

1923

East Africa
UGANDA

32
30
C O
11411
REC'D
5 MAR 23

Mr. Oag James

51

DATE

19 January

CIRCULATION -
Mr. Jeffries 12/3
Mr. Douglas 12/3
Mr. Cunningham
Mr. Shalvey
Capt. A. S. W. S.

SUBJECT

E.A. Medical Staff Rules

... suggestions by Acty A.M.D. as
adaptation of W.A. Rules

Previous Papers

MINUTES

We receive Kenya a
of March, when the despatch from
Colony arrives the replies will be
complete. It might be as well, however,
to settle now how the complete replies
are to be considered. I do not know whether
any method was suggested in the discussion
referred to in your minute on 30 EA
31/1/22.

The scope of the rule regulation and
the variety of opinions so far expressed
seem to call for a small committee
or conference. For this purpose it would

be necessary to collate the information
in all the replies in a form suitable for the
consideration of such committee or conference.

Del. to Gov. Kenya Com. 22 June 23
Revised ed. - 11 Ls. 24 on 10/11/35/pt 1/2

It seems to me ~~that~~
the simplest way to
deal with this would
be to have a table
made up on the
following lines:

Page of W.A.M.S. Paragraph	Kenya	Uganda	Uganda	Uganda	Remarks
1					
2					
3					

and when this is done
to have a conference
whose conclusions would
be recorded in the "remarks"
column of the table. We
could get on with the
table now, to save time
when the replies are
complete. It will not
be necessary to include in
the table paras. in which
the Government were not
asked to comment.

C. J. G. 12.3.23

12.3.23

See my comment on the
above sheet regarding

about I think to be included.

C.J.G.

12.3.23

C.J.G.

16-3

done

Mr. Parkin

Daily pressure of work
has made it impossible to get the
table done in the office, but I have
managed to get it done at home,
so it is attached. I use a two
columnar the remarks ~~and so~~ from
the policy ~~and so~~ ~~and so~~
amount & I have therefore put
"see attached sheet". These sheets
are not yet actually attached, but
will form as it were separate
addenda consisting of the
appropriate sheet extracted from
the duplicate (which should be
kept together with the present).
I think it best to keep them
so till Kenya replies to the
table - at least some
completed.

I think Kenya

though the ... should be pulled up
we this. The date of our dispatch
is 13 July 1922 we reminded
them on 3 March. The table is
of course very far from complete
without Kenya's observations.

Tell Kenya that it is
desirable to have the EAMS
rules & regulations completed at
an early date that incurrence
is being caused by the absence
of a reply to our despatch No 1026
of 13 July 1922, a reminder of
which was sent in our despatch
329 of 3 March; and ask for
an early reply

W. K. Hamilton 11.6.23

have not attempted to
examine the schedule with
reference to be prepared.
but it has clearly
involved a lot of
work & the Dept. are
requested to begin for it
as to an immediate action
should we not wait for
we must not allow them
to go Kenya telegraph
aged 11.6.23

Kenya tel. to Kenya
D. M. ...
Recd ... 32
21.6.23
A. ...

C O
: 1411

Uganda Protectorate,

REC'D
5 MAR 23
GOVERNMENT HOUSE,
UGANDA.

No. 11.

19th January, 1923.

My Lord Duke,

C/3416/22A

With reference to Mr Churchill's despatch No 421 of the 13th July last regarding the preparation of Rules and Regulations for an East African Medical Staff, I have the honour to submit for Your Grace's consideration the accompanying comments by the Acting Principal Medical Officer dealing with the corresponding paragraphs of the Rules and Regulations for the West African Medical Service.

Comments by the Acting Principal Medical Officer :-

2. The regulations as amended by Dr Reford would appear to be suitable for adoption in respect of an East African Medical Service, and I have no observations to offer thereon.

I have the honour to be,

My Lord Duke,

Your Grace's most obedient, humble servant.

ACTING GOVERNOR.

The Right Honourable,

THE SECRETARY OF STATE FOR THE COLONIES.

cc. cc. cc.

Fees.

11. (1). Omit. (It is not considered in the public interests in Uganda to charge fees for vaccinations).

(2) Inquest and Court Fees.- The following are recommended for Uganda:-

	£ s. d.
(a) For superintending examination of post	2. 2. 0
(b) For post-mortem examination without section.	1. 5. 0
(c) For post-mortem examination with section.	2. 2. 0
(d) For giving evidence at inquiry	1. 1. 0

provided that a Medical Officer shall be entitled to any fee for giving evidence at an inquest held at the place

(3). The same recommended

~~(4)~~ Up to the present it has been the practice in Uganda to allow only (b) and (d).

PRIVATE PRACTICE.

12. All officers of the staff - except the Principal Medical Officer, the Deputy Principal Medical Officer, the Bacteriologist, the Chief Sanitation Officer, Sanitation Officer and Medical Officers of Health are at present allowed practitioners.

Note. The above is the present practice in Uganda except in the case of the Deputy Principal Medical Officer who up to recently has been in charge of the European Hospital Entebbe but his duties are ^{so extensive} now such as to preclude the possibility of undertaking private practice.

13. Omit.

Note.- Owing to the isolated situation of Entebbe and the extent of the Deputy Principal Medical Officer's duties the above note to para 12 applies equally to consulting practice.

14. Omit. This para is covered by para 12 above.

15. The same recommended with the addition of the words "except at the discretion of the Principal Medical Officer" after the words "so acting".

Note.- This provision is advisable as owing to the shortage of staff it sometimes happens that the only specialist in Uganda in certain branches of medicine or surgery is called upon to temporarily take up one of these appointments.

16. The same.

17. The same.

18. Omit.

Note.- Not applicable in Uganda.

19. Omit.

Note.- Not applicable as all Medical Officers in Uganda in charge of hospitals are entitled to private practice.

20. The same. (Appendix B modified in accordance with local practice).

General

21. The same with the following alterations:-

Line 2. After the word "employees" insert "and their wives and families".

3. Omit the words "to Governors Or".

Director of Medical and Sanitary Services.

22. Not applicable under present staff.

Note.- An appointment from home is recommended for the East African Colonies and Protectorates of an Inspector General of Medical and Sanitary services with wide tropical experience and fully conversant with Colonial Medical Administration.

Principal Medical Officer.

23. (1), (2) (3). The same but with deletions not applicable. Amendment reads:-

(1). The Principal Medical Officer will control and administer all Government medical establishments and their personnel within the Colony or Protectorate.

(2). He will detail Medical Officers to their various stations and duties.

(3) He will render annual confidential reports to the Governor or officer administering the Government on all European Medical Officers and Nursing Staff.

(4). The same.

(5). The same with the following alterations:-
Line 3. Before "Secretary" read "Chief".
" 4 & 5. For "Senior Sanitary Officer" insert "Chief Sanitation Officer".
" 5. Omit the words "in Nigeria".
End of section. Omit all words after "prevention of disease".

(6), (7) (8). The same.

Deputy Principal Medical Officer.

24. (1) & (2). The same.

Chief Sanitation Officer (replacing Senior Sanitary Officer).

25. (1). Line 1. For "Senior" read "Chief".

Line 3. For "Colony" read "Protectorate".

(2) " 2. For "Colony" read "Protectorate".

(3), (4), (5), (6), (7), (8). The same.

After para "(8)" insert paras "(9) & (10)".

(9). He will advise on questions of sanitation arising in connection with the Factories Board and the Central Town Planning Board both of which bodies he is a member.

(10) He will advise on questions arising in connection with Maternity and Child Welfare Schemes.

For "para (9)" read "para 11".

(11). The same with the following corrections:-

(a) For "inspection" read "and its control".

(b). Omit.

Note.- This in Uganda is done by the Registrar of Births and Deaths ^{General}

(c) and (d). The same.

(e). Before the word "conservancy" insert "advise as to".

(f), (g) (s). The same.

(p). Before "control" insert "advise as to".

Sanitary Staff.

26. The same.

(i) & (ii). The same.

(iii) (a), (b), (c). The same.

(d). Omit "and lagoons".

(e). The same.

(iv) & (v). The same.

27. For "Senior Sanitary Officer" read "Chief Sanitation Officer", and for "Sanitary Officer" read "Sanitation Officer".

Specialist Officer Venereal Diseases.

27a The Specialist Officer Venereal Diseases will organise and advise on all measures dealing with the Anti-Venereal Disease Campaign in the Protectorate.

Senior Medical Officer Sleeping Sickness.

27b. The Senior Medical Officer Sleeping Sickness will organise and advise on all measures dealing with the control of Sleeping Sickness in the Protectorate and give technical advice in connection with the reclamation of tsetse areas.

Provincial and Senior Medical Officers.

Delete "Provincial and".

28. "Provincial Medical Officers and".

29. For "Senior Sanitary Officers, Provincial, and" read "Sanitation Officer".

Medical Officers.

30. The same.

(1) - (4). For these insert:-

(1) All European, Asiatic and Native Government Officials and employees and their wives and families.

(2) All Natives of the Colony or Protectorate except when prior sanction has been obtained from the Principal Medical Officer for fees to be charged to such cases as wealthy natives or native employees of Europeans and Asiatics".

(5) The same with deletion of the words "and freed slaves".

(6) The same.

NOTE. - In definition of "medical attendance" delete the sentence referring to vaccination this being provided for in para 12.

31. The same.

32. The same with substitution of the word "Administration" for "Political".

33. The same with "Chief Sanitation Officer" for "Senior Sanitary Officer".

34 - 36. The same.

37. Insert before "laws" the words "Standing Orders for the Medical Department".

(a) - (j). The same.

(k). Not applicable in Uganda.

(l), (m). The same.

General Orders and Regulations relating to -

(a), (b), (c). The same.

39. The same.

Pensions and Gratuities.

43. The present local practice is laid down with regard to gratuities in para. VII page 6 of Miscellaneous No. 99 Colonial Medical Appointments and with regard to pensions in para. 120 in the Uganda Secretariat Handbook. The substitution of the regulations obtaining in the West African Medical Service as per para 37 (page 11) African (West) No. 675 May, 1922, is recommended, as being more equitable but the difficulty of applying these regulations to one Department only is realized.

Appendix 1

1. The same.

2. The same with the word "East" substituted for "West".

3. Delete and substitute "Every Officer is required three months prior to the expiration of his current tour of residential service to make application through the Head of his Department for permission to proceed on leave.

Within 15 days of his departure from the Protectorate when proceeding on leave he is required to present himself to the Medical Officer of his station for medical examination, or in the absence of a Medical Officer to the Medical Officer of the port or station

from which he leaves the Protectorate.

Note-- The question of the revision of the length of tour of the officials of all Departments is under consideration.

4. The same with the following alterations:-

for "triplicate" read "quadruplicate".

(a) insert after "post" the words " as soon as possible after completion".

(b) for "the second copy to" read "two copies to" ; after "Officer" insert " one to be retained in his Office and one to be forwarded by him to the Chief Secretary".

For "third" read "fourth".

(c). The same.

(d). The same.

5. After "record" delete and substitute "who will forward a duplicate to the Chief Secretary with his recommendations"

6, 7, 8. The same

9, 10. Delete and substitute provisions laid down in Section IV Uganda Medical Standing Orders as follows:-

" (1). A Medical Officer will at once inform the Principal Medical Officer when he has formed the opinion that an officer should, on medical grounds, be sent away from Africa, either to England or to some place where he may recuperate his health, and the Medical Officer will enclose a full Medical Report on the case stating the reasons for his opinion.

(2). In all ^{such} cases a Medical Board will be held.

(3). In the case of Officers in outstations where only one Medical Officer is available, the Board will be held, by direction of the Principal Medical Officer, at the port of embarkation or at a convenient station through which the invalid will pass on his way to the Coast, where a Board of two or more Medical Officers can be constituted.

(4). Medical Boards will consist of two or more Medical Officers appointed by the Principal Medical Officer and the Senior of the Medical Officers constituting it will be its President.

(5). The Board will be provided with a medical report of the case by the Medical Officer previously in attendance, and it will make its report and recommendations in writing to the Principal Medical Officer on the Form provided for that purpose, viz., Medical Form 10, which should be filled in in quadruplicate. Four copies of the proceedings will be sent to the Chief Secretary, one copy to the Head of the Department and one copy to be filed in P. M. O's Office. The extra copies necessary will be made in the P. M. O's Office.

(6). If the Board considers that an officer is incapable, on medical grounds, of rendering further efficient service in the colony, it should be so expressly stated in the findings.

(7). In the event of a Medical Board finding it unnecessary for an officer to proceed to Europe on Medical grounds, copies only of the proceedings of Medical Board will be necessary, viz., 1 for Chief Secretary, 1 for Head of Department and 1 for Principal Medical Officer.

11. Delete and read as follows:-

"In cases where an officer is invalided or is given sick leave or whenever there are reasons of a special character for desiring that an officer should be examined by one of the Medical Advisers to the Colonial Office; but not necessarily in ordinary cases where the officer's state of health renders it desirable that he should see a Medical Adviser, a confidential health report (See Form C of Appendix 1) must be rendered conjointly by the Medical Officer in attendance and the Head of the officer's Department. In the case of Heads of Departments the report will be signed by the Chief Secretary".

12. After "Medical Officer" delete remainder of para and insert:-

"to the Principal Medical Officer who will transmit the necessary copies to the Head of the Department concerned and to the Chief Secretary without delay".

Omit second para.

13. The same.

14, 15. The same.

Note:- At present there are not laid down in Uganda but inclusion recommended.

16. Delete and substitute "If for departmental reasons the Head of a Department requires an officer to extend his tour of service beyond the usual period, he must make application to the Chief Secretary for such extension subject to satisfactory Medical report. The period of extension not to exceed three months without further medical examination".

Note:- This is at present the procedure in Uganda.

Form.

'A' and 'B'. The same.

'C'. The same with the exception that the section
'Notes of the Surgeon by Medical Officer in
attendance' to be deleted.

'D'. The same.

'E'. Specimen attached.

'F'. Specimen attached.

Appendix 2.

44

Procedure to be observed by Medical Officers when notifying cases of dangerous illness, or death of European Officials.

1. A. In the case of dangerous illness:-

Medical Officers are required to communicate immediately to the Principal Medical Officer the occurrence among Officers or Subordinates of any case of serious or dangerous illness or accident which is likely to end fatally or to incapacitate the patient for duty for any considerable period, giving the following particulars:-

- (1). Full name, if possible.
- (2). Rank.
- (3). Department.
- (4) Place.
- (5). Nature of illness.

The communication should in urgent cases be made by wire and in all cases a report of the case should be sent which can be passed to the Chief Secretary and to the Head of the Department concerned for their information. In dangerous cases progress will be reported daily by telegram until the patient is out of danger.

B. In case of invaliding:-

- (1) (1) - (5). The same.
- (2) Date of proposed departure from the Protectorate.
- (3). Omit.
- (4), (5), (6). The same.
- (7). Omit.

Note.- This in Uganda is done through the Principal Medical Officer.

G. In case of death:-

- (1). (1), (2), (3) and (4) as above.
- (2) Date of death
- (3) Cause of death.

2. (a). A full medical report of the case will be forwarded by the first mail to the Principal Medical Officer, who will transmit the necessary copies without delay to the Chief Secretary.

(b). A separate report also containing a general and sympathetic account of the last illness, suitable for communication to the relatives, and omitting any purely technical details which are of professional interest only, will also be sent by the first mail to the Principal Medical Officer who will transmit the necessary copies without delay to the Chief Secretary. A death certificate to be furnished to the District Commissioner for transmission to the Registrar General of Births and Deaths.

(c). The same.

(d). The same.

(e). The same.

(f). The same.

(g). Omit. In Uganda the procedure is as stated in (b).

APPENDIX 3.

The same with the exception that "Chief Sanitation Officer" to be substituted for "Senior Sanitary Officer" in line 4 from the end.

APPENDIX 4.

Line 2. Substitute "Chief Sanitation Officer" for "Senior Sanitary Officer".

Line 5. Delete "Yellow Fever".

(1). The same.

(2). Delete words 'with the date mosquito protection'.

(3), (4), (5), (6). The same.

(7). Delete.

(8). The same.

Next Section. Line 2. Substitute "Chief Sanitation Officer" for "Senior Sanitary Officer".

(1), (2). The same.

(3). Delete.

(4), (5). The same.

APPENDIX 5

From 'The list of diseases end of (b).'

The same.

(c), (d). Omit.

(e). Lines 3-5. Omit the words "for the information in the subject".

(f). Omit.

(g). The same.

APPENDIX C.

1-5. Omit.

(Special instructions will in each case be issued to the Medical Officer in charge.)

6. (i) - (iv). The same.

(v). To read as follows:

... filters used they must be carefully cleansed at frequent intervals; but it is safer to rely on filtered water.

(vi). ...

delete ...

.AP ... Za

1-4. The same.

5. Delete.

6. To read as follows:

They should be stored in a laboratory. The slides may be sent in special slide boxes, or in soft paper. They should always be kept in a box to protect them in the post.

A drop of creosote should be smeared on the bottom of the box to prevent moulds growing over the covers. If no creosote is available slides may be wrapped in tissue paper.

7 & 8. The same.

9. Line 4. Delete words "and yellow fever".

APPENDIX B.

Scale of Fees (maximum) which may be charged by all Government Medical Officers.

I.

(a) Fees to be charged to Europeans not paying a retainer fee.

(b) The same recommended as maximum fees.

(c) No definite scale has been laid down especially in Uganda but the usual fees have

Consultation	10/-	to	30/-
Visit	10/-	to	20/-
Light	20/-	to	40/-
Operation	30/-	to	60/-

The following alterations:

Para 2, page 23. After "patient" insert "and when the Medical Officer uses his own motor vehicle there will be an additional charge of 2/- per mile."

(d) The same.

(e) Same.

(f) Not applicable in Uganda.

(g) The same.

(g) For ordinary medical attendance in a Government Hospital. For "Half a guinea a day (24 hours)" substitute:-

- * For patients under treatment in private ward Sh. 6/- p.d.
- For patients under treatment in General ward 4/-
- For patients whose income is under £250 p.a. 2/-

Delete and substitute:-

Fees for medical treatment of Non-Europeans.

Natives.

No fees are charged except in accordance with para 30 (2) of Amendments.

Asiatics and other Non-Europeans.

Fees charged to wealthy patients to be the same as to Europeans.

Fees to others to be at half the rate charged to Europeans.

Ed. ... Hope ...

Acting ... Medical Officer

11/11/23.

UGANDA PROTECTORATE.

Date 192

Medical Certificate required for European Officials proceeding on leave.

Here insert name and rank

1. This is to certify that I have examined (a)

who has completed months of residential service and

Here enter report on health of Official

found him (b)

Enter number of attacks.

2. He states that he has had (c) attacks of illness during his tour of service, namely

Insert, with nature of illness, to be entered from the Sick List records.

3. His name appears on the Sick List on the following dates:— (d)

NAME	Period on Sick List.		REMARKS
	From	To	

Enter here "Yes" or "not been."

4. He has (e) in the habit of taking quinine as

Enter full details of method of taking quinine.

follows:— (f)

Enter here fully the reasons.

His reasons for not taking quinine are (g)

Enter here "should" or "need not."

5. He (h) be examined by a Medical Adviser to

UGANDA PROTECTORATE.

51

Date

191

Form of Medical Advice and recommendation to be handed to European Officials proceeding on Leave.

Officer

NAME OF OFFICER

DEPARTMENT

He is

to be examined by a Medical Adviser to the

Colonial Office on arrival in England

to be examined by a Medical Adviser to the

1. Enter here should
2. Enter here should
3. Enter here should
4. Enter here should
5. Enter here should
6. Enter here should
7. Enter here should
8. Enter here should
9. Enter here should
10. Enter here should

Medical Officer

UGANDA PROTECTORATE.

Confidential Health Report on European Officials Invalided or granted Sick Leave.

52

Name

Rank

Duration of Tour of Service

II - Has the Officer been active in his duties?

III - Has the Officer suffered to the extent and in the degree of the Colony?

III - Has the Officer to report on his habits?

IV - Has the Officer frequently on the sick list?

V - Does Medical examination reveal evidence of abuse of alcohol or other drugs?

Head of Department

Head of Department

Medical Officer

Medical Officer

Medical Officer

Medical Officer

Medical Officer

When the Officer reported to the Head of a Department the reply will be in the Chief Secretary.

For detailed instructions regarding the preparation of this report see Standing Orders for the Medical Department and also F.M.O.'s Circular No. 20 of 1914.

UGANDA PROTECTORATE

53

The signature of each
Officer composing the
Board should be at-
tached at the end of the
proceedings.

Proceedings of a Medical Board assembled at

on the

for the purpose of examining and reporting upon the present state of
health of

(a) Name of *Officer* Official.

(a)

(b) Rank of

(b)

President *Dr*

Members *Dr*

The Board, having assembled, proceed to examine the above named
Official and find that

The Board recommend

If the Board members that
the Medical Council
of the Colony is
service in the Colony it
should be to especially
stated in the following

a program or report
recognition should
be made to the P.M.O.
to transmission to the
head of the office.

President

Members

Full instructions regarding the preparation of this form will be found in the Standing Orders for the Medical Department.

Date of Appointment

Appointment and Departments
Previous Tropical Experience

Name	Date of Appointment	Nature of Illness	Duration of Illness	From	To	No. of days	RESERVE	Medical Officer's Signature

MEDICAL HISTORY SHEETS. — (Medical Form 3.)

Each European and Asiatic Official will be provided with a Medical History Sheet, which is a confidential document and which he should retain in his own possession, and produce to the Medical Officer who attends him when sick, or on medical examination.

2. The Medical Officer in attendance will make an entry on the Form in relation to each attack of illness which necessitates the official being placed on the sick-list, and will immediately return the sheet to the Official. The information contained in the entry will be furnished to the P.M.O. by means of Medical Form IA or IB with the monthly return or, if the Medical Officer making the entry is not at the time in charge of a station, he will forward a copy of the entry to the P.M.O.

3. The P.M.O. will keep a duplicate copy of all History Sheets, in which duplicate entries will be made.

4. Should an Official lose his History Sheet he should immediately apply to the P.M.O.'s office for a new one. *Similar application should be made when this sheet affords no more space for further entries.*

5. An account of the illness affecting a European Official during the tour will be forwarded to the Colonial Office when he proceeds on leave or is invalided. In the former case the particulars will be contained in section 6 of the Medical Certificate for European Officials proceeding on leave.

6. The Medical History Sheet is not intended to replace the Confidential Health Report or Medical Certificates of European Officials but merely to supplement them.

7. The number of days that an Official is actually off duty from each illness should be shown in the Remarks column.

8. European Officials who, during the absence of the Medical Officer, have been attended and placed on the sick-list by a Medical Assistant, will produce their History Sheets, on his return to the station, to the Medical Officer, who will make the necessary entries from the report made to him by the Medical Assistant.

9. In stations where there is a Medical Assistant in charge the Assistant will report to the Medical Officer of his district all cases in which he has placed a European Official on the sick-list, giving the details necessary for the entry on the History Sheet and the Official will post his History Sheet to the Medical Officer, who will make the entry.

10. Asiatic Officials will produce their History Sheets to Medical Assistants who have attended them during illness in order that they may make the necessary entries.

I certify that on the.....of.....192..

I examinedand
found him fit to extend his tour for a further
period of.....months.

Note: In any case should the period of extension
recommended exceed 3 months without further
medical examination.

Station.....

Date.....

Medical Officer

BY PERMISSION OF THE
RECORD OFFICE LONDON

CP

day 11/11/11 East Africa

56

Amol
32490

C. D.
R 23 JUN
D 23

Coded & sent
10 up am

Sent 23/6/23

DRAFT.

Zel (Ade)

Foreman

Kenia

23 June

MINUTE.

When may I receive

reply my dip. of

Mr. Allister

Mr.

Mr.

Mr. Davis

Sir G. Grindall

Sir H. Head

Sir J. Maitland-Smith

Mr. Ormsby-Gore

Duke of Devonshire

(copy
3/11/12)

13 July last year
No 1026

East African

Medical Staff

Rules

Sees