

The Indian Medical Service : being a synopsis of the rules and regulations regarding pay, promotion, pension, leave, examination, etc., in the Indian Medical Service, both military and civil / by B.G. Seton and J. Gould.

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10th May 1912

THE
INDIAN MEDICAL SERVICE

BEING

A SYNOPSIS OF THE RULES AND REGULATIONS REGARDING PAY,
PROMOTION, PENSION, LEAVE, EXAMINATION, ETC., IN THE
INDIAN MEDICAL SERVICE, BOTH MILITARY AND CIVIL

BY

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AND

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TO
THE HONOURABLE
SURGEON-GENERAL C. P. LUKIS,
C.S.I., M.D., F.R.C.S.

DIRECTOR-GENERAL, INDIAN MEDICAL SERVICE, BY
WHOM THE INTERESTS OF THE SERVICE
ARE UNCEASINGLY WATCHED,
THIS BOOK IS DEDICATED.



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PREFACE.

Experience of the correspondence conducted in the offices of the Director-General, Indian Medical Service, the Principal Medical Officer, His Majesty's Forces, and of Command and Divisional Headquarters shows that I. M. S. officers often find difficulty in obtaining information with regard to the Service in the volumes of Army and Civil Service Regulations. These books, moreover, are not always in the possession of individuals.

A valuable handbook in the Indian Medical Service was published by Surgeon W. Wilfrid Webb in 1890 ; but that is now inaccurate in many respects. The authors of this volume trust that in compiling a handbook on somewhat similar lines they may have supplied what appears to be a want.

As far as possible, marginal references have been made to regulations in which further information is obtainable for it is impossible in the scope of the work to indicate fully the rules governing every condition of the I. M. S. officer's career. It is proposed, if the book is found useful, to keep it up to date by yearly correction lists.

The thanks of the authors are due to Mr. E. J. Enery, of the Personnel Section of the Director-General's Office, for his assistance in checking details and references.

SIMLA,
1st January 1912.

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CHAPTER I.

THE INDIAN MEDICAL SERVICE.

THE Indian Medical Service is primarily a military service, charged with the care of the sick of the Indian Army. As, however, the requirements of an army in peace are much smaller than they are in time of war, a large proportion of the service is employed in peace on civil medical duties under the Local Governments and the Government of India, with the liability to return to military duty whenever required.

The present strength of the I.M.S. is as follows :—

MILITARY EMPLOY —

A.—*Under the Army Department.*

Medical Store-Keepers	..	..	4
M. O. Lawrence Mily. Asylum, Sanawar	..	..	1
Surgeon Naturalist	..	..	1
TOTAL			6

B.—*Under the Commander-in-Chief.*

Principal Medical Officers*	..	..	12
Surgeon to H. E. the C.-in-C.	..	..	1
Secretary to P. M. O., India	..	..	1
In charge of Sappers and Miners		..	3
,, Cavalry Regiments		..	38
,, Infantry Regiments		..	136
Staff Surgeons (whole-time appointments)	..	..	3
Buxar Garrison	..	..	1
Dibrugarh Garrison	..	..	1
Loralai Outposts	..	..	1
Military Hospital, Port Blair	..	..	1
Followers' Hospital, Mandalay	..	..	1
TOTAL			199

* Of these one is a Surgeon-General, ten are Colonels and one a Lieutenant-Colonel.

C.—Leave reserve on A & B at 20 %	..	41
D.—Special War Reserve	..	26
		<hr/>
TOTAL IN MILITARY	..	272
CIVIL EMPLOY—		
A.—Home Department	..	6
Education Department	..	3
Foreign Department	..	37
Finance Department	..	4
Bengal	..	54
United Provinces	..	46
Punjab	..	35
Eastern Bengal and Assam	..	22
Central Provinces and Berar	..	19
Coorg	..	1
Madras	..	51
Bombay	..	50
Burma	..	31
		<hr/>
	TOTAL	.. 359
B.—Special Plague Officers	..	20
C.—Leave reserve at 20% on A & B.	..	75
		<hr/>
	TOTAL	.. 454
D.—Officers seconded in bacteriological department, and on special duty and not included in the cadre of the service	..	11

Excluding officers seconded in the bacteriological department and on special duty, the present strength of the I.M.S. is 726. This number fluctuates slightly, as certain appointments, *e.g.*, the Surgeons to H. E. the Viceroy, H. E. the Commander-in-Chief, and the Governors of Bombay and Madras, are not always held by I.M.S. officers. It has recently been decided that, in future, the I.M.S. will not be called upon to supply assay officers for the Finance Department, or for the appointment of Superintendent, Botanical Gardens, Calcutta.

The "Special War Reserve" consists of 26 officers, holding no cadre appointments, and employed as occasion requires in military or civil appointments of a more or less temporary nature. Staff officers of Divisional Medical Mobilisation Stores, officers engaged on certain special investigations or on other special duty are provided for by this Special Reserve.

Of officers in civil employ roughly three-quarters are liable to recall to military duty in the event of mobilisation. Orders as to whom each individual shall hand over his civil duties and to whom he shall report himself for military employment are issued annually.

THE ADMINISTRATION OF THE I.M.S.

As already stated, the service is a military one, although it affords a very wide field of civil employment. The Director-General is head of the service, under the Government of India; and, as such, is responsible for promotions, recruitment, retirements, etc., and for the posting of officers to particular classes of employment.

On entering the service the I.M.S. officer serves under the Commander-in-Chief until he gets some form of civil employ; but even then, as a member of the service, he comes under the Director-General. Again, when transferred to civil employ, he comes directly under the Local Government which employs him; but his relations as an I.M.S. officer to the D. G. are as before.

CHAPTER II.

CONDITIONS OF SERVICE ; THE ROYAL WARRANT ; PROMOTION ; RETIREMENT.

THE rules for the promotion and precedence of the Indian Medical Service are detailed in the Royal Warrant of 13th March 1908, and are applicable to officers in civil as well as those in military employ. These rules require to be read in conjunction with Army Regulations, India.

THE ROYAL WARRANT.

EDWARD R. & I.

WHEREAS We deem it expedient to revise the rules for the promotion and precedence of Our Indian Medical Service :

Our Will and Pleasure is that Our Warrants of 28th November 1903 and 28th June 1905 be cancelled, and that from and after this date the following rules shall be established, and that by these rules Our Viceroy and Governor-General in Council shall be governed.

1. The substantive ranks of Medical Officers in Our Indian Military Forces shall be as follows :—

Surgeon-General (ranking as Major-General).

Colonel.

Lieutenant-Colonel.

Major.

Captain.

Lieutenant.

The Director-General of Our Indian Medical Service shall hold the substantive rank of Surgeon-General, but may rank as Lieutenant-General when approved by Our Secretary of State for India in Council.

2. Except as otherwise herein provided, a Lieutenant shall be promoted to the rank of Captain on completing three years' full-pay service, if he has previously qualified in such manner as may be prescribed by Our Secretary of State for India in Council. An officer who has not so qualified may be provisionally promoted, if, in the opinion of Our Secretary of State for India in Council, he has not had a reasonable opportunity of qualifying. Such provisional promotion may be cancelled as soon as he has had such an opportunity and has not qualified.

3. Except as otherwise herein provided, a Captain shall be promoted to the rank of Major on completing 12 years' full-pay service, but this period may be reduced by six months in the case of an officer who produces satisfactory evidence of progress in any branch of knowledge which is likely to increase his efficiency.

4. Except as otherwise herein provided, a Major shall be promoted to the rank of Lieutenant-Colonel on completing eight years' full-pay service in the rank of Major.

5. Time on half-pay, not exceeding one year, shall be allowed to reckon as service for promotion under Articles 2, 3 & 4, where removal to half-pay has been the consequence of medical unfitness caused by duty, military or civil.

6. A Captain, after at least six years' service, a Major, or a Lieutenant-Colonel, may be promoted to the next higher rank by brevet for distinguished service in the field or for distinguished service of an exceptional nature other than in the field.

7. A certain number of Lieutenant-Colonels may be specially selected for increased pay for ability and merit.

8. Promotion from the rank of Lieutenant-Colonel with increased pay to that of Colonel, and from the rank

of Colonel to that of Surgeon-General, shall be given by selection for ability and merit, and the grounds of such selection shall be stated to Us in writing and recorded in the Office of Our Secretary of State for India.

9. A Lieutenant-Colonel may also be promoted to the rank of Colonel, and a Colonel to the rank of Surgeon-General, for distinguished service in the field. In any such case the officer shall remain supernumerary in the higher rank until the vacancy to which, in the ordinary course, he would have been promoted, or in the case of an Officer promoted to the rank of Colonel, until selection for the rank of Surgeon-General.

10. On appointment as Our Honorary Physician or Surgeon under Article 13, an Officer below the rank of Colonel shall be promoted to that rank, remaining supernumerary of his rank until he would have attained the rank of Colonel in ordinary course. (An Officer below the rank of Colonel, who may be appointed as Our Honorary Physician or Surgeon after retirement from the Service, shall be granted the honorary rank of Colonel.)*

11. Exchanges between Officers of Our Indian Medical Service and Officers of Our Royal Army Medical Corps below the rank of Major, and transfers of such Officers from either of the above Services to the other, shall be permitted subject to the approval of Our Secretary of State for War and of Our Secretary of State for India in Council, and on the following conditions :—

1. That the Officers shall have less than seven years' service.

* NOTE.—A correction to this para. has recently been received to the effect that only officers on the active list are now eligible for these appointments. An officer must relinquish it on retirement.

2. That the Senior Officer exchanging shall take the place of the Junior on the Departmental List, and shall not be promoted under Article 3, 4, or 5, until the Officer next above him shall have been so promoted.
3. That the Junior Officer exchanging shall be placed for seniority next below all Medical Officers whose commissions have the same date as his own.
4. That the Officer transferred shall be placed for seniority below all Medical Officers holding the same rank at the time of his transfer, and shall not be promoted under Articles 3, 4, or 5, until the Officer next above him shall have been promoted.

12. With a view to maintain the efficiency of the Service, Medical Officers shall be placed on the Retired List when they attain the following ages:—

Director-General	..	..	..	62
Surgeon-General	..	..	..	60
Colonel	..	..	..	60
Lieutenant-Colonel	..	..	..	55
Major	..	..	..	55

But a Lieutenant-Colonel, who has been specially selected for increased pay, if he attains the age of 55 years before he becomes entitled to the pension for 30 years' service, may be retained until completion of such service; and in any special case where it would appear to be for the good of Our Service that an Officer should be continued in employment, he may be so continued, subject in each case to the sanction of Our Secretary of State for India in Council.

13. An Officer, appointed on and after the 11th September 1890, who may retire on pension before completing 30 years' service, shall be liable, till he completes 55 years of age, to be recalled to duty in case of emergency.

14. Six of the most meritorious Medical Officers of the Service shall be named Our Honorary Physicians, and six Our Honorary Surgeons.*

Given at Our Court at St. James' this thirteenth day of March 1908, in the Eighth year of Our Reign.

By His Majesty's Command,
JOHN MORLEY.

NOTES ON THE ROYAL WARRANT.

Para. 2. See page 31 where the rules governing this examination are detailed.

The Lieutenant's commission dates from the day on which the result of the examination at which he is admitted is announced.

Para. 3. The rules at present in force governing the grant of accelerated promotion will be found in the Chapter devoted to this subject. Since the publication of the Royal Warrant a further concession has been made ; a Captain, who has been unable, on grounds of public convenience, to go home and qualify for acceleration, and has therefore been promoted to Major after twelve years' service, may still qualify up to the end of his 16th year of service ; and his promotion to Major will then be antedated six months. In such a case, however, he will not draw the difference between the pay of a Captain and a Major for the period by which he is antedated.

Military Despatch
108 of 2-12-10.

* NOTE :—See Note on page 6.

Para. 5. Only one year of the time spent on temporary half-pay reckons for promotion and pension (see Half-Pay).

SELECTED LIEUTENANT-COLONELS.

Para. 7. There are at present 41 Lieutenant-Colonels specially selected by the Government of India for increased pay, at the rate of Rs. 100 per mensem under this paragraph. The extra Rs. 100 is not admissible, however, where an officer draws a consolidated pay, *e.g.*, the Principal of a College or a Sanitary Commissioner. Of these, 21 are drawn from the Old Bengal establishment, 9 from Bombay, and 11 from Madras. The presidential system will cease to exist with the batch of officers who entered the service on 29th July 1896; all officers whose commissions are dated 28th January 1897 and later are on a common list for advancement to the higher grade of Lieutenant-Colonel.

From among the "selected" Lieutenant-Colonels promotions are made to the rank of Colonel. Selection thus operates for a second time at this stage; and it does not follow because an officer has attained the advanced grade of Lieutenant-Colonel for ability and merit, that he will be further promoted. It is recognised that a good executive officer is not necessarily a good administrative one.

Only selected Lieutenant-Colonels are eligible for the extension of service to complete 30 years for pension, referred to in para. 12 of the Royal Warrant, or for the extra £100 pensions granted annually at present to four officers, under A. R. I., Vol. I, para. 734. These extra pensions are further dealt with in the Chapter on Pensions below.

A Lieutenant-Colonel to whom an extension of service has been granted is ineligible for promotion.

ADMINISTRATIVE APPOINTMENTS.

Para. 8. There are at present twenty administrative appointments, four of which carry the rank of Surgeon-General and sixteen that of Colonel. These officers are serving either as Principal Medical Officers on the military side or as Administrative Medical Officers in civil. The method of their employment, and the establishment from which they are drawn are as follows. There is one administrative military appointment not included in the above, *viz.*, P. M. O.-ship of Aden which is held by a Lieutenant-Colonel.

	Bengal estab- lishment.	Bombay estab- lishment.	Madras estab- lishment.
Director-General	1	..	..
Surgeon-General, Military ..	1	..	..
Surgeon-Generals, Civil ..	..	1	1
Colonels, Military	4	3	3
Colonels, Civil	5	..	1

Promotions to administrative rank are made by selection from among Lieutenant-Colonels on the higher rates of pay of less than 55 years of age; for the present, and until officers whose commissions are dated 28th January 1897 come up for promotion, the three presidential establishments are rigidly adhered to; a vacancy among the Bombay Colonels, for example, must be filled from among the Bombay Lieutenant-Colonels on the higher rate of pay.

The tenure of all administrative appointments is five years, on completion of which an officer may retire on pension, or be re-employed up to the age-limit of 60 (62 in the case of the Director-

Royal Warrant,
para. 8.

A. R. I., Vol. I,
para. 107.

General); or he may wait on, on the chance of being re-employed (see Unemployed Pay and English Pay).

Officers in military and civil employ are equally eligible for promotion.

When an officer has been promoted to Colonel on the military side, his services may be utilised by the Commander-in-Chief in any appointment as P. M. O. that he sees fit, irrespective of whether the officer concerned belongs to one or other of the Presidential lists—thus an officer in military or civil employ belonging to the Madras list is, on promotion to Colonel, liable to serve as P. M. O. Kohat Brigade.

In making appointments to civil administrative officer-ships the system is different; the civil appointments in Bombay and Madras are limited to officers of those cadres and a Madras Officer would not be selected, for example, for the Inspector-Generalship, Punjab. The I. G.-ships of the Punjab, Bengal, United Provinces, Central Provinces and Eastern Bengal are limited to officers of the old Bengal or Northern and Eastern Command lists, and that of Burma to the Madras list. As far as is possible, without prejudice to the claims of senior officers in other provinces, appointments to Inspector-General are made from the cadre of the province concerned; but it is not unusual for an officer to be brought in from another province.

Administrative Medical Officers are debarred from the private practice of their profession, but D. G.'s Circular 5c, of 21st Sept. 1903. they may afford medical assistance on emergency, provided no fee is accepted.

Distribution of Administrative Appointments.

Military: There are eleven military appointments, *viz.*, ten Brigade and Divisional P. M. O.-ships and one at

Army Head-Quarters,—the Deputy P. M. O., H. M. Forces. Ten are held by Colonels and one by a Surgeon-General, who is selected from the Bengal establishment.

Rates of pay :		Rs.
Colonels	.. ..	1,800
Surgeon-General	.. ..	2,250

Civil : There are nine civil appointments, *viz.*, the Director-General, I.M.S., the Surgeon-Generals, Bombay and Madras, and the Inspectors-General of Bengal, Eastern Bengal and Assam, United Provinces, Punjab, Central Provinces and Burma.

Rates of pay :		Rs.
Director-General, I. M. S.	.. ..	3,000
Surgeon-General, Bombay	.. ..	2,500
„ Madras	.. ..	2,500
I. G., Civil Hospitals, Bengal	.. ..	2,500
„ Punjab	.. ..	2,250
„ Burma	.. ..	2,250
„ E. Bengal & Assam	.. ..	2,250
„ United Provinces	.. ..	2,250
„ Central Provinces	.. ..	2,000

RETIREMENT AND EXTENSION.

Para. 12. Officers are placed on the retired list on attaining the following ages:—

Director-General, I. M. S.	.. ..	62
Surgeon-General	.. ..	60
Colonel	.. ..	60
All other ranks	.. ..	55

A Lieutenant-Colonel selected for the higher rate of pay, if he attains the age of 55 before being entitled to the pension for 30 years' service, may be granted an extension beyond this age to complete such service. He must be reported to be physically fit and efficient.

A. R. I., Vol. I,
para. 730.
Royal Warrant,
para. 12.

This rule is only applicable to officers who entered the service before 1st April 1911.

An officer to whom such an extension has been granted is ineligible for promotion to the rank of Colonel, and also for the Special Extra Pension of £100 ; and, if in civil employ, he may not take any leave, other than privilege leave, during such extension.

Application for extension of service should be submitted to the Director-General, I. M. S., for the orders of the Government of India, through the ordinary official channels, at least three months before the date of attainment of 55 years of age.

Application for retirement should be submitted to the Director-General, I. M. S., for disposal through the ordinary channels, if the applicant is in India ; and to the Under-Secretary of State, India Office, if he is at home. In either case it is essential that he should forward with his application a " No Demand Certificate " (I. A. F. A. 450), obtained from the Accounts Officer through whom he draws his pay. The applicant must also invariably state where he wishes to draw his pay, *i.e.*, in Great Britain, India, a Colony, etc.

As a No Demand Certificate is only valid for three months, it is unnecessary to submit an application more than three months before the proposed date of retirement.

When an officer has once applied to resign or retire from the service, he cannot withdraw his application.

When leaving India on retirement, a final last pension certificate must be obtained from the Accounts Department.

A. R. I., Vol. I,
para. 734.

A. R. I., Vol. III,
para. 155.
A. R. I., Vol. II,
para. 468.

A. R. I., Vol. II,
para. 468.

A. R. I., Vol. II,
para. 236.

CHAPTER III.

ACCELERATED PROMOTION. STUDY LEAVE.

IN accordance with para. 3 of the Royal Warrant of 13th March 1908 the period of 12 years' full pay service required before a Captain can be promoted to Major " may
A. R. I., Vol. II, para. 243 A. be reduced by six months, in the case of an officer who produces satisfactory evidence of progress in any branch of knowledge which is likely to increase his efficiency." This rule has been amplified by the recent concession contained in the Secretary of State's Despatch, Military, 108 of 2nd December 1910, which, in the case of a Captain who has been unable, on grounds of public convenience, to go home and qualify, extends the qualifying period to the end of his 16th year of service. In other words, an officer who, for reasons beyond his own control, has been unable to qualify himself for accelerated promotion before he has completed 11½ years' service, may so qualify himself up to the end of his 16th year ; and his promotion to Major will then be antedated six months, but he will not draw the difference between a Major's and Captain's pay for those six months.

Accelerated promotion to the rank of Major is granted on the recommendation of the Government of India, based on the representation made by the Director-General, I. M. S., as to the eligibility of each individual officer.

In the case of a Captain satisfactory evidence must be forthcoming of his :—

(a) having passed, while a Captain, a professional examination for a higher degree than any already possessed by him, or for a special qualification of repute, or

A. R. I., Vol. VI,
para. 9.

(b) having pursued a course of serious study, in subjects approved by the Director-General, for nine months.

The Director-General considers each case on its merits and the rules drawn up by him are detailed in the circular below, which is applicable not only to Captains but to Majors up to the end of their 16th year of service.

Circular No. 1-C.

FROM

THE DIRECTOR-GENERAL,
INDIAN MEDICAL SERVICE,

To

ALL CIVIL ADMINISTRATIVE
MEDICAL OFFICERS.

Simla, the 14th February 1906.

SIR,

IN continuation of this office letter Nos. 4834—4843, dated 2nd September 1905, I have the honour to request that the attention of all junior officers of the Indian Medical Service may be drawn to the fact that under the terms of a recent communication from the Government of India, promotion from the rank of Captain to that of Major may be accelerated by a period of six months only, if satisfactory evidence is forthcoming of an officer—

(a) having passed, while in the rank of Captain, a professional examination for a higher

degree than any already possessed, or for a special qualification of repute, or

- (b) of having pursued a course of serious study in approved subjects for a minimum period of nine months.

2. With reference to the first of these conditions, I beg to state that the higher degree or special qualification on which a claim for accelerated promotion can be considered, must involve the serious study of an approved subject, or subjects, such as would be calculated to enhance an officer's efficiency in the performance of his duties, whether present or prospective, and not merely the acquisition of an academic distinction conferred in natural sequence to an ordinary qualifying degree or diploma, after a more or less formal academic test, as in the case of many M.D. degrees for M.B. graduates of the same University. An example of the test required is that of F.R.C.S., England, as applied to an M.R.C.S., England, or M.R.C.P., Lond., in the case of the ordinary double diploma.

3. These examples are to serve merely as concrete indications of the tests to be exacted, but the proviso previously referred to as to the bearing of the test as a guarantee of increased efficiency in the performance of an officer's ordinary duties would be borne in mind. To an officer whose career will be in the ordinary Civil Department (Civil Surgeon) a higher surgical or medical degree is desirable; to an officer in the Sanitary Department the D.P.H. is indispensable, but, if this be already obtained, a period of nine months' study in subjects connected with sanitary science in its higher ranges may be substituted. An officer in regimental employment would be expected to obtain a higher surgical or medical degree or special qualification

of repute in one of the special subjects which is calculated to enhance his efficiency in the execution of his duties in peace or war ; and here again nine months' study in approved subjects may be substituted when such a course is deemed more desirable. The spirit of the regulations must in all cases be observed, *viz.*, the promotion of efficiency in the service of the State, and not the acquisition of purely academic honours.

4. As regards the second condition I beg to state that the nine months' study required must be "serious" and it must be study of "approved subjects." This does not necessarily mean that the course or courses of study must be previously approved, and officers should be guided by the principle already laid down that any study they undertake, or any degree they may acquire, must have reference to their present or prospective duties and must be of a character calculated to enhance their efficiency in the performance of those duties. Officers who may be in doubt as to the practical application of this principle in their particular cases can always submit their proposals beforehand for advice and direction, though this will not involve a guarantee of accelerated promotion, which will depend on the ascertainable results of the study.

5. The nine months' study referred to in the preceding paragraph need not necessarily involve nine months on "study leave." Government are of opinion that officers desirous of obtaining accelerated promotion should be prepared to utilise their leave on private affairs if necessary to supplement the "study leave," which is due to them under the rules. This will preclude the necessity of deferring the course of study required until a late period in the rank of Captain.

In special cases really good and original work carried on in the course of an officer's duties may be taken into account in the consideration of the officer's claims to accelerated promotion, provided it showed evidence that an "approved subject" had been seriously studied, and pursued with results calculated to be of advantage to the State.

6. I beg also to state that no officer should apply personally for accelerated promotion. It will be sufficient for all officers who have fulfilled the conditions laid down to submit forthwith the evidence in support for record on their personal files. All such evidence should consist of full details of the nature and extent of the courses of study, with the subjects of study, the dates and particulars as to the Institutions in which they pursued these courses, and these details must be accompanied by certificates from the duly authorised authorities of the Institutions in question. These certificates or degrees or diplomas should be submitted to this office in original and they will be returned after copies have been recorded.

7. In conclusion, I beg to add that it is desirable that all Administrative Medical Officers should give their opinions in the annual confidential reports as to the increased efficiency exhibited by officers, and consequently as to the advantage to the State accruing from such courses of study on which a claim to accelerated promotion may be based, paying due regard to the ordinary duties in which the officers concerned are or may be engaged.

I have the honour to be,

SIR,

Your most obedient servant,

G. BOMFORD,

Director-General, Indian Medical Service.

Full details of courses of study performed by officers are supplied by the Secretary of State to the Director-General, and any academic distinctions or diplomas gained should invariably be entered in the special column for the purpose in the "Addition to Record of Service" submitted annually by every I. M. S. officer. It is therefore unnecessary for a Captain to apply for accelerated promotion.

An officer who has already been promoted to Major at twelve years' service and who desires to be antedated under the new rule should apply officially through the proper channel, and forward evidence in support of his claims.

STUDY LEAVE.

The rules governing the grant of Study Leave are detailed in the Circular below, which has been published in the *Gazette of India*.

Regulations regarding the Grant of Study Leave to Officers of the Indian Medical Service.

1. Extra furlough for the purpose of study may be granted to officers of the Indian Medical Service on the recommendation of the Director-General, Indian Medical Service.

2. The period of such Study Leave will be calculated in the case of an officer under Military Leave Rules at the rate of one-twelfth of pension service, and in the case of an officer under Civil Leave Rules at the rate of one-twelfth of active service, as defined in the Civil Service Regulations, to a total in either case of twelve months in all during officer's service.

3. Study Leave may be taken at any time, but will not be granted more than twice in the course of an officer's

service. This restriction does not apply to an officer who has part of his furlough converted into Study Leave under Rule 8.

4. The minimum period of study which will render an officer eligible for Study Leave shall be two months.

5. The minimum period of leave granted solely as Study Leave shall be six months. Time spent on the journey to and from India by an officer whose Study Leave is not combined with any other kind of leave, will reckon as Study Leave, but the allowance specified in Rule 10 will be granted during the period of study only. An officer whose Study Leave is combined with any other kind of leave will, however, be required to take his period of Study Leave at such a time as to retain, at its conclusion, a balance of other previously sanctioned leave sufficient to cover his return journey to India.

When an officer has been granted a definite period of Study Leave and finds after arrival in England that his course of study will fall short of the sanctioned period to any considerable extent, his absence from India will be reduced by the excess period of Study Leave unless he produces the assent of the authorities in India to his taking it as ordinary furlough.

6. Study Leave can be combined with any other kind of leave, provided the period occupied in study is not less than two months and, in the case of leave on medical certificate, provided that the Medical Board at the India Office certifies that the officer is fit for study. In the case, however, of officers in military employment, Study Leave cannot be taken in continuation of the combined privilege leave and furlough admissible under the terms of India Army Order No. 64 of 1904, if the total period would there-

by exceed eight months, but Study Leave may be so taken provided such leave is for not less than two months and the total period of combined privilege leave, furlough and Study Leave does not exceed eight months ; this limitation to eight months does not, however, apply in the case of Study Leave combined with privilege leave alone. The total period of absence from duty in India, in the case of officers under the Leave Rules of 1886 for the Indian Army, will be strictly limited to two years.

7. Except as provided in Rule 8, all applications for Study Leave shall be submitted, with the audit officer's certificate, to the Director-General, Indian Medical Service, through the prescribed channel, and the course or courses of study contemplated and any examination the candidate proposes to undergo shall be clearly specified therein.

8. Officers on furlough who wish to have part of their furlough converted into Study Leave should address the Under-Secretary of State, India Office, and should furnish a statement showing how it is proposed to spend the Study Leave. Similarly, officers on furlough or other leave, who desire to have it extended for purposes of study, should address the Under-Secretary of State, but in addition to the statement of the proposed study they must support their applications with documentary evidence of their having obtained the approval of the authorities concerned in India to their applying for an extension of leave.

9. An officer who is at home on combined leave may be permitted to commence a course of study before the end of his privilege leave, and to count the period so spent as part of his Study Leave, without forfeiting his privilege leave allowances during such period.

10. For the course of study, lodging allowance at the rate of 8s. a day for a field officer, 6s. for a Captain, and 4s. for a Lieutenant, will be granted on the production of the certificates required by Rule 12. It is to be understood that in order to qualify for the grant of Study Leave or for the receipt of lodging allowance, a definite course of study at a recognised institution, which will occupy the time of the officer for five or six days a week, must be pursued. This allowance will not be admissible to an officer who retires from the service without returning to duty in India after a period of Study Leave. Lodging allowance will be admissible up to 14 days for any period of vacation.

11. The rate of pay admissible during Study Leave to an officer under Civil Rules is determined as follows :—

A. If the rate of pay admissible during furlough earned by service under Civil Rules is higher in his case than that admissible during furlough earned by service under Military Rules, then—

- (1) He draws pay at the former rate for such period of his Study Leave as has been earned by his service under Civil Rules, and
- (2) for the remainder, if any, he can elect either—
 - (a) to draw pay at the rate admissible during furlough earned by service under Military Rules, or
 - (b) to draw it at the rate admissible during furlough earned by service under Civil Rules for a period not exceeding the amount of such furlough at his credit. In this case an equal period of the furlough at his

credit earned by service under Civil Rules will be treated as if it had been earned by service under Military Rules.

B. If the rate of pay admissible during furlough earned by service under Military Rules is higher in his case than that admissible in respect of service under Civil Rules, then—

- (1) He draws pay at the former rate for such portion of his Study Leave as has been earned by his service under Military Rules, and—
- (2) for the remainder, if any, he can elect either—
 - (a) to draw pay at the rate admissible during furlough earned by service under Civil Rules, or
 - (b) to draw it at the rate admissible during furlough earned by service under Military Rules for a period not exceeding the amount of such furlough at his credit. In this case an equivalent period of the furlough at his credit earned by service under Military Rules will be treated as if it had been earned by service under Civil Rules.

12. On completion of a course of study a certificate on the proper form (which may be obtained from the India Office) together with any certificates of special study should be forwarded to the Under-Secretary of State, India Office, who will arrange for the transmission of copies of the documents to the Director-General, Indian Medical Service. Officers may also be called upon to report themselves in person to the President of the Medical Board, India Office, on the conclusion of their course of study.

13. Study Leave will count as service for promotion and pension, but, except so far as it may be taken during privilege leave (*see* Rule 9), it will not count for furlough or any other leave. It will not affect any leave which may already be due to an officer ; and will not be taken into account in reckoning the aggregate amount of furlough taken by an officer towards the maximum period of six years admissible under Article 299 of the Civil Service Regulations.

Military Department,

India Office, October 1910.

CHAPTER IV.

THE MILITARY SIDE OF THE I. M. S. ; EXAMINATION FOR PROMOTION ; MISCELLANEOUS APPOINTMENTS ; SPECIALISTS.

THE commission of an officer as Lieutenant on probation, under existing rules, dates from the day on which his having passed the Entrance examination into the I. M. S. is published. He is required to attend two successive courses of instruction of two months each at the R. A. M. C. College, Millbank, and at Aldershot, and must pass an examination after each course. His position in the batch of officers whose commissions bear the same date as his own is determined by the combined results of the Entrance and these two examinations. After passing the final examination, the rank of Lieutenant is confirmed.

A Lieutenant who, within a reasonable period before the date at which he would otherwise sail for India, furnishes proof of his election to a resident appointment or to a preliminary appointment leading in due course to a resident appointment at a recognised civil hospital, may be seconded for a period not exceeding one year from the date on which he takes up such appointment, provided that he joins it within three months of passing his final examination, and that he holds himself in readiness to sail for India within fourteen days of the termination of the appointment. While seconded, he will receive no pay from Indian funds, but his service towards promotion, increase of pay, and

A. R. I., Vol. I,
para. 732.

pension, will reckon from the date borne on his commission. No officer can be seconded until he has passed his final examination.

In special cases permission may be granted to Lieutenants to delay their departure for India, in order to sit for some further professional examination. Lieutenants remaining in England under such circumstances will receive no pay for any period beyond two months from the date of the termination of the course of instruction, unless the period elapsing before the day on which the majority of the Lieutenants of the same seniority sail to India exceeds two months, in which case Lieutenants allowed to remain in England will receive pay up to that day. In such cases pay will recommence on the day of embarkation for India.

All the provisions of this clause are subject to the general exigencies of the service.

A. R. I., Vol.
para. 160.

On landing every officer will report himself personally to the Senior Staff Officer at the port for orders.

Standing Orders,
Medical, paras. 41,
42.

On arrival in India all I. M. S. Lieutenants are posted for a month to the station hospitals at Rawalpindi, Poona, Lucknow or Bangalore, where they undergo a course of instruction in practical sanitation under Indian conditions.

On completion of this course officers are usually posted to regiments, either as attached for duty, under the regimental medical officer, as a temporary measure, or officiating in a leave or other vacancy; and, in the ordinary

course of events, he continues to officiate in regiments until appointed substantively to medical charge of one.

It is essential to pass the examination in Urdu by the Lower Standard as soon as possible, as, until this is done, pay is restricted to the "unemployed" scale.

A. R. I., Vol. I,
para. 113.

On arrival in India every officer must fill up the form of "Record of Services" (India Army Form Z 2041) in triplicate and send it, together with the "Letter of appointment" issued to him by the India Office, to the Director-General through the proper channel. As the first two pages of this form appear to present great difficulty, a sample, correctly filled in, is included as Appendix I (q. v.). In the space on page 3, headed "Additional for I. M. S. Officers" resident hospital appointments and demonstratorships should be entered. This form is the basis of the "Personal Record" of each officer, maintained in the office of the Director-General, and it is completed and kept up to date by the addition of the form for "Additions to Record of Service" supplied by each officer on the 1st January, and by the Confidential Report on him by the Military or Civil Authorities under whom he is serving.

A. R. I., Vol. II,
paras. 474-475.

Domestic events, such as marriage, births of children, and deaths of members of the officers' family must be reported immediately on occurrence, to the Controller of Military Accounts, Eastern Circle, Calcutta, or to the Director of Funds, India Office, when the officer is in Europe.

A. R. I., Vol. I,
Appendix III,
paras. 14-17.

DUTIES OF A REGIMENTAL MEDICAL OFFICER.

The duties comprise charge of the regimental hospital and personnel, maintenance of order and discipline in the hospital, care of the sick, prevention of disease in the unit and sanitary supervision of the lines and bazar, instruction of regimental and hospital subordinates in stretcher drill and first aid. There are also many periodical and occasional reports and returns to be submitted, and for these he is responsible; all entries of a confidential or professional nature must be made by the medical officer in his own handwriting. A complete list of reports and returns and their channel of submission is contained in I. A. F. Z. 2,000.

On arriving at or departing from a military station every officer will report the fact to the Senior Staff Officer; similarly he will report at Army, Divisional and Brigade Head-quarters if in the station. Medical officers must report themselves personally to the senior officer of their department.

The regimental medical officer must attend parade when his unit is inspected, also field firing and musketry camps; he may also be ordered by the officer commanding to attend any parade. He is responsible for all medical arrangements for the unit when route-marching or changing station, and for the upkeep of medical equipment of the hospital and the medical mobilisation equipment. He also examines all recruits for the regiment, or any sent to him by the Station Staff Officer for other regiments

A. R. I., Vol. II,
paras. 878-896.

Vol. VI, paras.
47-59, 67-86.

Standing Orders,
Medical, paras.
21-34.

A. R. I., Vol. VI,
para. 44.

A. R. I., Vol. II,
para. 159.

A. R. I., Vol. II,
para. 889.

or for the Supply and Transport and Departmental Corps. He may also be required to attend courts martial, courts of enquiry, and regimental or station boards, and to perform any duty for which he is detailed by the S. M. O., I. M. S., provided his regimental duties are not interfered with.

A. R. I., Vol. VI,
para. 40.

The regimental medical officer is under the order of the officer commanding the unit, but will be guided in his professional duties by the regulations of the medical service and the orders of superior medical authority, *i.e.*, the Divisional and Brigade P. M. O., and the “Senior Medical Officer, I. M. S.,” of the station. He will be detailed by the O. C. to take charge of mess and other institutions in his turn.

A. R. I., Vol. II,
para. 537.

A. R. I., Vol. VI,
para. 40.

Mess and band subscriptions are payable by medical as by other regimental officers, according to rank. The band subscription is $2\frac{1}{2}$ per cent. on pay and allowances, and a donation of 15 per cent. is payable to the corps to which he is permanently appointed, and on promotion. When seconded, as for civil employment, he pays half rates, and, when on leave out of India, $1\frac{3}{4}$ per cent. The mess subscription is Rs. 8 per mensem, and Rs. 2 when seconded.

A. R. I., Vol. II,
paras. 588-598.

Every officer is required to be in possession of, and to keep himself acquainted with, the following books:—

King's Regulations for the Army.

A. R. I., Vols. II (Discipline) and VI (Medical).

Field Service Manual, Medical.

Field Service Regulations (*Free issue*).

Manual of Military Law.

Standing Orders, Medical.

Military Training, Medical, for R. A. M. C., in India and I. M. S.

He will find it essential to be in possession of a modern bacteriological microscope.

The uniform, for peace and field purposes, which must be maintained by every officer, is detailed in A. R. I., Vol. VIII (Dress). Uniform must be worn on duty ; but, when in hospital, without a sword.

It is most important that a regimental officer should make it his business to keep in close touch with the C. O., the officers and all ranks, and take an interest in the internal economy of the regiment and the various pursuits of officers and men.

As explained below, a regimental medical officer may be placed in collateral charge of another unit, of a cantonment hospital or staff surgeoncy ; he may also be appointed a specialist. (See Specialists.) After he has been in India two years on military duty he may apply for civil employment, addressing the Director-General through the proper channel. For the various forms of civil employment and details as to their pay see Chapter V. If an officer goes to civil employ he is struck off the strength of his regiment after an absence of three years.

After officiating in medical charge of a regiment for from three to five or more years an officer is posted substantively to one ; and, unless he applies for a transfer or goes to civil, he remains with that unit. It is advisable therefore that application be made for a special arm (*e.g.*, infantry, cavalry) or a special type of regiment (*e.g.*, Gurkhas, Rajputs) if the officer has any choice. It usually

takes twice as long to get a cavalry as an infantry regiment.

EXAMINATION FOR PROMOTION.

A. R. I., Vol. II,
para. 904 and Ap-
pendix XXIV.

Before promotion to Captain a Lieutenant must pass an examination in the following subjects :—

King's Regula-
tions, paras.
853-873.

b(i) squadron and company drill ;

b(ii) corps drill and exercises ;

d(ii) military law (including Indian) ;

h(ii) duties of subordinate personnel of native hospitals ; reports and returns ;

h(iii) duties of I. M. S. executive officers.

Text-books.—The relevant parts of A. R. I., Vols. II and VI, Field Service Manual, Medical, Manual of Military Law, and Manual for the R. A. M. C.

The qualification for a pass is .5 in each sub-head.

An officer cannot go up for the examination until he has completed 18 months' service, and boards of examination are held twice annually in March and October. At least two chances are open to the candidate, and he may take up the subjects together or separately ; failure in

K. R., para. 862.

one sub-head involves re-examination in that sub-head alone. Failure to pass the examination involves supersession for promotion, unless evidence can be produced that, on account of illness or other particular circumstance, there has not been sufficient opportunity of qualifying.

In practice, military law is the subject in which most officers fail.

THE STATION HOSPITAL SYSTEM.

The account of the military side of the I. M. S. above is based on the existence of the regimental system. The abolition of this system and substitution of the station hospital, on British lines, are under contemplation.

THE SENIOR MEDICAL OFFICER, I. M. S.

The Senior I. M. S. officer in a station may detail any regimental officer or medical subordinate for any duty, provided this does not interfere with regimental duties. The Senior Medical Officer of the station, if not an I. M. S. officer, communicates the orders of the O. C. Station to the S.M.O., I. M. S., for necessary action.

A. R. I., Vol. VI,
para. 40.

LANGUAGES.

As already pointed out, no officer can draw anything but the unemployed pay of his rank until he has passed the examination in Urdu by the Lower Standard. The Government of India grants rewards for this as well as other examinations in Oriental and certain European Languages, varying in amount from Rs. 80 to Rs. 4,000; the scale of rewards is as detailed in A. R. I., Vol. I., paras. 376-378. I. M. S. officers are allowed to go to Japan on leave on the full pay of their appointments for two years, to study the language; and to Russia on grade pay and half staff pay or, at his option, on furlough pay.

A. R. I., Vol. I,
para. 113.

A. R. I., Vol. I,
paras. 376-378.

A. R. I., Vol. I,
paras. 339 and
339A, Vol. II,
paras. 240 and 964-
73.

Tentage.

An officer is required to maintain camp equipage at all times, and his Indian pay is reckoned to contain a definite amount for this purpose.

A. R. I., Vol. I,
para. 373.

Courses of Instruction.

I. M. S. officers are eligible for the course of instruction in X-ray work at the X-ray Institute, Dehra Dun. The course is held twice a year and lasts for three months. A certificate from the Institute is necessary before an officer can be regarded as qualified as a specialist in this subject. (See Specialists.)

A course of instruction in bacteriology, serum therapy, etc., is held at the Central Research Institute, Kasauli, six times a year ; each course lasts a month. (See Chapter VI.)

A course of instruction in malaria investigation is held at Amritsar under an officer of the Bacteriological Department. (See Chapter VI.)

See also Course of Sanitation (page 26).

Rates of Pay of Regimental Officers.

These are detailed in Chapter VIII.

MISCELLANEOUS APPOINTMENTS OTHER THAN REGIMENTAL.

Charge of Cantonment Hospitals.

Cantonment hospitals are of two classes according as the British garrison in the station is over or under 1,000 men. They are administered by the Divisional P. M. O.,

A. R. I., Vol. VI,
para. 105.

Officers of the I. M. S. or R. A. M. C., as the case may be, are appointed to these charges by the Brigade Commander, in addition to their other duties; they must have passed the Lower Standard Urdu examination. An officer in charge of a cantonment hospital cannot hold any other collateral charge.

A. R. I., Vol. VI,
Appendix I.

The advantage of these appointments is that they afford a considerable scope for surgical practice.

Rates of pay :		Rs.	Rs.
1st class	150 + 30 Horse allowance.
2nd class	100 + 30 Do.

A. R. I., Vol. I,
para. 11 (a).

The Bolarum Cantonment Hospital carries an allowance of Rs. 50.

Staff Surgeons, Bangalore, Poona and Secunderabad.

These are I. M. S. cadre appointments, limited in tenure to three years, extensible to four; officers are posted to them by the P. M. O., India.

A. R. I., Vol. VI,
Appendix I.

Rate of pay :	
Bangalore	Grade pay <i>plus</i> 200 Rs. staff.
Poona	Do. 350 Rs. staff.
Secunderabad	As for a native regiment.

A. R. I., Vol. I,
para. 11 (a).

Staff Surgeons.

Staff Surgeoncies are collateral charges, held by I. M. S. or R. A. M. C. officers, at the Head-quarters of Divisions and Brigades, and at the Staff College, Quetta.

A. R. I., Vol. VI,
Appendix I.

A. R. I., Vol. I,
para. 11 (a).

Appointments to them are made by the Divisional or Brigade Commander.

Rates of pay :

At Head-quarters of Division, at Fort William and the Staff College, Quetta	Rs.
At Head-quarters of Brigades	100
	50

Surgeon to H. E. the Commander-in-Chief.

This officer acts as Staff Surgeon Army Head-quarters when stationed at Simla, although he is on the personal staff of the Commander-in-Chief ; and he accompanies the latter on tour. He may belong to the I. M. S. or R. A. M. C. The tenure of appointment usually coincides with that of the C.-in-C.

Rate of pay :	Rs.
Grade pay of rank and staff pay ..	350

The appointment is in the gift of the Commander-in-Chief.

Surgeon to H. E. the Viceroy.

This officer is on the personal staff of the Viceroy, and is selected by the latter either from the I. M. S., from military or civil employ, or from the R. A. M. C. He accompanies the Viceroy on tour.

Rate of pay	Rs.
	1,200

Surgeons to the Governors of Madras and Bombay.

These officers are on the personal staff of the Governors, who select them from I. M. S. officers in military or civil employ, or from the R. A. M. C.

Rate of pay	Rs.
	1,000

Staff Officers, Medical Mobilisation Stores.

There are five of these appointments for the I. M. S. at Divisional Head-quarters. Officers are posted to them by the P. M. O., India, and the tenure is three years extensible to four. The duties are charge of the field and general hospitals composing the mobilisation equipment of the division, and staff duties in connexion with the divisional company of Army Bearer Corps.

		Rs.
Rate of pay :	Grade pay of rank and staff ..	300

Secretary to P. M. O., India.

A. R. I., Vol. VI,
Appendix I.

A. R. I., Vol. I,
para. 11.

This officer is appointed by the P. M. O., India, for a period of three years extensible to four. He is stationed at Army Head-quarters.

		Rs.
Rate of pay :	Grade pay of rank and staff ..	500

Medical Store Keepers to Government.

There are four of these officers, permanently holding the appointment of Medical Store Keeper. They are in charge of the four Medical Store Depôts at Bombay, Madras, Calcutta and Lahore, and are liable to transfer from one to another. The depôts supply not only the army but all civil government institutions with medical stores; and local and municipal bodies are allowed to deal with them. In addition to importations from home the depôts are

largely engaged in manufactures ; and for their whole operation the Medical Store Keepers are responsible. The appointments are directly under the Director-General, I. M. S., to whom applications for them should be made. They are open to officers in civil as well as military employ. The duties are extremely arduous. For purposes of privilege leave officers who are appointed from civil employ continue under C. S. Rules while employed as Medical Store Keepers.

Rate of pay :

Captain— Grade pay *plus* Rs. 400 staff.
 Majors and Lieutenant-Colonels—Grade pay *plus* Rs. 500 staff.

Lawrence Military Asylum, Sanawar.

The medical officership of this institution is open to officers of the I. M. S. in military or civil employ up to the rank of Major. The appointment is made by the Director-General, I. M. S., to whom application for it should be made ; and, for purposes of administration, is under the Inspector-General, Civil Hospitals, Punjab. The tenure is usually limited to two years, and the officer holding it must be married and a member of the Church of England.

Rates of pay.	Rs.
Lieutenant	450
Captain	500
Captain over 5 years	550
Captain over 7 years	600
Captain over 10 years	650

Free quarters are given.

Honorary Physicians and Surgeons to the King.

There are at present six Honorary Physicians and six Honorary Surgeons to the King, all of whom are on the retired list. They will in future be held by officers on the active list. They are personal appointments, and are open to officers in civil as well as in military employment ; and the letter K.H.P., and K.H.S. respectively, are shown in the Army List against the names of the officers holding them.

Royal Warrant,
para. 10

Honorary Surgeons to the Viceroy.

There are six of these appointments on the personal staff of the Viceroy, and officers from both sides of the service are eligible for them. There are no duties laid down. The Viceroy's Honorary Surgeons wear the same aiguillette in full dress as the rest of the Viceregal Staff, on the right shoulder ; and are distinguished in the Army List by the letters V.H.S. before their names.

Specialists.

There are 50 "specialist" appointments for which I. M. S. officers in military employment are eligible ; they comprise prevention of disease (in practice, this means charge of a brigade laboratory), surgery, ophthalmology, skiagraphy, gynæcology, mental diseases, and diseases of the ear, throat and nose. The services of a specialist are absolutely at the disposal of Government, without further claim for remuneration, and the duties are in addition to ordinary hospital work. No officer may hold more than one specialist appointment at the same time.

Standing Orders,
Medical, para.
48-50.

An allowance of Rs. 60 per mensem is granted to an officer below the rank of Lieutenant-Colonel when holding a specified specialist appointment; the fact of having been recognised as a specialist, however, gives no claim to the allowance, unless the officer concerned has been posted to an appointment under the authority of India Army Orders.

A. R. I., Vol. I,
para. 155 (d) IV.

The eligibility of an I. M. S. officer to be regarded as a specialist is decided entirely by the Director-General, I.M.S., but his employment as such, after selection, rests entirely with the military authorities. As regards skiagraphy an officer, before being recognised as a specialist, must have gone through the course at the X-ray Institute, Dehra Dun, and have passed the examination there for fitness to hold charge of an X-ray section. In regard to the other subjects an officer desirous of being considered must submit an official application to the Director-General, through the proper channel, stating clearly on what his claim is based. Academic qualifications, previous experience as a resident medical officer of recognised institutions, certificates of special skill from recognised experts, are all taken into consideration; but the Director-General may require the applicant to appear before him for examination.

It is desirable, in their own interests, that officers should submit their claims for recognition as specialists as early in their service as possible.

M. D. letter
2054 A of 6-9-05.

Specialist pay is admissible during recreation or temporary leave, and during privilege leave, whether the latter is taken in combination with other kinds of leave or not.

CHAPTER V.

THE CIVIL SIDE OF THE I. M. S.

THE Indian Medical Service enjoys a wide and most varied field of employment on the civil side ; and, while the latter is primarily designed for and acts as the war reserve of the army, it affords, practically, a lifelong career to those who enter it ; but it is impossible, within the scope of this work, to describe the duties of all the various branches of civil employment. The majority of men undoubtedly enter the service with the intention of obtaining civil employment sooner or later ; and at present there are 390 civil appointments open to officers of the I. M. S.

Any officer in the I. M. S. may apply for civil employment, on completion of two years' military service in India, or at any subsequent time. Every officer, on entering the service, has a "civil area" allotted to him, by the Secretary of State, which is shown against his name in the Army List ; and he is eligible for ordinary civil employment, *i.e.*, for a civil surgeoncy, within that area, but in no other.

Officers who entered the I. M. S. prior to 28th January 1897, belonged to the Bengal, Madras or Bombay establishment ; and their "civil area" corresponded to the military one. The term Bengal, for civil purposes, included the existing provinces of Eastern Bengal and Assam, Bengal, the United Provinces, Punjab, the Central Provinces and Burma ; in the Madras area came Madras,

Burma and the Central Provinces ; and the Bombay area consisted of Bombay and Aden. An officer of the Bengal list could apply for civil employment in any or all of the provinces included in that area.

From 28th January 1897, to 1st September 1905, officers were allotted to "Commands," Northern, Eastern, Western and Secunderabad, respectively. Of these the first two corresponded to the old Bengal list, and an officer of the Northern or Eastern Command was eligible for civil employment in the whole of the old "Bengal" area ; similarly the Secunderabad Command corresponded to the old Madras list, and the Western to the Bombay list.

From 1st February 1906, the existing "area system" came into force, and an officer is now allotted for civil employment to one of the following areas, against which the corresponding provinces are shown :—

<i>Name of area.</i>	<i>Provinces contained in area.</i>
Upper Provinces ..	.. Punjab. .. United Provinces. .. Central Provinces.
Lower Provinces ..	.. Bengal. .. Eastern Bengal and Assam.
Madras and Burma	.. Madras. .. Burma.
Bombay and Aden	.. Bombay. .. Aden.

An officer is only eligible for ordinary civil employment in the provinces comprised in the area allotted to him. When he applies for such employment he is at liberty to select one or all of the provinces in his area ; but, if the exigencies of the administration require it, he may be posted to any of these provinces. For example, an

“ Upper Provinces ” man may apply for Punjab, United Provinces and Central Provinces, or for the Punjab alone. In the latter case, however, while every effort is made to meet his wishes, he is liable to be posted to the Central Provinces ; and, if he declined to go, his name would be struck off the Punjab list of applicants.

Exchange of area between two officers is permissible subject to the sanction of the Government of India. Applications for such exchanges must be made to the Director-General, through the ordinary channel, by both officers who are party to the transaction.

Application for ordinary civil employment is made in the form of an official letter, forwarded through the proper channel to the Director-General, I. M. S. ; and, as the position on the list of applicants is determined strictly in accordance with seniority of application, except in forms of employment in which special qualifications are required, it is obviously advisable that an officer who proposes to enter civil employ should apply as soon as possible after completion of two years' military service in India.

The time it takes to get into civil varies greatly ; it depends partly on the popularity of the province and partly on the number of casualties among the civil surgeons in that province. At present, while some officers are getting civil employ after about $4\frac{1}{2}$ years' service, others have to wait for at least 7 years.

Besides ordinary civil employment, however, an I. M. S. officer is eligible for appointment to other departments which are not affected by the area system. Thus he may apply for the Foreign, Jail, Sanitary, Bacteriological,

Chemical or Alienist departments, all of which are Imperial in the sense that they are open to officers of any area, no matter where the vacancy may occur ; or he may apply for certain special appointments, *viz.*, Medical Store Keeper to Government, the Civil Surgeancy of Simla, Surgeon Naturalist with the Government of India, the Lawrence Military Asylum at Sanawar, or for Plague duty. Finally an officer may apply for a professorial appointment in a medical college ; in Madras and Bombay these are in the gift of the Local Government, in other provinces the concurrence of the Government of India is also necessary ; and it may happen that, in the case of such professorships as those of Anatomy, Physiology and Biology there is no suitably qualified officer in the province ; in that case application is made to the Government of India for an officer, and one is provided from the list of applicants maintained by the Director-General, I. M. S. The Government of India, however, has the right to appoint any officer to any professorship except in the cases of Madras and Bombay.

An I. M. S. officer may apply for any of these classes of employment at any time ; if, however, having been registered, he refuses to accept an appointment offered to him, his name is struck off all lists for civil employ.

TRANSFERS.

Having obtained ordinary civil employment in a province transfers can generally only be made in the interests of the State ; if an officer serving in one province is allowed to go to another because he prefers it, or on grounds of ill health, he goes to the bottom of the list of

permanent or officiating civil surgeons of that province as the case may be. Such transfers are very rarely permitted.

Transfers to special departments, such as Jails, Alienist, etc., are allowed, if the applicant has the necessary qualifications; and an officer may claim to revert to military employ at any time.

PROMOTION.

As regards prospects of promotion other than military, the officer in civil employ can look forward in course of time to becoming Inspector-General of his own or another Province with the rank of Colonel, or, in the case of Bombay and Madras, Surgeon-General with the Government; on the other hand, under existing regulations, after he has got on to the "selected list" of Lieutenant-Colonels with the higher rate of pay, he may fall to a vacancy among the Colonels on the military side of the service; and he will then complete his career, as he began it, in military employ. Before this happens he is required to undergo a course of

A. R. I., Vol. VI,
para. 10.

two months' training attached to the office of a P. M. O., and is instructed in the routine of military medical organisation, mobilisation, staff rides, etc. In practice it is rarely possible to forecast with certainty whether a civil surgeon who has attained to the grade of "selected" Lieutenant-Colonel will fall to the military or civil side; so, unless his age or health debar him from any reasonable chance of promotion, every such Lieutenant-Colonel, who has been further selected for promotion, has to undergo this training. An officer cannot refuse promotion.

DRESS OF OFFICERS IN CIVIL EMPLOY.

At Levées, Drawing Rooms and State ceremonials uniform will be worn; when mess dress is worn by officers in military employment it is to be worn by those in civil.

I. M. S. officers are required to be in possession of all necessary uniform on their reversion to military duty.

CHAPTER VI.

BRANCHES OF CIVIL EMPLOYMENT.

Civil Surgeoncies ; Foreign Department ; the Jail Department ; the Sanitary Department ; The Bacteriological Department ; Plague appointments.

CIVIL SURGEONCIES.

THE ordinary form of civil employment is the Civil Surgeoncy ; and, in this capacity, the majority of I. M. S. officers on the civil side are serving. In Madras the Civil Surgeon is known as the " District Medical and Sanitary Officer," in the Presidency towns he is called a " Presidency Surgeon ; " and in different parts of India, and even of the same Province, his duties vary within considerable limits.

Practically, the Civil Surgeon is the medical and sanitary officer of a district, and has to fulfil many functions ; he is the medical attendant of the higher grades of Government civil officials who are entitled to free treatment ; he is the sanitary officer of the whole district, and, as such, responsible for vaccination operations ; he is medical officer of the " Sadar " hospital at the head-quarter station, and exercises general supervision over all the dispensaries in the district and their staffs. He is also usually superintendent of the district jail, and this is one of the most onerous of his duties and one which demands unremitting attention. He is the official medico-legal expert, and, as such, is constantly brought in contact with the judicial department, and the police ; and

it is not at all unusual for him to have to perform and report on two hundred *post-mortem* examinations in a year.

In addition, a Civil Surgeon may have charge of a Lunatic Asylum, or he may be Superintendent of a Medical School for the education of sub-assistant surgeons.

To assist him in his duties he has a staff of subordinates,—military and civil assistant and sub-assistant surgeons, compounders, vaccinators and menial hospital staff; and his relations to these are practically those of a commanding officer, subject to the Inspector-General or Surgeon-General of the Province. In his capacity of District Jail Superintendent he comes under the Inspector-General of Prisons.

In addition to his official duties he may have a railway establishment, mills or other commercial enterprises to look after as medical officer, receiving payment for his services either in the form of fees or monthly allowances. He is also permitted to undertake private practice.

The amount of such private practice varies enormously in accordance with the appointments held; in the smaller civil surgeoncies it is practically a negligible quantity. But the prospects afforded by the more important appointments are still very good, and are a powerful inducement to men to become civil surgeons.

FEES.

The scale of fees is one which is left to private arrangement, except in the case of Ruling Chiefs and Indians of position with hereditary titles and their families; and the rules governing these are detailed in the following Government

of India Notification, Medical No. 100 of 2nd February 1911.

FEE RULES.

In supersession of the orders contained in the Home Department Notification No. 607, dated the 1st July 1909, and of all existing orders on the subject, the Governor-General in Council is pleased to make the following rules, which will be applicable to British India and Native States, regarding the receipt by medical officers of Government of fees (including honoraria or presents which may be offered for services rendered) for professional services in certain cases :—

- (1) Whenever attendance, whether for an ordinary visit, a consultation, a confinement, or a surgical operation, on a Ruling Chief or his family or dependents, or on an Indian of position who holds a hereditary title conferred or recognized by Government of rank not below that of Raja or Nawab, or his family or dependents, involves the absence of a medical officer from his station, he shall be permitted to demand or receive such fees as may be arranged between himself and the person employing him, provided that he does not, without the special permission of the local Government, obtained as provided below, demand or receive in addition to his travelling expenses, a higher fee than Rs. 500 a day for the first three days and Rs. 250 a day thereafter, the full daily fee being given for every complete period of 24 hours' absence, with a proportionate fee for periods of less than 24 hours.

- (2) For similar attendance not involving absence from his head-quarters, a medical officer may demand or receive fees in accordance with the scale which he has fixed for his patients generally ; and, in the case of operations and confinements, he may accept fees equal in amount to those current in similar circumstances in the profession in the United Kingdom.
- (3) Before accepting or demanding from a Ruling Chief or Indians of position, as referred to in rule (1), a fee in excess of the rates laid down in rules (1) and (2) above, a medical officer must report the case confidentially to the local administrative medical officer, who will obtain unofficially, and communicate to him, the orders of the local Government. When taking the orders of Government the administrative medical officer will be careful not to disclose any of the medical particulars of the case.
- (4) Local Governments and Administrations shall have full power to dispose of all cases so reported to them, but shall be at liberty to consult the Director-General, Indian Medical Service, or to refer any particular case for the orders of the Government of India.

A fee of Rs. 4 is payable by the Postmaster-General for examination of Government servants effecting life insurance in the Post Office.

The duties of a Civil Surgeon are defined in the special medical manuals published under the orders of the

various Local Governments ; for all purposes of administration and discipline he is directly under the Administrative Medical Officer of the Province, *i.e.*, the Surgeon-General or Inspector-General, as the case may be. It is in the power of the Local Government to employ a Civil Surgeon in any capacity, *e.g.*, as superintendent of an asylum or central jail, as a professor, etc.

A Civil Surgeon is liable to perform any military duty of a temporary nature he may be called upon to discharge ; *e.g.*, examination of recruits, attendance on entitled military persons, supply of medical certificates, etc.

G. of I. letter Mil.
Dept. 2813 D. of
28-6-05.

The number of Civil Surgeoncies in each province varies ; the following table shows their present disposition :—

Bengal .. .. .	..	..	..	..	13 31
United Provinces ..	..	..	..	..	34
Punjab .. .. .	..	..	..	..	16
Burma .. .. .	..	..	..	..	17
Eastern Bengal and Assam	..	..	..	..	17
Central Provinces ..	..	..	..	..	14
Bombay .. .. .	..	..	..	..	21
Madras .. .. .	..	..	..	..	28

Civil Surgeons are of two classes, first and second.

Civil Surgeons are usually required to pass an examination in the vernacular of their Province under the rules applicable to other officers serving under Local Government.

In the Punjab, however, an officer in civil employ is eligible for the Rs. 500 reward for passing the military Higher Standard in Punjabi.

S. of S. Despatch 76
Public of 9-6-05.

Civil Surgeons are eligible for courses of instruction at the X-ray Institute, Dehra Dun, and the Central Research Institute, Kasauli. While attending such courses they are regarded as on duty, local arrangements being made for their work during their absence. The Kasauli course lasts a month and covers a wide field of bacteriology, vaccine therapy, etc.

See Bacteriological
Department.

RATES OF PAY.

The rates of pay are detailed in the table in Chapter IX; a first class Civil Surgeon always draws 50 rupees more, and a second class one 50 rupees less than an officer of the same rank in substantive charge of a regiment.

OFFICIATING CIVIL SURGEONS.

On first appointment from military duty or from other form of civil employment a Civil Surgeon is placed temporarily at the disposal of the Government of the province. He continues to "officiate" until he is confirmed in the permanent provincial cadre. This confirmation depends on the occurrence of vacancies in the cadre from deaths, retirements, etc., and the time an officer has to wait before his turn comes varies. If not confirmed in his province before, however, an officer is regarded as permanently in civil employ for purposes of leave after three years' officiating service.

For rates of pay see "Acting Allowances," Chapter IX. Reversion to military duty is permissible at any time.

APPLICATIONS FOR EMPLOYMENT AS CIVIL SURGEON.

Application for employment as a Civil Surgeon should be made to the Director-General, I. M. S., as soon after

completing two years' military service in India as possible, as appointments are made in order of seniority of application.

FOREIGN DEPARTMENT.

Under the Foreign Department of the Government of India there are 37 appointments, *i.e.*, Agency and Residency Surgeons, and, in the case of Baluchistan and the North-West Frontier Province, Civil Surgeons, the duties of which are very similar to those of the provincial Civil Surgeons. Foreign employ renders an officer liable to serve in the Native States of Rajputana, Central India, Mysore and Hyderabad, in Persia, Turkish Arabia and the Persian Gulf, Nepal, Kashmir and Gilgit, in Baluchistan and the N.-W. Frontier Province, and officers are freely transferred from one to another of these areas. The work is not so arduous generally as that of the ordinary Civil Surgeon, and the opportunities for private practice are not so great, except in a few appointments such as Indore and Hyderabad. Local allowances, varying in extent, are attached to these appointments, and are detailed below.

APPLICATION FOR EMPLOYMENT.

Application for employment under the Foreign Department is made through the ordinary channels to the Director-General, I. M. S. ; but a special printed form of application is necessary, and this is obtainable from the office of the P. M. O. under whom the candidate is serving. Certain details in the form have to be filled in by the officer commanding the regiment ; the object of this is to ensure the candidate being in all respects suitable for employment in Native States. Further, before he can be

registered in the office of the Director-General, I. M. S., the candidate must be interviewed personally by the Secretary or Deputy Secretary in the Foreign Department, either in Simla or Calcutta.

No special qualifications are required for Foreign employment; but a knowledge of Pushtu, Persian or Arabic will often determine which of two officers gets a vacancy. As, moreover, junior officers are usually sent for at least three years to the less attractive appointments on the Frontier and elsewhere, where it is impossible for ladies to go, an unmarried man will usually have the advantage over a married one, as regards getting into the Department.

There are 5 first class Agency Surgeons on the cadre, the remainder of the appointments being second class.

There are Chief Medical Officers in the North-West Frontier, Baluchistan, Rajputana and Central India, drawn from among the first class Agency Surgeons. The duties performed by them are partly administrative and partly executive. Thus the C. M. O., Central India, is also Agency Surgeon, Indore; the C. M. O., Rajputana, is Civil Surgeon, Ajmer; the C. M. O., Baluchistan, performs the executive duties of Civil Surgeon, Ziarat, and the C. M. O., N.-W. Frontier Province, those of Civil Surgeon, Nathiagali, when the respective Local Governments are located at these stations in the hot weather.

The obligations of a medical officer serving under the Foreign Department are the same as those of a Civil Surgeon as regards examination of military recruits, etc.

Mily. Dept. Letter
2813 D. of 28-6-05.

(See page 50.)

The rates of pay and the local allowances drawn by officers serving under the Foreign Department are shown in the attached table.

Appointments.	Grade pay.	PAY.	
		Agency Surgeon, 1st class.	Agency Surgeon, 2nd class.
	Rs.	Rs.	Rs.
Lieutenant-Colonel (specially selected for increased pay)	1,000	1,450	1,350
Lieutenant-Colonel after 25 years' service	900	1,350	1,250
Lieutenant-Colonel	900	1,300	1,200
Major after 3 years' service	750	950	850
Major	650	850	750
Captain after 10 years' service	550	750	650
" " 7 " "	500	700	600
" " 5 " "	450	650	550
Captain	400	600	500
Lieutenant	350	550	450

Allowances attached to appointments—

	Rs.	A.	P.
(a) Administrative charge in Baluchistan ..	350	0	0
Ditto in Central India ..	250	0	0
Ditto for Rajputana ..	300	0	0
Ditto North-West Fron-			
tier Province ..	250	0	0
(b) Agencies, etc.—			

BALUCHISTAN.

	Rs.	A.	P.	
Quetta (Civil Surgeon) {	125	0	0	For medical charge of railway.
	50	0	0	For superintendence of jail.

CENTRAL INDIA.

	Rs.	A.	P.	
Baghelkhand ..	300	0	0	As Superintendent of the State dispensaries; paid by the States.

		Rs.	A.	P.	
Bhopal ..	..	250	0	0	For supervising sanitation work and medical arrangements; paid from Bhopal State.
		60	0	0	For charge of eight dispensaries; paid from Bhopal Agency Dispensary Fund.
Bhopawar ..	..	100	0	0	For collateral charge of Malwa Bhil Corps.
		100	0	0	Paid from the Dhar Darbar for general medical administration of the Dhar State.
Gwalior ..	..	200	0	0	For attendance on British officers who are lent to the Gwalior Darbar, and for superintending Medical arrangements in Raghugarh, Garha, and the other minor States within the Political Jurisdiction of the Resident at Gwalior. Paid from Imperial Revenues.
		250	0	0	Charge of Indore Charitable Hospital, paid from Dispensary Fund.
		150	0	0	Charge of Central India Medical School.
		75	0	0	Charge of Central India Agency Jail.
Indore ..	..	250	0	0	Allowance as Administrative Medical Officer.
		200	0	0	Supervision of Indore State Medical Department; paid by the Darbar.
		16	10	8	Charge of Jaora State
		25	0	0	Charge of Rutlam State Dispensary.
					Paid by the States concerned.
Bundelkhand ..	..	250	0	0	Local allowance recoverable from Native States.
		50	0	0	Charge of Nowgong Jail.

HYDERABAD.

	Rs.	A.	P.	
Hyderabad ..	500	0	0	Payable by the Hyderabad State for medical charge of the Afzalganj and Victoria Zenana Hospitals and the Medical School.

KASHMIR.

	Rs.	A.	P.	
Kashmir* ..	500	0	0	For charge of the Civil and Military Medical Departments of the Jammu and Kashmir States from Darbar.
	150	0	0		For supervision of medical arrangements in Punch.
Gilgit ..	200	0	0	Paid by the Kashmir Darbar, who also bear the pay of an Agency Surgeon of the 2nd class.

KHORASAN AGENCY.

	Rs.	A.	P.	
Meshed ..	200	0	0	Local allowance for performing the work of the Assistant to H. B. M.'s Consul-General. Free house.

MYSORE.

	Rs.	A.	P.	
Bangalore (Residency Surgeon) ..	200	0	0	For charge of the Bowring Hospital.
Mysore Senior Surgeon and Sany. Commr. with Govt. of Mysore ..	500	0	0	Paid by Darbar in addition to pay of a 1st class Residency Surgeon.

* The Residency Surgeon has been permitted to pay two visits a year to Punch if the Raja wishes it and to draw an allowance of Rs. 150 a month on condition that the Residency Surgeon gives up for the period he is engaged on this duty the pay and allowances he receives from the Kashmir Darbar

NEPAL.

Rs. A. P.

Nepal 200 0 0 Local allowance.

NORTH-WEST FRONTIER PROVINCE.

Rs. A. P.

Peshawar (Agency
Surgeon and Chief
Medical Officer) .. 200 0 0 Jail and sanitary charge allow-
ance.

Peshawar (Civil
Surgeon) .. 150 0 0 Jail allowance.

Dera Ismail Khan
(Civil Surgeon) .. 100 0 0 Jail allowance.

Abbottabad (Hazara)
(Civil Surgeon) .. 50 0 0 Jail allowance.

Kurram .. 200 0 0 Local allowance.

Wana .. 200 0 0 Local allowance.

Miranshah (Tochi) .. 200 0 0 Local allowance.

Khyber .. 200 0 0 Local allowance.

PERSIAN GULF.

Rs. A. P.

Bushire .. 400 0 0 Local allowance.

Maskat .. { 150 0 0 Local allowance.
150 0 0 Quarantine allowance paid by
Sultan's Government.

RAJPUTANA.

Rs. A. P.

Abu .. 150 0 0 From the Native States Hos-
pital Reserve Fund.

Ajmer ... { 150 0 0 Superintendent of Jail.
100 0 0 For collateral charge, Merwara
Battalion.
50 0 0 Fees from the Mayo College.
50 0 0 Fees from the Ajmer College.

		Rs.	A.	P.					
Alwar* ..	..	350	0	0	From the Darbar, for supervision of dispensaries and vaccination in the State, and of general sanitation and municipal work. Includes remuneration for ordinary professional attendance on the Maharaja and family.			
Bikaner†	..	350	0	0	Local allowance for supervision of the State jails, charge of Medical Department and Bhagwan Das Hospital and charge of Vaccination Department.				
						50	0	0	For medical charge of the Bikaner section of the Jodhpore-Bikaner Railway.
Jaipur ..	..	500	0	0	For sanitation and vaccination and charge of the medical institutions of the State.			
						30	0	0	For charge of railway medical staff.
Kotah‡ and Jhalawar§	}	200	0	0	Allowance for general medical charge of hospitals and dispensaries in Kotah and Jhalawar.				
						50	0	0	Allowance for supervision of vaccination operations in Kotah and Jhalawar.
						50	0	0	Allowance for general medical charge of the Kotah State Jail.
		100	0	0	Railway allowance for attend-				

* The charges on account of these appointments are borne by the Native States concerned.

† The officer holding this appointment is called "Principal Medical Officer, Bikaner."

‡ When the Agency Surgeon is called in for attendance on the Kotah Chief, he is entitled to receive fees at the rate of Rs. 50 a visit for extraordinary, and Rs. 32 a visit for ordinary occasions. He also receives an allowance of Rs. 50 a month from Jhalawar for medical attendance on the Raj Rana.

§ The charge on account of this appointment is borne by the Native State concerned.

Rs. A. P.

				ance on Railway employés during construction of the Nagda-Muttra Railway.
				Travelling allowances under the Civil Service Regulations.
Mewar ..	..	275	o o	From the Darbar.
Western Rajputana States (Jodhpur) ..	{	300	o o	Superintendence of dispensaries.
		150	o o	For management of jail.
		100	o o	From Darbar for medical charge of the Marwar section of the Jodhpur-Bikaner Railway.
Eastern Rajputana States ..	{	250	o o	From the Darbars concerned for supervision of jails, dispensaries, etc.
		150	o o	From the Bharatpur Darbar for medical attendance on the Maharaja of Bharatpur and his household, including free attendance on the ladies of the Palace.
Haraoti † and Tonk..	{	100	o o	For collateral charge of the Deoli Irregular Force.
		100	o o	*From the Tonk Darbar for supervision of medical institutions, dispensaries and jails.
		100	o o	For the medical charge of the ex-Maharaja of Bharatpur, his family and suite, who now live at Deoli. From Bharatpur Revenues.
Kherwara (Mewar Bhil Corps) ..	..	100	o o	Paid by Dungapur Darbar for superintending medical arrangements of the State.

* For similar duties in Bundi and Shabpura ; the States concerned defray the travelling allowance of the Agency Surgeon.

† The abolition of this appointment is under consideration.

PAY IN SPECIAL CHARGES.

	Rs.
Meshed—Agency Surgeon	800*

The relations of I. M. S. Officers in the Native States to the medical institutions in those States varies in extent. In some they are merely the advisers of the Darbar, and are not concerned in the actual medical administration of the State; in others they themselves are responsible for all hospitals, dispensaries and medical personnel. The position, in regard to these institutions, often requires the exercise of much tact.

THE JAIL DEPARTMENT.

It has been stated above that the Civil Surgeon is Superintendent or Governor as well as Medical Officer of the district jail; besides these district jails, however, there are 30 central jails which are generally analogous to the convict prisons at home. The Superintendents of these central jails are I. M. S. Officers of the Jail Department, which is an Imperial one for purposes of furlough, transfers from one province to another, and promotions.† On entering the department an officer may be posted to a central jail anywhere in India; but, as far as possible, he will sooner or later be moved to the province he prefers. Each province may have three or four central jails, and he may be moved about from one to another as required within that province by the Inspector-General of Prisons.

The duties of the Superintendent of a central prison are in all respects identical with those of a Jail Governor

* Provided with free quarters within the Agency grounds. Draws a local allowance of Rs. 200 during such time as he performs the duties of Assistant to the Consul-General in Khorasan and Seistan.

† A Local Government may however nominate any officer as Inspector-General with the concurrence of the Government of India.

at home, *plus* those of the medical officer. The administrative responsibilities of the position are very great, as there may be 1,500 to 2,000 prisoners; but the medical duties are also very onerous, and it is owing to the enormous improvement in the health of prisoners since the adoption of medical superintendents that the Jail Department is now practically limited to officers of the I. M. S.

The appointment carries a free house, or an allowance in lieu; and on the whole the Jail Superintendent is liable to fewer transfers than a Civil Surgeon. Considering the department is a small one, only 38 officers, the prospects of promotion are good, as the eight Inspectors-General of Prisons are drawn from among its officers.

An Inspector-General of Prisons is usually a Lieutenant-Colonel, and is responsible to his Local Government for the whole of the prison administration of central and district jails, of his province. Like other Lieutenant-Colonels in civil employ he is eligible for promotion to the administrative grade with the rank of Colonel, and may, in course of time, become a military P. M. O. or Inspector-General of Civil Hospitals or, in the case of Madras and Bombay, Surgeon-General with the Government.

The following scale of consolidated pay has been sanctioned for officers of the Indian Medical Service employed in the Jail Department:—

	Rs.
Inspector-General of Prisons, Madras ..	1,800—50—2,000
" " " Bombay ..	1,800—50—2,000
" " " Bengal ..	2,000
" " " United Provin-	
ces ..	1,800—50—2,000

	Rs.
Inspector-General of Prisons, Punjab ..	1,800
" " " Burma ..	1,800
" " " Eastern Bengal and Assam	1,800
" " " Central Provin- ces and Berar	1,500
Senior Medical Officer, Port Blair ..	1,500

Rank.	Superin- tendent, 1st class Central Jail.	Superin- tendent, 2nd class Central Jail.
	Rs.	Rs.
Lieutenant-Colonel (specially selected for increased pay)	1,550	1,450
Lieutenant-Colonel after 25 years' service	1,450	1,350
Lieutenant-Colonel	1,400	1,300
Major after 3 years' service	1,050	950
Major	950	850
Captain after 10 years' service	850	750
Captain after 7 years' service	800	700
Captain after 5 years' service	750	650
Captain	700	600
Lieutenant	650	550

Officers without a permanent regimental appointment who are appointed to officiate as Superintendents of first and second class central jails receive a minimum staff pay of Rs. 225 and Rs. 175 a month, respectively, in addition to grade pay of rank, thus placing them on the same footing as officers with a permanent regimental appointment.

The staff pay of officers with permanent military or civil appointments, while officiating in the Jail Department, is calculated in accordance with the rule in article 116 of the Civil Service Regulations, *viz.*, half the staff

pay of their permanent appointment *plus* half the staff pay of the jail appointment. The latter is the difference between the grade pay of the incumbent and the consolidated pay of the jail appointment.

In all cases a free house is provided, or an allowance in lieu calculated on the local rates of rents current. In the latter case the Superintendent must provide himself with a residence within a distance convenient for the purpose of his duties at the jail and approved by the Inspector-General of Jails of the province.

Application for employment in the Indian Jail Department should be submitted, through the prescribed channel, to the Director-General, Indian Medical Service, Simla.

The Jail Department, being an Imperial Department, officers joining it are liable for service in any part of India, Burma and Port Blair, but an endeavour is made to post a candidate to the area of his choice, so far as this may be possible. Priority of claims, either to the officiating or permanent charge of a central jail, are determined by an officer's merit and standing in the Jail Department as a whole.

An officer appointed to the Jail Department has the option of reverting from it within two years of his appointment thereto. He will ordinarily revert to the duty, military or civil, on which he was employed previous to his appointment to a jail. If he was in civil employ, he will go to the bottom of the provincial list, but if only a candidate for civil employment, he will have to wait his turn for such employment in the usual way.

In the interests of the public service Superintendents are liable to transfer from one central jail to another of

corresponding or higher class, and from one province to another in any part of India, Burma or Port Blair.

Superintendents are allowed private practice whenever, and to such an extent as, the Local Government may consider that this concession can be made without detriment to the performance of their duties with jails. And on the same conditions, whenever the exigencies of the public service demand it, they may be placed in the additional medical charge of the civil stations at which their jails are situated. As an example, the Superintendent of Montgomery Central Jail is also Civil Surgeon of the station.

They also have a substantial, though not an absolute, claim to the posts of provincial Inspectors-General of Jails either in their own or other provinces, in cases where these appointments are not combined with the administration of other duties of a non-medical nature.

The duties of Jail Superintendents are detailed in the Jail Manuals of the various provinces.

DISTRIBUTION OF JAIL APPOINTMENTS.

The present distribution of Central Jails is as follows :—

Bengal	..	..	..	6
United Provinces	..	..	..	6
Punjab	..	..	..	4
Burma	..	..	..	3
Eastern Bengal and Assam		..	..	1
Central Provinces	..	..	..	2
Madras	..	..	..	4
Bombay	..	..	..	3
Andaman Islands	..	..	..	2 (One is S. M. O., Port Blair.)

In addition there are 8 Inspector-Generals of Prisons.

The Senior Medical Officer, Port Blair, holds the appointment for 5 years; he is under the Government of India and is selected from the Jail Department in any province.

The Second Medical Officer, Port Blair, is a junior officer, usually drawn from among the Officiating Superintendents of Central Jails; and his tenure of appointment is 5 years. He draws Rs. 100 a month as Civil Surgeon, Port Blair.

SANITARY DEPARTMENT.

The Sanitary Department is like others, *e.g.*, Jails, an Imperial one as regards appointments thereto, and the possibility of transfer from one province to another, and at the same time provincial as regards administration. There is one Sanitary Commissioner in each province, and, except in the case of Bombay and Madras, appointments to this position are made by the Government of India. The number of Deputy Sanitary Commissioners varies from one to five in each province except C. P. where there is none; and, though they may be appointed by Local Governments from among officers in ordinary civil employ, it is usually found necessary to obtain the assistance of the Government of India in obtaining suitably qualified men from the military side or from another Province.

Prior to the year 1904 the sanitary adviser of the Government of India was the Director-General, in his capacity of "Sanitary Commissioner with the Government of India." The offices were then separated, but their amalgamation is again under consideration at present.

The duties of officers of the department are those of public officers of health of the areas administered by them. They are called upon to make all arrangements to cope with epidemics which are beyond the scope of civil surgeons to deal with, to report on the sanitary conditions and water supply of towns, to administer anti-malarial operations and vaccination, etc. The Sanitary Commissioner is the expert adviser of the Local Government in all these matters, and the Deputies are under his orders.

The vaccine manufactories are administered, in each province, by the Sanitary Commissioner.

Officers of the Sanitary Department are touring almost throughout the year, and the life is a very strenuous one.

Private practice is not permitted.

The rates of pay are detailed in Chapter IX. Local allowances are granted as follows:—

Bombay.—The Deputy Sanitary Commissioner is given tentage allowance Rs. 20.

Madras.—The Deputy Sanitary Commissioner draws Rs. 75 house rent allowance.

Burma.—The Deputy Sanitary Commissioner draws Rs. 100 Burma allowance.

One officer of the Department in Bengal, Madras and United Provinces is ex-officio Lecturer on Hygiene in the Medical College of those Provinces; the S. C., Punjab, is also Professor of Hygiene in the Medical College, Lahore.

The tenure of appointment of Sanitary Commissioners, is limited to 7 years, extensible by 3 years.

Application for employment in the department should be made to the Director-General, I. M. S. ; but before registration as a candidate an applicant must show that he possesses a recognised qualification in Public Health.

BACTERIOLOGICAL DEPARTMENT.

This department is not restricted to the I. M. S. and officers serving in it are seconded while so employed. This does not, however, in any way prejudice their claims to promotion to administrative rank.

The department is a small one, numbering only 13 men, of whom 11 are I. M. S. officers. Its duties are partly research and partly the administration of Pasteur Institutes and the manufacture of sera and vaccines ; additional officers are frequently attached to the department for the purpose of investigating particular diseases. There are at present a large Central Research Institute at Kasauli, directly under the orders of the Sanitary Commissioner with the Government of India, two Antirabic Institutes at Kasauli and Coonoor, the King Institute in Madras, and the Bombay Bacteriological Laboratory at Parel. The staff of these institutions is drawn from the department. Classes of instruction in bacteriology, serum-therapy, etc., for officers and subordinates, military and civil, are held 6 times yearly at the Central Research Institute periodically, and last for four weeks. There is also a Malarial Bureau, at present at Amritsar, under an officer of the department ; and classes of instruction are also held here.

RATES OF PAY.

Military grade pay of rank, with staff allowance varying from Rs. 300 to Rs. 600. See Chapter IX.

An officer of the I. M. S. may volunteer to go for training or for research work in a laboratory for from 3 to 6 months; while so employed he draws a salary equal to the pay and allowances he drew immediately before deputation.

An officer, whether actually in the department or not, who may be deputed to undertake special enquiries regarding specific diseases will draw the scale of pay of the department, and also a special allowance of Rs. 150 a month (in addition to the ordinary travelling and halting allowances) when engaged away from his laboratory.

Applications to join the Bacteriological Department should be made, in the ordinary manner, to the Director-General. It is improbable, however, that an officer will be accepted as a candidate unless he can produce evidence of thorough knowledge of ordinary bacteriological technique. Candidates should in the first place apply officially for permission to attend a class at the Central Research Institute.

LABORATORIES.

The various provinces have different arrangements for carrying out bacteriological work, either for medico-legal purposes or as required by civil surgeons. The Central Research Institute at Kasauli is an Imperial one.

In Bombay and Madras the Parel Laboratory and the King Institute, respectively, are "provincial" laboratories, as well as being engaged in research work and the manufacture of vaccine and sera. The Parel institution

manufactures plague vaccine for the whole of India. The Pasteur Institute, Kasauli, is the provincial laboratory of the Punjab and North-West Frontier; in Bengal bacteriological examinations are performed by the Professor of Pathology at the Calcutta Medical College; in Burma and the United Provinces the Chemical Examiner is *ex-officio* Bacteriologist to Government.

Fees are admissible for examinations where the patients are not entitled to free treatment, at the rates detailed below; of these fees 50 per cent. are credited to Government.

SCALE OF BACTERIOLOGICAL FEES.

	Rs.
For examination of blood films, sputum, plague smears, etc.	5
For examination necessitating cutting of sections or making cultivations	10
For examinations necessitating inoculation of rats, rabbits, etc.	16
For bacteriological examination of water, such fee as may be agreed on up to	100

The above fees are inadmissible in the case of work done for State hospitals or institutions, local boards, municipalities, or entitled persons.

If an officer engaged in research in a Government Laboratory wishes to publish a paper connected with such research, he must submit it to the Sanitary Commissioner with the Government of India who will decide whether it shall be published by Government in the "Scientific Memoirs" (q. v.), or whether the officer should be allowed to publish it himself.

H. D. Letter 1100
Medical of 14th Sept.
1903.

SCIENTIFIC MEMOIRS.

The "Scientific Memoirs by Officers of the Medical and Sanitary Departments" are published under the authority of the Government of India by the Director-General and Sanitary Commissioner. They embody the results of original research by officers of or attached to the Bacteriological Department, when the Sanitary Commissioner considers it desirable to publish them in this form; they are also open to officers of the I. M. S. generally for the publication of scientific work in any branch of the profession. An officer wishing to have such original research published in the memoirs must submit his report, typed, to the Director-General or Sanitary Commissioner for disposal. The Memoirs are very widely circulated among scientific institutions all over the world, and 25 copies are presented to the writer of each article.

INDIAN MEDICAL GAZETTE.

This is the organ of the I. M. S., and, in addition to being a Corps journal, is also a professional one of the highest repute. It is published monthly and contains valuable contributions by officers of the Service.

PLAGUE APPOINTMENTS.

There are at present 20 plague appointments, mostly in the Punjab and Burma, and they are concerned with plague repression and prophylaxis in these provinces. Plague officers have to spend the greater portion of their time touring in their districts, and the duties are arduous. In the Punjab the plague policy of the province is directed by one of these officers designated "Chief Plague Medical Officer."

RATES OF PAY.

	Rs.
Lieutenant	700
Captain	750
„ over 5 years' service..	800
„ over 7 years' service..	850
„ over 10 years' service..	900
Major	1,000
Major after 3 years as such..	1,100
Lieutenant-Colonel	1,450
Chief Plague Medical Officer, Punjab ..	100 extra

Plague officers in Burma also draw Burma allowance of Rs. 100.

Generally plague officers are Captains or junior Majors, drawn from regimental employ; and they normally pass on from plague to ordinary civil employment.

Applications should be submitted to the Director-General, I. M. S., in the ordinary way.

CHAPTER VII.

BRANCHES OF CIVIL EMPLOYMENT—(*Continued*).

Professorships and College appointments ; Alienist Department ; Chemical Department ; Miscellaneous appointments ; Appointments for retired officers.

PROFESSORSHIP AND COLLEGE APPOINTMENTS.

Professorships at the Medical Colleges, Bombay and Madras, are made by the Local Governments from among the officers on their civil cadres. Those at Calcutta, Lucknow and Lahore are made by the Government of India, on the nomination of the Local Government concerned. Normally the officer appointed to a chair is a Civil Surgeon in the province ; but it often happens that no specially qualified officer is available, and it is then necessary to obtain such a specialist either from another province or from military employ. This necessity most frequently arises in connexion with the chairs of Anatomy, Physiology, Biology, Chemistry, Gynæcology, and Materia Medica.

Professors may be whole-time officers, *i.e.*, they may have no other official work than that of teaching by lectures, clinical demonstrations and charge of wards in the hospital attached to the College ; or their professional work may be a collateral charge. Instruction in Chemistry, for example, is normally given by the Chemical Examiner, and in Medical Jurisprudence by a Civil Surgeon, or Police Surgeon. In some of the Colleges a Professor may combine the

duties of more than one chair with those of Civil or Presidency Surgeon. This is especially common in Madras.

Consulting practice is permitted in certain appointments; in the others,—the so-called “non-practising” professorships—it is not, and a local allowance is granted to compensate for this restriction.*

The rates of pay of professors are detailed in the Table in Chapter IX; there are, however, in addition, house-rent allowances according to rule, and local and other allowances at the various Colleges, which are as follows:—

BOMBAY.

The Professor of Physiology draws Rs. 200 as Professor of Hygiene and Rs. 300 for being debarred from practice; the Chemical Examiner draws Rs. 300 as a non-practising professor, and Rs. 200 as lecturer at Elphinstone College.

MADRAS.

An allowance of Rs. 200 is given to a Professor for the collateral professorship of Biology, and to two others for Membership of the Board of Examiners.

BENGAL.

The Professor of Pathology draws Rs. 300 as Bacteriologist to Government, and a local allowance of Rs. 300 is given to the Professors of Physiology and Biology as non-practising professors; the Police Surgeon draws Rs. 200 as Professor of Medical Jurisprudence.

LAHORE.

The Professor of Anatomy draws a local allowance of Rs. 150 as a non-practising professor.

* Non-practising professors in Bombay and Calcutta draw Rs. 300 local allowance; elsewhere non-practising professors draw Rs. 150.

LUCKNOW.

An allowance of Rs. 200 is given to the Civil Surgeon as Professor of Midwifery.

Professors have the prospect of becoming Principals of their respective Colleges on consolidated pay varying with their rank from Rs. 1,200 to 1,800. In addition they are eligible for promotion in the ordinary way to military or civil administrative rank.

Applications should be made, in the ordinary manner, to the Director-General, I. M. S., for professorships at all the Colleges, except those at Bombay and Madras, which are entirely in the gift of the Local Governments. The applicant should state his special qualifications, and any experience as demonstrator or teacher, he may have had before entering the service, in support of his claim.

Apart from the great opportunities for private practice which are open to the incumbents of many teaching appointments, professors are eligible for "vacation," instead of "privilege leave," on full pay; and this vacation, which is longer than privilege leave, can be combined with furlough.

NUMBER OF APPOINTMENTS.

There are at present nine whole-time professorships in the Calcutta Medical College, 8 in Lahore and 7 in Bombay; there are 6 major and 5 minor professorships in Madras held in conjunction with the appointments at the General, Maternity and Ophthalmic Hospitals and the Asylum; and there are 4 at Lucknow.

There are Principals at the Colleges at Calcutta, Lucknow, Lahore, Madras and Bombay, all of whom hold collateral professorships. (*Vide infra*).

DISTRIBUTION OF I. M. S. PROFESSORIAL APPOINTMENTS.

Calcutta Medical College.

Professor of Medicine and First Physician to College Hospital. This officer is also Principal of the College.

Professor of Surgery and Surgeon to College Hospital.

Professor of Midwifery and Obstetric Surgeon to Eden Hospital.

Professor of Materia Medica and Second Physician to College Hospital.

Professor of Ophthalmic Surgery and Ophthalmic Surgeon to College Hospital and Superintendent of Mayo Hospital.

Professor of Pathology.

Professor of Physiology.

Professor of Biology.

In addition to the above the Professorship of Chemistry is held as a collateral charge by the Chemical Examiner and of Medical Jurisprudence by the Police Surgeon, and of Hygiene by a Deputy Sanitary Commissioner. The Professors of Physiology and Biology are not allowed to practice.

Lahore Medical College.

Principal of the College, who is usually also Professor of Medicine.

Professor of Surgery.

Professor of Anatomy.

Professor of Materia Medica.

Professor of Pathology.

Professor of Midwifery.

Professor of Ophthalmic Surgery.

In addition to the above the Chemical Examiner, Punjab, is Professor of Chemistry, the Civil Surgeon, Lahore, Professor of Forensic Medicine, and the Sanitary Commissioner is Professor of Hygiene.

Madras Medical College.

The arrangements at Madras differ from those elsewhere.

In Madras itself there are the following officers :—

1st, 2nd and 3rd Surgeons, Government General Hospital.

Resident Medical Officer, Government General Hospital.

4th Presidency Surgeon.

3rd and 4th Physicians, Government General Hospital.

Superintendent, Government Maternity Hospital.

Assistant Superintendent, „ „

Superintendent, Government Ophthalmic Hospital.

There are 6 major Professorships (Medicine, Surgery, Anatomy, Ophthalmology, Midwifery, Physiology), any of which may be held in conjunction with any of the above appointments; and 5 minor Professorships (Biology, Hygiene, Pathology, Medical Jurisprudence, Materia Medica), which can also be so held. The major Professorships carry pay on the usual scale for Professors, the minor ones carry allowances of Rs. 200 a month.

Grant Medical College, Bombay.

Professor of Surgery, Senior Surgeon to J. J. Hospital and Principal of the College.

Professor of Medicine and 1st Physician to J. J. Hospital.

Professor of Pathology and 2nd Physician to J. J. Hospital.

Professor of Physiology and Hygiene.

Professor of Anatomy and 2nd Surgeon to J. J. Hospital.

Professor of Midwifery, and Obstetric Physician to J. J. Hospital and Presidency Surgeon.

Professor of Ophthalmology.

The chairs of Chemistry is held by the Chemical Analyser to Government, and that of Materia Medica by the Resident Surgeon of St. George's Hospital.

Lucknow Medical College.

Principal and Professor of Medicine.

Professor of Surgery.

Professor of Pathology.

Professor of Physiology.

The Chair of Midwifery is held by the Civil Surgeon as a collateral charge, and that of Hygiene by a Deputy Sanitary Commissioner.

Principals, Medical Colleges.

There are Principals at the Grant Medical College, Bombay, at the Madras, Calcutta, Lucknow and Lahore Colleges. These officers are usually, but not necessarily, drawn from among the Professors of the College. Except at Bombay and Madras the appointments are in the gift of the Government of India.

In addition to being responsible for the College, as an educational institution, the Principal is himself a Professor (usually of medicine) and has wards in the hospital.

The Principal, Medical College, Calcutta, draws Rs. 1,800 consolidated, with quarters; Madras College, Rs. 1,800; Grant Medical College, Lucknow, and Lahore Colleges, the pay of a Professor *plus* Rs. 150.

Principals of Colleges are only allowed consulting practice.

ALIENIST DEPARTMENT.

There are at present six* whole-time asylum appointments, and another will probably be created ere long. The asylums themselves are under the Local Governments, and the latter may, if they have suitably qualified officers on their cadre, appoint I. M. S. Superintendents to charge of them. In practice, however, application usually has to be made to the Government of India for an officer; and to meet such demands a list of candidates is maintained by the Director-General, I. M. S.

In applying for an alienist appointment it should be stated what special qualifications are held, and what asylum experience the candidate has had.

RATES OF PAY.

The pay of whole-time Asylum appointments is grade pay of rank with staff pay at the following rates:—

	Rs.
Lieutenant and Captain of less than 5 years' service ..	300
Captain of 5 and less than 12 years' service ..	350
Major of 12 and less than 20 years' service ..	400
Lieutenant-Colonel of 20 and less than 25 years' service ...	500
Lieutenant-Colonel of 25 or more years' service ..	550

In addition the Superintendent of an Asylum usually has a house in the Asylum grounds.

The Superintendent of the Lunatic Asylum, Madras, is Lecturer on the Mental Diseases in the Medical College.

DISTRICT ASYLUMS.

Besides these whole-time appointments there are 11 asylums which are held as collateral charges by Civil Surgeons ; they carry local allowances of Rs. 50 to Rs. 250.

THE CHEMICAL DEPARTMENT.

This is a small department, and is not restricted to officers of the I. M. S. It is composed of the Chemical Examiners of the various provinces ; and at present 5 I. M. S. officers are employed in this capacity, in Bombay, Madras, Bengal, Burma and Punjab.

The duties of a Chemical Examiner are those of a Government Analyst at home ; he is under the orders of the Local Government. Medico-legal Examinations occupy the greater part of his time, but he may be required to perform any analyses required by the Army and the Railway Board, as well as the Civil Department. He is also usually ex-officio Professor of Chemistry in the Medical College.

His prospects of promotion are precisely the same as those of other officers in civil employ.

RATES OF PAY.

The rate of pay for an officer who holds the appointment of Chemical Examiner substantively is fixed at Rs. 800 rising by annual increments of Rs. 70 to Rs. 1,500 a month. Thereafter, a Lieutenant-Colonel,

H. D. Resolution Nos. 1828-1839, Medical, dated 24th December 1901.

after 25 years' service, will be granted an increase of Rs. 50 per mensem, *i.e.*, he will draw Rs. 1,550 per mensem, and on advancement to the higher position of his rank he will receive a further increase of Rs. 100, *i.e.*, he will then be entitled to a maximum salary of Rs. 1,650 per mensem.

Despatch No. 24-Public, dated 8th February 1907, from the Secretary of State for India, received under cover of H. D. No. 265-Medical, dated 21st March 1907.

At the Presidency towns and Rangoon house-rent is admissible under the rules in force (see page 95 and Appendix II) and the Chemical Examiners at Calcutta and Bombay are also granted a special allowance of Rs. 300 a month in addition to pay and house-rent.

H. D. Resolution Nos. 1828-1839-Medical, dated 24th December 1904.

This scale of salaries includes remuneration for all work which the Government may refer to Chemical Examiners including teaching in the colleges.

SPECIAL ALLOWANCES, ETC.

The Chemical Examiner, Bombay, draws in addition to his pay, a special allowance of Rs. 300, a local allowance of Rs. 200 as Professor of Chemistry in the Elphinstone College and a house-rent allowance according to rule. (App. II.)

The Chemical Examiner, Madras, draws Presidency house-rent allowance according to para. 292, A. R. I., Vol. I, and Rs. 150 for loss of practice.

The Chemical Examiner, Rangoon, draws Rs. 150, Burma allowance and house-rent according to rule (App. II).

The Chemical Examiner, Calcutta, draws a local allowance of Rs. 300 and house-rent according to rule (App. II).

The Chemical Examiner, Punjab, is permitted to do his work in the hills for $2\frac{1}{2}$ months every year, provided no additional expense is incurred by the State. He also draws Rs. 150 as compensation for loss of practice.

Chemical Examiners are not allowed to undertake private practice, other than analytical work. Of the fees received for the latter 5 per cent. is credited to Government.

Chemical Examiners are liable to transfer from one Province to another at the discretion of the Government of India, in the general interests of the department to which they belong, and in order to secure equality of promotion.

H. D. Resolution No. 659-A, Medical, dated 2nd June 1903.

The applications of officers of the Indian Medical Service to have their names registered as candidates for training for the Chemical Examiners' Department should be forwarded to this office through the usual channel.

CHEMICAL PROBATIONERS.

In selecting a probationer for the Chemical Examiners' Department, preference will be given *cæteris paribus* to an officer who has passed the intermediate or final examination of the Institute of Chemistry of Great Britain and Ireland or any equivalent examination; and, in selecting an officer for appointment as Chemical Examiner, preference will be given *cæteris paribus* to a probationer who is in possession of the diploma of Fellow or Associate of the Institute of Chemistry, or any equivalent degree or diploma.

H. D. Resolution Nos. 1193-1205, Medical, dated 13th December 1904.

One officer of the Indian Medical Service of, or below, the rank of, Captain who has a taste for, and a practical knowledge of Chemistry, will be attached for training to the Laboratory of the Chemical Examiner at Calcutta, Madras or Bombay, for a period not exceeding two years. The exact period of training will vary in different cases. One year will ordinarily be sufficient, but the period may be lengthened or shortened on the advice of the Chemical Examiner to whose Laboratory the probationer is attached.

H. D. Resolution Nos. 157-169, Medical, dated 11th February 1898.

While attached to a Chemical Examiner's Laboratory, a probationer draws full regimental pay and an allowance of Rs. 50 per mensem.

H. D. Resolution Nos. 361-375, Medical, dated 17th April 1905.

A probationer while undergoing training is debarred from engaging in private practice, but to compensate him for the expense incidental to residence in a Presidency town, he is allowed house-rent under Rule—(see page 95 and Appendix II.)

H. D. Resolution Nos. 1402-1414, Medical, dated 18th July 1900.

The Chemical Probationer, when employed in Calcutta, draws Rs. 200 as Assistant Professor of Chemistry.

SIMLA CIVIL SURGEONCIES.

There are two of these appointments, Civil Surgeon, East and West, respectively, filled by selection from among officers of the old Bengal establishment or the old Northern and Eastern Commands. The appointments are made by the Government of India, on the recommendation of the Director-General, I. M. S., and their tenure is four

years ; for purposes of administration, leave, discipline, etc., they are under the Punjab Government. On completion of their tenure they revert to their original employment.

Application for the Simla Civil Surgeoncies should be made to the Director-General officially, separately from applications for other forms of civil employ.

There is a considerable amount of private practice in Simla.

The rates of pay are those of a substantive civil surgeon of the first or second class, according to the position of the incumbent on his provincial list.

CIVIL SURGEON, MERCARA (COORG).

This civil surgeoncy is in the gift of the Government of India, the incumbent being drawn from the Madras establishment.

Rate of pay : Pay of a 2nd class Civil Surgeon.

PERSONAL ASSISTANTS TO SURGEON-GENERAL, MADRAS AND BOMBAY.

These officers, who must not be over the rank of Major, are selected by the Surgeon-General concerned from the establishment of Civil Surgeons, and are practically staff officers of their Surgeon-Generals. Tenure of appointment is unlimited.

RATES OF PAY :

Full military pay of an officer of the same rank in substantive charge of a regiment, plus Rs. 100.

SUPERINTENDENT, X-RAY INSTITUTE,
DEHRA DUN.

Is an appointment under the Government of India. This officer administers the Institute, which not only acts as a Depôt for Military X-ray Sections, but is a repairing institution for installations belonging to the civil department. Courses of instruction in skiagraphy are held by him twice a year, for three months for military and two months for civil students; these are I. M. S. and R. A. M. C. officers and subordinates, military and civil.

The qualifications for the appointment are extreme proficiency in X-ray work and teaching capacity.

Rate of pay : Grade pay + 500 Rs. staff.

RESIDENT HOSPITAL APPOINTMENTS.

Resident Surgeon, Eden Hospital, and Resident Surgeon and Resident Physician, Medical College Hospital, Calcutta, are appointments restricted to junior officers on the Bengal cadre, and are in the gift of the Local Government. They afford a wide field for practical work, and are likely to lead to higher appointments in the College. The tenure of these appointments is normally two years, unless the incumbent also holds a minor professorship, in which case he may remain until promoted to Major. Pay from Rs. 500 to Rs. 600 (Chapter IX). Private practice is not allowed.

Resident Surgeons (First and Second) in the Presidency General Hospital, Calcutta.—Two appointments tenable by officers of and below the rank of Major. They are drawn from the Bengal cadre. Pay Rs. 1,000 and Rs. 800 (Chapter IX). Private practice is not allowed.

The Surgeon Superintendent, Presidency General Hospital.—This appointment is one for a senior officer and is in the gift of the Bengal Government. Pay Rs. 1,800 with quarters. Tenure of appointment 5 years, extensible to 10 years. Consulting practice allowed.

Superintendent, Campbell Medical School and Hospital.—This appointment is in the gift of the Bengal Government. Pay as for a Professor *plus* Rs. 150, with quarters. He is only allowed consulting practice.

Resident Medical Officer, General Hospital, Rangoon.—Is in the gift of the Burma Government. Pay, grade pay with Rs. 200 local and Rs. 150 Burma allowance.

Resident Medical Officer, General Hospital, Madras.—Is in the gift of the Madras Government. It is limited to officers below the rank of Major, and the pay is that of permanent charge of a regiment in the corresponding rank.

Resident Surgeon, St. George's Hospital, Bombay.—In the gift of the Bombay Government. Pay Rs. 800. Private practice is not allowed.

HEALTH OFFICERS.

Port Health Officer, Bombay.—Is an appointment in the gift of the Bombay Government. The incumbent is drawn from the civil cadre.

Pay is that of a 1st class Civil Surgeon with a local allowance from Rs. 400 to Rs. 500 and conveyance allowance of Rs. 75.

It is limited to officers of and above the rank of Major.

Health Officer, Port of Aden.—In the gift of the Bombay Government, limited to officers of and above the rank of Major.

Pay is that of a 1st class Civil Surgeon with a local allowance of Rs. 150 and a further allowance of Rs. 150

for inspecting ships at night. This officer is also medical officer of the European General Hospital, and Civil Administrative Medical Officer, Aden.

Port Health Officer, Calcutta.—In the gift of the Bengal Government, but not restricted to officers of the I. M. S.

Pay is that of a 1st class Civil Surgeon with a staff allowance of Rs. 200 in addition.

Health Officer, Simla.—In the gift of the Government of India. The incumbent must possess a sanitary qualification. The appointment is regarded as a stepping stone to the Sanitary or Bacteriological departments.

Pay is that of a Deputy Sanitary Commissioner, *i.e.*, of an officer of the same rank in substantive charge of a regiment with Rs. 200 staff allowance in addition.

The duties of Health Officer are also performed as collateral ones by I. M. S. officers stationed in Madras, Bassein, Akyab, Moulmein, Chittagong, with local allowances of Rs. 50 to Rs. 200.

SUPERINTENDENTS OF MATHERAN AND MAHABLESHWAR.

These appointments are in the gift of the Bombay Government. They combine medical with the ordinary civil duties of a district officer.

Pay: As for a Civil Surgeon, with Rs. 100 local allowance.

POLICE SURGEON, CALCUTTA.

In the gift of the Bengal Government. He draws the pay of a 1st class Civil Surgeon and an allowance of Rs. 200 as Lecturer on Medical Jurisprudence. He is debarred from practice.

POLICE SURGEON, RANGOON.

In the gift of the Burma Government. He is also Pathologist at the General Hospital, Rangoon, and draws Rs. 1,000 with Rs. 100 Burma allowance, and is given free quarters. He is debarred from practice.

PHYSICIAN TO THE MAHARAJA OF
TRAVANCORE.

Is in the gift of the Durbar, the officer appointed belonging to the Madras establishment.

Tenure of appointment is three years.

Pay : Rs. 1,200 consolidated.

MEDICAL OFFICER TO THE MAHARAJA OF
PATIALA.

Is an officer selected by the Punjab Government from the Punjab cadre.

Pay : Grade pay and Rs. 500 staff for supervision of medical arrangements and attendance on the Maharaja.

OPHTHALMIC SURGEON, RANGOON.

In the gift of the Burma Government. Pay of a 2nd class Civil Surgeon of his rank and Rs. 100 Burma allowance. He is allowed practice.

SURGEON NATURALIST TO THE MARINE
SURVEY.

This is a scientific appointment, and the incumbent is engaged in biological research. During the marine surveying season he cruises in the Royal Indian Marine Ship "Investigator," and in the off season he works in the museum, Calcutta. Officers are selected for the appointment on account of possessing biological qualifications, by the Director-General, to whom applications should be made.

Rate of pay : Military grade pay of rank, with Rs. 200 staff. The appointment is essentially one for a junior officer, and is usually held for only a few years until being transferred to ordinary civil employ. It affords a good field for research.

STATISTICAL OFFICER WITH THE GOVT. OF INDIA.

This officer is employed in compiling the Medical statistics of the Army and of the Civil population. He is usually selected from the Bacteriological Department, and must have a knowledge of French and German. He is under the orders of the Sanitary Commissioner with the Government of India.

Rate of pay : Grade pay and 500 Rs. staff.

SECRETARY TO DIRECTOR-GENERAL, I. M. S.

Is staff officer to the Director-General.

Rate of pay : Grade pay and 600 Rs. staff.

APPOINTMENTS FOR RETIRED OFFICERS.

There are four appointments at the India Office, in the gift of the Secretary of State, reserved for retired officers of the I. M. S. They are :—

President of the Medical Board.	Pay	..	..	£	600
Member of the Medical Board.	Pay	..	..		300
Examiner of Medical Stores.	Pay	..	..		200
Examiner of Surgical Instruments.	Pay	..	..		200

Retired officers are also eligible for appointments in the Territorial Army, such as Principal Medical Officerships of divisions.

CHAPTER VIII.

PAY AND ALLOWANCES, MILITARY.

THE term "pay" is loosely used in practice; as a matter of fact, an officer's pay is rarely consolidated, but is usually made up of several items, such as grade pay, staff pay, and allowances. As a general rule, it may be said that an officer, whether in military or civil employment, draws the grade pay of his rank and length of service *plus* the staff pay of the appointment he holds, and allowances. The amount of staff pay drawn, varies according as the incumbent of an appointment has been permanently posted to it, or is officiating for another officer absent on leave or otherwise employed.

Under present arrangements officers of the I. M. S., other than statutory natives of India, receive "Exchange compensation allowance," to compensate for the fall in value of the rupee. The allowance consists of an addition to their salaries, subject to certain limitations, equal to half the difference between their salaries converted at Rs. 6*d.* the rupee and the standard Government rate, which has been fixed at Rs. 4*d.* the rupee until further notice.

PAY IN MILITARY EMPLOYMENT.

Regimental.

The rates are detailed in Army Regulations, India, Vol. I, paras. 111 and 155(*d*); and these are tabulated below. In practice, all but recently joined Lieutenants (who are merely attached to regiments until they can be

otherwise employed, and who draw special "attached" or "unemployed" rates of pay as detailed below), draw the grade pay of their length of service, *plus* the whole of the staff pay of their appointment, if they happen to be the permanent incumbents, or a portion of the staff pay if only officiating.

RANK.	Grade pay.	Unemployed pay.	Officiating in charge of a Regiment.	In permanent charge of a Regiment.		Pay of a P. M. O.	NOTE.—A Colonel cannot hold charge of a regiment or be otherwise employed than in an administrative appointment, carrying the consolidated pay of Rs. 1,800. There is one P. M. O.-ship, that of Aden, which is held by a Lieut.-Colonel or a Selected Lieut.-Colonel, carrying the consolidated pay of Rs. 1,600. An officer officiating in a Cavalry Regiment draws the horse allowance of the appointment, according to his rank and length of service. The Staff Surgeon, Secunderabad, and the officer in charge, Lawrence Military Asylum, Sanawar, draw pay as for a regiment.
				Infantry.	Cavalry.		
Lieutenant ..	Rs. 350	Rs. 420	Rs. 450	Rs. 500	Rs.		
Captain ..	400	475	500	550			
Captain after 5 years' service ..	450	475	550	600			
Captain after 7 years' service ..	500	...	600	650			
Captain after 10 years' service ..	550	...	650	700			
Major ..	650	...	750	800			
Major after 3 years as such ..	750	...	850	900			
Lieut.-Colonel ..	900	...	1,000	1,250			
Lieut.-Colonel after 25 years' service ..	900	...	1,000	1,300	1,600		
Lieut.-Colonel "Selected" under para. 7 of the Royal Warrant ..	1,000	...	1,100	1,400	1,600		
Colonel ..	...	1,000	...	...	1,800	
Surgeon-General ..	...	1,350	...	...	2,200	

STAFF PAY.

The staff pay of an appointment is the difference between the grade pay and the full pay of the permanent appointment. Thus, the staff pay of a regiment held by a Captain of 10 years' service is 700—550 or Rs. 150; in other words, his full pay is made up of his grade pay (Rs. 550) + his staff pay (Rs. 150) if he is the permanent incumbent. Similarly, the staff pay of a regiment held by a Lieutenant-Colonel is Rs. 1,250—900, or Rs. 350.

An officer cannot draw staff pay at all until he has passed the Lower Standard Hindustani. (A. R. I., Vol. II, para. 23.)

An officer will rarely obtain permanent charge of a regiment until he has about 6 or 7 years' service; he will, until then, draw "officiating" rates of pay, as shown in the Table above. These rates are made up of the grade pay + Rs. 100 staff pay.

A newly joined Lieutenant or a Captain up to 5 years may be in excess of the establishment of the division to which he belongs. In that case he draws the "unemployed" rate of pay (q. v.).

An officer with a permanent appointment officiating for an officer drawing staff pay will draw grade pay and half the staff pay of both appointments. Thus, a Major in permanent charge of a regiment officiating for a Staff Officer Medical Mobilisation Stores, will draw Rs. $650 + \frac{150}{2} + \frac{300}{2}$ or 875 if under 3 years' service in the rank; or $750 + \frac{150}{2} + \frac{300}{2}$, or Rs. 975 if over 3 years.

ADDITIONAL CHARGES.

It frequently happens that an officer in permanent or officiating charge of a regiment has to look after another unit in his station in

addition to his own duties. For such duty he draws special additional allowances as below :—

	Rs.
1. For a Native Regiment, or a Detachment, or Reservists attached to a regiment for training, consisting numerically of not less than a regiment	100
2. For a wing of a Native Regiment, or a Detachment, or Reservists of not less strength than a wing	75
3. For a Native Mountain Battery	50
4. For the Frontier Garrison Artillery, Kohat	25
5. For the Viceroy's Bodyguard	100
6. For charge of Imperial Service Troops as under :—	
(a) For a Regiment of Cavalry or Infantry whose strength is not less than 500 or 600 respectively	85
(b) For a wing of a Cavalry or Infantry Regiment of above strength, or of a whole regiment whose strength is less at (a), but not less than 250 or 300 respectively	65
(c) For a Detachment of all arms of not less than 380	75
(d) For a battery, or a Sapper Company	25

MISCELLANEOUS ALLOWANCES.

There are many appointments carrying extra allowances, the most important of which

A. R. I., Vol. I,
para. 11(a). are :—

	Rs.
For performance of civil medical duties at Abu	100
Charge of Ammunition Factory and Arsenal, Kirkee	60
Cantonment hospital (1st class)	150
Ditto (2nd class)	100
Ditto Bolarum	50
Cavalry of the Corps of Guides	75
Temporary charge of a civil station	100
Cordite Factory, Aruvankad	60
Ferozepore Arsenal	50
Gun and Shell Factory, Cossipore	50
Gun Carriage Factory, Jubbulpore	60
Harness and Saddle Factory, Cawnpore	50
Head-quarter Staff, Northern Army	100

					Rs.
Temporary charge of a Medical Store Depôt	..	..	..	..	100
Remount Depôt	..	..	..	..	50
Rifle Factory, Ishapore	..	..	..	..	60
S. A. Factory, Dum-Dum	..	..	..	..	50
Staff College, Quetta	..	..	..	..	100
Staff Surgeons of Divisions	..	..	..	..	10
Do. Brigades	..	..	..	..	50
Staff Surgeon, Fort William	..	..	..	..	100

SPECIAL APPOINTMENTS OTHER THAN REGIMENTAL.

There are other whole-time appointments which are not regimental as under :—

				Rs.
Secretary to P. M. O. H. M.'s Forces.	Grade pay	+500	staff.	
Staff Surgeon, Poona.	..	+350	..	
.. Bangalore.	..	+200	..	
Surgeon to the C.-in-C.	..	+350	..	
Medical Store-keepers.	..	+500	.. (if a Major or Lt.-Col.),	
	..	+400	.. (if a Captain).	
Staff Officers, Mobilisation Store	..	+300	..	

FIELD ALLOWANCES.

On field service an officer serving with a regiment will draw regimental pay + Rs. 30 horse allowance in the case of an infantry regiment, and the normal Rs. 60 or Rs. 90 in cavalry according to his rank.

An officer commanding a detached section or sections of a field ambulance will receive grade pay *plus* Rs. 100 for each section, unless the total amount so drawn would be less than his regimental pay, when he would draw the latter. He also draws Rs. 30 horse allowance.

A. R. I., Vol. I,
para. 154.

An officer commanding a complete field ambulance of four sections will draw grade pay *plus* Rs. 400 staff *plus* Rs. 30 horse allowance.

There are also certain field appointments the rates of pay for which are as follows:—

A. R. I., Vol. I,
para. 13(c).

	Rs.	
Staff Surgeon of a division ..	100	staff pay.
" " Brigade ..	50	" "
Command of General Hospital of less than 500 beds ..	400	" "
Command of General Hospital of 500 beds ..	1,600	consolidated.
P. M. O. Lines of Communication or Division if a Colonel ..	1,800	"
P. M. O. if a Lieutenant-Colonel ..	1,600	"
Secretary to P. M. O. of an army of 2 or more divisions ..	500	staff pay.

SPECIALIST PAY.

When an officer is made a specialist in any subject, and appointed as such in India Army Orders, he draws Rs. 60 a month in addition to his pay and allowances. (See Chapter IV, Specialists.)

HOUSE-RENT.

Presidency House-Rent is granted to the following officers employed on military duty in Madras if not provided with public quarters, or camp equipage:—

A. R. I., Vol. I,
paras. 286
and 292.

	Monthly Rs.
(a) Colonels	125

	Monthly Rs.
(b) Medical staff officers whose salary does not exceed ..	1,400
if a Lieutenant-Colonel	125
if a Major	100
if a Captain	75
if a Lieutenant	40

Officers employed in Bombay and Calcutta draw house-rent under the Rules detailed in Appendix II.

LOCAL ALLOWANCES.

Captains and Lieutenants on permanent military duty at Silchar and Manipur draw Rs. 50, at Sikkim Rs. 60, and at Dibrugarh, Kohima and Shillong Rs. 75 local allowance.

A. R. I., Vol. I,
para. 278.

Officers serving in Burma with the 72nd, 89th, 93rd Infantry and 1-10th Gurkha Rifles get a local allowance of Rs. 100.

A. R. I., Vol. I,
para. 280.

HORSE ALLOWANCE.

Horse allowance for one charger is included in the pay of all officers of the rank of Major and upwards.

A. R. I., Vol. I,
paras. 262, 263.

Horse allowance, at Rs. 30 per charger, as a separate item, is granted to the following officers :—

	No. of chargers.
Medical Officer, Loralai outposts	3
Lieut.-Col. or Major in charge of a Native Cavalry regiment	3
Captain or Lieutenant in charge of a Native Cavalry regiment	2

irrespective of the number of chargers actually maintained.

A medical officer in temporary charge of a cavalry regiment in addition to his own duties, will be granted horse allowance for the additional horse or horses maintained and certified by the officer commanding to be actually necessary for the performance of his duty.

A. R. I., Vol. I,
para. 274.

DEPUTATION ALLOWANCE.

Deputation allowance, at the rate of Rs. 3 per diem, is admissible to officers below the rank of field officer, during any period of detention on duty away from their own station, and on the return journey, and when travelling on duty with British troops by rail.

A. R. I., Vol. I,
para. 260(c).

DETENTION ALLOWANCE.

Detention allowance, at the rate of Rs. 5 per diem, is admissible to all officers when detached from their stations on the following duties :—

A. R. I., Vol. I,
para. 254A.

- (a) Court-martials.
- (b) Courts of enquiry, boards, and committees.
- (c) Examinations in languages and professional subjects, whether as examiners or candidates, subject to the reservation that, after once failing, a candidate will not be granted the allowance on going up a second time.

(d) Attending Civil Courts as witnesses on behalf of corps.

(e) Inspection duty, when specially ordered.

(f) Staff rides.

The allowance cannot be drawn for the same day as travelling allowance under A. R. I., X, para. 29.

UNEMPLOYED PAY.

Unemployed pay is drawn, at the rate of Rs. 420 for a Lieutenant and Rs. 475 for a Captain up to 7 years' service,

A. R. I., Vol. I,
para. 155d(1).

where an officer of these ranks has no appointment, substantive or temporary. The occasions on which an officer is restricted to this rate of pay are few ; practically they are applicable only to Lieutenants under instruction in sanitation for 2 months when they arrive in India, and when attached as a second medical officer to a regiment, or during transit from one appointment to another. An officer of more than 7 years' service draws grade pay alone if unemployed.

Unemployed pay is also drawn at the rate of Rs. 1,000 by Colonels and Rs. 1,350 by Surgeon-Generals, who have completed their tenure of 5 years in an administrative appointment, whether military or civil and are not yet 60 years of age, and are therefore eligible for re-employment.

HALF PAY.

(Applicable to officers in civil employ also.)

An officer not entitled to pension (*i.e.*, with less than 17 years' service), but who, at the expiration of 2 years

leave of absence on medical certificate, is unfit to return to duty, will be placed on temporary or permanent half pay, after examination by the Medical Board at the India Office. The rates of half pay are as follows—

A. R. I., Vol. I,
735.

			s.	d.
Lieutenant	..	..	3	0 daily.
Captain	..	..	7	0 „
Major	..	..	9	6 „

Only one year of a period passed on half pay is permitted to count towards pension or promotion; and, even then, only if the disability was caused in and by the service.

A. R. I., Vol. I,
para. 723.

ENGLISH PAY.

(Applicable to officers in civil employ also)

English pay is given to :—

(a) A Surgeon-General or Colonel who has completed his 5 years' tenure of an administrative appointment and is still under 60, after being for 6 months on the Indian unemployed rate of pay. This applies to officers who prefer to wait for re-employment instead of retiring on pension; such officers are regarded as supernumeraries.

A. R. I., Vol. I,
para. 107.

(b) An officer as a gratuity, as compensation for wounds and injuries. (See Wound Pensions and Gratuities.)

A. R. I., Vol. I,
para. 751(b).

A. R. I., Vol. I,
Appendix II, para.
5(3).

(c) An officer under the Furlough Rules of 1875, when his Indian furlough pay is less than his English pay.

A. R. I., Vol. I,
para. 155(c).

The rates are as follows :—

			£	s.	d.	
Surgeon-General .. .. .	..	..	2	0	0	per diem.
Surgeon-General after 25 years' service ..	..	..	2	5	0	„
Colonel .. .. .	..	..	1	8	0	„
„ after 25 years' service ..	..	..	1	10	0	„
„ after 30 years' service ..	..	..	1	14	0	„
Lieut.-Colonel .. .. .	..	..	1	2	0	„
„ after 25 years' service ..	..	..	1	5	0	„
Major .. .. .	..	..	0	15	0	„
„ after 15 years' service ..	..	..	0	18	0	„
Captain under 5 years' service ..	..	..	0	10	0	„
„ after 5 years' service ..	..	..	0	11	6	„
„ after 10 years' service ..	..	..	0	13	0	„
Lieutenant .. .. .	..	..	0	10	0	„

ADVANCES OF PAY.

Advances of pay may be granted to the extent and in the circumstances stated below :—

1. When proceeding on leave in India, or transferred for duty to another station, on arrival in India for duty, or proceeding on field service or ordinary duty beyond the sea.

A. R. I., Vol. III,
para. 43.

			Rs.
Surgeon-Generals .. .. .	..	..	1,000
Field officers .. .. .	..	..	500
Other officers .. .. .	..	..	300

2. When proceeding on leave out of India, or when permitted to reside out of India pending retirement :—

Surgeon-Generals .. .. .	..	..	3,000
Field officers .. .. .	..	..	1,500
Other officers .. .. .	..	..	1,000

A. R. I., Vol. III,
para. 45.

3. Officers returning to India from
leave other than privilege leave:—

			£
Lieutenant	..	..	65
Other ranks	..	..	100

Recoveries of such advances are made in monthly instalments of one-third of the emoluments.

Sanitary Commissioners.	{ Madras Bombay Bengal Eastern Bengal United Provinces Burma Punjab Central Provinces.	All ranks, Rs. 1,500 rising by annual increments of Rs. 60 to Rs. 1,800.										
Ditto ...		All ranks, Rs. 1,250 rising by annual increments of Rs. 50 to Rs. 1,750.										
Deputy Sanitary Commissioners.	All Provinces	{	1,400*	1,300*	1,250*	900*	800*	700*	650*	600*	550*	500*
		+200	+200	+200	+200	+200	+200	+200	+200	+200	+200	+200
Bacteriological appointments.	{ Bombay Bengal United Provinces Punjab Burma Madras		1,000†	900†	900†	750†	650†	550†	500†	450†	400†	350†
		+600	+600	+600	+400	+400	+400	+350	+350	+350	+300	+300
Superintendents, Central Lunatic Asylums.	All Provinces		1,000‡	900‡	900‡	750‡	650‡	550‡	500‡	450‡	400‡	350‡
		+550	+550	+500	+400	+400	+400	+350	+350	+350	+300	+300
Chemical Department. Plague appointments.	All Provinces	1,650	1,550	All other ranks, Rs. 800 rising by annual increments of Rs. 70 to Rs. 1,500								
	All Provinces	1,450	1,450	1,450	1,100	1,000	900	850	800	750	700	

* Consolidated military pay of rank + Rs. 200 staff allowance.

† Military grade pay + Rs. 300 to Rs. 600 staff allowance.

‡ Military grade pay + Rs. 300 to Rs. 550 staff allowance.

Appointment.	Government or Province.	Lieut.-Colonel (special-ly selected).	Lieut.-Colonel (after 25 years).	Lieut.-Colonel.	Major after 3 years as such.	Major.	Captain after 10 years' service.	Captain after 7 years' service.	Captain after 5 years' service.	Cap- tain.	Lieu- tenant.
Jail Department.— 1st class Jail ... 2nd class Jail ...	} All provinces	Rs. 1,550	Rs. 1450	Rs. 1400	Rs. 1050	Rs. 950	Rs. 850	Rs. 800	Rs. 750	Rs. 700	Rs. 650
		1,450	1350	1300	950	850	750	700	650	600	550
S. M. O. Port Blair.	Andamans			All ranks Rs. 1,500 consolidated.							
Principal, Medical College, Calcutta.	Bengal			All ranks Rs. 1,800 consolidated. (a)							
Principal, Medical College, Madras.	Madras			All ranks, Rs. 1,800 consolidated.							
Principal, Grant Medical College.	Bombay										
Principal, Lahore Medical College.	Punjab	1,650 +150	1,550 +150	1,500 +150	1,150 +150	1,050 +150					
Principal, Lucknow Medical College.	United Pro- vinces.										
Secretary to D. G., I. M. S.	Govt. of India.		All ranks grade pay and Rs. 600 staff.								
Statistical Officer to Govt. of India.	Govt. of India.		All ranks grade pay and Rs. 500 staff.								

Personal Assistants to Surgeon General.	{ Madras Bombay	All ranks full pay of regiment and Rs. 100 staff, but limited to ranks from Lieutenant to Major.
Superintendent, Presidency General Hospital.	Bengal	All ranks, Rs. 1,800 consolidated. (a)
Superintendent, X-ray Institute.	Govt. of India.	All ranks grade pay and Rs. 500 staff.
Superintendent, Campbell School.	Bengal	As for a Professor, + Rs. 150. (a)
Superintendent, General Hospital, Rangoon.	Burma	All ranks Rs. 1,600 consolidated and free quarters
Surgeon, G. T. Hospital, Bombay.	Bombay	1,550 | 1,500 | 1,150 | 1,050
Physician, St. George's Hospital, Bombay.	Bombay	
1st Resident Surgeon, General Hospital, Calcutta.	Bengal	All ranks Rs. 1,000 consolidated, limited to officers of, and under rank of Major. (a)
2nd Resident Surgeon, General Hospital, Calcutta.	Bengal	All ranks Rs. 800 consolidated, limited to officers of, and under rank of Major. (a)
Ophthalmic Surgeon, General Hospital, Rangoon.	Burma	Pay of a 2nd class Civil Surgeon and Rs. 100 Burma allowance.

(a) And free quarters.

Appointment.	Government or Province.	Lieut.-Colonel (special-ly select-ly ed.)	Lieut.-Colonel (after 25 years' service.)	Lieut.-Colonel.	Major after 3 years' service as such.	Major.	Cap'tain after 10 years' service.	Cap'tain after 7 years' service.	Cap'tain after 5 years' service.	Captain.	Lieu-tenant.
Resident Surgeon and Physician, Medical College, Calcutta, and Eden Hospital.	Bengal	Rs. ...	Rs. ...	Rs. ...	Rs. ...	Rs. ...	Rs. ...	Rs. ...	Rs. 600	Rs. 550	Rs. 500
Resident Medical Officer, General Hospital, Ran- goon.	Burma	Grade pay with Burma allowance Rs. 150 and local allowance Rs. 200									
Resident Medical Officer, General Hospital, Mad- ras.	Madras	Rs. ...	Rs. ...	Rs. ...	Rs. ...	Rs. ...	Rs. 700	Rs. 650	Rs. 600	Rs. 550	Rs. 500
Resident Surgeon, St. George's Hospital, Bom- bay.	Bombay	Rs. 800 consolidated.									
Police Surgeon, Calcutta.	Bengal	Pay of 1st class Civil Surgeon with Rs. 200 allowance as a Minor Professor.									
Police Surgeon, Rangoon.	Burma	All ranks, Rs. 1,000, with Burma allowance Rs. 100 and free quarters.									

Port Health Officer, Bombay.	Bombay	{ 1,450* + 500	1,350* + 500	1,300* + 500	950* + 500	850* + 400	...	...	...	...	...	...
Port Health Officer, Calcutta.	Bengal	{ 1,450† + 200	1,350† + 200	1,300† + 200	850† + 200	850† + 200	750† + 200	700† + 200	650† + 200	600† + 200	550† + 200	...
Health Officer, Port of Aden.	Bombay	{ 1,450‡ + 150	1,350‡ + 150	1,300‡ + 150	950‡ + 150	850‡ + 150	...	...	...	...	...	...
Health Officer, Simla.	Govt. of India	Pay of a Deputy Sanitary Commissioner.										
Medical Officer to Maharaja of Patiala.	Punjab	Grade pay + Rs. 500 staff.										
Surgeon to Governor.	{ Bombay Madras }	All ranks, Rs. 1,000.										
Physician to Maharaja of Travancore.	Madras	All ranks, Rs 1,200.										
Superintendent of Matheran, Mahableshwar.	Bombay	Pay of a Civil Surgeon, with Rs. 100 local allowance.										
Surgeon Naturalist.	Govt. of India	Military grade pay with Rs. 200 staff.										

* Pay of 1st class Civil Surgeon + Rs. 400 to Rs. 500 local allowance.

† Pay of 1st class Civil Surgeon + Rs. 200 staff allowance.

‡ Pay of 1st class Civil Surgeon + Rs. 150 local allowance.

The General Rules governing pay in the Civil Department will be found in the Civil Service Regulations.

ACTING ALLOWANCE.

As practically all officers, on entering civil employ, are only "officiating," and as all officers, even when permanently in civil, may have to act in higher appointments in the absence of the permanent incumbent, it is necessary to consider the rates of pay drawn when "officiating." For this purpose all appointments fall into one of two categories, *viz.*, those whose pay includes a staff allowance, and those in which it is "consolidated." Examples of the former are Professors of Colleges, Deputy Sanitary Commissioners, Bacteriological appointments; the other class includes ordinary Civil Surgeoncies.

If an officer is officiating in an appointment the pay of which is consolidated (*e.g.*, a Civil Surgeoncy), it is assumed that the latter includes a staff allowance equal to the difference between the grade pay of the officer and the full pay of the appointment; and he is paid as if he were officiating in an appointment with a definite staff allowance.

If an officer is officiating in an appointment which carries staff allowance he draws his grade pay of rank, *plus* half the staff allowance of his permanent appointment, whether military or civil, if he has one, *plus* half the staff allowance of his officiating appointment—and the whole of the staff pay thus drawn cannot be less than Rs. 100.

The following examples may make the position clearer :—

(a) An officer of 6 years' service, in permanent charge of a regiment, is appointed to officiate as Civil Surgeon. He draws his grade pay of rank *plus* $\frac{1}{2}$ regimental staff + $\frac{1}{2}$ the staff pay of the officiating appointment. The latter is Rs. 100, and the total pay therefore should be Rs. 450 + $\frac{150}{2}$ + $\frac{100}{2}$ or Rs. 575 ; but as he cannot draw more than the full pay of a second class Civil Surgeoncy he cannot draw more than Rs. 550.

(b) An officer of 6 years' service, without a permanent regimental charge, would draw his grade pay + half the staff pay of the officiating appointment, *i.e.*, Rs. 450 + $\frac{100}{2}$ or Rs. 500 ; but, as he cannot draw less than Rs. 100 staff, he actually gets Rs. 550. The result of this is that an officer who is transferred to an officiating Civil Surgeoncy draws exactly the same pay, whether he has or has not a permanent regimental charge.

(c) A 2nd class Civil Surgeon of 6 years' service officiates in the Bacteriological Department. He would draw grade pay, half his own staff pay and half the staff pay of the Bacteriological Department, *i.e.*, Rs. 450 + $\frac{100}{2}$ + $\frac{350}{2}$ or Rs. 675.

LOCAL ALLOWANCES IN CIVIL EMPLOY.

Allowances are granted to Civil Surgeons for charge of District Jails, Asylums, Medical Schools, and for a variety of special duties. The rates vary with the station and the duties to be performed, and the following list, though not comprehensive, shows the majority of the allowances at present in force.

A local allowance is one not specially declared to be "pay" or "salary," given, in addition to the latter, either for special duties which do not properly belong to the officer, or on account of special local circumstances, *e.g.*, unhealthiness of a station or abnormal expensiveness of the locality. The important point is that such allowance is not taken into account in calculating leave allowances.

C. S. R., Article
32.

Jail allowances vary from Rs. 50 to 150 according to the size of the jail, in all Provinces; the usual rate is Rs. 100.

BENGAL.

"Local allowances," varying from Rs. 50 to 300 are granted to Civil Surgeons at Howrah, Patna, Ranchi, Bhagalpur, Gaya, Hazaribagh, and to officers holding certain appointments in the Medical College, Calcutta.

The Professor of Pathology draws Rs. 300 for bacteriological work, the Chemical Analyst as Professor of Chemistry Rs. 300, and the Professors of Biology and Physiology Rs. 300 as "non-practising Professors." The Police Surgeon draws Rs. 200 as lecturer on Medical Jurisprudence.

An allowance of Rs. 200 is given to the Civil Surgeons, Patna and Cuttack, for charge of the Temple Medical School, and Cuttack School respectively.

"Jail allowances" of Rs. 75 are drawn at Ranchi and Burdwan, of Rs. 100 at Purnea, Gaya, Darbhanga, Muzaffarpur, Shahabad, Jessore, Hooghly, Champaran, Patna, Saran, Cuttack, Murshidabad, and of Rs. 300 at Hazaribagh.

The Civil Surgeon, 24-Perganas, may draw Rs. 200 as Medical Inspector of Emigrants; "conveyance allow-

ance ” of Rs. 25 is given at Ranchi, Cuttack ; a “ Lunatic Asylum allowance ” of Rs. 250 is drawn by the Civil Surgeon, Patna.

EASTERN BENGAL AND ASSAM.

Allowances for charge of Medical Schools at Dibrugarh and Dacca are Rs. 150 and 200 respectively. The Civil Surgeon, Dacca, also draws Rs. 200 for charge of the Mitford Hospital.

A “ Port allowance ” of Rs. 100 is granted at Chittagong.

A “ Labour Transport Fund allowance ” of Rs. 50 is paid at Tezpur, Dibrugarh, and Kamrup ; at Sylhet there is an allowance of Rs. 50 for charge of the Leper Asylum.

“ Local allowance ” of Rs. 50 is given at Shillong, and of Rs. 100 at Kohima.

“ Jail allowances ” of Rs. 50 are drawn at Dibrugarh, Jalpaiguri, Silchar, Sibsagar ; of Rs. 75 at Tezpur, Gauhati, Chittagong ; of Rs. 100 at Tippera ; and of Rs. 150 at Barisal, Sylhet and Mymensingh.

PUNJAB.

At Lahore there is an allowance to the Civil Surgeon of Rs. 200 for giving lectures on Forensic Medicine at the Government College.

“ Local allowances,” from Rs. 50 to 150, are given in a few stations (Jullundur, and some of the professorships in Lahore).

“ Jail allowances ” of Rs. 75 are drawn at Jullundur, Attock, Ludhiana, Shahpur, Lyallpur ; of Rs. 100 at Sialkot and Ferozepore ; and of Rs. 150 at Delhi, Rawal Pindi, Ambala and Multan.

UNITED PROVINCES.

An allowance of Rs. 100 is given at Allahabad, Benares, for charge of the College.

At Bareilly and Benares the Civil Surgeon draws Rs. 250 for charge of the Lunatic Asylum.

The Civil Surgeon, Agra, draws Rs. 250 as Principal of the Medical School.

The Civil Surgeon, Lucknow, draws Rs. 200 as Professor of Midwifery at the Medical College.

“ Jail allowances ” of Rs. 50 are given at Dehra Dun ; of Rs. 75 at Saharunpur, Bulandshahr, Mirzapur, Muttra, Gonda, Etawah, Azamgarh, Banda ; of Rs. 100 at Fyzabad, Cawnpore, Aligarh, Moradabad, Rae Bareli, Ghazipur, Shahjahanpur, Bahraich ; of Rs. 150 at Sitapur, Bareilly, Meerut.

CENTRAL PROVINCES.

A “ Local allowance ” of Rs. 150 is given at Nagpur and Rs. 50 at Bilaspur and Seoni.

“ Jail allowances ” of Rs. 50 are drawn at Saugor, Chhindwara, Damoh, Wardha, Nimar, Chanda ; and Rs. 75 at Amraoti and Akola.

MADRAS.

“ Local allowances ” of Rs. 200 are given to the Professors of Surgery, Pathology, Biology, Materia Medica and Hygiene, and the 3rd Surgeon, Madras General Hospital ; and of Rs. 100 to the Lecturer on Midwifery to female students.

The duties of Superintendent, Royapuram Medical School, carry an allowance of Rs. 200, and of Tanjore and Vizagapatam Medical Schools Rs. 150 each.

A "Lunatic Asylum allowance" of Rs. 50 is given at Vizagapatam and Calicut.

An allowance of Rs. 100 is given to the Civil Surgeon, Chingleput, for charge of the Reformatory School.

"Jail allowances" of Rs. 100 are drawn at Vizagapatam, Rajahmundry, Trichinopoly, Salem, Madura, Bellary, Coimbatore, and Rs. 75 at Berhampore.

BURMA.

"Burma allowance" of Rs. 100 is given to most officers.

The Police Surgeon, Rangoon, the Superintendent and the Resident M. O., General Hospital, and the Superintendent, Lunatic Asylum, Rangoon, get free quarters.

"Burma Railway allowance" of Rs. 60 is given at Maymyo, Shwebo, Mandalay, Myingyan, Bassein, and Meiktila.

There is a "Port Health Officer's allowance" of Rs. 50 at Bassein and Akyab, and of Rs. 75 at Moulmein.

At Meiktila there is an allowance of Rs. 150 for charge of the Vaccine Dépôt.

A Rangoon "Medical School allowance" of Rs. 200 is given to the Civil Surgeon who performs the duties of Principal; and Rs. 100 to each of two officers for lecturing there.

The allowance for charge of the Rangoon Cantonment Hospital is Rs. 100; and for charge of State Prisoners Rs. 30.

"Jail allowance" Rs. 50 is given at Bhamo, Meiktila; Rs. 250 at Bassein, Thayetmyo, Myingyan; Rs. 100 at Akyab; Rs. 75 at Shwebo; Rs. 150 at Moulmein.

BOMBAY.

“ Local allowances ” of Rs. 300 are given to the Professor of Physiology, of Rs. 200 to the Professors of Hygiene and Chemistry. Also of Rs. 150 to the Civil Surgeon, Karachi, as M. O., N.-W. Railway, to the Civil Surgeon, Thana, and the Health Officer, Aden ; and of Rs. 100 at Ahmednagar, Mahableshtar, and Matheran.

“ Asylum allowances ” are Rs. 100 at Colaba, Poona, Ratnagiri, Dharwar, Ahmedabad ; and Rs. 150 at Hyderabad.

The Health Officer, Aden, in addition to local allowance, draws Rs. 150 for inspecting ships at night. The Health Officers, Bombay and Karachi, draw Rs. 75 and Rs. 50 respectively “ carriage allowance.” The Civil Surgeons, Karachi and Dharwar, draw Rs. 150 and Rs. 100 respectively for charge of railway staffs. At Dharwar Rs. 50 is paid for charge of the Training College, and at Aden Rs. 100 for attendance on Arab Chiefs.

At Poona, Ahmedabad, and Hyderabad there is an allowance of Rs. 150 as Principal of the Medical School.

The Assistant to Civil Surgeon, Poona, draws Rs. 200 as Consulting Officer of Health to the Municipality, and Rs. 50 for medical charge of the College of Science.

The Civil Surgeon, Kathiawar, draws Rs. 100 for Medical charge of the Rajkumar College, and Rs. 75 for inspecting the Rajkot dispensaries.

“ Jail allowances ” of Rs. 50 are given at Rajkot and Ratnagiri ; of Rs. 75 at Shikarpur and Karwar ; and of Rs. 100 at Dhulia, Dharwar, Aden, Sukkur, Bijapur.

ALLOWANCES DURING JOINING TIME.

“Joining time” is the time allowed to an officer to proceed from one station to another when his appointment is changed, or on joining the civil from the military department. An officer is allowed six days for preparation, and in addition, for the journey itself, one day for :—

C. S. R., Article
176.

250 miles by railway.

80 „ river steamer, or such longer time as is actually required.

80 „ public stage conveyance.

15 „ in any other way.

C. S. R., Article
175.

During joining time the pay drawn by an officer is either that of his last appointment or of his new one, whichever is less.

TRAVELLING ALLOWANCES ; DAILY ALLOWANCES.

C. S. R., Articles
1012, 1016, 1032,
1034, 1052, 1056,
1060.

See Chapter XIII, Travelling.

PRESIDENCY HOUSE-RENT.

Officers in civil employ in Madras are eligible for Presidency house-rent under military rules, if not provided with quarters, and if their salary does not exceed Rs. 1,400 (see Chapter VIII).

In Bombay, Calcutta and Rangoon they come under local rules, as detailed in Appendix II.

PAY OF ADMINISTRATIVE MEDICAL OFFICERS.

See Chapter II.

PAY OF A LIEUTENANT-COLONEL IN CIVIL EMPLOY UNDER TRAINING IN A P. M. O.'S OFFICE.

An officer while under training receives the full emoluments of his civil appointment.

CHAPTER X.

OFFICERS' PENSIONS.

Retiring Pensions.

Retiring pensions are granted to officers, whether in military or civil employ, at the following rates :—

			£
After 17 years service	...	...	300
„ 18 „ „	...	...	320
„ 19 „ „	...	...	360
„ 20 „ „	...	...	400
„ 21 „ „	...	...	420
After 22 years service	...	...	440
„ 23 „ „	...	...	460
„ 24 „ „	...	...	480
„ 25 „ „	...	...	500
„ 26 „ „	...	...	540
After 27 years service	...	...	580
„ 27½ „ „	...	..	600
„ 28 „ „	...	...	620
„ 29 „ „	..	..	660
„ 30 „ „	...	..	700

In estimating the time of service for pension it must be borne in mind that only one year of any period spent on half pay is permitted to be taken into account.

A. R. I., Vol. I, para. 723.

A. R. I., Vol. I, para. 732.

Officers count service for pension from the following dates :—

(a) Those who entered on or before 13th June 1890—

From date of landing in India ; but the time spent in the Army Medical School at Netley is added.

(b) Those who entered after 13th June 1890, and prior to 1st September 1902—

From date of leaving the Army Medical School at Netley, *i.e.*, from the date of their commission.

(c) Those who entered on or after 1st September 1902—

From date of first commission, *i.e.*, from the date on which the result of the competitive examination for entrance into the service is announced.

A Lieutenant on probation, seconded while holding a Resident appointment in a recognised Civil Hospital at home, reckons such period for pension, up to a maximum of one year.

A. R. I., Vol. I,
para. 732.

Officers who were originally engaged for plague duty and were afterwards appointed to the I. M. S., reckon the period of their plague service for gratuity and pension. The same rule applies to officers who were Civil Surgeons during the South African War and were transferred to the I. M. S.

A. R. I., Vol. I,
para. 732.

ADDITIONAL PENSIONS FOR COLONELS AND SURGEON-GENERALS.

In addition to the pensions for length of service enumerated above, the following pensions are granted to Surgeon-Generals and Colonels, whether holding military or civil appointments :—

A. R. I., Vol. I,
para. 728.

Surgeon-General, after 3 years active service as such	..	£ 350
Colonel, after 5 years active service as such	..	250
Colonel, after 3 years active service as such	..	125

A maximum period of 8 months leave, in or out of India, may be included in the qualifying periods above mentioned.

A. R. I., Vol. I, para. 728.

If a Surgeon-General or Colonel, for any reason, fails to complete the required period as such, he forfeits all claims to the additional pension.

A. R. I., Vol. I, para. 728.

A Colonel who may be appointed Surgeon-General before he has completed 5 years service as Colonel, and who does not serve long enough (*i.e.*, 3 years) to entitle him to the additional pension of £350, is allowed to add his service as Surgeon-General to his previous service as Colonel towards the additional pension of £250.

A. R. I., Vol. I, para. 731.

EXTRA PENSIONS.

Four extra pensions of £100 each are allowed to Lieut.-Colonels who have been specially selected for increased pay under Article 7 of the Royal Warrant, in the proportion of two for the old Bengal establishment, and one each for Bombay and Madras. These pensions are compensation for the abolition, some years ago, of certain administrative appointments; and only officers who entered the service before August 1889 are eligible for them.

A. R. I., Vol. I, para. 734.

These pensions are given to officers who cannot obtain promotion to the rank of Colonel on account of age or ill-health, but who would otherwise have been promoted.

The following classes of officers are ineligible for these pensions :—

1. Those who have been passed over for promotion on the ground that they propose retiring shortly on pension.

2. Those who have been superseded for promotion on account of defects of character, conduct, etc., other than age or ill-health.

3. Those who, after 30th November 1894, have accepted employment removing them from the ordinary pursuit of their profession.

In practice this rule applies only to officers of the Assay Department, no more of whom will be recruited from the I. M. S.

Applications for these pensions will be submitted to the Director-General, I. M. S., through the proper official channel, on the first day of the month of March preceding the beginning of the financial year in which the extra pensions become admissible. In the event of an officer being granted an extra pension, he must retire during the financial year. Thus, if an officer wishes to obtain one of the four pensions allotted during the year 1911-12, his application must reach the Director-General's office by 1st March 1911; and he must retire before 31st March 1912, if he is given one of these pensions.

A. R. I., Vol. I,
para. 734.

Special printed forms of application are required, and are obtainable from the Director-General.

INVALID PENSIONS.

An officer permanently incapacitated for further service in India on account of unfitness caused by duty, may be granted an invalid pension according to the following scale :—

A. R. I., Vol. I,
para. 727.

After 12 years pensionable service	..	£ 192	per annum.
„ 13 years	„	.. 212	„
„ 14 years	„	.. 232	„
„ 15 years	„	.. 252	„
„ 16 years	„	.. 272	„

GOOD SERVICE PENSIONS.

Officers of the I. M. S. are eligible for these pensions as rewards for distinguished or meritorious service on the recommendation of the Govt. of India ; the maximum pension admissible is £100 a year payable in England (or Rs. 1,000 a year in India at the option of the recipient), but pensions of less amount may be granted in the first instance and increased at any time before retirement.

A. R. I., Vol. I,
paras. 744—746.

Good service pensions are ordinarily conferred on officers on the effective list ; only in very exceptional cases on those on half pay, on the unemployed supernumerary list (see page 99), or after retirement. Selections for these pensions is made from the Service as a whole, in succession to vacancies among officers on whom they have been conferred. The existing rules regarding the retention of good service pensions on retirement are as follows :—

A. R. I., Vol. I,
para. 747.

India Army Cir-
culars, clause 166
of 1900.

1. An officer who joined the I. M. S. before 1st July 1881 will retain the pension on retirement, or if placed on half pay, unless he has earned the additional £350 or £250 as a Surgeon-General or Colonel. If he has only earned the additional £125 as a Colonel, the good service pension is reduced to £50 after retirement.

2. In the case of those who entered the service after 30th June 1881—

(a) It will be relinquished by an officer drawing the extra £350 or £250 pension.

(b) It will be limited to £50 if the recipient is drawing only the extra £125 pension as Colonel.

(c) It will be limited to £60 in the case of an officer retiring on only £700 a year.

(d) An officer retiring on less than £700 a year retains such amount of his good service pension as, together with his retiring pension, does not make a total exceeding £700 a year.

WOUND AND INJURY PENSIONS AND GRATUITIES.

An officer who has received in action a wound occasioning loss of an eye, limb or use of a limb, or a bodily injury reported by a military medical board to be equivalent thereto, may, in the first instance, be granted a gratuity of twelve months' full pay; in the event of the loss of a limb he may be granted such sum as, in the opinion of the P. M. O., India, will defray the cost of an artificial limb.

If an injury received in action is certified by the board to be severe, though not equivalent to loss of a limb, a gratuity of from three to twelve months pay may be granted.

Note.—The term "pay" in such cases means English pay of rank (q. v.).

After the expiration of one year from the date of the wound or injury, the officer will be examined by a medical board. If his injury is loss of an eye or limb, he will be granted a permanent pension on the following scale:—

	£
Surgeon-General	350
Colonel, or Lieutenant-Colonel	300
Major	200
Captain	100
Lieutenant	70

A. R. I., Vol. I,
paras. 748—756.

A. R. I., Vol. I,
para. 752.

If the injury is reported to be equivalent to loss of a limb the same pension will be granted as a temporary measure, renewable year by year on the recommendation of a board. After being renewed for five years, the pension may be made permanent.

A. R. I., Vol. I,
para. 753.

If, after the expiration of one year from the date of the wound, the Board consider the effects will be permanent, but are not equivalent to loss of a limb, a temporary pension may be granted at half the above rates ; and this pension will be renewable up to five years, when it may be made permanent.

A. R. I., Vol. I,
para. 754.

If an officer, through performance of military duty otherwise than in action, loses an eye or limb or sustains any injury reported by a military medical board as very serious and likely to be permanent in effects, he may be granted a pension, subject to the same conditions as those detailed above. The amount of the pension is determined by the merits of the case, and the degree of contributory negligence on the part of the sufferer ; the maximum rates, however, are as follows :—

A. R. I., Vol. I,
para. 756.

	£
Colonel or Lieutenant-Colonel ..	250
Major	150
Captain	75
Lieutenant	50

The term “ injury ” for the purposes of this pension cannot be defined ; but it may be noted that officers of the I. M. S. have obtained such pensions after specific infections contracted in the performance of their official duties.

No claim to a gratuity or pension will be entertained unless application has been made for it within five years of receipt of the injury.

A. R. I., Vol. I,
para. 760.

COMMUTATION OF PENSIONS.

An officer may commute a portion, not exceeding one-third, of his pension either on retirement or at any subsequent time. If at home, he will apply to the Under Secretary of State, and will be examined by the Standing Board at the India Office. If retired in India, he will appear before a specially constituted board.

A. R. I., Vol. I,
para. 709, Appen-
dix IV.

The basis of commutation, subject to an addition of years of age in the case of impaired lives, shall be the following table, the age of the officer being reckoned at the age he will attain on the birthday next succeeding the date upon which the capitalized sum will become payable:—

Age next birthday.	Number of years purchase.	Present value of the annuity of £100.			Age next birthday.	Number of years purchase.	Present value of the annuity of £100.		
		£	s.	d.			£	s.	d.
21	15.00258	1,500	5	2	34	14.14731	1,414	14	8
22	14.96111	1,496	2	3	35	14.03442	1,403	8	10
23	14.92519	1,492	10	5	36	13.91478	1,391	9	7
24	14.88969	1,488	19	5	37	13.79016	1,379	0	4
25	14.85191	1,485	3	10	38	13.66060	1,366	1	2
26	14.80890	1,480	17	10	39	13.52738	1,352	14	9
27	14.74746	1,474	14	11	40	13.38854	1,338	17	1
28	14.67951	1,467	19	0	41	13.24313	1,324	6	3
29	14.60551	1,460	11	0	42	13.08568	1,308	11	4
30	14.52581	1,452	11	8	43	12.92050	1,292	1	0
31	14.44054	1,444	1	1	44	12.74483	1,274	9	8
32	14.35005	1,435	0	1	45	12.55834	1,255	10	8
33	14.25257	1,425	5	2	46	12.36096	1,236	1	11

Age next birth-day.	Number of years purchase.	Present value of the annuity of £100.			Age next birth-day.	Number of years purchase.	Present value of the annuity of £100.		
		£	s.	d.			£	s.	d.
47	12.14690	1,214	13	10	60	919	16	0	
48	11.92339	1,192	6	9	61	895	13	4	
49	11.69128	1,169	2	7	62	870	2	8	
50	11.45362	1,145	7	3	63	843	8	8	
51	11.21356	1,121	7	1	64	816	11	5	
52	10.98145	1,098	2	11	65	789	11	8	
53	10.75133	1,075	2	8	66	762	8	9	
54	10.52560	1,052	11	3	67	737	1	8	
55	10.30351	1,030	7	0	68	711	17	8	
56	10.08363	1,008	7	3	69	686	17	0	
57	9.86670	986	13	5	70	662	3	5	
58	9.64896	964	17	11	71	638	1	4	
59	9.42649	942	13	0					

The commutation having been sanctioned by the Secretary of State or the Government of India, as the case may be, the officer will have the option of withdrawing his application within 30 days. If he fails to do so, his decision is regarded as final, and the commutation of pension becomes absolute.

CHAPTER XI.
FAMILY PENSIONS.

Indian Family Pension Fund.

The Families of officers of the I. M. S. are entitled to pensions granted under the "Indian Military Service Family Pension Regulations," and all officers, except natives of India, with whom it is optional, must, as a condition of their employment, contribute to the fund from the date of arrival in India. The complete Rules are to be found in A. R. I., Vol. I, Appendix III; and from these the following information is extracted:—

For the purpose of assessing subscriptions and donations to this Fund, and pensions received from it, officers of the I. M. S. are divided into five classes as follows:—

Class 1.—Surgeon-Generals, Colonels; also Lieut.-Colonels of over 25 years full pay service if they are desirous of subscribing at the higher rate (*vide* A. R. I., Vol. I, App. III, para. 9(2)).

Ibid., Rules 5 and 9 (2).

Class 2.—Officers of 20 years service.

Class 3.—Officers of 12 years service.

Class 4.—Officers of 6 years service.

Class 5.—Officers of less than 6 years service.

The pension to a widow, during widowhood, according to the class of the husband at the time of his death, is shown in the following Table:—

Ibid., Rule 7.

TABLE I

Amount of pension per annum, to widow	Class of husband at death.				
	I	II	III	IV	V
	£ 160	£ 130	£ 100	£ 70	£ 40

The pension to orphan children (including posthumous children) is the same for all classes.

TABLE II.

	From birth till age of 6 years.	From age of 6 till age of 12 years.	From age of 12 till age of 21 years.	To Females only. From age of 21 years for life or till marriage.
Amount of pension to each orphan per annum ..	£ 10	£ 20	£ 30	£ 45

Ibid., Rule 8.

The pension of a minor orphan will be paid to the mother or guardian.

Pensions provided under these Regulations are payable monthly in India, and quarterly in England, and to date of death.

Ibid., Rules.

DURATION OF PENSIONS.

A widow's pension ceases if she re-marries; if she again become a widow, she will be again entitled to her original pension, or, if her

Ibid., Rule 19.

second husband was a contributor to the Fund, at her option, to the widow's pension of his class.

Ibid., Rules 23,24. These pensions are held in all cases during good conduct only ; they cannot be alienated or assigned.

Ibid., Rule 20. The pension of a male orphan is payable until he attains the age of 21.

Ibid., Rule 20 A. Subscribers can make special provision for a pension to sons who may become permanently incapacitated from earning a livelihood. As regards amount of pension and subscriptions to be paid to secure it, each case will be considered on its merits.

Ibid., Rule 22. The pension of a female orphan continues till her marriage. It does not revive on widowhood.

A mother or guardian of a male orphan who has completed the age of 16 may, with the sanction of the Secretary of State, at any time thereafter have the residue of his pension commuted into a single payment ; for the due application the mother or guardian will be responsible.

TABLE SHOWING PRESENT VALUE OF PENSION OF A MALE ORPHAN ACCORDING TO HIS AGE.

Years.	16	17	18	19	20
Months	£	£	£	£	£
0	129	106	81	56	28
3	123	100	75	47	21
6	117	94	68	42	14
9	111	87	62	35	7

SUBSCRIPTIONS AND DONATIONS.

Every officer, whether married or unmarried, must subscribe to the fund, according to the Class to which, by length of service, he belongs. The only option permissible is that which enables an officer of 25 years service to subscribe in class I if he so wishes, thereby securing the highest rate of pension. These subscriptions are deducted monthly in the pay bills.

The rates of subscription are adjusted periodically by the Secretary of State, but at present (October 1911) they stand as follows :—

TABLE III.—DONATIONS ON MARRIAGE AND ON PROMOTION TO A HIGHER CLASS.

		ON ENTERING THE SERVICE OF THE GOVERNMENT OF INDIA, MARRIED, OR ON MARRIAGE, OR ON RE-MARRIAGE.								
		FIXED STERLING RATES.			REDUCED TEMPORARILY 20 PER CENT.					
		Donation.	or in 12 monthly instalments of			Donation.	or in 12 monthly instalments of			
		£	£	s.	d.	£	s.	£	s.	d.
Class	I ..	384	32	13	4	307	4	26	2	3
Class	II ..	192	16	6	8	153	12	13	1	1
Class	III ..	96	8	3	4	76	16	6	10	7
Class	IV ..	48	4	1	8	38	8	3	5	3
Class	V ..	24	2	0	10	19	4	1	12	8

		ON PROMOTION TO THE CLASS SPECIFIED.								
Class I	..	72*	6	2	6†	57	12‡	4	18	0§
Class II	..	36	3	1	3	28	16	2	9	0
Class III	..	24	2	0	10	19	4	1	1	0
Class IV	..	12	1	0	5	9	12	0	16	4

Excess donations are charged, in addition to the above, when

(a) an officer's age is over a fixed limit, on promotion to a particular class;

(b) the disparity of age between husband and wife on marriage exceeds a certain limit.

The details of the excess donations will be found in Tables III-A and IV, Appendix III, A. R. I., Vol. I.

TABLE IV—DONATIONS ON THE BIRTH OF A CHILD, AND FOR EVERY CHILD LIVING ON ENTERING THE SERVICE. FOR ALL CLASSES ALIKE.

		FIXED STERLING RATES.			REDUCED TEMPORARILY 20 PER CENT.					
		Donation.	Or in 12 monthly instalments of		Donation.	Or in 12 monthly instalments of				
		£	£	s.	d.	£	s.	£	s.	d.
For a son	..	15	1	5	6	12	0	1	0	5
For a daughter	..	24	2	0	10	19	4	1	12	8

* Up to age of 56, increasing £ 3 per year for every year or fraction of year after that age.

† Up to age of 56, increasing 5s. 1d. for every year or fraction of a year after that age.

‡ Up to age of 56, increasing £ 2.8 per year for every year or fraction of a year after that age.

§ Up to age of 56, increasing 4s. 1d. for every year or fraction of a year after that age.

Extra donations are required when an officer on admission has a daughter over one year of age.

MONTHLY SUBSCRIPTIONS.

TABLE V.—MONTHLY CONTRIBUTIONS BY EVERY OFFICER ACCORDING TO HIS CLASS.

	BY A MARRIED OFFICER.			BY A BACHELOR OR WIDOWER.		
	Full rates.		Half rates.	Full rates.		Half rates.
	£	s. d.	£ s. d.	£	s. d.	£ s. d.
Class I ..	4	15 10	2 7 11	2	8 0	1 4 0
	*3	16 8	*1 18 4	*1	18 4	0*19 2
Class II ..	3	16 8	1 18 4	1	10 8	0 15 4
	*3	1 4	*1 10 8	*1	4 6	*0 12 3
Class III ..	2	17 6	1 8 9	1	3 0	0 11 6
	*2	6 *0	3 0 *1	0	18 4	*0 9 2
Class IV ..	1	18 4	0 19 2	0	13 4	0 6 8
	*1	10 8	*0 15 4	*0	10 8	*0 5 4
Class V ..	0	19 2	0 9 7	0	7 8	0 3 10
	*0	15 4	*0 7 8	*0	6 2	*0 3 1

Half rates are paid by officers on leave other than privilege leave.

TABLE VI.—ADDITIONAL MONTHLY CONTRIBUTIONS, FOR ALL CLASSES ALIKE, FOR EACH CHILD LIVING ON THE FIRST DAY OF THE MONTH.

	Fixed sterling rates.	Reduced temporarily 20 per cent.
	£ s. d.	£ s. d.
For a son, until age of 21 ..	0 1 11	0 1 6
For a daughter, until married ..	0 4 10	0 3 10

* Temporary reduction 20%, at present in force.

An officer entering the service married must report the fact at the time, and give names and dates of birth of his children if any.

An officer in the service must report his marriage, the birth of a child, or the death of a wife or child, within one month of the occurrence to the Controller of Military Accounts, Eastern Circle, if he is in India, or to the Director of Funds, India Office, if he is at home. If a child dies within 30 days of birth, no payment in respect of it is required.

If the report of a marriage or of the birth of a child is not made within a month, the donation payable will be increased $2\frac{1}{2}$ per cent., and interest charged thereon at $4\frac{1}{2}$ per cent. After six months' delay the donation is increased by 5 per cent. If the marriage or birth is not reported at all during the lifetime of a subscriber, the widow or child will not be entitled to any pension.

If donations are not paid when due, interest at $4\frac{1}{2}$ per cent. per annum is charged on arrears.

Married officers on retirement on pension may continue to contribute, at half rates, or they may withdraw, receiving back such portion of their contributions as is in excess of the risk borne during their term of membership. Unmarried officers may continue their subscriptions, at half rates, but will obtain no refund in the event of withdrawal.

FAMILY PENSIONS UNDER THE ROYAL WARRANT.

The family of an I. M. S. officer may also be granted pensions and gratuities by the Government of India, in accordance with the rules for the British Army contained

in the Royal Warrant for Pay in force at the time being.

A declaration of widowhood on India Army Form A-305 and a statement of the means of support on I. A. F. A-307 must be attached to each application; the latter is not required in the case of the family of an officer whose death was due to field service.

The Royal Warrant of 1st December 1909 is now in force.

Under this Warrant pensions to widows and compassionate allowances to children may be granted at the following rates :—

PENSION TO WIDOW.				COMPASSIONATE ALLOWANCE TO EACH CHILD.		
Rank of father.	Highest rate.	Intermediate rate.	Ordinary rate.	Highest rate.	Intermediate rate.	Ordinary rate.
	£	£	£	£	£	£
Surgeon-General	special	180	120	30	25 0	20
Colonel ..	200	150	100	24	20 0	16
Lieutenant-Colonel..	180	135	90	24	20 0	16
Major ..	140	105	70	21	17 10	14
Captain	100	75	50	18	15 0	12
Lieutenant	80	60	40	15	12 10	10

Double the above rates of compassionate allowance may be granted to each child in the event of its being motherless or in pecuniary need.

The highest rate of pension or compassionate allowance is granted if the officer was killed in action, or died

of wounds received in action, within seven years after being wounded.

The intermediate rate is granted if the officer died from illness directly traceable to field service within seven years after having been removed from duty because of such illness, provided the illness actually commenced in the field; or died from wounds or injuries received in the performance of military duty, otherwise than in action, within seven years after the wound or injury.

The ordinary pension may be granted provided the pecuniary circumstances of the applicant, in the opinion of the Government of India, justify the award.

Gratuities to the families of I. M. S. officers who are killed in action or die of wounds received in action within two years after being wounded are granted on the following scale, according to the rank of the officer.

To Widows :—

				£
Surgeon-General	..	..	..	1,100
Colonel	..	..	..	600
Lieutenant-Colonel	..	..	..	400
Major	..	..	..	300
Captain	..	..	..	250
Lieutenant	..	..	..	140

To children :—

For each child one-third of the above sums.

PASSAGE INSURANCE.

An officer may, by a special contribution to the Indian Service Family Pension fund, provide passage money from India for his family in the event of his death, up to a limit of Rs. 3,000.

This sum will be paid to the family if in India ; if at home, it will be credited to the deceased officer's estate.

Application to contribute for this form of insurance must be made to the Controller of Military Accounts, Eastern Circle, who will provide the requisite form of health certificate to be filled in.

This insurance may be affected by an immediate payment in one sum, or by instalments extending over four years, subject to interest on arrears at $3\frac{1}{2}\%$.

In the event of a subscriber dying before the last instalment is paid, the balance due at the date of his death will be deducted from the sum assured.

The following are the tables of premium for every Rs. 1,000 assured :—

Age (nearest).	Single premium.	Age (nearest).	Single premium.	Age (nearest).	Single premium.
	Rs.		Rs.		Rs.
20	359	35	426	50	555
21	360	36	433	51	564
22	360	37	440	52	575
23	361	38	448	53	585
24	363	39	455	54	595
25	366	40	463	55	606
26	370	41	471	56	617
27	375	42	480	57	627
28	381	43	488	58	638
29	387	44	497	59	650
30	393	45	507	60	661
31	399	46	516	..	..
32	406	47	525	..	..
33	412	48	535	..	..
34	419	49	545	..	..

On the departure of a subscriber from India with his family, or at any time thereafter, he may take the surrender value of his insurance ; these surrender values are detailed in A. R. I., Vol. I, App. III, para. 25(c).

CHAPTER XII.

LEAVE.

Military.

Officers of the I. M. S., in military employ, are under the Leave Rules of the Indian Army.

Leave may be granted, if the exigencies of the service permit, as follows :—

A. R. I., Vol. I, para. 336. Vol. II, para. 224. (a). Three days regimental leave granted by the Officer Commanding the regiment.

A. R. I., Vol. II, para. 225. (b). District leave for ten days, on full pay, may be granted by the Officer Commanding the station with the concurrence of the Brigade or Divisional P. M. O.

A. R. I., Vol. I, para. 358. (c). Privilege leave, on full pay, may be granted, for 60 days each year, by the General Officer Commanding the Division, on the recommendation of the Divisional P. M. O. This leave counts as duty, and may be spent anywhere; it may be taken in instalments, and is only admissible where no extra expense to the State is involv-

A. R. I., Vol. II, para. 219. ed. Officers serving in Burma, the Assam, Bannu and Derajat Brigades, Zhob and Gilgit, are eligible for 90 days' privilege leave in the year.

A. R. I., Vol. II, para. 220.

Accumulated privilege leave for 90 days may be granted after 33 months continuous duty to those who have not taken any privilege leave during that time.

A. R. I., Vol. II,
para. 221.

(d). General leave in India, limited to six months.

A. R. I., Vol. II,
para. 252.

(e). General leave out of India, limited to twelve months, but capable of extension to two years.

A. R. I., Vol. II,
para. 257.

(f). Leave in India on medical certificate, limited to six months in the first instance, extensible by periods of three months to two years.

A. R. I., Vol. II,
para. 250.

(g). Leave out of India on medical certificate.

A. R. I., Vol. II,
paras. 227—230.

(h). Combined leave up to a limit of eight months. This consists in the combination of privilege leave, up to a maximum of three months, with furlough or leave on private affairs or on medical certificate; and may be taken in or out of India.

A. R. I., Vol. II,
para. 222.

(i). Study leave (See Chapter III).

No extension of leave in or out of India beyond two years can be granted except on specially urgent grounds, and then without pay. If prevented from returning to duty by ill-health within the maximum period of absence for two years, an officer will, unless granted an extension without pay, be placed on the temporary half pay or retired list, as the circumstances of his case may require.

A. R. I., Vol. I,
para. 359.

A. R. I., Vol. I,
para. 360.

All leave, in or out of India, counts as service for pension.

A. R. I., Vol. I,
para. 361.

RATES OF PAY.

Full pay and allowances are admissible to an officer on three days, ten days district, privilege leave, and for the privilege leave portion of combined leave.

A. R. I., Vol. I,
para. 336.

Leave out of India :—

A. R. I., Vol. I,
para. 364.

	£
After appointment	250 per annum.
After commencement of 10th year of service for pension	300 ..
Ditto 15th year	450 ..
Ditto 20th year	600 ..
Ditto 25th year	700 ..

The above rates apply to ordinary leave or leave on M. C. out of India, and to the non-privilege leave portion of combined leave out of India.

LEAVE IN INDIA.

On grade pay and half the staff pay of the officer's appointment.

LEAVE TO COLONELS AND SURGEON-GENERALS.

Officers of these ranks, whether in military or in civil employ, during the limited tenure of their appointment, are only allowed to take—

A. R. I., Vol. II,
para. 226.

- (a). Privilege leave.
- (b). Eight months leave on private affairs or on medical certificate, in or out of India.

This eight months leave may be taken all at once or in instalments, and an instalment may be combined with privilege leave. Absence for longer than eight months, consecutively, whether it includes privilege leave or not, or any grant of leave in excess of the above-mentioned eight months in all during the tenure of appointment, will involve vacation of the latter.

LEAVE APPLICATIONS.

Applications for leave are made on I. A. F. L-1170. The channel of submission is detailed in A. R. I., Vol. II, Appendix II, Items 31—33; and, as the application has to pass through a great number of offices, it should be submitted at least three months before the leave is required.

Similarly extensions of leave must be applied for in sufficient time to enable the individual rejoining at the expiration of his original leave, should the extension be refused.

A. R. I., Vol. II,
para. 234A.

Before leaving India a final last pay certificate (I. A. F. A. 439) must be obtained.

A. R. I., Vol. II,
para. 236.

Full information regarding the disposal of Last Pay Certificates, etc., is contained in the "Memorandum of information" for the guidance of officers proceeding out of India which is obtainable from the Military Account Department.

CIVIL.

Officers permanently in civil employ are under the Civil Service Leave Rules, until they are promoted to the rank of Colonel

C. S. R., Art.
35A.

C. S. R., Art.
35 (e) 5.

or Surgeon-General ; then, even if serving in a civil administrative appointment, they become subject to the Military Leave Rules.

C. S. R., Art.
35 (e) 2.

After officiating continuously in civil employ for not less than three years an officer is considered to be permanently in civil, for the purpose of leave. This period of three years includes privilege leave, but not any other class of leave ; if an officer goes on such leave, without having to revert to military duty, the time so spent does not count towards the three years.

An officer may be granted the following leave, if the exigencies of the service permit, and if he is entitled to it :—

(a). Short periods up to 10 days. In practice these are more rarely obtainable than on the military side.

(b). Privilege leave, at the rate of one calendar month for every eleven complete calendar months of duty, and one day for every eleven days of the balance. In civil employ,

C. S. R., Arts.
226—247.

therefore, an officer actually earns his privilege leave on the above scale, up to a maximum of three months.*

(c). Furlough, to an officer who has rendered three years continuous civil service, may be granted, up to a maximum of two years. The conditions governing the grant are, in the first place, that the furlough is due to him ; the amount of furlough earned is one-fourth of the officer's active service, under Civil Service Rules, diminished by any furlough he may previously

C. S. R., Art. 308.

C. S. R., Art. 302.

* Note :—An officer cannot take privilege leave again until 6 months after returning from such leave, or until 11 months after returning from other leave—C. S. R., Art. 260.

have enjoyed under these rules. An I. M. S. officer who has done his three years service in civil employ may, however, reckon one-fourth of his military service, minus any furlough already taken, and add it to any civil furlough already earned. In that case he will draw furlough pay at military and civil rates respectively.

C. S. R., Art. 304.

C. S. R., Art. 303
(ii).

At least 18 months must have elapsed since the last return from privilege leave of over six weeks duration ; and if the whole of the leave is to be under the Civil Service Rules, a period of eight years must have been passed continuously in civil employ.

C. S. R., Article
308 (iii).

C. S. R., Art. 308
(ii).

The amount of furlough admissible to an I. M. S. officer under the Civil Service Rules is six years in all. This period includes leave taken under military rules.

C. S. R., Arts. 299,
300.

C. S. R., Art. 305
(i).

(d). Leave or furlough on medical certificate up to two years may be granted unconditionally.

C. S. R., Art. 233.

(e). Combined leave, as in military employ, but up to a maximum of two years, and to a minimum of six months.

(f). Special leave on urgent private affairs, up to six months ; this leave can also be combined with other kinds of leave, but six years must elapse before it can again be granted.

C. S. R., Art. 316.

(g). Extraordinary leave without pay may be granted when all other leave is exhausted.

C. S. R., Arts. 332,
333.

When taken, as it usually is, in continuation of leave on medical certificate, it is usually followed by transfer to the half pay list.

(h) Subsidiary leave is the time allowed to an officer leaving India on furlough or retirement, or returning from furlough to cover the journey to the seaport and the breaking up or reorganisation of his domestic establishment. A minimum of 10 days is admissible.

C. S. R., Art. 321.

C. S. R., Art. 324.

(i) Study leave. See Chapter III.

An officer in civil employ over 55 years of age is not permitted to take any leave but "privilege." This rule affects Lieut.-Colonels to whom an extension of service to complete 30 years has been granted; but not Colonels or Surgeon-Generals who are under the military leave rules.

C. S. R., Art. 620.

RATES OF PAY.

An officer on privilege leave is entitled to a leave allowance equal to the salary he receives in his appointment, even though another officer is acting for him; he only continues to draw the "local allowance" of the appointment if no *locum tenens* is appointed.

C. S. R., Art. 261.

C. S. R., Art. 266.

An officer on furlough (including furlough on medical certificate) is entitled to an allowance equal to half his average salary during the previous three years subject to a maximum of £1,000 and a minimum of £500. If the officer is not permanently in civil, or if, being permanent, part of his furlough is under military rules and part earned by civil service, he draws the military rates for the proportional part of the whole, and civil rates for the remainder.

C. S. R., Art. 314.

For example: An officer of 8 years total service, not yet confirmed in civil, who has done 6 years military

service, would get military rates during three quarters of the time he is on furlough, and civil rates for one-fourth.

An officer on "special leave" draws the above rates for six months. Thereafter he is entitled to no leave allowance.

C. S. R., Art. 318.

On "subsidiary" leave the following rates of allowance are allowed:—

C. S. R., Art. 330.

(a) If subsidiary to special leave the officer concerned having once before had special leave.—*Nil*.

(b) If subsidiary to special leave or furlough.—The ordinary furlough rates.

If an officer overstays his leave, and thereby loses his lien on his appointment, he may be granted "Subsistence allowance." The latter varies from Rs. 250 to Rs. 400.

C. S. R., Arts.
108, 330.

LEAVE APPLICATIONS.

When desirous of proceeding on leave, an officer must obtain a report from the Accountant-General as to his eligibility, and the amount due to him; he will then submit his application to the Administrative Medical Officer. An application for leave or extension on medical certificate must be accompanied by a certificate, either by a Medical Board or by two commissioned medical officers; and if going out of India, one copy of the medical report on his case will be taken by the officer himself, and a duplicate will be sent to the India Office and a third copy to the Director-General, I. M. S., for record on his personal file.

C. S. R., Art.
841 (a).

C. S. R., Art. 861.

C. S. R., Arts.
828—835.
Ibid, 836—838, 857.

A last pay certificate must be obtained from the Accountant-General, and this must be presented to the India Office, if the officer is going home. Every officer going on leave out of India should procure from the Accounts office a copy of "Memorandum of information for the guidance of officers proceeding on leave."

C. S. R., Arts.
874, 886, 892.

When proceeding out of India an officer must report his embarkation, through the Accountant-General of his Province, and his arrival in England to the Secretary of State.

C. S. R., Art. 222.

On returning from leave out of India notice must be sent to the Local Government of the probable date of return at least a month beforehand.

C. S. R., Art. 224.

C. S. R., Arts.
223—237 (b).

An officer may not return more than 14 days before the end of his leave without permission.

If an extension of leave out of India is desired, application must be made to the Secretary of State three months before his leave expires, supported by sanction of the Local Government to the grant of such extension.

C. S. R., Art. 237.

CHAPTER XIII.

TRAVELLING.

An officer in the I. M. S. is regarded as travelling on duty, and therefore draws travelling allowance on the sanctioned scale, or obtains a free passage by Warrant, in the following circumstances :—

- A. R. I., Vol. X,
paras. 1, 56.

1. On first appointment, and when moving on transfer from one appointment to another.
- A. R. I., Vol. X,
para. 51.

2. Journeys to or from instructional classes or examinations.
- A. R. I., Vol. X,
para. 21.

3. On transfer from military to civil employ (under the Civil Service Regulations).
- A. R. I., Vol. X,
paras. 29, 51.

4. Moves in connexion with field service, manœuvres, staff rides, courts-martial, etc.
- A. R. I., Vol. X,
para. 33.

5. Inspection duty.
- A. R. I., Vol. X,
para. 81.

6. When recalled from furlough or leave other than privilege leave.
- A. R. I., Vol. X,
para. 79.

7. When proceeding on leave on medical certificate to England or the Colonies, in the case of Lieutenants, or in India on medical certificate in the case of any officer invalided from field service.

8. When returning from civil to military employ (under Military Rules).

A. R. I., Vol. X,
para. 21.

9. When carrying out authorised moves in civil employ.

IN MILITARY EMPLOY.

An officer in military employ travelling on duty by rail or road draws allowances in accordance with the following scale, or is given a travelling warrant.

A. R. I., Vol. X,
para. 29.

SCALES.

Class.	A		B		C	D	E
	BY RAIL (a).		BY RAIL (a).		BY ROAD.	FAMILY SCALE.	CHARGER SCALE.
Rank.	Permanent trans-fer within Indian limits, or to or from a native unit in the colonies.	Temporary or inspection duty, and when moving to or from a post when proceeding to or arriving from U. K. or Colonies.	Rate per mile.		By Road per mile. (b) (a).	By rail.	By rail.
			Contract railways (c).	Other rail-ways.				Rate per mile. (b) (a).
Class.	Field Officers	Contract railways (c).	1st class fares.		8 annas	Wife ... 1 fare Child over 12 1 fare	Actual train rates charged for the number that can be taken by the individual.
			Other rail-ways.	Contract railways (c).				Other rail-ways.	Child between 3 and 12 ½ "	4 annas	The actual conveyance of the animals is a necessary condition.
	Captains and Lieutenants	2½	3	1⅓	2	Child under 3	Nil.
		¾	2⅓	1¼	1¾		

(a) An extra ¼ fare for journeys in Contract Railways in Burma.

(b) Special rates allowed for particular journeys (see A. R. I., Vol. X, para. 29).

(c) "Form E" also granted, by which a 1st class ticket is granted for a 2nd class fare.

(d) "Road" includes journeys by river or canal by boat or launch, but not by steamer.

(e) "Permanent duty" is when an officer is away from his station for more than three months; "temporary duty" when the absence is for three months or less.

When travelling on duty, otherwise than on a warrant, an officer is granted "Form E," a certificate accepted only by some railways, which enables him to obtain a 1st class ticket for a 2nd class fare.

A. R. I., Vol. X,
para. 22.

Applications for travelling allowances are made on I.A.F.T.—1715, and an advance may be obtained up to the full amount.

A. R. I. Vol. X,
para. 31.

When allowances are given these include everything (excess luggage, etc.). When travelling on warrant a scale of baggage is allowed.

A. R. I., Vol. X,
para. 99.

Allowances are granted to the family of an officer moving on permanent duty.

A. R. I., Vol. X,
para. 70.

SEA PASSAGES.

Sea passages are granted to India on first appointment.

A. R. I., Vol. X,
para. 56.

They are granted to the United Kingdom :—

(a) If compulsorily retired otherwise than on account of age.

A. R. I., Vol. X,
para. 79 (b).

(b) When going on leave on medical certificate in the case of Lieutenants.

A. R. I., Vol. X,
para. 92.

(c) When invalided home insane.

A. R. I., Vol. X,
para. 43.

"Not entitled" passages home on transports may be granted by the Officer Commanding at the port of embarkation to :—

(a) A Captain invalided from field service, and his family.

(b) Families of officers who die in the service.

(c) A Captain invalided from climatic causes, and his family.

(d) Officers, in military or civil employ, below the rank of Major, whose circumstances under the concession desirable; and their family.

(e) Ditto above the rank of Major.

(f) Field officers, invalided from field service, or when treatment on a transport is necessary; and their families.

CHARGERS.

An officer proceeding on permanent duty is allowed free conveyance by rail or road for such chargers as he is entitled to maintain. This, in practice, limits the concession to field officers, to medical officers of Native Cavalry regiments, and to officers proceeding on field service.

A. R. I., Vol. X,
paras. 102, 103.

A. R. I., Vol. I,
paras. 262, 263.

IN CIVIL EMPLOY.

Travelling allowance is given to cover the actual expenses incurred by travelling in the interests of the public service.

C. S. R., Art.
995.

When travelling by railway on duty the allowance admissible is double first class fare; when by sea or on a river steamer a first class fare for himself, and lowest class fares for two or for three servants according to his rank, and in addition the officer is reimbursed for actual charges incurred in embarking and disembarking.

C. S. R., Arts.
1012, 1016.

C. S. R., Art.
1032.

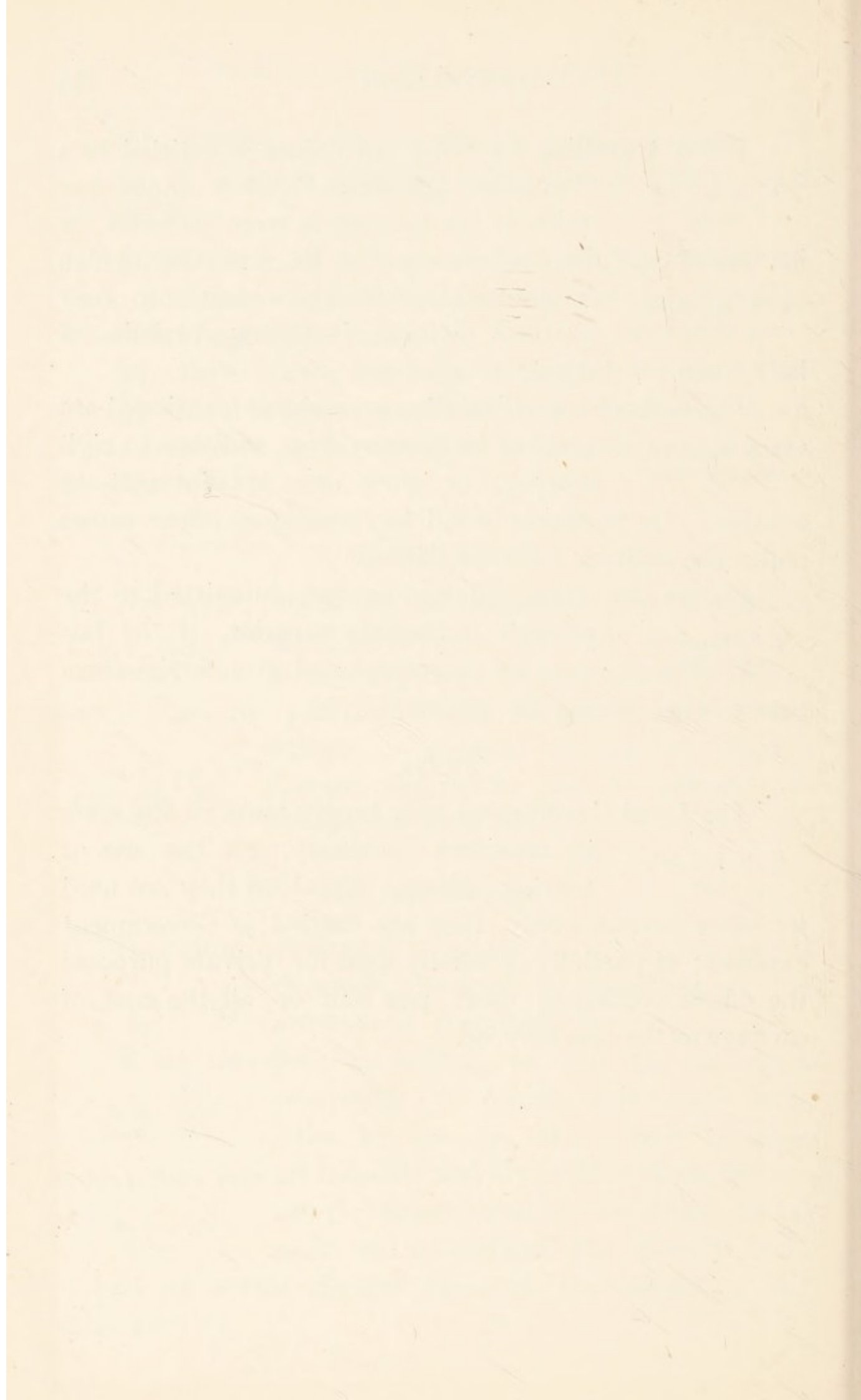
When travelling by road an officer is entitled to a
 C. S. R., Art. "mileage allowance" of 8 annas per
 1034. mile, if his journey is over 20 miles, or
 he may draw "daily allowance" at Rs. 5 per day, which
 C. S. R., Arts. is granted to officers when on tour
 1052, 1056, 1063. in their district, including periods of
 halt when on duty up to 10 days.

The rates of travelling allowance above-mentioned are
 C. S. R., Arts. granted on transfer from military to civil
 1083 (a), 1094. employ, or from one appointment to
 another. On reversion to military employ an officer comes
 under the military rules for passage.

Claims for these allowances are submitted to the
 C. S. R., Arts. officer's immediate superior, if he has
 1159—1163. one, for scrutiny and countersignature
 before being passed for payment.

TENTS.

The Local Government may supply tents on any scale
 C. S. R., Art. it considers necessary, for the use of
 1042. touring officers. Provided they are used
 for office purposes only, they are carried at Government
 expense; if partially or wholly used for private purposes
 the officer concerned must pay half or all the cost of
 carriage as the case may be.



APPENDIX I.

RECORD OF OFFICER'S SERVICES, INDIAN ARMY.

Statement of the services of James Brown of the Indian Medical Service with a record of such particulars as may be useful to the Officer himself during his career, or to his relatives in case of his death.

Where born.	<i>Inverness.</i>	Date of birth.	<i>Sept. 6, 1884.</i>	Nationality.	<i>Scottish.</i>		
Previous service (if any) in the ranks, or in the Indian Subordinate Medical Department.		Regiment, etc.		From	To	Years.	Days.
				<i>Nil</i>			
Previous service (if any) in the Militia, Yeomanry, Volunteers, Colonial Forces, Royal Navy, or Royal Army Medical Corps.		<i>No. 4 Coy., Queen's, Edinburgh.</i>		<i>May 1905</i>	<i>July 1907</i>	<i>2½</i>	
Date of registration as a medical student. } Medical schools at which educated. }	Indian Medical Service Officers only.	<i>Oct. 1902. Edinburgh, Berlin.</i>					
If a Cadet at Woolwich, Sandhurst or other Military College, etc. ...	Where.	Class in which passed out; or in the case of Indian Medical Service Officers standing at final examination.		Date of joining.	Date of passing.		
	Millbank			<i>1-3-09</i>	<i>1-5-09</i>		
Aldershot		<i>6th</i>		<i>2-5-09</i>	<i>1-7-09</i>		
Ranks.	Regiment, Un-attached List, or Indian Medical Service.	Date of appointment or promotion.	Whether substantive, local or honorary.	Remarks citing No. and date of Gazette Notification.			
Second-Lieutenant ...							
Lieutenant ...	<i>I. M. S.</i>	<i>30 Jan. 1909.</i>	<i>Substantive.</i>	<i>Gaz. of India, A. D. 98 of 29 Oct. 1909.</i>			
Captain ...							
Brevet-Major ...							
Major ...							
Brevet-Lieutenant-Colonel ...							
Lieutenant-Colonel ...							
Lieutenant-Colonel on higher rate of pay (I. M. S.) ...							
Brevet-Colonel ...							
Substantive Colonel ...							
Major-General ...							
Surgeon-General ...							
Lieutenant-General ...							
General ...							

If in India when first commissioned, so state, and give the No. and date of local order publishing the *London Gazette*, etc. } Arrived in India on 19th October 1909.
Gaz. of India, A. D. 985 of 29 Oct. 09.

Nature of employment during service, commencing from date of first commission.

IN WHAT POSITION OR APPOINTMENT. If at "regimental duty," "on half-pay," "attached" to a native regiment, or on "general duty," so state. If in regimental or army staff, or in civil employ, specify the appointment. The permanent or officiating appointment held in a native regiment, is to be specified.	In what regiment, department, etc.	PERIOD.				Remarks showing No. and date of order authorizing the employment, the date of taking up the duties, and the authority for counting for service to pension any period passed out of India.	WHERE EMPLOYED DURING SERVICE. (Specify dates.) "At home," "in India," "in the colony of," etc.
		From	To	Years.	Days.		
Passed Entrance examination.		30	January	1909			
Course of Instruction ...	R. A. M. College.	1-3-09	1-5-09		62	At home.	
Ditto ...	Aldershot ...	2-5-09	1-7-09		61	At home.	
Passed Final examination ...	Do. ...	1	July	1909		At home.	
On leave ...		2-7-09	28-9-09		89	At home.	
Voyage to India ...		29-9-09	19-10-09		21		
Date of arrival in India ...		19	Oct.	1909			
Awaiting orders ...		20-10-09	21-10-09		2	Bombay.	
Course of instruction in sanitation ...		25-10-09	20-11-09		27	Letter 5431 from P. M. O., India, to G. O. C., Bombay Brigade.	
Travelling ...		21-11-09	22-11-09		2		
Doing duty with (or "in officiating charge of") ...	15th Lancers	23-11-09				2nd Divisional order 4302 of 20-11-09.	
			Total ...				

NOTES.—I. Changes of appointment, regiment, or department, necessitate of separate entry, but one period should not be entered twice.
 II. Temporary appointments of not more than two months' duration may be omitted.
 III. Insert another half sheet of paper if there is not sufficient space for the necessary entries.

APPENDIX II.

RULES GOVERNING THE GRANT OF HOUSE-RENT ALLOWANCE.

The rules vary considerably in the different large towns in which the grant of house-rent is admissible.

Calcutta :

(A. R. I., Vol I., para. 295A, and Appendix XIII.)

The "Calcutta House Allowance Scheme."—To be eligible for the benefits of the scheme an officer must have a wife or child or children resident with him, and his salary must not exceed Rs. 2,500. The rules apply to officers holding appointments in Calcutta, but actually residing in Alipore, Dum-Dum, Barrackpore, and certain other suburbs. Medical officers who are allowed to practise are debarred from the benefits. The scale of allowances is as follows :—

Rate of salary.	Between the 1st April and 31st October.	Between the 1st November and 31st March.
	Rs.	Rs.
Under Rs. 300	40	50
Rs. 300—499	65	100
Rs. 500—999	90	175
Rs. 1,000—1,999	60	175
Rs. 2,000—2,500	<i>Nil.</i>	150

The above scheme takes the place of the old Presidency House-rent or Presidency Allowance. It is applicable to the following officers in military employ : P. M. O., Presidency Brigade : medical officers of units stationed in Fort William

and Alipore, Secretary to P. M. O., India, staff surgeon to H. E. the C.-in-C. Officers in civil employ are eligible provided their pay is within the limits laid down, and provided their appointments are non-practising ones.

Madras :

(A. R. I., Vol. I, paras. 286-295.)

The old Presidency House-rent Rules still apply in Madras. They are applicable on the military side to colonels (*i.e.*, P. M. O., Southern Brigade); and to medical staff and regimental officers not exceeding Rs. 1,400 in the aggregate, and on the civil side to officers stationed in Madras subject to the same limit of pay, provided they are not allowed to undertake private practice. The rates are as follows :—

	If drawing Indian Army pay with staff pay.	If drawing regimental pay and allowances with staff pay.
	Rs.	Rs.
Colonel or Brevet-Colonel	125	...
Lieutenant-Colonel	125	30
Major	100	60
Captain	75	60
Subaltern	40	40

Bombay.

The "Bombay House Allowance Scheme."—To be eligible for the benefits of the scheme an officer must have his wife or child or children resident with him, and his salary must not exceed Rs. 2,500. Officers who are allowed private practice are debarred from coming under the scheme.

III.—The scale of the allowances is as follows :—

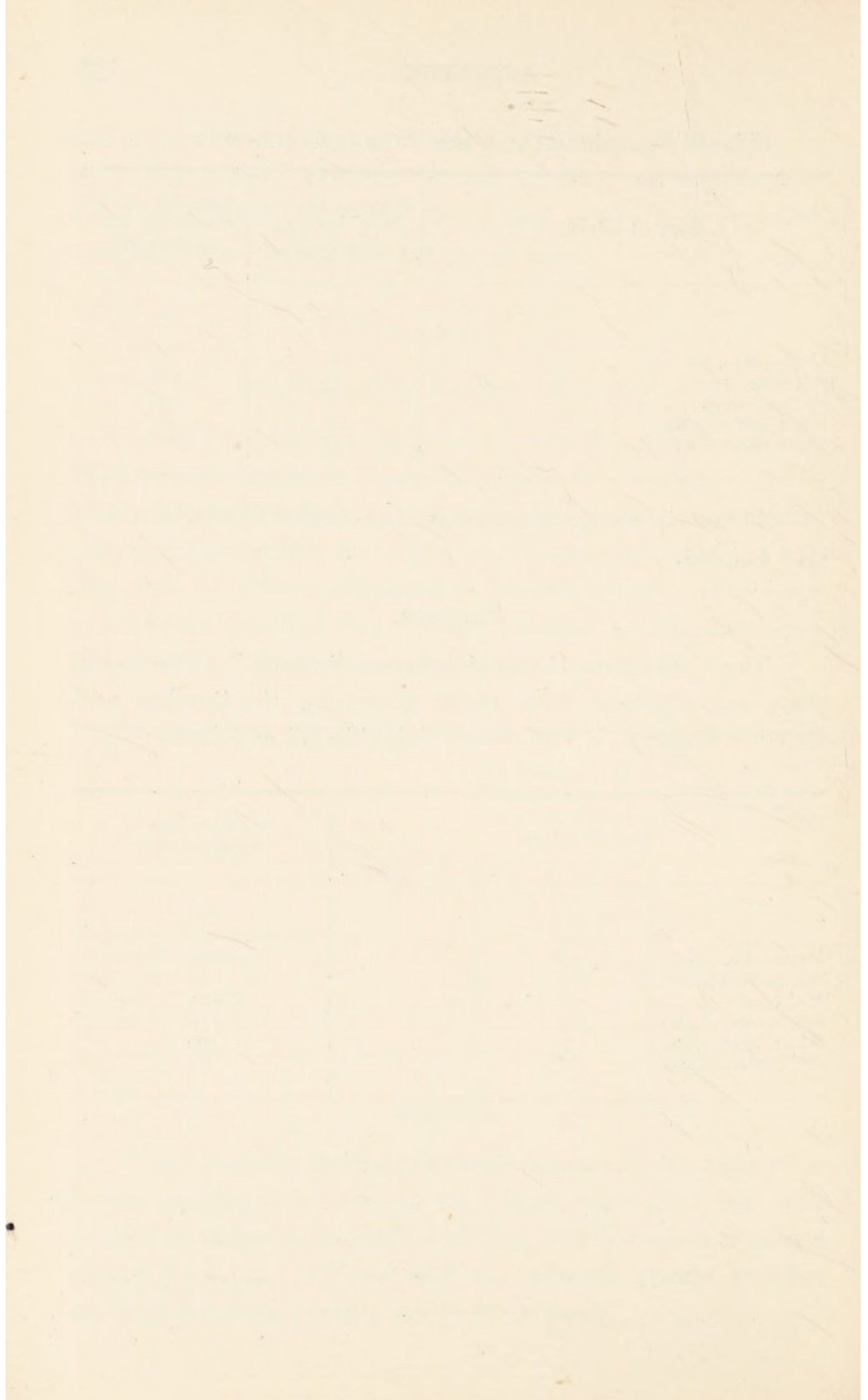
Rate of salary.	Between the 1st May and 31st October.	Between the 1st November and 30th April.
	Rs.	Rs.
Under Rs. 300	40	50
Rs. 300—499	65	100
Rs. 500—999	80	170
Rs. 1,000—1,999	70	140
Rs. 2,000—2,500	50	100

These allowances are admissible to officers in military and civil employ.

Rangoon.

The “Rangoon House Allowance Scheme.”—The conditions are identical with those governing the Bombay and Calcutta schemes. The rates admissible are as follows :—

Rate of salary.	Monthly rate of the allowance.
	Rs.
Under Rs. 300... ..	45
Rs. 300—499	80
Rs. 500—999	125
Rs. 1,000—1,499	110
Rs. 1,500—1,999	100
Rs. 2,000—2,500	75



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