of six years' Service | { Married ... | 118 | 4 | 10 | ... | | |
| | { Unmarried... | 114 | 2 | 10 | ... | | |
| Assistant Surgeons of ten years' Service | { Married ... | 235 | 0 | 7 | ... | | |
| | { Unmarried... | 230 | 14 | 7 | ... | | |
| Surgeons of ten years' Service | { Married ... | 200 | 12 | 10 | ... | | |
| | { Unmarried... | 192 | 8 | 10 | ... | | |
| Surgeons of fifteen years' Service | { Married ... | 164 | 4 | 5 | ... | | |
| | { Unmarried... | 156 | 0 | 5 | ... | | |
| Surgeon Majors of twenty years' Service | { Married ... | 4 | 7 | 9 | ... | | |
| | { Unmarried... | ... | | | 9 | 4 | 3 |
| Surgeon Majors of twenty-five years' Service... .. | { Married ... | ... | | | 32 | 0 | 8 |
| | { Unmarried... | ... | | | 45 | 12 | 8 |

A loss proportionate with this extends to every grade, in the foot artillery, European infantry, or native infantry beneath that of Surgeon Major of twenty years' service. To take another example. The Surgeon of fifteen years' service in charge of European Infantry, 600 strong, loses on half batta 166-10-1, if married, and Rs. 158-6-1 if unmarried ; on full batta he loses Rs. 59-10-7 married, and Rs. 51-6-7 unmarried. Without overloading these columns with figures, it may be broadly stated that the loss is general and systematic.

That this is fair dealing we do not think any one

will pretend. Every medical officer should have had the pay of his rank in addition to the usual staff allowance. Then an appreciable improvement would have been made. It would have been no more than just, as we may see by the analogous case of officers in the army who, when holding staff appointments draw staff allowance in addition to the staff corps pay of their rank. All merely ornamental appointments are thus treated. The aide-de-camp to a Lieutenant Governor, whose duties are not such as to shorten life at any rate, draws a staff salary of 250 rupees a month, and officers of the commissariat draw staff allowances varying from Rs. 1,000 to Rs. 200. A similar system prevails in other branches of the service, but unfortunately for the Medical officers it does not now extend to them. In this new warrant the principle is recognised that they are entitled to pay in excess of their army rank, but it is done in such a way as to be a mere mockery of their claims. This will be clearly seen from the following table :—

| Rank. | Year's Service. | Relative Rank. | Half Batta. | | | Full Batta. | | | Excess of Pay over Relative Army Rank. | | |
|---------------|-----------------|----------------|-------------|----|----|-------------|----|------|--|----|----|
| | | | R. | A. | P. | R. | A. | P. | R. | A. | P. |
| Surgeon-Major | 25 | Lt.-Col. | 888 | 12 | 0 | 1,093 | 2 | 0 60 | 14 | 0 | |
| " | 20 | " | 852 | 3 | 7 | 1,056 | 9 | 7 24 | 5 | 7 | |
| Surgeon | 15 | Major... | 677 | 6 | 11 | 825 | 11 | 5 36 | 8 | 5 | |
| " | 10 | " | 640 | 14 | 6 | 789 | 3 | 0 | None. | | |
| Asst. Surgeon | 10 | Captain | 410 | 9 | 5 | 451 | 14 | 5 46 | 7 | 11 | |
| " | 6 | " | 392 | 5 | 2 | 433 | 10 | 2 28 | 3 | 8 | |
| " | 5 | Lieut... | 304 | 14 | 2 | 335 | 12 | 2 79 | 2 | 2 | |
| " | under | " | 286 | 10 | 0 | 317 | 8 | 0 60 | 14 | 0 | |

Another fresh injustice which the new warrant will inflict is the refusal of horse allowance to officers of the Indian Medical Service in charge of European cavalry, while British Medical officers of above 10

years' service are allowed Rs. 90, and Rs. 60 under 10 years. This is a most invidious and unfair distinction to draw. The Governor General has recognised this fact by sanctioning an allowance of Rs. 60 to Indian Medical Officers in charge of cavalry corps, irrespective of their rank, subject to the approval of the Home authorities. Even should this approval be conceded there will still be inequalities enough left to correct. What can be more unjust than the case of a Surgeon after fifteen years' service, finding himself a loser in every way by this new warrant. Suppose he is in charge of European infantry, 600 strong this is his position :--

| | | Present Actual Receipts. | | | Actual Receipts under New Warrant. | | | Loss. | | | |
|-------------|-------------|--------------------------|-----|----|------------------------------------|-----|----|-------|-----|----|---|
| | | R. | A. | P. | R. | A. | P. | R. | A. | P. | |
| Half Batta. | { Married | ... | 734 | 5 | 4 | 567 | 11 | 3 | 166 | 10 | 1 |
| | { Unmarried | ... | 745 | 5 | 4 | 586 | 15 | 3 | 158 | 6 | 1 |
| Full Ditto | { Married | ... | 775 | 10 | 4 | 715 | 15 | 9 | 59 | 10 | 7 |
| | { Unmarried | ... | 780 | 10 | 4 | 735 | 3 | 9 | 51 | 6 | 7 |

We have adduced evidence sufficient to show that the new measure does not bear out the promise which it wears externally, and that it can by no means give satisfaction to the service which, above all other services under the Crown, is aggrieved and dishonestly used.—*Friend of India.*

It is doubtless a great misfortune that a man of Sir Charles Wood's administrative and political ability, who possesses the power of effecting so much good should have so misunderstood his fair fame, as to refuse the slightest concession to the Indian Army, except with the greatest reluctance, and upon the most severe pressure. His treatment of the

local Military Officers in denying that they had any grievances whatever, notwithstanding the report of the Royal Commission in which these grievances were set forth, and his final act of granting *Brevet* rank as a compensation to Officers for an infringement of their rights under an Act of Parliament, are examples of the ungenerous spirit which characterizes his administration, whilst the uncrupulous incorrectness of his statement is remarkable as his illiberal obstinacy.

In a late Parliamentary debate, Sir C. Wood is reported to have said that all the grievances of the Indian Medical Service had been removed by a Despatch forwarded to India three or four months before. The audacity of such a statement made in the House of Commons is only equalled by its inaccuracy—that a Despatch was sent out is true enough, but that it has removed the grievances of the Medical Service is a fiction. On the contrary, the Despatch, by authorizing a fictitious and deceptive, instead of an improved, scale of pay, has added to the accumulated grievances under which the Indian Medical Service suffers.

We proceed to show by a series of tables how deceptive the new scale of pay is, and that it has been cunningly devised to give an appearance of *increase*, whilst in reality there is a *reduction* of allowances. Indeed, if we take the aggregate amount of salary drawn in 20 years service, we shall find the reduction amounts to Rs. 10,000 or Rs. 20,000. Hence, we declare the new scale to be a cruel deception and mockery.

Heretofore, Assistant Surgeons drew the pay of Lieutenants, and for medical charge of a Native Infantry Regiment Rs. 165 a month, or Rs. 300 if after ten years' service, besides head money for Detachments extra to their substantive charge. Sur-

geons drew Captains' allowances with a medical staff salary of Rs. 300, head money, &c. The present scale of pay abolishes head money, staff allowances, &c, but gives a pay of relative rank, leaving a small margin, which, *in contrast to the Staff salaries of Military Officers, of corresponding rank, is, truly ridiculous.*

The following table shows the full and half batta rates of pay sanctioned for Medical Officer, with the moiety in lieu of Staff salary and head money heretofore allowed, after pay of relative rank is deducted.

(N. B. Fractions of a Rupee not given.)

| RANKS. | Years. Service. | Relative Ranks. | New Scale. | Pay of relative rank | Moiety remaining as representing Staff Salary. |
|-----------------------|-----------------|-----------------|------------|----------------------|--|
| | | | Rs. | Rs. | Rs. |
| HALF BATTA. | | | | | |
| Surgeon Major..... | 25 | Lieut.-Col. | 888 | 827 | 60 |
| " " | 20 | " | 852 | 827 | 24 |
| Surgeon..... | 15 | Major | 677 | 640 | 36 |
| " " | 10 | " | 640 | 640 | <i>nil.</i> |
| Assistant Surgeon.... | 10 | Captain ... | 410 | 374 | 36 |
| " " | 6 | " | 392 | 374 | 18 |
| " " | 5 | Lieut. | 304 | 225 | 78 |
| Under..... | 5 | " | 286 | 225 | 60 |
| FULL BATTA. | | | | | |
| Surgeon Major..... | 25 | Lieut.-Col. | 1,093 | 1,032 | 69 |
| " " | 20 | " | 1,056 | 1,032 | 24 |
| Surgeon..... | 15 | Major. | 825 | 789 | 36 |
| " " | 10 | " | 789 | 789 | <i>nil.</i> |
| Assistant Surgeon ... | 10 | Captain. | 451 | 415 | 36 |
| " " | 6 | " | 433 | 415 | 18 |
| " " | 5 | Lieut. | 335 | 256 | 78 |
| Under..... | 5 | " | 317 | 256 | 60 |

The next table represents the reduction of Staff salary for medical charge of an European or Native

Regiment brought about by the late Despatch of Sir C. Wood.

Old and New Scale of Medical Staff salary and the amount of reduction under the new scale.

| Ranks. | Years service. | Old scale of staff salary. | Moiety now drawn instead. | Reduction in charge of a Native Regiment. | Head money formerly drawn for 1,000 Europeans. | Reduction in charge of a European Regiment 1,000 strong. |
|--------------------|----------------|----------------------------|---------------------------|---|--|--|
| | | Rs. | Rs. | Rs. | Rs. | Rs. |
| Surgeon Major | 25 | 300 | 60 | 240 | 250 | 490 |
| " " ... | 20 | 300 | 24 | 276 | 250 | 526 |
| Surgeon..... | 15 | 300 | 36 | 264 | 250 | 514 |
| " " .. | 10 | 300 | <i>nil.</i> | 300 | 250 | 550 |
| Assistant Surgeon. | 10 | 300 | 36 | 264 | 250 | 514 |
| " " ... | 6 | 165 | 18 | 147 | 250 | 297 |
| " " ... | 5 | 165 | 78 | 87 | 250 | 337 |
| Under | 5 | 165 | 60 | 105 | 250 | 355 |

From the above table it is evident that reduction of Staff salaries of sums varying from Rs. 87 to Rs. 300 has taken place to Medical Officers in charge of Native Regiments, and from Rs. 297 to Rs. 550 to those in charge of European Regiments.

Sir C. Wood may be of opinion, perhaps that it is no grievance or hardship to give Medical Officers a Staff salary of Rs. 18 and Rs. 60, when their brother Officers, of the same relative rank, and attached to the same Regiments, receive Staff salaries of Rs. 180 and Rs. 600. The Medical Services, however, being the best judges of their own grievances, think otherwise, and reason, justice, and public opinion agree with them.

We will not weary our readers but with two more tables, one to contrast the difference in the Staff Salaries of Military and Medical Officers, of the same relative ranks, under the new organization of the In-

MEDICAL DEPARTMENT.

| | Staff salary in addition to pay of rank. |
|--|--|
| Medical Storekeeper at the Presidency. , | 44 |
| Surgeon European General Hospital , | 132 |
| Medical Superintendent at Aden , | 113 |
| Secretary to the Principal Inspector General , | 132 |
| Staff Surgeon and Deputy Storekeeper , | 47 |
| Presidency Surgeons of Districts , | 48 |

REGIMENTAL MEDICAL OFFICERS.

| | |
|--|-------------|
| Surgeon Major of 25 years, service , | 60 |
| " " 20 " " , | 21 |
| Surgeon 15 " " , | 31 |
| " " 10 " " , | <i>nil.</i> |
| Assistant Surgeon 10 " " , | 36 |
| " " 6 " " , | 18 |
| " " 5 " " , | 79 |
| Under 5 " " , | 60 |

It seems almost incredible that Rs. 4 a month is the amount of Staff salary allowed to the Medical Storekeeper at the Presidency, should he be an Officer of 25 years' service, but this may be taken as an example of Sir C. Wood's liberality in dealing with the claims of the Medical Service.—*Bombay Gazette.*

THERE are many points connected with the regulations of the medical service, both British and Indian, concerning which we think the medical officers of both armies have very just grounds for complaint. We shall, however, in the following remarks, confine ourselves to the consideration of the rules recently published relating to the pay of the Indian Medical Service, and more particularly to that portion of it serving in the Bombay Presidency.

In the early part of 1860, Sir C. Wood issued a warrant for the Indian Medical Service based upon

one which had been framed for the English army in October 1858. Among a few points of difference between the two, not the least was this one, viz. that while that for the Royal Army contained a sanction for all medical officers of that army drawing in future the pay of their new rank, that for the Indian Army contained a clause postponing the alteration of the scale of salaries to a more convenient time. Doubtless it was expected, as well as hoped, that the alteration in relative rank therein made would be sufficient to smooth the difficulty found in prevailing upon young men of good education to enter the service, and if so, that there would be no necessity to make any alteration in the rates of pay to the different grades. Meantime every effort was made to scrape together numbers (without reference to qualifications) sufficient to fill up the gaps caused by death, superannuation, or disgust. All efforts, however, failing, it appears to have been thought advisable to try another *ruse*; and the Despatch now under consideration is the medium for playing it off. Upon close investigation it will be found, that though Sir C. Wood has made an alteration in the rates of pay for the different ranks, it has been so contrived that, as regards the service at large, it may be termed a distinction without a difference—what little difference there is, being in favour of Government, and abstracted from the pockets of medical officers; yet the scale is so artfully framed, by the slight addition made to the proper pay of rank in each grade, that it might easily be imagined by all candidates for admission into the service, that they were going to receive higher pay than officers of corresponding rank in the other branches of the army. The time, too, for issuing it, appears to have been taken into calculation, for it was quite impossible for the Despatch to come out to India, and to be published here in time to allow the trick to be exposed.

before the examination of candidates took place in August.

Below we give tables shewing the differences caused in the amount of the salaries of the regimental officers of all grades in the Bombay Army.

A Table exhibiting the difference of Pay formerly granted to Medical Officers by the late Hon. East India Company and that now sanctioned by Sir Charles Wood.

| | Monthly pay sanctioned by Court of Directors in 1857. | Monthly pay sanctioned by Sir C. Wood June 15-64. | Result to the Medical service. |
|--|---|---|--------------------------------|
| Assistant Surgeons when doing duty for the first two years... | $225 \times 30 = 255$ | 286 | A gain of Rs. 31 |
| Assistant Surgeons in Medical Charge from 2 to 5 years service..... | $255 \times 165 = 390$ | 304 | A loss of Rs. 86 |
| Assistant Surgeons in Medical Charge from 6 to 10 years service..... | $225 \times 165 = 390$ | 392 | A gain of Rs. 2 |
| Assistant Surgeons in Medical Charge from 10 to 15 years Service.... | $225 \times 300 = 525$ | 410 | A loss of Rs. 115 |
| Surgeons in Medical Charge of under 15 years service..... | $371 \times 300 = 671$ | 640 | A loss of Rs. 31 |
| Surgeons in Medical Charge of 15 and under 20 years service..... | $371 \times 300 = 671$ | 674 | A gain of Rs. 3 |

RETIRING PENSIONS.

| ADDISCOMBE CADETS. | | | | MEDICAL OFFICERS. | | | |
|-------------------------|------|------|-------|-------------------------|------|-----|-------|
| After service of Years. | Age. | £. | s. p. | After Service of Years. | Age. | £. | s. p. |
| 20 | 36 | 191 | 2 6 | 17 | 39 | 191 | 2 6 |
| 24 | 40 | 292 | 0 0 | 21 | 43 | 250 | 0 0 |
| 28 | 44 | 365 | 0 0 | 25 | 47 | 300 | 0 0 |
| 32 | 48 | 456 | 5 0 | 29 | 51 | 365 | 0 0 |
| Regimental Colonel | | 1150 | 0 0 | 32 | 54 | 500 | 0 0 |
| | | | | 35 | 57 | 700 | 0 0 |

From the above table it will be observed that an Addiscombe cadet can obtain a pension of 456*l.* 5*s.* per annum, after thirty-two years' service, two of which can be spent at Addiscombe, and this pension will be granted to him at the age of forty-eight; whilst medical officers can only obtain a pension of 365*l.* per annum at the age of fifty-one, after twenty-nine years' service.

| Locs. | FORM RATE OF PAY. | | | NEW RATE OF PAY. | | | EFFECT ON THE SERVICE. | | EFFECT ON INDIVIDUALS. | | |
|-----------------------------------|-------------------|-------------|---------|------------------|-------------|-----------|------------------------|-----------|------------------------|-----------|--|
| | Half Batta. | Full Batta. | TOTAL. | Half Batta. | Full Batta. | TOTAL. | Gain. | Loss. | Gain. | Loss. | |
| | R. a. Rs. | a. Rs. | a. Rs. | R. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. | |
| 1—H.B. | 674 1 | ... | 674 1 | 888 12 0 | ... | 888 12 0 | 214 11 0 | ... | 214 11 0 | ... | |
| 1—F.B. | ... | 715 6 | 674 1 | ... | 1056 9 7 | 1056 9 7 | 341 3 7 | ... | 341 3 7 | ... | |
| 1—H.B. | 674 1 | ... | 674 1 | ... | 2709 11 8 | 2709 11 8 | 13 7 8 | ... | 35 11 | ... | |
| 1—F.B. | ... | 715 8 | 674 1 | ... | 825 11 5 | 3302 13 8 | 441 5 8 | ... | 110 5 5 | ... | |
| 4—H.B. | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | |
| 4—F.B. | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | |
| 4—H.B. | 525 12 | ... | 1051 8 | 410 9 5 | ... | 821 2 10 | ... | 230 5 2 | ... | 115 2 7 | |
| 2—H.B. | ... | 556 10 | 6679 8 | ... | 451 14 5 | 5422 13 0 | ... | 1256 11 0 | ... | 104 10 8 | |
| 12—F.B. | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | |
| 3—H.B. | 350 12 | ... | 1172 4 | 392 5 2 | ... | 1176 15 6 | 4 9 6 | ... | 1 8 6 | ... | |
| 12—F.B. | ... | 431 10 | 5059 8 | ... | 433 10 2 | 5203 10 0 | 144 0 0 | ... | 12 0 0 | ... | |
| 3—H.B. | 256 12 | ... | 613 8 | 304 14 2 | ... | 609 12 4 | 96 4 4 | ... | 48 2 2 | ... | |
| 6—F.B. | ... | 286 10 | 1719 12 | ... | 335 12 2 | 2014 9 0 | 254 13 0 | ... | 49 2 2 | ... | |
| 0—H.B. | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | |
| 2—F.B. | ... | 286 10 | 573 4 | ... | 317 8 0 | 635 0 0 | 61 12 0 | ... | 30 14 0 | ... | |
| Total... | | | | | | | 1612 29 | 1487 0 3 | | | |
| Balance of gain to the Service .. | | | | | | | 125 5 7 | | | | |

According to the above table, which we believe to be perfectly correct, except that we have made no mention of horse allowance to officers in charge of cavalry regiments, which, though granted by the Governor General, was not allowed by Sir C. Wood—thus, according to his scheme, making the balance of Rs. 345 against the service, instead of what is here shewn as in favour of it—it will be seen that the rates of pay have been so re-adjusted as to allow of a surplus of about Rs. 125 being distributed between forty-nine officers! This is not a very large sum, and is ridiculously insignificant considering all the trouble and correspondence which it has entailed upon a hundred officials, including Sir C. Wood himself. Even this scrap has not been at all proportionally divided, for, as will be seen by the above table, a few are slightly enriched by heavy sacrifice made by the majority. The surgeon-majors holding regiments are so few that the profits they derive do not materially affect the division; and in two years more when all those now under six years' service will have passed through the two lower grades, it will be found that the benefits they now derive will be lost to the service, and to themselves—that they will, in fact, proportionally and substantively lose, so that at first they will gain only Rs. 12 per mensem over what they would now, under the old rate of pay at a full-batta station, or about Rs. 1 per mensem at half-batta; and finally, that when absorbed into the main gulf of injustice, they will lose after ten years' good service, Rs. 104 or Rs. 115, according as they are stationed within or beyond the limits of two hundred miles of the Presidency. It is difficult to conceive by what process of calculation Sir C. Wood has transposed the figures representing the pay of so many grades, as to make the total of the new so nearly accord with that of the old scale. Was it worth while to take so much trouble to gain so little? From

the disparity in the distribution of profit and loss to the different ranks, one would be inclined to think that chance had more to do with the results attained than reason—as if all the numbers had been put into a hat, and pulled out three or four at a time, as the various grades had to be provided for. Anyhow, if the object in view had reference to inducing first-class men to enter the service, the scheme is likely to fail most signally ; for bad and unjust as the scale is with reference to the regimental medical officers, it acts far more injuriously upon those holding staff or civil appointments.

We had prepared a table of these, but there are sundry items of emolument attached to some of the appointments with which we are not sufficiently acquainted to allow of our framing one strictly accurate in every particular ; and we therefore think it better to give only general results, premising that greater accuracy would only shew a greater loss to the service.

On a reference to the Bombay Army List we find there were on the 31st March last eleven surgeon-majors, seven surgeons, and thirty-five assistant-surgeons, in the civil or military staff of the army. The total loss upon those appointments is nearly Rs. 2,500 per mensem. Out of the surgeon-majors, seven lose while four gain : out of the surgeons, three lose and four gain. Among the assistant-surgeons, thirty-two lose and only three gain ! When to all this is added the profit made out of the retrenchments from the pay of surgeons in charge of British regiments or brigades of Artillery, ranging in each charge between Rs. 200 and Rs. 350, it can scarcely be denied, that, so far from the prospects of the service having been improved, the change is most decidedly for the worse.

The change which was required, and which the service had every right to expect, was, that its members should draw the pay of their respective charges, as well as the pay of their rank, in the same way as officers of all other branches of the service, engineers, artillery, staff, or local, are entitled to do. If such a principle of payment is bad, why adopt it with reference to such an overwhelming majority of officers? If it is good, why not extend it to the medical branch of the service? Why make such an invidious distinction as to exclude it, and it alone, from what is only considered a *right* by the rest of the army? Not only does the commanding officer of a regiment draw a staff salary, as also does the adjutant and quartermaster, who undoubtedly hold responsible posts, but even every "doing duty" officer, as he is called, who has no responsibility whatever put upon him. Are the medical officers' duties less onerous, less responsible, or less satisfactorily performed than those of the other officers forming the regimental or other staff? Is he worse educated, or drawn (if properly treated) from a lower rank in life? Does he not share the dangers and privations of war equally with all combatant officers?—and does he not undergo far more anxiety, responsibility, and fatigue, in times of pestilence? Why then should he be put upon a lower level in only one item? Why should his just claims be ignored to the position in the service and society (as it too frequently is) to which both Her Majesty's commission, as well as his own birth, education and habits of thought, fully qualify him? Of one thing the Government may be very certain, viz. that until the Medical Department of the army is put upon a proper footing as regards their relative position with the other departments, few, if any, well-educated gentlemen will be found to seek admission to it.

Experience has already too well proved of how slight security is Her Majesty's sign manual held in the hand of an all but irresponsible Minister, and we strongly urge upon the professors in England, to recommend all their students who may wish to become candidates for employment in the army, whether of England or India, not to do so until not only shall all their rights in regard to position and pay be ceded to them, but until they are placed beyond the arbitrary diction of the Horse Guards, or the caprice of a Minister by being guaranteed by a special Act of Parliament. Medical men, though almost altogether unrepresented in the House of Commons, have it, nevertheless, in their power to enforce this, and until they do so, there will be no security to those who are beguiled by the fair promises held out to them when the nation is in trouble, and their aid cannot well be dispensed with.

A Table exhibiting the difference of Pay granted to Military and Medical Officers of corresponding rank in Native Infantry Regiments.

MILITARY OFFICERS.

| Rank. | | Indian Pay and Allowance. | Staff Salary. | Pay Sanctioned in Sir C. W.'s Despatch Aug. 31, 1863. |
|--|------------------|---------------------------|---------------|---|
| Lieutenant Colonels as Commandant... .. | Half Batta... .. | 827 14 0 | 600 | 1427 14 0 |
| | Full Batta... .. | 1032 4 0 | 600 | 1632 4 0 |
| Major as Senior Wing Commandant. | Half Batta... .. | 640 14 6 | 270 | 910 14 6 |
| | Full Batta... .. | 789 3 0 | 270 | 1059 3 0 |
| Capt. as Junior Wing Commandant... .. | Half Batta... .. | 374 1 0 | 230 | 604 1 0 |
| | Full Batta... .. | 415 6 0 | 230 | 645 6 0 |
| Lieutenant Acting as Adjutant..... | Half Batta... .. | 225 12 0 | 200 | 425 12 0 |
| | Full Batta... .. | 256 10 0 | 200 | 456 10 0 |
| Lieutenant Acting as Quarter Master..... | Half Batta... .. | 225 12 0 | 150 | 375 12 0 |
| | Full Batta... .. | 255 10 0 | 150 | 406 10 0 |
| Doing Duty Officer. | Half Batta... .. | 225 12 0 | 100 | 325 12 0 |
| | Full Batta... .. | 256 10 0 | 100 | 356 10 0 |

MEDICAL OFFICERS IN CHARGE OF REGIMENTS

| Rank. | Indian Pay and Allowances of Lieut. Col. | Moiety of Staff Salary of Rs. 300 formerly granted. | Sanctioned in Sir C. W.'s Despatch May 16, 1864. |
|--|--|---|--|
| Surgeon Majors of 20 years' service ranking with Lieut. Colonels. | Half Batta... 827 14 0 ... | 24 5 7 ... | 852 3 7 |
| | Full Batta... 1032 4 0 ... | 24 5 7 ... | 1056 9 7 |

| | Indian Pay and Allowances of Majors. | | |
|--|--------------------------------------|------------|----------|
| Surgs. of 15 years' service ranking with Majors..... | Half Batta..... 640 14 6 .. | 36 8 5 ... | 677 6 11 |
| | Full Batta... .. 789 3 0 ... | 36 8 5 ... | 825 11 5 |

| | Indian Pay and Allowances of Captains. | Moiety of Staff Salary of Rs. 165 formerly granted. | |
|---|--|---|----------|
| Assistant Surgeons of 6 years' service ranking with Captains | Half Batta..... 374 1 0 ... | 18 4 2 ... | 392 5 2 |
| | Full Batta..... 415 6 0 ... | 18 4 2 ... | 435 10 2 |

| | Indian Pay and Allowances of Lieuts. | | |
|---|--------------------------------------|-------------|----------|
| Assistant Surgeons under 6 years' service ranking with Lieutenants. | Half Batta..... 225 12 0 ... | 60 14 0 ... | 286 10 0 |
| | Full Batta..... 256 10 0 ... | 60 14 0 ... | 317 8 0 |

N. B.—Balance of Pay in favor of Military Officers over that drawn by Medical Officers of corresponding rank :—

| | | | | |
|---|-----|-----|----|----|
| Lieutenant Colonels receiving in excess | Rs. | 575 | 10 | 5 |
| Majors | „ | 233 | 7 | 7 |
| Captains | „ | 211 | 11 | 10 |
| Lieutenants (Act. as Adjt.)ditto | „ | 139 | 2 | 0 |
| Lieutenants(Act. as Qr. Mr)ditto | „ | 89 | 2 | 0 |
| Doing Duty Officer | „ | 39 | 2 | 0 |

The great injustice done to the Medical Service in the new scale of pay consists in not assigning to them any "Staff Salary" in addition to the pay of their rank, similar to that granted to all military officers. Under the new organization of the Indian Army a Commandant of Infantry whatever his rank may be receives a "Staff Salary" of Rs. 600 a month in addition to the pay of his rank ; the Senior Wing officer receives Rs. 270 ; Junior Wing officer Rs. 230 ; Adjutant Rs. 200 ; and Quarter Master Rs. 150 ; all in addition to the pay of their rank ; and there can be no good reason why so marked a distinction should be made between the military and the Medical Officer. In all fairness a similar scale of "Staff Salary" should be given to Medical officers while actually in charge of regiments of at least Rupees 150 to those under 5 years, 200 to those above 5 years, 250 after 10 years, 300 after 15 years, 350 after 20 years, and 400 after 25 years, service ; and even if this were granted it would hardly place them on an equality with Military officers of the same relative rank.

Of all the numerous grievances of the Indian Medical Service there is none which has been so emphatically and justly complained of as the insufficiency of their *pensions*, which have not been improved by the present Despatch and which are less than those granted to Military officers. Since the year 1842, the Indian Medical Service has been deprived of the privilege of pensions according to rank, and this rule has been most harshly and arbitrarily made to apply to Medical officers who had entered the service many years previously ; and, notwithstanding Sir C. Wood's declaration of placing the two Services on a footing of equality, the scale of pensions to the Indian Service is in every respect inferior to that of the British Service ; they are still excluded from the

benefits of "Good Service pensions," their Retiring Funds are not alluded to, nor has any notice been taken of the manner in which the Deputy Inspectors and Inspector General of the Indian Service are in future to be appointed.

On the question of pensions it is well that Indian Medical officers should guard themselves against the delusion of supposing that their invalid pensions have been increased by the late Despatch to the scale granted to Officers of the British Medical Service by the Warrant of 1st October 1858; as nothing of the kind is intended by para. 15 of the Despatch, which, however, is so ambiguously worded as to lead, at first glance, to the belief that such was its intention: "Officers compelled to leave the Service by ill health and entitled to half pay pensions under present regulations will be allowed the half pay pensions of their relative ranks as laid down in the Royal Warrant of 1st October 1858,"—which does not mean that they are entitled to the scale of half pay pensions laid down in that Warrant, but to half pay pensions according to the relative ranks that have been assigned to them in that Warrant. The relative ranks and half pay are as follows:—

| | | | |
|---|---------|-----|------------|
| Assistaut Surgeon as Lieutenant... |£ | 73 | per annum. |
| After six years' service as Captain... | ... .. | 127 | do. |
| Surgeon as Major... | ... .. | 173 | do. |
| Surgeon Major as Lieutenant Colonel ... | ... .. | 200 | do. |

The disparity between these rates of Half Pay pensions for the Indian Service as compared with the very liberal scale that has been sanctioned for the British Service is clearly represented in the following table. It is a sore disappointment to the Indian Service that, notwithstanding all the remonstrances that have been made and all the memorials that have for many years been forwarded praying for a revision

of the scale of pensions, Sir Charles Wood should have set his face so determinedly against any improvement in this respect.

Table of Full and Half Pay Pensions to Medical Officers of the Indian and British Services ; Note.— (The full pensions are claimable by right after the periods mentioned, and the half pay pensions on certified ill health compelling Officers to retire from the Service.)

| Indian Service. | | | British Service. | |
|-----------------|---------------------|----------------|--------------------|----------------|
| Years Service. | Half pay. Pensions. | Full Pensions. | Half pay Pensions. | Full Pensions. |
| | £ | | £ | |
| Under 5 years | 73 | ..... | 109 | ..... |
| After 5 " | 73 | ..... | 146 | ..... |
| " 6 " | 127 | ..... | 146 | ..... |
| " 10 " | 127 | ..... | 182 | Asst. Surg. |
| " 10 " | 173 | ..... | 200 | Surgeon |
| " 15 " | 173 | ..... | 246 | .... |
| " 17 " | ..... | 191 | 246 | ..... |
| " 20 " | 200 | ..... | 301 to 546 | ..... |
| " 21 " | ..... | 250 | 301 to 546 | ..... |
| " 25 " | .... | 300 | 337 to 611 | 319 to 574 |
| " 29 " | ..... | 365 | .... | ..... |
| " 30 " | ..... | 365 | 465 to 684 | 434 to 574 |
| " 32 " | ..... | 500 | ..... | ..... |
| " 35 " | ..... | 700 | ..... | ..... |

The half pay pension of a Surgeon Major in the Indian Service after 20 years is £200, or exactly the same as is given to a Surgeon of the British Service after 10 years !! In the grades of Inspector and Deputy Inspector General the pensions in the British Service are regulated by rank, while in the Indian Service they are given by length of service only. The above is a good illustration of the method which Sir Charles Wood, has taken (to use his own words)

“ to place the two Services on a footing of equality” and “ to move all cause of complaint.”

The Indian Medical Service could not anticipate much from the liberality of Sir Charles Wood in the new organization of the Service, but they did expect their position to be improved, and the numerous grievances against which they have so long remonstrated to be removed. It was never dreamt that their pay would be reduced, and their grievances remain unredressed. It is not too much to say that a very few concessions made in a spirit of liberality would have satisfied them, and would have attracted a superior class of candidates to the Service. It can be stated in a very few words what the Medical Service did look forward to and what they would have been satisfied with ; *they expected to receive the effective pay of their relative ranks with a graduated scale of Staff salary similar to that granted to Military Officers in the new organization of the army ; they also expected to be put on a footing of equality with Medical Officers of the British Service in regard to the Commissions and Pay of their Deputy Inspectors General, as well as to have their pensions regulated by rank, as in the British Service.* If these expectations had been realized the Service would have been perfectly satisfied, and it is much to be regretted that the want of a little liberality on the part of the Secretary of State should have frustrated so desirable an end. If the Despatch had been accompanied by a statement of how the Medical Service in India was in future to be provided for, with some guarantee for the stability of their Retiring Funds, (it being very evident that the present Service is doomed to be gradually absorbed,) the scheme would have been complete. Instead of this for nearly six years it has been bandied about from Calcutta to England again and again, a great deal of valuable time and trouble has

been expended in devising a most illiberal and deceptive measure which satisfies no one, and which must signally fail in attracting any but a very inferior class of candidates to the Service.

The intention of allowing the Indian Medical Service to die out is evident from the 6th para. of the Despatch, in which the number of Medical officers above the rank of Surgeon for the three presidencies is fixed "*so long as there are Officers enough remaining on the old lists to complete these numbers.*" On the 1st October 1864, there were upwards of *two hundred* vacancies in the Indian Medical service. The process of absorption will not occupy more than 15 years, and in the mean time arrangement must be made to provide for the annual retirements and deaths of the Indian Service from the General List of the British Army, whose officers will of course eventually monopolise the appointments that are now held by the Indian Medical service. How these arrangements are to be made in the present deficiency of candidates for the Service is a subject for the future consideration of the Secretary at War and the Secretary of State for India, but it is not to be wondered at if it be found to be attended with much difficulty, whereas this difficulty would have been lessened if the old Indian Medical Service had been treated with a little more of that fairness and liberality which their valuable and arduous services entitled them to look for.

Bombay Gazette.

NOTHING can exceed the disappointment which the new Indian Medical Warrant has caused on its promulgation. After waiting six years under doubt and suspense, deprived of the advantages of the British Medical Warrant of 1858, and fed by many fair promises, the officers of that service are now plunged into the bitterest depths of depression by this blow

to all their reasonable anticipations of justice and of liberality. The press of India sympathizes heartily with the medical service ; and although the public generally do not commonly enter warmly into the grievances and hardships of a professional department, on this occasion all agree to lament the injustice, and to concur in the complaints. Sir C. Wood's Despatch while sanctioning, with one hand what could no longer be denied—pay according to relative rank in India as in England,—takes away with the other more than an equivalent by cutting off the staff allowance, which always has been made, and is the privilege, not only of the medical, but of *every* other branch of the public service in India, for the discharge of additional duties involving anxiety, responsibility, and labour.

The *Delhi Gazette* says :

“ We cannot believe that the new medical Warrant was framed by Indian officers for the benefit of India, and trust it was not plotted by the Horse Guards for the destruction of the Indian service ; though we know that it has been a sore thorn in their side for some time past, and we have heard from very good authority that their name was used as a plea for not increasing the pay of the Indian doctors, as it would compel them to improve, the pay of their own, and to ensure their keeping up their department in complete working order.”

This is a forcible and suggestive statement. It is perfectly well known that the scheme, as originally framed, included the amalgamation of the two services, and a more liberal scheme of pay. But the Horse Guards' influence prevailed in creating delays and difficulties, in objecting to increase of pay, in sounding the alarm lest the Indian service should be made a little more attractive than the Queen's army,

which they have contrived to make odious to medical officers, and a sort of refuge for the destitute. They succeeded in stopping the amalgamation for the time, and it seems that they have also prevailed in paring down the Indian Warrant, and so shaping it, that while it holds out a gift with the one hand it inflicts a stab with the other. It is indeed lamentable that Sir Charles Wood should have put forth a warrant so prejudicial to the medical service. It is deplorable that every change which has been made in the regulations of the Indian medical service has lowered the pay and diminished the advantages connected with it. Yet, let it be remembered that this is the Warrant which Sir Charles Wood represented to the House of Commons as a ground for their placing the service absolutely at his dictation when pressing upon the House the Indian Medical Bill, which we now more than ever congratulate ourselves on having exposed just in time, and Mr. Hennesy and *The Times* for having forced that exposure upon the attention of Parliament, and procured the defeat of the Bill. With what is proved now to be a total misrepresentation of facts, Sir C. Wood assured the House that the forthcoming Warrant would remove the grievances of the service, suffice to satisfy those who had grounds of complaint, and tempt fitting men into the service. If this was not treachery at least it showed a total ignorance of the fair claims of his subordinates, and of the condition of the service which he rules. That Warrant is unanimously condemned by civilians, medical officers, and military officers ; it has caused the deepest discontent throughout the service ; it robs it of more than it gives, and leaves it worse off than ever it was, and degraded by comparison with any other service in India. Heaven help it if the Bill had passed, and Sir Charles Wood had been left as uncontrolled dictator !

Lancet.

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