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Number 888
Date. 912
December
Previous Paper.
1883-18
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1913
28 Aug. 1913
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ASIATIC MEDICAL SUBORDINATES
CONDITIONS OF SERVICE

Regrets delay. Sends Rules for the employment of Military Sub Asst Surgeons of the Indian Subordinate Medical Dept. Also sends Rules for other Indian Medical Assts. Comments on differences with Uganda Rules. States as to pay. Requests sanction to both sets of Rules.

Mr. Proctor

These rules do not exactly square with the "East" column in 3837/12

but ~~then~~ we shall await a reply to our dip. to Uganda on 24/1/3837/12.

? wait

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Subsequent Paper

6366/13

GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA.

December 23rd, 1912.

No. 888.

C. O.
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Sir,

I have the honour to acknowledge the receipt of your despatch No. 254 of the 17th of May 1911 relative to the conditions of service of Asiatic Surgeons and Compounders in the East Africa and Uganda Protectorates. I much regret the delay in replying, due to the considerable correspondence which has been necessary in order to arrive at a satisfactory arrangement.

2. As regards the Military Sub-Assistant Surgeons of the Indian Subordinate Medical Department, I have the honour to transmit herewith a copy of the Rules for their employment drawn up by the Government of India which have been accepted by this Protectorate and Uganda, as it was made evident that under no other conditions could suitable men be engaged. These Military Sub

Assistant

THE RIGHT HONOURABLE
LEWIS HARCOURT, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON, S.W.

for
12274
Unga
for Govt. of
Military Sub
Surgeons.
for Medical
Assistants recruit-
from sources
beside the ser-
vice of the Govt.
India.

Assistant Surgeons are liable in the Protectorate for Military or Civil duties or both.

3. We also recruit Indian Medical Assistants from sources outside the service of the Government of India and with reference to these I have the honour to transmit a copy of our Rules which differ in many respects from the Rules in force in the Uganda Protectorate, the principal differences being:-

(1) Grading of Sub.Assistant Surgeons (Hospital Assistants) and Hospital Compounders on fixed rates of pay as mentioned in my despatch No.744 dated 21st December 1910 in preference to the incremental scales. The Principal Medical Officer is in favour of the scheme of fixed rates of pay as it enables him to give substantial promotion to a deserving man by appointing him to any higher grade in which a vacancy occurs, whereas according to the incremental system no further recognition, beyond the grant of the fixed annual increment, would be possible. The Government of the Uganda Protectorate have rejected the fixed scales of pay vide paragraph 9 of their despatch No.84 dated 14th March 1911, a copy of which was received with your despatch No.254 of the 17th May 1911.

(2) The grant of leave and leave pay to Assistant Surgeons irrespective of their nationality in accordance with the Non-European Clerical Staff Rules which admits of such leave on half pay only.

The Government of Uganda recommends such leave on full pay, subject, in the case of a European Assistant Surgeon to the European Leave Rules, and in the case of a Eurasian or Indian Assistant Surgeon to the Non-European Clerical Staff Rules.

(3) Extra duty pay is in certain cases granted to Medical Subordinates vide your despatch No.482 dated 8th August 1912 sanctioning a ration allowance to Medical Subordinates posted to the Northern Frontier District. The Uganda Protectorate grant no extra duty pay at all.

4. It appears hopeless to attempt to assimilate our regulations regarding the employment of Medical Subordinates recruited from sources other than the Government of India with those of Uganda.

5. Three Government of India Military Sub. Assistant Surgeons have recently arrived for service in this Protectorate, while a further application for more Sub. Assistant Surgeons from the same source has been received from the Principal Medical Officer as the staff is still below the authorised establishment. I have accordingly the honour to ask your sanction to the two sets of rules now submitted.

6. In the proposed rules for the employment of Medical Assistants from sources outside the service of the Government of India, the initial rates

rates of salary of Sub.Assistant Surgeons and Compounders have been raised from Rs.120/- per mensem and Rs.50/- per mensem, to Rs.130/- per mensem and Rs.55/- per mensem respectively; the Agent General in India having reported that it was impossible to recruit at less.

I have the honour to be,

Sir,

Your humble, obedient servant.

H. Conway B. Esq.

GOVERNOR.

INCLURE //

In Despatch No. 888 of Dec. 23 1912

RULES FOR THE EMPLOYMENT OF SUB-ASSISTANT SURGEONS OF THE INDIAN SUBORDINATE MEDICAL DEPARTMENT IN THE BRITISH EAST AFRICA AND UGANDA PROTECTORATES, ON MILITARY OR CIVIL DUTIES OR BOTH,

1. **Qualifications.**- The men must be of good character and physique, and qualified in English.

2. **Religion or Caste.**- Immaterial.

3. **Period of engagement.**-

British East Africa and Uganda Protectorates, **years, plus the period which elapses between handing over duties in India, and arrival at Mombasa on first appointment.**

The period may be extended with the consent of the Government of India for such additional period as may be necessary.

4. **Passage.**- Second class railway fare in India in all cases

in addition to this any actual sum expended on gharry and cooly hire to be refunded, provided the Agent-General in India is satisfied that the sum so expended is reasonable.

Second class passage by sea from Bombay to the Protectorate concerned, and vice versa, including food, or an allowance in lieu thereof. Such allowance to be the difference between cost of ticket with food and without food.

A sum of Rs.15 to be allowed for trans-shiping charges when proceeding to or returning from Africa.

When travelling within the Protectorate on duty, passage and transport will be provided in accordance with the Protectorates :

5. **Passage for families.**-Free passage for the families of Assistant Surgeons to and from the British Protectorates in Africa inadmissible, but the families will be allowed free passage (on warrant) from the station in India where the Sub-Assistant Surgeon is serving to their homes, and the cost of the warrant will be admissible to the Protectorate concerned. Return passage for the family is inadmissible.

(NOTE.- The term family includes wife, unmarried daughters of any age residing with and dependent upon the individual, and under 16 years of age, or irrespective of age if suffering from mental or bodily infirmity.)

6. **Outfit allowance and clothing.**- An outfit allowance of Rs. 100 will be paid to the Sub-Assistant Surgeon to purchase suitable clothing for each period of engagement.

7. **Pay.**- Double the Indian rates of pay which are shown below

1st Class Senior Sub-Assistant Surgeon, ranking as Subadar	Rs. 110 per mensem.
2nd Class Senior Sub-Assistant Surgeon, ranking as Jemadar	Rs. 90 per mensem
1st Class Sub-Assistant Surgeon	" 70 " "
2nd Class Sub-Assistant Surgeon	" 50 " "
3rd Class Sub-Assistant Surgeon	" 35 " "

8. A horse (Local) allowance of Rs.15 per mensem will be allowed whether a Sub-Assistant Surgeon is employed on military or civil duty.

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Detention, subsistence and other allowances will be given according to the rules of the protectorate concerned. 650

9. Rations.- A money allowance of Rs.15 a month will be given in lieu of rations.

10. Quarters.- Free, or an allowance in lieu thereof, according to the scale obtaining in the protectorate.

11. Pension contribution.- A Sub Assistant Surgeon who in receipt of pay over Rs.100 a month, while serving in a Protectorate, will have to pay the pension contribution to the Government of India, at the rate of 1/12th of his pay at Indian rates.

In the case of a Sub-Assistant Surgeon whose pay is Rs.100 less per mensem, the pension contribution at the above rate will be paid to the Government of India by the Protectorate concerned. The contribution is payable for the actual period he is engaged in the protectorate (vide rule 3), and is paid during any leave granted by or on behalf of the foreign employer.

12. Family remittances.- Sub-Assistant Surgeons will be permitted to make remittances to their families in India free of charge for postal commission to the extent of their monthly pay and allowances (at African rates); and for this purpose they should apply to their superior officer in the protectorate, who will arrange with the Agent General in India.

13. Money deposits.- Sub-assistant Surgeons will be permitted:-

- (i) to deposit the whole of their pay in the Post Office Savings Bank, Bombay, through the Agent General in India, or
- (ii) to draw part of their pay in cash, and deposit the balance in the Post Office Savings Bank, Bombay, through the Agent General in India.

14. Leave and leave pay.-

- (a) Three months' leave at Indian rates of pay, for each period of engagement.
- (b) In the case of a Sub-assistant Surgeon having to return to India before completion of his period of engagement, and through no fault of his own, he will be granted leave at Indian rates of pay at the rate of seven days for each completed period of three months in a protectorate.
- (c) If a Sub-Assistant Surgeon is invalidated to India before completion of his period of engagement, he will be granted leave and leave pay at the rates quoted in clause (b) above. Extension of leave on medical certificate for such period as the medical authorities in India may consider necessary for the restoration of health, will be granted him, and for this period of extension he will be granted pay at 75% of his Indian grade pay.
- (d) The amount of pay involved in all cases referred to above will be chargeable to the protectorate concerned.
- (e) No leave or leave pay will be granted to men who are returned to India for misconduct.

15. Wound and Injury pensions.- Wound pensions will be granted to Sub-Assistant Surgeons who become unfit for further service through wounds received in action or caused by a person from whom, in the performance of their duty, a risk is encountered equal to that arising on active service. Injury pensions will be granted to Sub-Assistant Surgeons who become unfit for further service;.

3.

- (a) through injuries received in the performance of duty except as above stated;
- (b) through illness contracted on and solely attributable to field service;
- (c) owing to incurable disorders brought on by performing particular duties, or serving in unhealthy situations.

Wound and injury pensions when admissible will be granted at the following monthly rates:-

	X Wound pension.	X Injury pension
After 25 years' service	Full amount	of average pay during the preceding five years (Three-fourths of the rate of wound pension.)
" 15 "	One-half	
" 5 "	One-third	
Under 5 "	One-fourth	of average pay during service.

Family pensions and gratuities.- Provided as regards (iii) and (iv) that death was not due to their own imprudence and unconnected with the climate or service, nor due to suicide while sane, the following monthly rates of family pension will be granted to the heirs of Sub-Assistant Surgeons who-

- (I) are killed in action;
- (II) die from wounds received in action within six months of being wounded;
- (III) die from sickness or accident on foreign service or after return therefrom before being discharged from hospital; or
- (IV) who die while on sick leave after return from foreign service.

NOTE (1).-A man killed, or dying from wounds caused by persons from whom in the performance of his duty a risk was incurred equal to that encountered on active service is considered to have been killed in action.

NOTE (II).- Service in a Protectorate in Africa is foreign service under circumstances (I) and (II) above, the rates of family pension will be:-

Senior Sub-Assistant Surgeons, 1st Class, Rs. 36 per mensem.

Senior Sub-Assistant Surgeons, 2nd Class, Rs. 13-13-0 per mensem plus a gratuity of one years pay.

In cases (III) and (IV) the pensions will be:-

Senior Sub-Assistant Surgeons, 1st Class, Rs. 26 per mensem.

Senior Sub-Assistant Surgeons, 2nd Class, Rs. 8-8-0 per mensem.

The rate of family pension to be granted to the heirs of Senior Sub-Assistant Surgeons, under (I), (II), (III), or (IV) above, will be Rs. 4-8-0 per mensem.

4.
Extraordinary family pensions (at the rates allowed to heirs of Senior Sub-Assistant Surgeons in circumstances (III) and (IV) above referred to) or gratuities not exceeding 12 months' pay may be granted to the heirs of Senior Sub-Assistant Surgeons or other Sub-Assistant Surgeons whose deaths occur-

- (I) otherwise than in action but is directly attributable to the performance of their duty;
- (II) on or on return from field service, from an accident or disease directly traceable to such service;
- (III) within 12 months of transfer to the pension establishment from disease contracted on, and distinctly traceable to, foreign service.

(NOTE.-The amount of pension or gratuity in each case will be chargeable to the Protectorate concerned.)

Proposed Rules and Regulations for the employment of Assistant Surgeons, Sub-Assistant Surgeons and Compounders in the East Africa Protectorate recruited from sources outside of the service of the Government of India.

1. All Assistant Surgeons, Sub-Assistant Surgeons and Compounders, though borne on the strength of the Civil Medical Department in the East Africa Protectorate will be liable for duty with the Military Department at the discretion of the Principal Medical Officer.

2. Qualifications.

- (a) The man must be of good character and physique, and qualified in English.
- (b) Religion - Immaterial.
- (c) Assistant Surgeons must possess a University degree or Medical Diploma.
- (1) Sub-Assistant Surgeons must possess Certificates of Competency from recognized Indian Medical Colleges and Schools lists of which to be kept and supplied to the Agents in Bombay.

3. Period of Engagement. Three years from the day on which the employee lands at Mombasa until the day of his departure therefrom on his return to India.

4. Pay.

- (1) Assistant Surgeons, Rs. 250/- per month consolidated but with prospects of promotion, as vacancies occur, to a maximum of Rs. 300/- per month.
- (2) Sub-Assistant Surgeons - Rs. 130/- per month consolidated, but with prospects of promotion as vacancies occur, to a maximum of Rs. 200/- per month.
- (3) Compounders - Rs. 55/- per month consolidated,

but

but with prospects of promotion, as vacancies occur, to a maximum of Rs.100/- per month.

For the period occupied in transit from Bombay to Mombasa and vice versa the employee shall receive half pay. If engaged within the Protectorate, the employee will receive full pay from the date of leaving his place of engagement to take up his duties.

5. Quarters. Government Quarters free of rent but not of rates and taxes or other similar outgoings when available; but when no such quarters are available no allowance in lieu will be granted. Where free quarters are enjoyed the value of the quarters is not reckoned as part of the pensionable emoluments of the post.

6. Subsistence Allowance when travelling on duty. In accordance with the rules in force for the Non-European Clerical Staff. These Rules provide for a rate of twenty five cents per item for every Rs.25/- or part thereof of the monthly salary.

7. Leave. In accordance with the rules in force for the Non-European Clerical Staff, provided the employee on the expiry of his agreement is engaged for a further tour of service, otherwise no leave is admissible. The Non-European Clerical Staff Rules allow three months leave on half pay after thirty three months continuous service, or five months leave on half pay after forty three months continuous service. If specially detained by the Governor on public grounds after forty-three months continuous service a further three days extra leave on half pay for each completed calendar month of such detention is granted.

8. Passages. Assistant Surgeons and Sub-Assistant

Surgeons

Surgeons would be entitled to second class passage by sea, and Compounders to deck passage by sea, between India and Mombasa and vice versa with food or allowance in lieu thereof. Such allowance to be difference between cost of tickets with food and without food.

9. Travelling in India. Assistant Surgeons would be entitled to a double second class railway fare between their homes in India and Bombay plus 12 cents per mile for journeys by road, and Sub.Assistant Surgeons and Compounders to a double Intermediate Class railway fare between their homes in India and Bombay plus twelve cents per mile for journeys by road, on commencement and termination of agreement. On Indian Railways where no intermediate class accommodation exists, Sub. Assistant Surgeons and Compounders will be entitled to double second class railway fare.

10. Travelling in the East Africa Protectorate. Free transport while travelling on duty will be provided in accordance with the regulations in force for the time being.

11. Families and servants. Passages at Government expense will not be provided either from place of engagement in India to Mombasa or return at expiry of agreement or service; but on the Uganda Railway the following passes will be granted, on first appointment, leave, transfer and at expiry of agreement:

for Family of an Assistant Surgeon or Sub.Assistant Surgeon.	} Second Class and two servants third class;
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for family of Compounder -	Intermediate Class and one servant Third Class.
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12. Pensions and Gratuities. Permanent and pensionable appointments

4.

appointments will generally be granted to all Assistant Surgeons and Sub. Assistant Surgeons who have given complete satisfaction during their three years' agreements. In such cases the pensionable service would date from the commencement of their temporary appointments.

Compounders are not eligible for pension but may be granted a gratuity under the Regulations in force for the time being.

13. General. In all other particulars as to service, discipline &c. all Assistant Surgeons, Sub-Assistant Surgeons and Compounders are subject to the Terms of Service for Non-European Subordinate Officials in force for the time being in the East Africa Protectorate.
