

Report of Committee on promotion of officers, Royal Army Medical Corps.

Contributors

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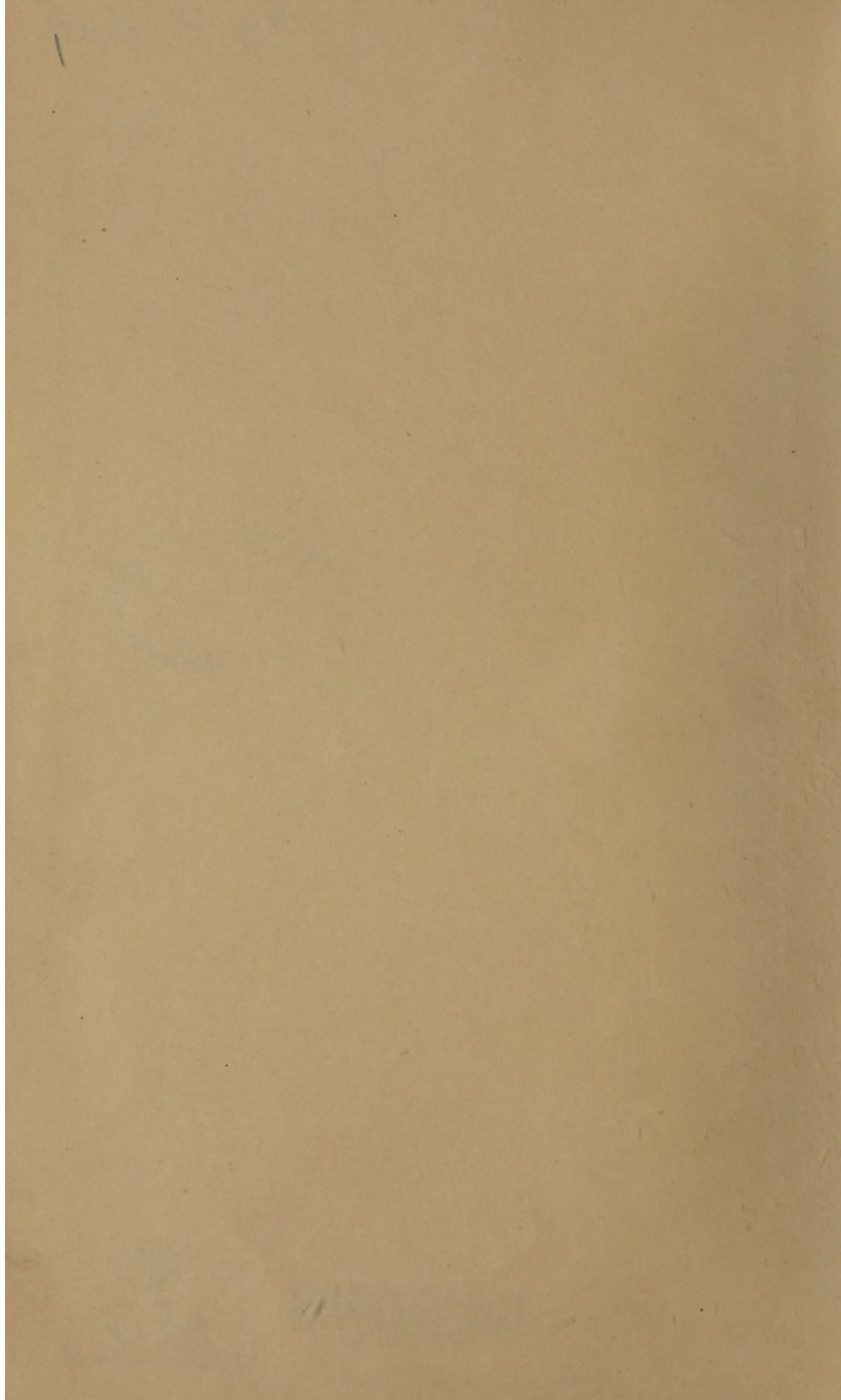
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REPORT

OF

COMMITTEE

ON

PROMOTION OF OFFICERS, ROYAL ARMY MEDICAL CORPS.

1905.

APPOINTED ON 4840/1120.

Interim Report, dated 16th March, 1905, in 1/Gen. No./249.

Final Report, dated 1st August, 1905, in 1/Gen. No./460.

REPORT

TO

COMMITTEE

MEMBERS OF COMMITTEE.

Chairman.

Major-General W. E. FRANKLYN, C.B., D.P.S.

Members.

Surgeon-General W. J. FAWCETT, C.B., D.D.G., A.M.S.

Lieut.-Colonel W. BARTIE, V.C., C.M.G., A.D.G., A.M.S. (*Acting Secretary*).

Mr. A. F. MAJOR.

TERMS OF REFERENCE.

To consider questions of promotion of Officers in the Royal Army Medical Corps, with a view to assimilating, as far as possible, the rules with those governing other branches of the Army.

Secretary, Army Council,

1. The Committee first met on the 8th November, and are only now able to present their report, owing to the necessity of submitting the various schemes that were suggested and considered to the Actuaries.

2. The Committee have already submitted an interim report dealing with the revision of the Pay Warrant in the cases of Captains and Lieutenants placed on the supernumerary list under the provisions of Article 361, but it is not necessary to refer further to that report, as it has been approved by the Army Council.

3. Three schemes submitted by the Director-General, Army Medical Service, were then considered:—

- (a.) Promotions to administrative rank ;
- (b.) The question of an establishment of Lieutenant-Colonels ; and
- (c.) Brevet promotions.

4. Having carefully considered the present system of promotion, &c., and the defects inherent in it, together with various proposals made in the course of their inquiry, the Committee consider that—

- (1.) A change of system is necessary.
- (2.) It is most desirable that the system pursued in the Royal Army Medical Corps should, as far as possible, be assimilated to that prevailing in the rest of the Army.
- (3.) Schemes involving increased cost to the public would not, in view of recent readjustments of pay, be likely to commend themselves.

5. (a.) *Promotion to administrative rank.*—Working on these lines, they determined that the principle governing promotions should be such as, while affording freedom of selection, would at the same time be hedged by an establishment, the provision of a small half-pay establishment obviating the continuous employment of unsuitable Colonels.

After the necessary actuarial calculations had been made and considered, it was finally determined to recommend that—

- (i.) The establishment of Colonels be fixed at 32, including India, three being on half-pay.
- (ii.) Promotion be conferred on Lieutenant-Colonels and Brevet Lieutenant-Colonels in the manner laid down in Article 40 of the Pay Warrant.
- (iii.) On completion of a tour of duty (4 years) a Colonel be placed on half-pay, but that the number of Colonels on half-pay should not exceed three.
- (iv.) The rate of half-pay should be 100*l.* less than retired pay.
- (v.) A Colonel should not be allowed the full rate of retired pay (unless retired for age) before completing 4 years in the rank.
- (vi.) To abolish, in the case of Colonels, the charge pay of 5*s.* a-day at present drawn by Senior Medical Officers in commands abroad under Article 368.

- (vii.) In consideration of the limitations proposed above, and of the abolition of charge pay, to increase the pay of all substantive Colonels by 5s. a-day.
- (viii.) Lieutenant-Colonels made substantive Colonels under Article 40 be removed from the Corps.
- (ix.) No change in the existing procedure regarding promotion to Surgeon-General's rank appears to be necessary.

These recommendations generally appear to give effect to the principles already stated. For example (iv.) is required to prevent the small half-pay list becoming blocked.

With regard to (vi.) the issue of charge pay in commands abroad appears to be a relic of the past, so much so that the Committee have been unable to discover on what grounds it is based. At the present time the Committee see no reason why Colonels who are Senior Medical Officers in commands at home should be at a disadvantage compared with those serving abroad. The Officers in question are only performing duties which fall to Officers of their rank in the ordinary course, and the Committee, therefore, consider that their remuneration should take the form of pay rather than of charge pay. They, therefore, propose to limit the issue of charge pay to Senior Medical Officers in charge of bodies of troops on active service and to Lieutenant-Colonels who are Senior Medical Officers in a command abroad, where the troops number 1,500 and upwards, or who are in actual charge of large hospitals.

They do not, however, think the total emoluments of the Colonels serving abroad should be reduced. This will be obviated by the increase of pay proposed in (vii.), which will put Colonels at home and abroad practically on the same footing as regards the emoluments they receive. The proposed increase will further serve as a makeweight for the additional year Colonels are now required to serve in order to earn full pension, and will also redress two known grievances of the Colonels:—

- (a.) That they alone receive no increase of pay under Mr. Brodrick's reorganization of 1902; and
- (b.) That at home stations their total emoluments are frequently less than those of Lieutenant-Colonels serving under them in charge of large hospitals.

For example, a Colonel serving at home receives 67*l.* per annum less than a Lieutenant-Colonel in charge of a hospital of 300 beds, and 32*l.* less than one in charge of 200 beds, a state of affairs that is not *prima facie* desirable.

As there are only 12 Colonels at home concerned, the increase of pay abroad being balanced by the withdrawal of charge pay, this concession which would only cost about 1,000*l.* a-year, would be more than met by the calculated annual saving of 2,000*l.* that would be effected by the complete schemes now recommended. In this connection it should, however, be noted that there are two Lieutenant-Colonels in administrative appointments at home who will have good claims to draw charge pay under the same conditions as Lieutenant-Colonels holding similar appointments abroad.

6. (b.) *Establishment of Lieutenant-Colonels.*—The Committee have had actuarial calculations made as to the number of Lieutenant-Colonels that would exist in the Royal Army Medical Corps. They find that, while under Mr. Brodrick's scheme it was calculated that the normal number of Lieutenant-Colonels would be 140, the number to-day is 191, and it is estimated that that number will grow to 234 in 1907, if retirement continues at the rate that existed before the reorganization of 1902; but that it may reach 264 in that year, if, owing to the increased difference between pay and pension, the rate of retirement diminishes, and this it is likely to do. These numbers approximate to one-fourth of the serving Officers of the Corps, and are greatly in excess of actual requirements, which are estimated at 120, so that it is certain that in the near future there will exist double the number of Lieutenant-Colonels actually required for the duties of the Corps and, not only so, but there is no prospect of the number being reduced to requirements

within the period of our calculation, that is, up to 1912. Such a large proportion necessarily reduces the number of junior Officers available for duty, and it is obvious that a remedy is required. After consideration of various expedients suggested, the Committee recommend:—

- (i.) That instead of the existing Lieutenant-Colonels and selected Lieutenant-Colonels, an establishment of 120 Lieutenant-Colonels be fixed with pay at 30s. a-day on appointment, and 35s. after 3 years in the rank.
- (ii.) That promotion be entirely by selection, and that consequently the special selection for increased pay under Article 365 should cease.
- (iii.) That the conditions governing retired pay should be slightly rearranged so that a Lieutenant-Colonel would receive 27s. 6d. a-day after 28 years' service, instead of after 3 years' service as a selected Lieutenant-Colonel.
- (iv.) That the retired pay of 30s. a-day for Lieutenant-Colonels after 30 years' service be abolished.

The Committee would remark that they regard it as desirable that there should not be two classes of Lieutenant-Colonels, one of whom, because selected for increased pay, is by King's Regulations made senior in the Corps to the other, and because they consider selection should come before, not after promotion, as is practically the case under existing regulations. Paragraph 15A, King's Regulations, could, as soon as this change becomes operative, be abolished.

The existing arrangement is that a Lieutenant-Colonel who has served 3 years after being specially selected for increased pay gets 27s. 6d. retired pay, but as the Committee hopes selection will precede promotion and apply equally to all Lieutenant-Colonels they suggest that the higher pension should be given after 28 years' service. At present the total service of Officers qualifying for this rate varies from 25 to 27½ years and, if the rule now suggested is approved, there may be an appreciable advantage to the public in this respect. On the other hand the certainty of this pension after a definite period of service irrespective of fluctuations in the promotion rate should render it popular.

Recommendation (iv.) is made because 30s. is a rate of pension that is only reached by Officers who, if thoroughly efficient, should in ordinary circumstances be full Colonels 2 years before they complete 30 years' service. In this connection it should be noted that the 30s. rate is recommended for retention in the case of Colonels who, having completed 30 years' service, retire voluntarily before attaining 4 years' service as Colonels. The number availing themselves of this rate would be very small (one in 2 years), and it involves no change in regulations, as Colonels with 30 years' service are eligible for it under existing conditions.

7. (c.) *Brevet promotions.*—The Committee feels that brevet promotion is, in the case of the Royal Army Medical Corps, much less substantial in its results than is the case with other Officers. They recognize that under the Warrant, Medical Officers are eligible for brevets, but that hitherto it has only been granted for service in the field and, in a very limited number of cases (two only), for service of an exceptional nature other than in the field.

At present the senior Lieutenant-Colonels of the Royal Army Medical Corps may be superseded on mixed boards, &c., by reason of the almost automatic brevets which fall to other Officers, many of whom are employed in the administrative services, and the Committee, while unanimously of opinion that a system of indiscriminate brevets would not be of advantage to Officers of the Royal Army Medical Corps, recommend that the position of a Lieutenant-Colonel in receipt of the higher rate of pay be declared by the Army Council to be analogous to the command of a battalion and so qualify for brevet rank under Article 38c of the Warrant. This would give the brevet of Colonel to Lieutenant-Colonels with an average of 4½ years' service

as such, and would be a convenient means of recognizing good service and responsible position

As Medical Officers will, it is calculated, be promoted to the rank of Lieutenant-Colonel after 21 years' service and will reach the rank of Colonel after 28, the number of brevets would not be great, as the brevet would only anticipate substantive promotion by about $2\frac{1}{2}$ years out of the 7 they will serve in the rank of Lieutenant-Colonel.

The Committee would venture to add that they make this recommendation, not upon the intrinsic merits of the system of brevet promotions as existing in the Army, as they cannot but feel that such promotion is at present somewhat easily earned; but, so long as the system continues, it must be admitted that Medical Officers have an equitable claim to benefit, equally with other arms of the Service, by the Articles of the Royal Warrant which allow such promotion.

8. The Committee attaches Actuaries' Report No. 872, from which will be observed the effect of the schemes regarding promotion to Colonel's rank and the fixing of an establishment of Lieutenant-Colonels.

The total British savings would amount to 3,204*l.*, from which should be deducted the expense of the additional pay of 1,095*l.* proposed for Colonels serving at home, an increased non-effective charge of 1,132*l.* and charge pay amounting to 182*l.* 10*s.* for two Lieutenant-Colonels holding administrative appointments at home, so that the saving would be practically 1,000*l.* per annum.

As regards India the changes proposed would not, as far as Indian charges are concerned, have any material financial bearing.

9. The Committee had then to further consider the application of the new rules and they have come to the conclusion that some steps will be necessary in order to avoid, as far as possible, penalizing the existing Majors, whose promotion will necessarily be deferred, as the number of Lieutenant-Colonels is at present largely in excess of the establishment proposed.

It is therefore recommended that Majors serving as such at the date of the change should receive the same rates of pay, allowances, pensions and widows' pensions as if they had been promoted Lieutenant-Colonels under the rules existing at present. To give effect to this, examination and selection should take place as at present and these Officers be dealt with under the Regulations as they stand, as if they were promoted.

If these recommendations are accepted the only disability these Officers will be under will be the loss of titular rank for a limited period.

As regards Lieutenant-Colonels now serving as such the existing rules as to selection for higher pay, retirement, &c., should be continued, while Lieutenant-Colonels appointed under the new rules would be subject to them in all respects.

10. These recommendations would, the Committee think, be sufficient to ensure the smooth working of the system if it be adopted, and would not in any way affect the saving under the new scheme now recommended.

W. E. FRANKLYN, *Major-General,*
D.P.S.

W. J. FAWCETT, *Surgeon-General,*
D.D.G.

W. BARTIE, *Lieut.-Colonel,*
A.D.G., A.M.S.

ALBANY F. MAJOR.

1st August, 1905.

MEDICAL OFFICERS.—V.

(This Report differs from Report No. 863 only in the term of service of Colonels, which is here 4 years instead of 5.)

Question by Major-General Franklyn's Committee on the Promotion of Officers of the Royal Army Medical Corps:—

I.—What would be the normal effective and non-effective cost of the following changes, taken together?—

An establishment of Colonels to be fixed, 32, including India, 3 being on half-pay, promotion being conferred on Lieutenant-Colonels and Brevet Lieutenant-Colonels in the manner laid down in Article 40 of the Pay Warrant. On completion of a tour of duty, 4 years, a Colonel to be placed on the half-pay list, if there is a vacancy, or retired. The rate of half-pay should be about 100*l.* a-year less than retired pay. In consideration of this limitation of the term of service as Colonels, a Colonel will not be allowed the full retired pay (1*l.* 15*s.* a-day) of the rank, unless he is retired for age or after completing 4 years in the rank.

A Colonel who has completed 30 years' service to be allowed to retire voluntarily on 30*s.* a-day irrespective of his length of service as Colonel.

Instead of the existing Lieutenant-Colonels and selected Lieutenant-Colonels, an establishment of 120 Lieutenant-Colonels to be fixed, with pay at 30*s.* on appointment and 35*s.* after 3 years in the rank; promotion to be entirely by selection, 15 per cent. of the Majors being regarded as ineligible.

As regards retired pay the following rates for Lieutenant-Colonels are suggested:—

20*s.* a-day after 20 years' service.

22*s.* 6*d.* a-day after 25 years' service.

27*s.* 6*d.* a-day after 28 years' service.

II.—With reference to your Report, No. 839, in which (§ 3) you anticipate as many as 213 Lieutenant-Colonels on 1st December, 1907 (exclusive of the 51 selected Lieutenant-Colonels), how would the effective cost of the corps at that time compare with its cost at present?

The following may be taken as data for the calculation:—

(a.) British and Indian establishments:—

	British.	Indian.	Total.
Director-General	1	—	1
Surgeons-General	7	3	10
Colonels	19	10	29
Lieutenant-Colonels on higher rate of pay under Article 365 of the Pay Warrant.	33	18	51
Lieutenant-Colonels, Majors, Captains, and Lieutenants	613	306	919
Total	673	337	1,010

(b.) One per cent. of the Officers completing 3 years' service will then go to the Reserve for 7 years.

(c.) As the result of the examination for the rank of Major, it may be assumed that the period of service for promotion is reduced by 3 months, so that Officers become Majors after 11½ years, and (under the present system) Lieutenant-Colonels after 19½ years.

(d.) Owing to the improvement in their pay, it should be assumed that the voluntary retirement of Lieutenant-Colonels (not "selected" Lieutenant-Colonels) will only be half what it used to be.

(f.) A certain number of Majors would, under the present system, be passed over for the rank of Lieutenant-Colonel, but these may be taken, for calculation purposes, as included among the Officers who retire shortly after completing 20 years' service.

(g.) Promotion to the various ranks under the present system should be taken as—

To Surgeon-General	32 years' service.
To Colonel	28 "
To selected Lieutenant-Colonel ..	24 "

(h.) One Colonel out of every 15 completing 30 years' service may be assumed to retire on 30s. a-day under the proposed scheme.

REPORT.

1. The Colonels have been taken as promoted at the same period under both schemes, namely, at 28 years' service.

The annual appointments, retirements, &c., would be—

Promoted Colonel	8.38
Retire voluntarily after 30 years' service53
Promoted Surgeon-General, after 4 years as Colonel	2.52
Retire for age before completing 4 years as Colonel	2.09
Complete 4 years as Colonel	2.56

These last could go on half-pay for a little over 1 year each.

2. Lieutenant-Colonels have been taken as retiring voluntarily in the same way as non-selected Lieutenant-Colonels under the present system, except for a slight change corresponding to the alterations in the rates of retired pay. In this way I arrive at the conclusion that promotion to Lieutenant-Colonel would take place after a little over 21 years' service. Side by side with the promoted Lieutenant-Colonels would be the passed-over Majors, also subject to the same voluntary retirement.

To show how voluntary retirement affects the case I give the actual figures for the 20th to 25th year of service—

	Majors.		Without voluntary retirement the Majors completing 20 years' service would have produced	
			Lieut.-Colonels.	Majors.
Complete 20 years' service..	27.75			
" 21 " " "	24.09			
	20.48	3.61	23.03	4.06
	become	remain		
	Lieut.-Colonels.	Majors.		
Complete 22 years' service..	18.99	3.35	22.50	3.97
" 23 " " "	17.77	3.13	21.98	3.87
" 24 " " "	17.26	3.04	21.49	3.79
" 25 " " "	16.75	2.95	21.00	3.70

The 85 per cent. selection for Lieutenant-Colonel is thus taken as additional to any automatic selection which may be included in the voluntary retirement.

The superseded Majors serve on (subject to further voluntary retirement) until they are compulsorily retired on 1*l.* a-day on completion of 25 years' service.

This form of retirement, it should be mentioned, costs more in non-effective than if the Majors were allowed to serve on (subject to voluntary retirement) till the age of 55, even with retired pay at the present Lieutenant-Colonels' rates. There is a partial saving, however, in effective pay.

3. The number of Lieutenant-Colonels with 3 years' service in the rank would be between 64 and 65.

4. Selection from Lieutenant-Colonel to Colonel would be 75 per cent. ; selection from Colonel to Surgeon-General will be 50 per cent.

5. The normal numbers in the various ranks, and the British charge for pay and allowances, at the home rates as given in page 216 of Army Estimates for 1905-06,* would be—

	Number of Officers.				British effective charge.	
	Present system.		Proposed system.		Present system.	Proposed system.
	Total.	British.	Total.	British.		
Director-General, Surgeons-General, and Colonels.	40	27	40	27	£ 29,470	£ 29,470
Selected Lieutenant-Colonels ..	51	33	—	—	26,380	—
Lieutenant-Colonels	125	84	120	80	59,280	60,580
Majors with over 3 years as such	152	101	201	134	63,570	83,740
Majors with under 3 years as such	106	71	107	72	41,040	41,460
Captains with 10 years' service ..	67	45	68	45	21,210	21,430
Captains with between 7 and 10 years' service.	128	85	129	86	34,090	34,450
Captains with under 7 years' service.	162	108	164	109	40,090	40,500
Lieutenants	179	119	181	120	38,800	39,220
Totals	1,010	673	1,010	673	353,930	350,850

6. The above table shows that in all probability the proposed change would cause an effective saving of about 3,000*l.* a-year.

* These rates are less than those in Estimates 1904-05, certain allowances having been reduced. The figures above do not, therefore, compare with the corresponding figures given in recent reports.

7. The normal non-effective cost works out as :—

	Present system.		Proposed system.	
	Total charge.	British share.	Total charge.	British share.
	£	£	£	£
Director-General and Surgeons-General.. ..	23,848	16,037	23,848	16,069
Colonel's retired pay	46,134	30,590	49,936	33,200
Colonel's half-pay (3 Officers)	—	—	1,616	1,074
Selected Lieutenant-Colonels	42,676	28,340	—	—
Lieutenant-Colonels	79,265	52,870	70,819	47,160
Major's retired pay	—	—	47,150	31,400
Gratuities—				
Majors.. .. .	5,502	3,670	5,569	3,709
Captains	3,706	2,472	3,752	2,499
Totals	201,131	133,979	202,690	135,111

This shows an increased British charge of about 1,000*l*.

II.—COMPARISON OF COST OF THE DEPARTMENT IN 1904 AND 1907.

8. In order to make a fair comparison I have assumed—

- (a.) That the Lieutenant-Colonels may be taken as consisting of all Officers with 20 years' service and upwards, not in higher ranks.
- (b.) That Officers with 12 and under 20 years may be taken as Majors.
- (c.) That Officers appointed before the Warrant of 1902 all became Captains after 3 years' service, and those appointed later after $3\frac{1}{2}$ years.
- (d.) There were 874 Officers serving under the rank of selected Lieutenant-Colonel on 1st December, 1904. This I have taken for the comparison as an establishment to be maintained. Deducting 306 as on the Indian Establishment, we have 568 as the assumed number on the British Establishment.
- (e.) Pay and allowances at home rates as in Estimates for 1905-06.

9. It should be observed that in Actuaries' Report No. 839, two calculations were made, one on the old rates of voluntary retirement, the other on half rates for *all* ranks above Major. The first gives 183 Lieutenant-Colonels on 1st December, 1907, the other 213.

10. The distribution of our supposed 874 on 1st December, 1907, will then be as follows:—

	Numbers on 1st Dec., 1904.	Numbers on 1st Dec., 1907.	
		Full voluntary retirement.	Half voluntary retirement.
Lieutenant-Colonels	112	183	213
Majors with 3 years as such	185	78	78
Majors with less than 3 years as such ..	89	49	49
Captains with 10 years' service	37	31	32
Captains with from 7 to 10 years	51	196	196
Captains under 7 years	252	146	146
Lieutenants /	148	191	160
	874	874	874
British effective cost for 568 Officers	£ 277,244	£ 278,156	£ 270,552

J. G. ASHLEY.

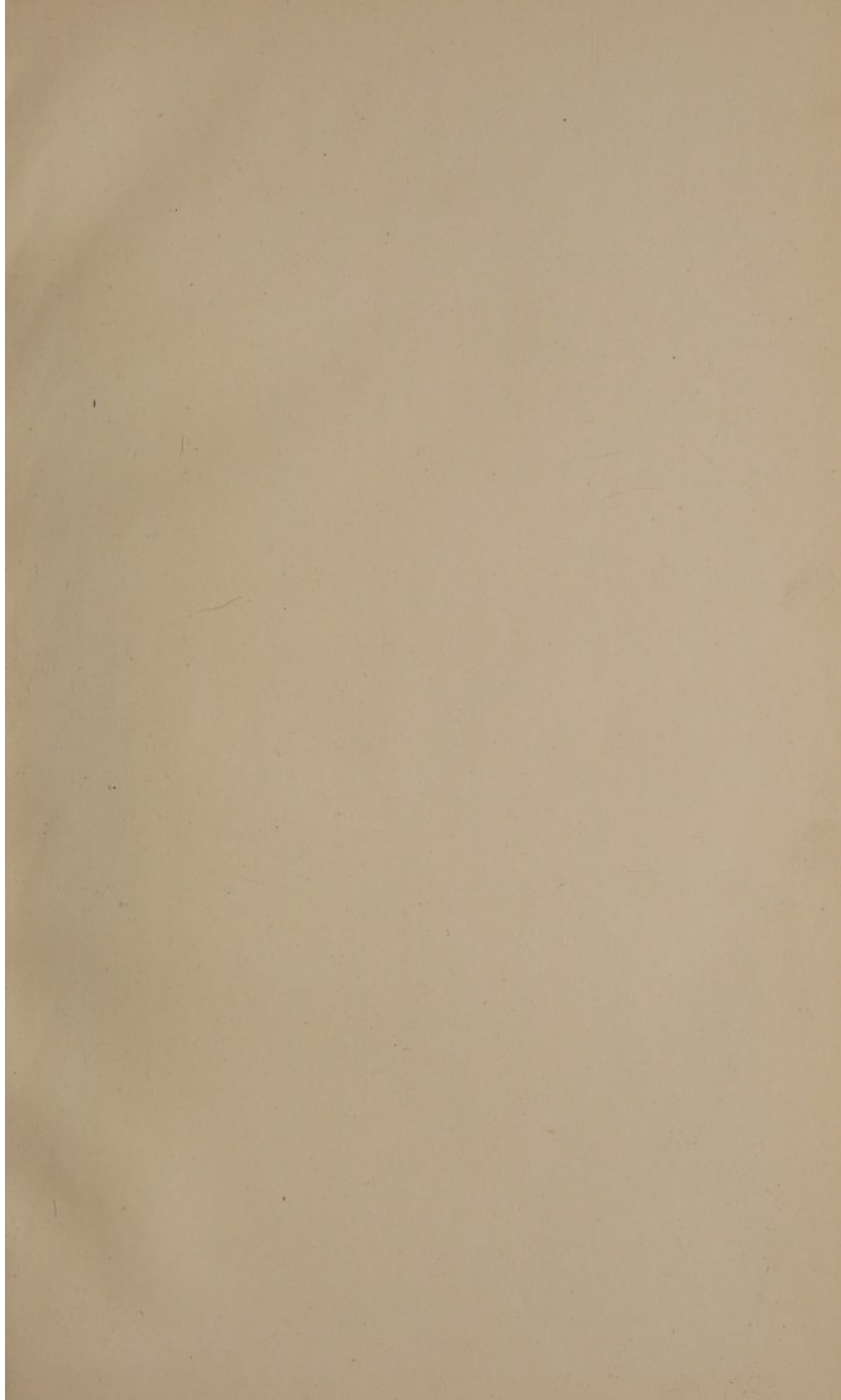
WAR OFFICE,
21st July, 1905.

10. The addition of our proposed 271 on 1st December 1907 will then be as follows:-

Number of 1st Dec, 1907	Number of 1st Dec, 1907	Number of 1st Dec, 1907
112	112	112
185	185	185
80	80	80
77	77	77
51	51	51
212	212	212
148	148	148
871	871	871
271	271	271
271	271	271

J. G. A. J. G. A. J. G. A.

21st July 1907



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