

No. 1491

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**WORLD HEALTH ORGANIZATION  
and  
INDIA**

**Agreement for the establishment and operation of a nursing  
project in India. Signed at New Delhi, on 23 October  
1951**

*Official text: English.*

*Registered by the World Health Organization on 12 November 1951.*

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**ORGANISATION MONDIALE DE LA SANTÉ  
et  
INDE**

**Accord concernant l'établissement et l'exécution d'un pro-  
gramme de soins infirmiers dans l'Inde. Signé à New-  
Delhi, le 23 octobre 1951**

*Texte officiel anglais.*

*Enregistré par l'Organisation mondiale de la santé le 12 novembre 1951.*

No. 1491. AGREEMENT<sup>1</sup> BETWEEN THE WORLD HEALTH ORGANIZATION AND THE GOVERNMENT OF INDIA FOR THE ESTABLISHMENT AND OPERATION OF A NURSING PROJECT IN INDIA. SIGNED AT NEW DELHI, ON 23 OCTOBER 1951

The Government of India and the World Health Organisation agree to the following plan for the establishment and operation of a Nursing Project in India.

India is in desperate need of qualified trained nursing staff for teaching in schools of nursing, which includes lecture room, nursing arts, clinical teaching and ward supervision. The Health Survey and Development Committee in presenting its report in 1946 drew the attention to this acute shortage of nursing and the urgent need for improved training as well as the over-all increase in numbers of nurses trained. The following table gives a comparative statement of nursing personnel in India and the United Kingdom, indicating the acute shortage of this essential personnel and telling its own story :—

Class	No. available in India	Ratio to population	
		India	U.K.
Nurses (including 48 tutor sisters) . . . . .	7,000	1 : 43,000	1 : 300
Health visitors . . . . .	700	1 : 400,000	1 : 4,700
Midwives . . . . .	5,000	1 : 60,000	1 : 600
Infant mortality rate for the year 1949 . . . . .		122.4 per 1,000	
Maternal mortality . . . . .		5.7 per 1,000	
Expectation of life at the time of birth : Approx. 27 years			

The challenge given in the Bhoré Committee Report that one million nurses are required in 30 years if adequate curative and health work for the population is to be carried out places a grave responsibility on every school of nursing in India.

Quality is, however, as essential as quantity and, with the changes that have taken place in India during the past years, the few foreign nurses previously available to schools of nursing have been depleted, with the result that Indian nurses have in many instances had to undertake responsible teaching positions at times without due preparation for same.

<sup>1</sup> Came into force on 23 October 1951, by signature.

In addition, the number of nurses available for teaching posts is insufficient, and those who hold them are often seriously overburdened with teaching as well as other duties, and nursing education has, as a result, become subordinate to services rendered.

Nursing and nursing education in S.E. Asia does not as yet measure up to the highest standard reached in western countries and, to achieve this, objective assistance is needed. This can best be provided by supplementing teaching staff and by provision of equipment in order that good nursing procedures can not only be taught but practised.

Every nursing school should accept education and training as its primary function, and in fact no school should be considered a good school unless it carries out its educational functions on adequate professional lines. The aim of a nursing school should be to select well-qualified applicants and, by means of the training offered, help them to realise their potentialities as individuals and as nurses, so that they give of their best service to society and at the same time achieve happiness and satisfaction in their work.

#### PART I — PLAN OF ACTION

##### 1. *Objectives of Project*

Aid is requested from WHO to —

- (a) strengthen the teaching staff in a selected school of nursing by supplying four international sister tutors to work with the national staff of the hospital and nursing school, in an endeavour to improve the basic training given to nurses;
- (b) encourage the development of improved nursing education;
- (c) supplement teaching equipment for the schools of nursing and for the hospital wards.

It is, however, impossible at the present time to provide good teaching in all schools of nursing, but it is possible with the help of international teaching staff to upgrade one school to a reasonable standard, where accepted methods of nursing education and training could be taught and practised.

The Medical College Hospital in Calcutta is a large teaching hospital with nursing school attached which provides training in general nursing, midwifery,

paediatrics and tropical diseases, and is a school that is in need of additional tutorial staff.

*Existing facilities for nursing training at the Medical College Hospital*

Number of established beds . . . . .	900	} 1,200
Additional sanctioned beds . . . . .	300	
Average daily occupied bed rate (1949) . . . . .	1,114	

*Nursing staff*

<i>Trained staff</i>		<i>Pupil staff</i>	
Matron . . . . .	1	Pupil nurses . . . . .	139
Asst. matron . . . . .	1	Pupil midwives . . . . .	59
Tutor sister . . . . .	1		
Home sister . . . . .	1		
Sisters . . . . .	18		
Staff nurses . . . . .	51		
	73		198
	73		198

Total nursing staff : 271

Number of nurses qualifying in 1949 . . . . .	39
Number of midwives qualifying in 1949 . . . . .	30
Ratio per occupied bed . . . . .	(?)
Ratio trained staff to pupil staff . . . . .	1 : 2 : 6
Full time teaching staff . . . . .	1 : 198

The hospital is divided into the following wards :—

	<i>Beds</i>
Surgical wards . . . . .	259
Medical wards . . . . .	201
Eye wards . . . . .	139
Casualty . . . . .	50
Tropical diseases block . . . . .	112
Children's wards (2) (including infectious disease block) . . . . .	70

*Eden Maternity and Gynaecological Hospital Maternity Wards*

	<i>Beds</i>
Non-paying wards (2) . . . . .	56
Observation wards (2) . . . . .	5
Cabins (10) . . . . .	10
Paying ward (1) . . . . .	12
Septic ward (1) . . . . .	24
Others . . . . .	44

Admissions to children's ward, 1949 . . . . .	949
Deaths in children's ward, 1949 . . . . .	328
Admissions to maternity section, 1949 . . . . .	7,863
Births in maternity section . . . . .	7,017
Maternal deaths . . . . .	179
Infant deaths . . . . .	758

Alterations are in process in the children's ward and a ten-bed infectious block has been completed and further alterations are anticipated. It is hoped that one large side room will be converted into a premature ward and this room could be so converted to accommodate six premature babies. A small milk kitchen would be beneficial.

#### *Existing teaching staff*

One full-time tutor is responsible for all nursing lectures which includes preliminary classes for new entrants and for six separate classes in the general hospital. Specialised teachers are not readily available in India, and specially trained tutor sisters in Government hospitals number 48 only. Paediatric, nursing arts and midwifery instructors are, generally speaking, non-existent.

In the obstetric wards the sister-in-charge of this large block undertakes lecture-room teaching, and nursing techniques are taught in the hospital wards and labour room. However, with heavy administrative and other duties, little time can be devoted to teaching.

In the labour room, only one trained nurse is on duty at a time and average of twenty deliveries conducted per day. The result is that the urgency of care and attention to patients must necessarily come first and nursing training and education again becomes subordinate to nursing services.

## 2. *Organisation, method and extent of project*

The project will be conducted under the responsibility of the Government. The nurses provided by the WHO will assume responsibility at the request of the Government for the technical and operational direction of the project in connection with their own specialty. The methods of operation will envisage training of local matching personnel and gradual transfer of operational direction to the matching local staffs provided by the Government of India.

The establishment of nursing training along accepted lines can be achieved by :

- 1) The provision of four international tutor sisters who will assist local

nursing personnel to raise the standard of nursing education and training;

- 2) Supplementing teaching equipment for lecture room and hospital wards in order that good nursing procedures taught in the lecture room can be put into practice.

In carrying out this project, the tutor sisters will :

- 1) Assist in the training of nurses and midwives;
- 2) Further develop the teaching in nursing education, nursing arts, paediatric nursing and midwifery;
- 3) Collaborate with local staff of nursing school with reference to facilities for methods of teaching in the lecture room, hospital wards, in-patients and out-patients departments and at pre-natal and post-natal clinics;
- 4) Collaborate with the Sister Tutor and other hospitals staff in curriculum reforms in order that these be designed to render the training applicable to existing conditions;
- 5) Together with other teaching staff (international and national) conduct short-term courses for trained nurses;
- 6) Within their own specialty, assist in any other courses that may be arranged from time to time.

An essential part of the work lies in the relationship between the international personnel and the national personnel, more particularly the national understudies who should be chosen with a view of their suitability for taking over the full duties of their foreign counterpart at a later date. With this in view, the best possible people should be chosen as understudies in order that full advantage be taken of the opportunity provided.

## PART II — COMMITMENTS OF THE WHO

### 1.1 *Personnel*

- 4 Sister Tutors (for a period of one year in the first instance, and to carry over for a period of four years).
- 1 Tutor Sister — Nursing Education.
- 1 Tutor Sister — Specialising in Nursing Arts.
- 1 Tutor Sister — Specialising in Paediatric Nursing.
- 1 Tutor Sister — Specialising in Midwifery (Lecture room and wards).

1.2 *Equipment and supplies*

Teaching equipment for School of Nursing.  
 Nursing arts equipment.  
 Books and journals.  
 Supplies for hospital wards.  
 Reserve Fund.

*Cost to WHO*

## Salaries—Personnel :

4 Sister Tutors . . . . .	\$69,360
Allowances . . . . .	\$26,275
Travel . . . . .	\$11,948

## Equipment

As per appendix . . . . .	\$ 5,075
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## PART III — COMMITMENT OF THE GOVERNMENT

By means of this project the Government of India undertakes to :

1. Place the training of nurses at the Medical College Hospital on a sound basis by improving the teaching of nursing education, nursing arts and clinical instructions given;
2. Recruit and pay parallel tutors, ward sisters, staff nurses and pupil nurses to work with and eventually take over from the foreign staff;
3. Pay the cost of and find suitable accommodation for the international staff;
4. Pay cost of transport to and from hospital, to welfare centres and any other travel that may be considered necessary either in connection with the project or in connection with nursing and nursing education;
5. Pay the cost of operation and maintenance of this project.
6. Provide office requisites, stationery and the services of a typist when necessary and where needed by the foreign personnel;
7. Provide for short-term courses for selected local nurses;
8. Pay the cost of incidental expenses necessary for the successful carrying out of this project;
9. Continue the work on withdrawal of the foreign personnel.

## Cost to the Government of India

	<i>Dollars</i>
Board, lodgings and salary of 4 matching personnel . . . . .	\$ . . . .
Transport for international staff . . . . .	\$ . . . .
Office equipment and supplies . . . . .	\$ . . . .
Furnished quarters for international staff . . . . .	\$ . . . .
Incidental expenses . . . . .	\$ . . . .

## BUDGET

## WHO

*Personnel*

	<i>1st year</i>	<i>2nd year</i>	<i>3rd year</i>	<i>4th year</i>	<i>5th year</i>	<i>Total</i>
4 Sister Tutors . . . . .	\$8,160	\$16,660	\$17,340	\$18,020	\$9,180	\$69,360
Allowance . . . . .	3,357	3,561	3,669	3,791	11,897	26,275
Travel . . . . .	3,128	4,692	—	—	3,128	10,948

*Equipment*

	<i>1st year</i>	<i>2nd year</i>	<i>3rd year</i>	<i>4th year</i>	<i>5th year</i>	<i>Total</i>
Books . . . . .	\$168.75	\$100.00	\$100.00	\$100.00	—	\$468.75
Teaching equipment . . . . .	1,395.35	200.00	200.00	200.00	—	1,985.35
Films . . . . .	220.00	—	—	—	—	220.00
Publications . . . . .	150.00	150.00	150.00	150.00	—	600.00
Reserve . . . . .	300.00	500.00	500.00	500.00	—	1,800.00
<b>TOTAL</b>	<b>\$2,234.10</b>	<b>\$950.00</b>	<b>\$950.00</b>	<b>\$950.00</b>	<b>—</b>	<b>\$5,074.10</b>

*Government of India*

	<i>1st year</i>	<i>2nd year</i>	<i>3rd year</i>	<i>4th year</i>	<i>5th year</i>	<i>Total</i>
4 national tutors . . . . .	. . . .	. . . .	. . . .	. . . .	. . . .	. . . .
Board and lodgings . . . . .	. . . .	. . . .	. . . .	. . . .	. . . .	. . . .
Furnished quarters for national staff . . . . .	. . . .	. . . .	. . . .	. . . .	. . . .	. . . .
Office equipment and supplies . . . . .	. . . .	. . . .	. . . .	. . . .	. . . .	. . . .



Incidental expenses . . . . .	
Equipment and supplies . . . . .	
Transport for international staff . . . . .	

(Signed) C. MANI

Regional Director

World Health Organisation

Regional Office for S.E. Asia

New Delhi, dated the 23rd October,  
1951.

(Signed) P. S. DORASWAMI

Under Secy. to the Govt. of India

Ministry of Health

New Delhi, dated the 23rd October,  
1951.