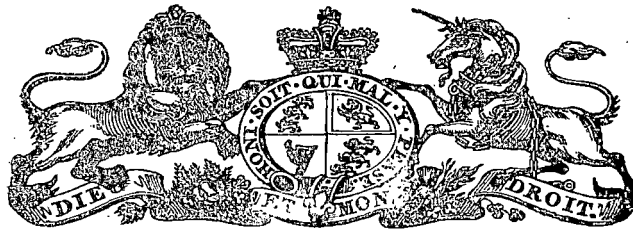


(No. 145.)



1887.

---

PARLIAMENT OF TASMANIA.

---

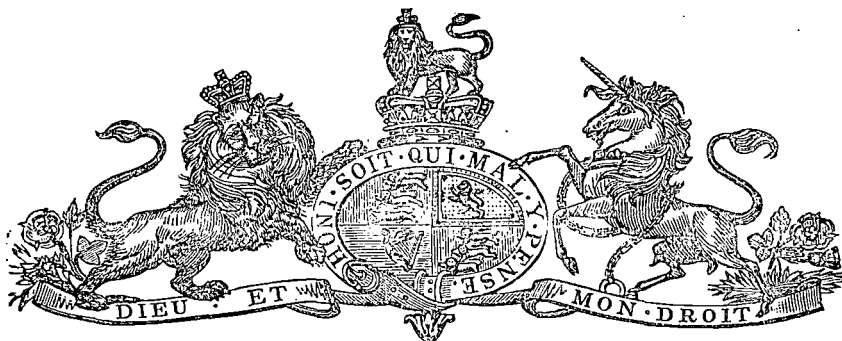
MRS. WILSON, LATE LADY SUPERINTENDENT  
GENERAL HOSPITAL :

CLAIM FOR A TESTIMONIAL.

REPORT FROM THE SELECT COMMITTEE, WITH MINUTES  
OF PROCEEDINGS, EVIDENCE, AND APPENDICES.

---

Brought up by Dr. E. L. Crowther, and ordered by the House of Assembly to be  
printed, November 24, 1887.



*SELECT COMMITTEE appointed, on 27th October, to enquire into the Request of the late Lady Superintendent of Hobart Hospital to be furnished with a Testimonial: with power to send for persons and papers.*

---

MEMBERS OF THE COMMITTEE.

MR. FITZGERALD.  
MR. DAVIES.  
MR. LEWIS.

MR. BELBIN.  
DR. CROWTHER. (*Mover.*)

---

DAYS OF MEETING.

Tuesday, 1st November. Wednesday, 2nd November. Friday, 4th November. Tuesday, 8th November.  
Friday, 11th November. Wednesday, 16th November. Thursday, 17th November. Tuesday, 22nd November.  
Thursday, 24th November.

---

WITNESSES EXAMINED.

Dr. Smart, Alicia White, James Morris, Aimée Elliott, Emily Lucas, Dr. Lever, Nancy Johnstone, Alice Sharples, Margaret Jane Turnbull, Jeannette Milne, Dr. Bright, John Hamilton, Edward Lodewyk Crowther, Dr. Perkins, Rev. M. W. Gilleran, Mary Abbott, Andrew Johnstone, Julia Rachel Eyres, Isabelle Forrester, Edith Annie Best, Emily Stanfield, Donald M'Millan, Very Rev. Dean Dundas.

---

EXPENSES OF WITNESSES.

Miss Milne, £5 4s.; Dr. Perkins, £1 1s.; Miss Eyres, 17s. 6d.

---

REPORT.

YOUR Committee have sat ten times, and examined 24 witnesses.

2. Your Committee have also examined certain letters from Dr. Graham, Miss Milne, and Mrs. Lovett; also statement from the late Lady Superintendent, together with testimonial to that lady signed by 17 members of the Hospital Nursing Staff on the termination of her engagement at that Institution.

3. Your Committee find that during the term of Mrs. Wilson's engagement as Head Nurse, dating from January, 1883, to December of the same year, at which period she was appointed to the position of Lady Superintendent, she gave unqualified satisfaction in the discharge of her duties. That from the time of her appointment as Lady Superintendent to the arrival of the Scotch Sisters the general discipline of the Institution was excellent, and the Nursing Staff considerably improved. That, although on the arrival of the Scotch Sisters there is evidence of considerable friction, your Committee are of opinion that very little, if any, blame can be attached to Mrs. Wilson, whose conduct during a very trying period deserved the sympathy and support of the Board to a larger extent than was apparently conceded to her.

4. A careful consideration of the evidence tendered your Committee has led them to the unanimous conclusion that the late Lady Superintendent has an undoubted right to a written testimonial in recognition of her long and faithful services at the General Hospital.

5. Further, your Committee have no hesitation in recommending that Mrs. Wilson be given a testimonial, stating her fitness to discharge the duties of Matron in any similar Institution.

E. L. CROWTHER, *Chairman.*

*Committee Room, Thursday, 24th November, 1887.*

---

## MINUTES OF PROCEEDINGS.

---

TUESDAY, NOVEMBER 1, 1887.

*Present*.—Dr. Crowther, Mr. Lewis, Mr. Belbin, and Mr. Fitzgerald.

Dr. Crowther was voted to the Chair.

The Chairman tabled the following documents :—

(1.) Letter containing written statement from Mrs. May Lovett.

(2.) Extract from letter from Mrs. Wilson, late Lady Superintendent of the Hospital.

Dr. Smart was called and examined. Prior to giving evidence, at his own request, took the Parliamentary declaration.

Dr. Smart withdrew.

Alicia White was called and examined.

Miss White withdrew.

James Morris was called and examined. He produced minute books with records of meetings, &c.

Mr. Morris withdrew.

It was decided to summon Sisters Sharples and Lucas to give evidence on Wednesday, and Sisters Elliott and Johnstone, also Dr. Lever and Cook Johnson, for Friday.

At 1.50 P.M. the Committee adjourned till 11.30 A.M. on Wednesday, 2nd instant.

---

WEDNESDAY, NOVEMBER 2, 1887.

The Committee met at 11.30 A.M.

*Present*.—Dr. Crowther (Chairman), Messrs. Lewis, Fitzgerald, and Belbin.

Minutes of previous meeting read and confirmed.

On the motion of Mr. Fitzgerald, seconded by Mr. Belbin, it was resolved :—“That it is necessary, for the proper conduct of this Enquiry, that the evidence taken before the Star Chamber Committee be furnished to this Committee.”

Aimée Elliott was called, and, after taking the Parliamentary Declaration, was examined.

Miss Elliott withdrew.

Emily Lucas was called, and, after taking the Parliamentary Declaration, was examined.

Miss Lucas withdrew.

It was decided that Misses Milne and Turnbull be summoned to give evidence on Friday, 4th inst.

At 1 P.M. the Committee adjourned till 11.30 on Friday.

---

FRIDAY, 4 NOVEMBER, 1887.

The Committee met at 11.30 A.M.

*Present*.—Dr. Crowther (Chairman), Messrs. Lewis, Belbin, and Fitzgerald.

Minutes of previous meeting read and confirmed.

Letters were read from the Chief Secretary and Mr. B. T. Solly, explaining that the evidence given at the secret enquiry could not be furnished to the Committee, witnesses having given their evidence on the distinct understanding that it would not be made public.

Dr. Lever was called and examined.

Dr. Lever withdrew.

Nancy Johnstone was called and examined.

Miss Johnstone withdrew.

Alice Sharples was called and examined.

Miss Sharples withdrew.

Margaret Jane Turnbull was called and examined.

Miss Turnbull withdrew.

Jeanette Milne was called and examined.

Miss Milne withdrew.

The witnesses took the Parliamentary Declaration before giving evidence.

It was decided to summon Dr. Bright to give evidence on Tuesday, 8th, at 11.30 A.M.

At 2 P.M. the Committee adjourned till 11.30 A.M. on the 8th inst.

---

TUESDAY, 8 NOVEMBER, 1887.

The Committee met at 11.30 A.M.

*Present*.—Dr. Crowther (Chairman), Messrs. Lewis, Belbin, and Fitzgerald.

Minutes of the previous meeting read and confirmed.

## V

Dr. Bright was called and, after taking the Parliamentary Declaration, was examined.

Dr. Bright withdrew.

Mr. J. Hamilton was examined.

Dr. E. L. Crowther was examined.

It was decided to obtain evidence from Mr. J. Mitchell by letter.

It was decided to summon Miss Abbott, and Drs. Perkins and Parkinson, to give evidence on Friday, 11th inst.

At 1.20 P.M. the Committee adjourned till 11 A.M. on Friday.

---

### FRIDAY, 11 NOVEMBER, 1887.

The Committee met at 11.30 A.M.

*Present*.—Dr. Crowther (Chairman), Messrs. Lewis, Belbin, and Fitzgerald.

Minutes of previous meeting read and confirmed.

A letter from Mrs. Wilson was read, and ordered to be printed.

Dr. Parkinson was called and examined.

Dr. Parkinson withdrew.

Dr. Perkins was called and examined.

Dr. Perkins withdrew.

Rev. — Gilleran was called and examined.

Mr. Gilleran withdrew.

Mary Abbott was called and examined.

Miss Abbott withdrew.

Andrew Johnson was called and examined.

Mr. Johnson withdrew.

The whole of the witnesses took the Parliamentary Declaration before giving evidence.

At 1.5 P.M. the Committee adjourned till 11.30 A.M. on Wednesday, 16th inst.

---

### WEDNESDAY, 16 NOVEMBER, 1887.

The Committee met at 11.30 A.M.

*Present*.—Dr. Crowther (Chairman), Messrs. Lewis, Belbin, Davies, and Fitzgerald.

Minutes of previous meeting read and confirmed.

The papers asked for by the Committee, included in the papers of the Secret Enquiry, and consisting of the nurses' memorial to Mrs. Wilson, Dr. Graham's letter to Mrs. Wilson *re* Miss Milne's arrival, and Miss Milne's letter to Mrs. Wilson, were tabled, and ordered to be printed with the evidence.

Julia Rachel Eyres was called and examined.

Miss Eyres withdrew.

Isabelle Forrester was called and examined.

Miss Forrester withdrew.

Edith Annie Best was called and examined.

Miss Best withdrew.

Emily Stanfield was called and examined.

Miss Stanfield withdrew.

The witnesses all took the Parliamentary Declaration before giving evidence.

It was decided that Mr. D. M'Millan be summoned to give evidence at 11 A.M. on Thursday, 16th inst.

At 1 P.M. the Committee adjourned till 11 A.M. next day.

---

### THURSDAY, 17 NOVEMBER, 1887.

The Committee met at 11 A.M.

*Present*.—Messrs. Fitzgerald (Chairman), Lewis, Davies, and Dr. Crowther.

Minutes of previous meeting read and confirmed.

Miss Alicia White was recalled and examined.

Miss White withdrew.

Mr. D. M'Millan was called and examined.

Mr. M'Millan withdrew.

Very Rev. Dean Dundas was called and examined.

Dean Dundas withdrew.

At 1 P.M. the Committee adjourned till 11 A.M. on Tuesday, 22nd inst.

---

TUESDAY, 22 NOVEMBER, 1887.

The Committee met at 11 A.M.

*Present*—Dr. Crowther (Chairman), Messrs. Lewis and Belbin.

Minutes of previous meeting read and confirmed.

The Committee deliberated.

The Committee adjourned at 12.10 till 11 A.M. on Thursday, 24th inst.

---

THURSDAY, 24 NOVEMBER, 1887.

The Committee met at 11 A.M.

*Present*—Dr. Crowther (Chairman), Messrs. Lewis and Fitzgerald.

Minutes of previous meeting read and confirmed.

The Committee deliberated, and drew up a Report, which, after consideration, was unanimously adopted.

At 12.45 P.M. the Committee adjourned *sine die*.

---

## EVIDENCE.

---

TUESDAY, NOVEMBER 1, 1887.

DR. SMART *called and examined.*

1. *By the Chairman.*—What position do you occupy? Chairman of the Hobart General Hospital, and occupied that position when Mrs. Wilson was appointed Lady Superintendent.

2. Were there several applications? Yes, a good many.

3. Was Mrs. Wilson chosen after reading testimonials from several applicants? Yes, there were about 30 applicants.

4. Did you work with her for some time without reason for complaint? I did work with her without much reason for complaint; but from the first, for many months, I took great pains to help her with her duties, and to assist and support her in her duties; we were all trying to work together, as we are now.

5. What is the date of your first complaint,—the cause of that complaint,—and have you any official record of the same? I do not know the date of the first cause of complaint; I am not sure whether many complaints were officially recorded; but I remember the first really serious offence was on the occasion of the arrival of Sister Milne, now Lady Superintendent of the Launceston Hospital. The following memorandum, which is the finding of the Committee of Enquiry, will explain the charges:—With respect to the retirement of this officer—(1.) Opposition to action of the Board and Government in obtaining a supply of highly trained nurses from Edinburgh. (2.) Establishing unfriendly relations with the head nurses from Edinburgh immediately on their arrival, and continuing same, causing great friction and consequent disorganisation of the nursing staff. (3.) Treating said head nurses as if they were probationers instead of as highly trained nurses with diplomas. (4.) Loss of confidence of two honorary Medical Officers, the House Surgeon, and three head nurses, who all consider that the harmonious internal working of the Hospital is impossible unless the present head of the nursing staff is removed. (5.) Overlooking gross misconduct of Head Nurse M'Kay instead of suspending her and reporting to the Visiting Committee as required by Rule 65. (6.) Generally disorganised state of the nursing staff for a considerable time previous to the enquiry. (7.) Her evidence of the conduct of the three head nurses from Edinburgh for 15 months in the Nurses' Home, said conduct being highly objectionable, seriously affecting the discipline and good working of the nursing staff; she weekly reporting to the Visiting Committee that everything was working satisfactorily. Either her evidence on this matter or her reports to the Visiting Committee are false. (8.) Her failing to prove the charges she brought against Head Nurse M. J. Turnbull, the latter having established her innocence and proved them to be false. These charges covered at least four months, during which time she reported to the Visiting Committee that everything was working satisfactorily. (9.) Her strained relations with the Visiting Committee during the past 18 months. (10.) Neglecting to inspect the wards of Head Nurses M'Kay, Rathie, and Turnbull—in the case of the former for a fortnight, and in the case of the two latter for a week—in violation of Rules 66, 70. (11.) Neglecting to make any use of the nurses from Edinburgh for training probationers, that being one of the purposes for which they were introduced, and she being specially urged by the Chairman of the Board, when the probationers were first bound about eight or nine months ago, to establish a system of training.

6. When was the Lady Superintendent first engaged? Mrs. Wilson was engaged as head nurse on January 1st, 1883, and continued in that capacity until about December 17th, 1883. She was never under my observation during that time; she was in Dr. Bright's ward. I had nothing officially reported against her during that time. She became Lady Superintendent of the nursing staff on December 17th, 1883, and her services terminated on February 28th, 1887. Her whole services at the Hospital extended over four years and two months.

7. *By Mr. Fitzgerald.*—Did you consider her testimonials not so good as some of the other applicants? I will not make a comparison, but some of the others had testimonials of examinations; Mrs. Wilson's testimonials were for 1 year and 10 months, and included no examination.

8. Do you consider she was the best, so far as training and testimonials went? I do not.

9. *By the Chairman.*—What was your first cause of complaint? It was not officially recorded, at my earnest request. I did so simply to prevent trouble and mischief arising out of it, and I thought by trouble and care it might be got over. I will explain the whole affair.—In 1883-4 the Hospital was very badly off for trained nurses, and after consideration the Board recommended to the Government that I should communicate with my brother, Dr. Andrew Smart, of Edinburgh, with the view of securing from the Training School of Edinburgh three trained nurses. The Government approved, and authorised me to communicate with my brother in order to carry out the wishes of the Board. Three nurses were selected from the very best Edinburgh school. They were certificated, and holders of testimonials as having served from five to eight years as head nurses in the Royal Infirmary of Edinburgh. The arrangements were made, and one of them, Miss Milne, now Lady Superintendent of the Launceston Hospital, arrived in Hobart on March 23rd, 1883. Some considerable time previous to her arrival I was in possession of the testimonials and qualifications of these nurses, and these Mrs. Wilson, then Lady Superintendent, was made fully acquainted with, and was made clearly and distinctly to understand that they were women who had served a long period of service, and who possessed the highest qualifications. On March 21st, 1885, Miss Milne arrived by steamer at Hobart, and came straight to my house. I

received her as I thought she had a right to be received, and took her in a cab to the Hospital with the view of introducing her in proper form to the Lady Superintendent. On our arrival at the Nurses' Home (Mrs. Wilson's quarters), we were admitted to the hall by a servant, and I asked if the Lady Superintendent was in. The servant said "Yes," and I said "Tell her I have called with one of the nurses from Edinburgh, and I want to introduce her to Mrs. Wilson." I distinctly heard the servant deliver the message. We stood waiting in the hall for a considerable time, and I felt that some misunderstanding had arisen, or else I was being grossly insulted. Feeling that something was wrong, I pushed open the door, and stepped into Mrs. Wilson's room. There I found Dr. Graham and the Lady Superintendent having afternoon tea. I made known my mission, and without moving from her chair she waited quietly. I told her I had brought Miss Milne round, and she asked me what right Miss Milne had to go first to my house, and how dare she do so? I said I supposed it was because she had my address, and added that she was standing in the hall. Then, without moving from her chair, the Lady Superintendent said, "I will ring the bell, and the servant can show her to her room." This was done, and I, feeling that a distinct affront was being done, retired. We waited a long time again in the hall, and my face burned with shame and indignation to think that this lady had come such a long way to be so treated. The most abject menial could not have been worse treated. I at last said to Miss Milne, "You had better wait; the bell has been rung, and I suppose the servant will attend to you." I came away, being ashamed to stay longer. I acquainted the Committee with these facts, and am prepared to repeat them on oath. The Lady Superintendent never left her chair to see me out, and I came away feeling I had been grossly insulted. I was waiting in the hall several minutes in each instance. The Lady Superintendent knew all about Miss Milne, her testimonials, position, &c., and it seemed to me to be a very wrong proceeding on the part of the Lady Superintendent. The Committee urged me very strongly to take action and have her suspended, and I have been accused of being too soft-hearted in the matter, but I had a strong desire that no disturbance should take place at that time. I did not reprimand her at the time, but did so shortly afterwards with other matters.

10. Was that officially reported or recorded at the time? It was not officially recorded or brought before the Board until the Committee was sitting about Miss Turnbull's case, which was about a year later. About a month after Miss Milne's arrival the other two Edinburgh nurses arrived, and shortly after that the Lady Superintendent stopped me abruptly in the hall of the Hospital and demanded to know "what my brother could have meant by sending out such women; they were not ladies at all, they were only common women, and it was lowering the tone of the nursing staff to have such women here." I then reprimanded her pretty severely—I do not say fiercely—for her remarks, and explained to her, what I had often explained before, that they were thoroughly trained and approved nurses, and that it was her duty to receive them and treat them as such. The result was that she burst into tears, and I left her.

11. Is it not a fact that the first time the members of the Board, myself included, excepting the Visiting Committee, heard of this matter, was upwards of a year afterwards? Very likely it was; but the Committee knew of it at the time. There are five members of the Committee, all members of the Board, who knew of it, although it was never entered in the Minutes. The Committee meet every week, and the Board only monthly.

12. *By Mr. Lewis.*—Have you refused a testimonial that is of any use to Mrs. Wilson: if so, why? I was never asked for a testimonial by Mrs. Wilson until she was in such a position that it was not in my power to give her a testimonial. She was lying under the charges mentioned, and her dismissal was under the consideration of the Government. I gave her a testimonial for actual service, giving it as Chairman of the Board. It is customary for a nurse or lady superintendent to go to any doctor and get testimonials as best they can, but in this case I was asked for a testimonial when it was completely out of my power to give it. I could not give one word more than I did, and still think the same.

13. Do you think the charges have been cleared off sufficiently to enable you to give her a testimonial? Certainly not? I have produced the charges made against her, and she was under recommendation to the Government for removal at the time she applied for the testimonial. I got this letter (produced) from the Chief Secretary confirming the removal of the Lady Superintendent.

14. Were you a party to, and did you approve of, paragraph 3 in the Report of the Board of Management (produced)? I signed it as Chairman of the Board. On the strength of the approval of the Government and of the Board I communicated the result to the Lady Superintendent on 18th January, 1887.

15. During the time Mrs. Wilson was Head Nurse and Lady Superintendent were you fully satisfied with her professional services, quite apart from any manner or conduct privately? I never recollect seeing her in the act of nursing the sick or training the nurses. I saw her very many times in the wards, but always in her capacity of Lady Superintendent; therefore I cannot form an opinion of her actual nursing capabilities. A very important part of the Lady Superintendent's duties is to train nurses. Three things are essential:—Firstly, theoretical training, done by the Lady Superintendent setting tasks for nurses, reading lectures, and examining them weekly on these lectures, numerous suitable books being published, and it is the duty of the Lady Superintendent to read them. Secondly, the practical part, gained by the bedside. Thirdly, the professional part, done by the doctor by professional lectures and practical experience.

16. Were these duties carried out? No; and the great object the Government and the Board had in view when getting the trained nurses from Edinburgh was to put them in position to train our own nurses. We had no means of training them before, and we thought when the Edinburgh nurses were got they would be utilised in training our nurses. Nothing of the kind was done, and those who were trained were very much indebted to what they saw at the bedside, and their own energies.

17. *By the Chairman.*—Had you ever ordered such training? Yes; I had books purchased and handed to the Lady Superintendent.

18. Was any record made of this? I have no official record of it, but again and again I have impressed on her the necessity of using those books, and instructing the nurses, but she neglected to do so.

19. *By Mr. Fitzgerald.*—Generally you were given to understand that the Lady Superintendent assumed a hostile attitude to the Scotch nurses? Yes.

20. Was there anything to warrant it? Certainly not. They were good, quiet, practical women, without any mannerisms.

21. Previous to the introduction of Nurse Milne was there any friction with the Lady Superintendent? No. I spent much of my time in assisting and advising her with reference to the duties of her office.

MISS ALICIA WHITE *called and examined.*

22. *By the Chairman.*—You were for some time a nurse in the Hobart Hospital under Mrs. Wilson? Yes.

23. What discipline did she maintain? The discipline was splendid.

24. How did she treat the patients? She was very attentive to the patients, and strict in our giving attention to them.

25. Was she kind and motherly to the nurses, or otherwise? She was particularly kind and good to us. She has often sent me to the Home when I was looking ill.

26. What were the Home comforts like? Everything was made comfortable for us.

27. Was the food as good and varied as it is now? The food was better than it has been since.

28. Do you pay as much for your board now? I think more is paid now.

29. Is the present Lady Superintendent in any way superior to the late Lady Superintendent? Not at all superior.

30. Did you sign a memorial in Mrs. Wilson's favour? Yes.

31. Do you think she has a right to a testimonial? Most decidedly.

32. Would it be injustice not to give her one? Most certainly it would.

33. Did you give evidence before the Secret Committee? Yes.

34. Do you still adhere to that evidence? Yes.

35. Do you personally object to your evidence being made public? No, I would not mind.

36. In the charge against Sister Turnbull reference is made to her condition—what was that condition? In a condition not fit to look after her duties; but I would not say what it was from.

37. Was she fit for duty? No. I had to take her home and put her to bed in duty hours. I did so at Mrs. Wilson's request.

38. Did Sister Turnbull take much trouble to instruct you in your duties? She never taught me anything.

39. Did she leave you with responsible cases without knowledge? Yes.

40. How did Mrs. Wilson treat you girls? She was exceedingly kind and good to us.

41. *By Mr. Fitzgerald.*—Did you ever notice anything in her demeanour to the Scotch nurses that you would consider objectionable? No.

42. Did the Scotch nurses make friends with the other nurses, or did they keep aloof? They kept aloof; but there is a distinction between the sisters and the nurses.

43. Did they amalgamate freely? Sometimes they did; sometimes they quarrelled.

44. Did the Scotch nurses invariably pull together? Not for long at a time; they fell out and made friends again. I have not been at hospital duty for five months. I have had the fever.

45. *By Mr. Lewis.*—How long were you under Mrs. Wilson? For 18 months as Lady Superintendent.

46. How long have you been under the present Lady Superintendent? Only a few months.

47. Who instructed you as to your duties? All I know I learned from the doctors and the other Sisters.

48. *By Mr. Fitzgerald.*—Did you know that instructions had been given to Mrs. Wilson to use certain books in instructing probationers? I never knew that.

49. *By Mr. Lewis.*—Were you under Miss Turnbull? Yes; she was sister, and I was staff-nurse.

50. Did you ever hear any remarks from the Scotch sisters as to the necessity for a better method of training the nurses than existed, to make it more like what they had at Home? No. When some fuss was made about their not teaching us they said they were not brought here to teach us, and were not paid to do so.

51. Was any complaint made about you not being instructed? It occurred when we were to be bound. The questions of examinations were made, and we complained that if we were not taught more in future than we were being taught we would not be able to pass the examination.

52. Was this complaint made to the Lady Superintendent, or only among yourselves? We spoke of it among ourselves and to Mr. Morris, but I do not know if it was spoken of to Dr. Smart.

53. Did you expect to be instructed by the Lady Superintendent? I thought they would teach us more in the wards.



54. Are you aware if they received instructions to teach you from the Lady Superintendent? I am not.

55. *By the Chairman.*—Did you expect the superior nurses to teach you? Yes, I thought they would do so without being told by anybody to do so.

56. In your opinion was Miss Turnbull the cause of all the friction? Yes.

57. Are you quite certain of that? That was the first the nurses heard of it.

58. You distinctly state you have seen Miss Turnbull unfit for duty? Yes; on several occasions the reports were written so badly that I could not read them. They were given to Mrs. Wilson, but she lost them.

59. What were those reports? They were instructions what I was to do during the night, but I could not make out the writing.

60. Did you infer that she was so muddled that she could not write clearly? Yes; Sister Rathie, another Scotch Sister, saved the reports and took them to the Lady Superintendent. Sister Rathie and Sister Turnbull were not speaking at that time.

61. *By Mr. Fitzgerald.*—Did you ever observe that Miss Turnbull had a violent temper? I never saw her get passionate; she was very sulky. I have known her for months not to speak to the other Scotch Sisters.

62. How did Mrs. Wilson preside over the Home? Always as a lady.

63. Was her time fully taken up with Hospital work? I could not say. She was very often in the Hospital; always twice a day to my knowledge, sometimes more.

MR. JAMES MORRIS *called and examined.*

64. *By the Chairman.*—What position do you occupy? Secretary of the Hobart Hospital.

65. Can you produce the Minutes of the Board Meeting at which Mrs. Wilson was elected Lady Superintendent? Yes.

*Copy of Minutes, General Hospital Board, 4th December, 1883.*

Special meeting of the Board was held at the Board Room, at 4 p.m. Present—Dr. Smart, Chairman; Messrs. Harcourt, Hamilton, Brownell, Addison, Maher, Riddoch, Worship the Mayor (Mr. Belbin), Collier, Dowdell, M'Millan, Drs. Crowther, Perkins, Bright.

The Chairman introduced to the Board Mr. Harcourt, the newly elected member.

Dr. Perkins apologized for the unavoidable absence of Mr. Castray. The Chairman explained that the object of the meeting was the election of a Lady Superintendent, to succeed Mrs. Bland, resigned; that 30 applications had been received by the Secretary in accordance with the advertisement, and the business of the meeting was to examine these applications with the view of selecting the most eligible candidate. He also pointed out to the Board that a necessity for some alteration in the rules relative to the Lady Superintendent existed, and that it was desirable that such alteration should be made simultaneous with the fresh appointment.

The applicants were:—Blanche, Blair, Buchanan, Cashmere, Caulfield, Downes, Dogethee, Dixon, Field, Fairburn, Guille, Gibbon, Hildyard, Head, Henry, Knight, M'Gregor, M'Kay, Pope, Perrin, Peacock, Smith, Spellman, Sullivan, Stevens, Urger, Wilson, Willmott, Welch, Wane.

Messrs. Burgess and Harcourt having been appointed Scrutineers, the number was reduced to 13, with the following result:—Blanche, Cashmere, Dogethee, M'Kay, Wilson, Wane, Dixon, Hildyard, Blair, Smith, Downes, Buchanan, Pope.

The number was then reduced to six:—Blanche, Cashmere, Dogethee, M'Kay, Wilson, Wane.

This number was reduced to three:—Wilson, M'Kay, Blanche.

And a final ballot being taken, Mrs. Wilson was the highest, and recommended to fill the position of Lady Superintendent of the Hospital.

THOS. C. SMART, *Chairman.*

66. Have you any official record either for or against Mrs. Wilson before the Select Committee enquiry? No.

67. Are you usually present at meetings of the Board and Visiting Committee? Yes.

68. Were you present when the arrival of Sister Milne and child was discussed? Yes.

69. Can you tell the Committee anything concerning the arrival of Sister Milne? It was customary for passengers to come to Hobart *via* Launceston, the usual mail route, arriving here by express train. We expected Miss Milne to come that way, and a cab was sent to the express to meet her, but she did not come. She came direct to Hobart by the *Southern Cross*, arriving the next morning about 11 o'clock. As we did not expect her to come that way she was not met by anyone. She went direct to Dr. Smart, who took her to the Lady Superintendent. Dr. Grahame was present when they arrived. He was then in private practice, having left the Hospital. Some disagreement, I believe, occurred between Dr. Smart and the Lady Superintendent.

70. Did Sister Milne bring a child with her? Yes.

71. Are you aware that a memorial was signed by the Nurses in favour of Mrs. Wilson? I am, but I have not a copy of it.

72. What became of it? I have not the slightest idea.

73. Are you aware that Miss Milne wrote a very impertinent letter to the Lady Superintendent? I know a letter was sent. It had reference to the Lady Superintendent going round with the Doctor and not with Miss Milne. She said she had been to Dr. Smart, and he advised her what to do. That is roughly the contents of the letter.

74. How long was Mrs. Wilson Sister in the Hospital? From January 1, 1883, to about December 17, 1883; she was then appointed Lady Superintendent.

75. Do you know when paragraph 3 of the Board's report (produced) was carried into effect? On March 1, 1887.

76. Did you ever hear any complaint of the quantity or quality of food provided by Mrs. Wilson for the Sisters and Nurses? No.

77. Have you ever seen the food? Yes; very often at the Home. There was always a great variety, and the table was kept exactly as a table would be at a private home.

78. Did the price given pay Mrs. Wilson? No; I have verified her accounts. She got 1s. per day for dieting the Nurses, the Government allowing her to buy tea free of duty. She lost money every month—always £6 or £7, and one month, I remember, nearly £12. I proved that by her books.

79. What is the cost now? 1s. 4½d. per day.

80. Have you heard any complaints of the present arrangements—I mean in regard to the table? I have heard the Nurses complain unofficially.

81. What holidays had Mrs. Wilson during her engagement? Only a few days during her engagement as Head Nurse and Lady Superintendent.

82. Have you ever been brought into contact with Sister Turnbull? Very little.

83. Was she peculiar at times? I thought so, at times.

84. Were any complaints made of Sister Turnbull sending dirty tins to the kitchen for food for patients? Yes.

85. Did you give evidence before the Secret Committee on that subject? Yes.

86. Are you willing to have it published? I am.

87. Is it true that dirty tins were sent by Nurse Turnbull to the kitchen for patients' food? Quite true. I quote my evidence given before the Secret Committee as follows:—"Day after day I have been complaining of the state of the cans from the female wards. The milk can has been complained of by the Messenger from day to day. They have never been washed out. The beef-tea cans at 11 o'clock have also been dirty, with the dregs from the previous day; the tin for the rice pudding has been in the same state. In further proof, the Cook has asked me to look at the tins from Miss Turnbull's ward."

88. Is it not essential that tins should be kept clean? So much so, that on more than one occasion the milk has been sour at 11 o'clock in the morning.

89. *By Mr. Lewis.*—Whose duty is it to clean the tins? There is a ward-maid for every ward, who does the rough dirty work, and the Sister in charge of the ward has charge of all these things. She should report to the Lady Superintendent if it is not done. The Head Nurse is responsible. No utensils are kept in the kitchen; they are all kept in the different wards.

90. *By the Chairman.*—Do you know that the Secret Committee recommended that Sister Turnbull's resignation be accepted? Yes.

91. Was it not often 10.30 A.M. before the House Surgeon came on duty? Yes.

92. Did he often not return after 1 P.M.? No.

93. Did not this interfere with the Lady Superintendent in carrying out her duties? I have often heard her complain of it.

94. In Dr. Holden's time when did he commence duty? Always a few minutes after 9.

95. What was the effect of that? To my knowledge the institution worked more in harmony in consequence of commencing duty earlier.

96. *By Mr. Lewis.*—At what time should the House Surgeon visit the hospital? At 9 o'clock.

97. Was it the usual practice to record minutes of the Committee Meetings? Yes.

98. How was it that the difficulty about Sister Milne's arrival was not recorded? I was not told to record anything in that case.

99. Was there any friction between Dr. Smart and the Lady Superintendent up to the time of the Scotch Sisters' arrival? No, not for long after that.

100. Did Sister Milne ever make an official complaint of not being met at the *Southern Cross*? No; I explained the matter to her. She lost her luggage and I got it for her. I explained that we expected her to come *via* Launceston, and her not being met was owing to a misapprehension.

WEDNESDAY, NOVEMBER 2, 1887.

MISS AIMÉE ELLIOTT *called and examined.*

101. *By the Chairman.*—Are you a nurse in the hospital? Yes, I am a staff nurse. I have been in the hospital nearly 3 years.

102. Were you there under Mrs. Wilson? Yes.

103. What discipline did she keep? Good discipline.

104. Was she punctual? Yes, very.

105. Was she kind to the patients? Yes.

106. Was the Home comfortable? Yes.
107. As comfortable as now? Yes.
108. How did Mrs. Wilson treat you girls? She was good and kind to us.
109. Did you sign a testimonial in her favour? Yes.
110. Do you think she has a right to a testimonial? I consider she has, after her long service.
111. *By Mr. Lewis.*—What position did you first occupy in the hospital? I was two years a probationer, and afterwards staff nurse.
112. Whom were you under? Sisters M'Kay, Turnbull, Milne, and Rathie.
113. How did Sister Turnbull work with you? I liked her pretty well.
114. *By Dr. Crowther.*—Did you see any cause for this dispute? No.
115. How did you like Sister M'Kay? Very much indeed.
116. Did Sisters Turnbull and Rathie work well together. Not very well sometimes.
117. Were there times when they were not speaking? I believe they were not speaking at times.
118. *By Mr. Fitzgerald.*—Amongst the charges against Mrs. Wilson is one for overlooking gross misconduct on the part of Sister M'Kay: do you know anything of it? I never saw any misconduct on the part of Sister M'Kay, but I heard rumours to that effect.
119. *By the Chairman.*—You were among the majority who liked Mrs. Wilson? Yes. We nearly all liked her; only two or three disliked her.
120. Was she as good to you girls as the present Matron? Yes, quite.
121. *By Mr. Fitzgerald.*—Were you under Sister Turnbull when the Lady Superintendent failed to visit her ward for a fortnight? No.
122. Did she visit the ward twice every day? Yes, but I was away once for a holiday.
123. Were you a probationer during the period that the Scotch nurses were there? Yes, I was there before they came.
124. With regard to training probationers, was any effort made on their arrival to introduce a better system of training? No.
125. Did you receive lectures or lessons? We received lectures from Drs. Holden and Parkinson but not from the Scotch Sisters.
126. Had the Lady Superintendent ever told you that a better system of training would be introduced after the arrival of the Scotch Sisters? Yes, she said the Scotch Sisters would train us.
127. Did they train you? A little.
128. Did the Lady Superintendent approve of their training you? Yes, she approved; but the Lady Superintendents never interfere with the training, unless to find fault if anything was wrong.
129. Did she object to the Scotch Sisters giving you information? No, quite the contrary.
130. So far as you know, she assisted them in any effort of that sort? Yes.
131. *By the Chairman.*—Do you get any training from the Lady Superintendent now? No.
132. *By Mr. Lewis.*—What did the teaching consist of? Practical working in the ward.
133. *By the Chairman.*—Is the system very much the same under the present Lady Superintendent as under Mrs. Wilson? Yes; the doctors and Sisters do it, not the Lady Superintendent.
134. *By Mr. Fitzgerald.*—Have probationers now any advantages that they had not under Mrs. Wilson? No.
135. *By Mr. Lewis.*—Did you ever see anything in Mrs. Wilson's conduct which in your opinion would disqualify her from holding a position of Lady Superintendent? No, never. She was always a lady, and kind.

---

MISS EMILY LUCAS *called and examined.*

136. *By the Chairman.*—What position do you occupy in the Hospital? At present I am a Sister.
137. Do you hold equal rank with the Scotch Sisters? Yes. I have been a Sister for eight months, and was nurse in charge (doing Sister's work) in Mrs. Wilson's time.
138. How long have you been in the Hospital? Three and a half years.
139. How did Mrs. Wilson manage the Hospital? Her discipline was good—very good; she was always punctual, kind, and attentive to the patients.
140. What was the Home like? The comforts of the Home were very good.
141. Was the food as good and varied then as now? It was as good, and more varied.
142. Is the present Lady Superintendent in any way superior to Mrs. Wilson? Not in any way.
143. Do you think Mrs. Wilson should have a testimonial? I most certainly think she is entitled to one.
144. Do you adhere to the evidence you gave to the Secret Committee about Miss Turnbull? I do.
145. Are you taught more under the present Lady Superintendent than under Mrs. Wilson? There is no difference.

146. Were you in the Hospital previous to the appointment of the Scotch Sisters? Yes.

147. Did you ever hear from Mrs. Wilson any opposition to their coming? No.

148. There is a charge against Mrs. Wilson for neglecting to inspect the wards of Sisters Rathie, Turnbull, and M'Kay: do you know anything of her failure to visit these wards? No; I thought she always went round all the wards.

149. Was not a promise made of a change in the training system when the Scotch Sisters were introduced? Yes, but I never saw any difference.

150. Do you know if the Lady Superintendent asked the Scotch Sisters if they were able to improve the system of training as existing on their arrival? I cannot say.

151. Was there any hindrance? I never saw her hinder them in any way. I do not think she would hinder them.

152. If the Scotch Sisters had expressed any desire to improve the training system, do you believe Mrs. Wilson would have been ready to carry it into effect? I have no doubt she would have done so.

153. *By Mr. Lewis.*—So far as you know, did Mrs. Wilson regularly visit the wards? Yes.

154. Did you ever see anything in Mrs. Wilson's conduct to disqualify her from the position of Lady Superintendent in a Hospital? No, nothing whatever.

155. *By Mr. Fitzgerald.*—One of the charges against Mr. Wilson is that of overlooking gross misconduct on the part of Sister M'Kay: do you know anything of that? I only know from what I heard the Scotch Sisters say.

156. *By the Chairman.*—Is it a fact that Mrs. M'Kay was kept on long after that, and that she left of her own will? Yes, I believe so.

157. *By Mr. Fitzgerald.*—Did you know anything against Sister M'Kay? I know nothing at all against her personally. I saw a great deal of her, and thought she was a very good Sister.

FRIDAY, NOVEMBER 4, 1887.

DR. LEVER *called and examined.*

158. *By the Chairman.*—What position do you occupy? Assistant House Surgeon and Dispenser at the Hobart Hospital.

159. Were you there in Mrs. Wilson's time? I was there some time when Mrs. Wilson was Lady Superintendent—nearly three years.

160. Did you know her intimately? Yes, officially.

161. Can you recall any time when she opposed or appeared to oppose the Board and Government in obtaining a supply of thoroughly trained Nurses? No.

162. Mrs. Wilson is charged with having established unfriendly relations with the Scotch Sisters immediately after their arrival and afterwards: is that correct? I do not think so.

163. Do you know anything of the interview between Dr. Smart and Miss Milne, and the Lady Superintendent? Not of my own knowledge.

164. Do you think Mrs. Wilson the kind of lady to insult Dr. Smart as alleged? Very far from it. I have always thought it must have been some misunderstanding.

165. Will you give the Committee your opinion of the charges against Mrs. Wilson (produced)? As to Charge 3, I never saw her do that. She always treated them as if they were thoroughly trained nurses. I saw her every day with the nurses in course of my duty, and observed her bearing with them. I never saw the slightest thing to object to. As to Charge 4, Mrs. Wilson worked harmoniously with me officially, as I did with her. I had no official complaint to make in any form, and as a Lady Superintendent I thought her excellent. Regarding Charge 5, I do not know what misconduct Sister M'Kay was charged with, but she was kept on after Mrs. Wilson left. Regarding Charge 6, there was no disorganisation or disagreement, excepting amongst the Scotch Sisters. Charge 7 I know nothing about.

166. In your evidence before the Secret Committee you said that Mrs. Wilson's charge against Sister Turnbull was substantially true; that the patient was brought in early in the day, and you did not find out the patient had come in until going your usual rounds in the evening, and that, when asked, Sister Turnbull said she did not know of any such person being brought in. Is that true? It is correct; it is my statement.

167. Did you think Sister Turnbull knew of it? I think she did not know. It was afterwards stated that she did. I found afterwards that she said she did know it.

168. Have you made complaints against her as to Rule 100? Yes, with regard to bottles, and called Sister Turnbull's attention to it, with the other Sisters. The rule is that empty bottles which are to be repeated shall be sent down at 9 o'clock for refilling. If left later it affects the business arrangements of the Institution, and affects the harmonious working of the Hospital, besides being detrimental to the patients. I spoke to Mrs. Wilson about the nurses carrying out Rule 100, and also sent written notices to the different wards, requesting the nurses to carry out the rule. Mrs. Wilson informed me that Sister Turnbull paid no attention to my notice. It was not attended to in Sister Turnbull's ward, but it was attended to in the other wards.

169. *By Mr. Fitzgerald.*—Did you ever know the Lady Superintendent to fail in visiting the wards once a day? No. I could not say at what times she visited them, but every day she went round, and was constantly in and out of the wards many times during the day.

170. Did there ever occur, to your knowledge, any neglect on her part to visit any of the wards for a period of a fortnight? Not to my knowledge.

171. Did you have opportunities of observing the Lady Superintendent's demeanour towards the Scotch Sisters? No; that would be entirely among the Nurses.

172. Do you know whether Mrs. Wilson assisted or prevented the Sisters from instructing or training the probationers as recommended by the Board? I cannot say, but I certainly think she would not prevent it.

173. Is there any better or more elaborate system of training carried on now than in Mrs. Wilson's time? They are not taught at all now that I know of; but I was under the impression that Mrs. Wilson used to assist the nurses in giving information.

174. Is the system better now than under Mrs. Wilson? No.

175. Did you ever observe in Mrs. Wilson's conduct anything that could be charged against her as unbecoming? No, not in the least; far from it.

176. *By Mr. Lewis.*—Do you consider that the harmonious internal working of the Hospital could have been re-established without the removal of Mrs. Wilson? So far as the working of the Hospital went I have no doubt that it could. If any personal questions entered into the matter it would be a different thing.

177. In what way did Mrs. Wilson carry out her professional duties? In my opinion, admirably.

178. Was she qualified for her position? To the best of my knowledge, fully so.

179. In your opinion is Mrs. Wilson fully qualified to assume a similar position to that she held in Hobart in any Hospital? I think so, anywhere.

180. Does she deserve a testimonial stating that she is so qualified? I think so; I think she is qualified.

MISS NANCY JOHNSTONE *called and examined.*

181. *By the Chairman.*—What position do you occupy? Sister in the Hobart Hospital.

182. Do you hold the same rank as the Scotch Sisters? Yes.

183. Were you a Sister under Mrs. Wilson? Yes.

184. What discipline did she keep? The discipline was excellent.

185. How did she treat the patients? She was exceedingly kind and patient.

186. Were the comforts of the Home as good then as now? Yes.

187. Do you think she has a right to a testimonial? Most decidedly.

188. Has she been done injustice by not getting one? Yes.

189. *By Mr. Fitzgerald.*—Are you aware of any neglect on Mrs. Wilson's part in visiting the wards? She visited my ward every day; often twice a day or more.

190. Was the system of training probationers improved after the arrival of the Scotch Sisters? No.

191. Did the Lady Superintendent attempt to introduce any new system after their arrival? She did speak of it.

192. Did Mrs. Wilson in any way hinder them in imparting instruction? No; she was most willing that they should do so.

193. *By Mr. Lewis.*—Do you consider the harmonious working of the Hospital might have been established without the removal of Mrs. Wilson? I do not think it possible whilst the Scotch Sisters were there.

194. Do you think Mrs. Wilson was well qualified for the duties? Yes, quite qualified.

195. And qualified for a similar position elsewhere? Yes, perfectly qualified for Lady Superintendent anywhere.

196. Did a majority of the nurses sign a memorial in her favour? Yes, 17 signed it, and only four refused.

197. Is there any different plan or improvement in teaching the nurses to that existing in Mrs. Wilson's time? There is no improvement, the system is the same; but we have had fever since the present Lady Superintendent came.

198. *By Mr. Belbin.*—Do you know how the Scotch Sisters agree? They do not agree with each other.

199. Do they agree now? Two of them are not on speaking terms now.

200. How many are there now? Only two.

ALICE SHARPLES *called and examined.*

201. *By the Chairman.*—What position do you occupy? Sister in the Hobart Hospital.
202. Do you hold equal rank with the Scotch Sisters? Yes.
203. How long were you under Mrs. Wilson? About 2 years as Sister. I was Staff Nurse under Mrs. Wilson before then.
204. What discipline did she keep? Very good indeed.
205. Was she punctual? Very punctual.
206. Was she kind to the patients? Yes, kind and attentive.
207. Was your Home as comfortable as it is now? It was very comfortable, and the food supply good.
208. Do you think she has a right to a testimonial? Yes, I do.
209. Has she been done injustice by not getting one? I think so.
210. Were you aware that Mrs. Wilson exhibited any opposition to the Scotch Sisters being sent for? I do not think she did.
211. Did any unfriendly relations exist between her and them immediately after their arrival? I did not notice any.
212. In your opinion did she treat those Sisters as she did the other Sisters of the same standing? Quite; I never saw any difference.
213. *By Mr. Fitzgerald.*—Was any better system of training probationers introduced after the arrival of the Scotch Sisters? No; the same system was still continued.
214. Did the Lady Superintendent tell you there would be a change for the better? Yes, she did.
215. Do you know why that change was not made? No, but it never was made.
216. Has there been any improvement since Mrs. Wilson left? No, the system is just the same.
217. Has anything occurred in the way of extra work to prevent an improvement being carried out? I do not think so, unless by the epidemic of fever.
218. It is alleged that there was a general disorganization of the nursing staff prior to the enquiry into Sister Turnbull's case: were you aware of it? No; I did not notice any disorganization.
219. *By the Chairman.*—Was everything the same then as now? Yes, I did not notice any difference.
220. Did four-fifths of the nurses believe in Mrs. Wilson, and like her? Yes, quite.
221. *By Mr. Lewis.*—Did Mrs. Wilson ever omit to visit your ward twice a day? No, never. As a rule she came round three times a day, and sometimes more often.
222. *By the Chairman.*—How often was she away on leave during her term of office? I do not think she was away at all.
223. Have you now entire charge of the fever wards? Yes.
224. Who taught you sufficiently to enable you to fill that responsible position? Mrs. Wilson was my teacher. Everything I know in nursing I learned from her.
225. From what you have seen before and since, do you think she was competent to teach you? Yes, quite.

MARGARET JANE TURNBULL *called and examined.*

226. *By Mr. Fitzgerald.*—What position do you now occupy? I have been for some time a Sister in the Hobart Hospital.
227. When you first came to the Hospital, how did Mrs. Wilson receive you? I was not very warmly received.
228. Was there anything objectionable in your reception? Not so much in the reception as in her treatment shortly afterwards.
229. Was there any objectionable feature that you can specify? First of all, I was only once taken round the Hospital, and was then put on as Night Nurse in charge of the whole Hospital, which was very trying and injudicious, until I knew something of the cases and their treatment.
230. Had you any experience of fever nursing prior to coming here? I had.
231. Was it a large experience? No.
232. Whilst you were Sister under Mrs. Wilson a case occurred in connection with a patient named Lonsdale, referred to in your enquiry: were you acquainted of her arrival? I was. I helped to undress her and put her to bed.
233. Did you say that you did not know anything about that patient? No one came to enquire of me about her.
234. Did you state to the Lady Superintendent, or any one else when enquired of, that you knew nothing of that patient? The Lady Superintendent or any one else never made any enquiries of me about the patient.
235. Do you know anything of a case in the contagious wards under Dr. Crowther where there was want of attention, and your attention was called to it? It was the case of a girl sent in by Dr. Crowther. At first it was thought to be typhoid; but she had pneumonia. It was very severe. She had also a sore

throat afterwards, and Dr. Crowther thought it was diphtheria. Nothing was said to me about her, except that it was a contagious case.

236. There was no want of attention in that case? Certainly not, and Dr. Crowther admitted there was not, at a previous enquiry.

237. As to teaching probationers—when you came here it was expected that you would teach them, and that was to be part of your duty: did you teach them? Yes, I gave them practical training so far as I could. I did not understand that theoretical teaching was part of my duty.

238. Did you get assistance in that from the Lady Superintendent? No, I did not.

239. Did she hinder you? She hindered me by drawing the confidence of my probationers from me, and by changing the probationers so frequently from one Sister to another.

240. How was that done? She asked the nurses if they would go to day work or would they prefer night duty to working under me. If my authority with the nurses was not supported it was weakened.

241. How would that weaken your authority? Mrs. Wilson of course tried to make out that we were not good nurses. The system of nursing here and at Home was a little different. Our treatment of patients and system was a little different. All Sisters like to carry out their own system, and in many little ways we had to thwart the probationers. In doing this we had not sufficient assistance from Mrs. Wilson, and no sympathy.

242. Can you specify any way in which you were thwarted? It was in little ways; consequently her influence was brought to bear on the girls. They were told to come to ask us questions at all times. When a nurse is busy and before patients that might be very inconvenient and hindering. I was charged with ordering two girls out of my room. They left their wards to ask me what they would do in the case if a person in the bush was ordered poisonous medicines by the Doctors. I explained it to them, and told them if they were two years in the hospital they would soon learn. After telling them what I could, I told them I was there to teach them practical work and not how they were to give poisonous medicines; that, I thought, the doctors would be responsible for.

243. Was there anything irregular in their asking you at that time? Yes, as the Home was in a state of agitation at the time, and four wards were left without a nurse.

244. Could you not have told them kindly that you were busy? I did; but I did not like the wards being left without nurses. They asked where they were to ask me questions, in the wards or in my rooms? Certainly my room was not the place.

245. Do you think the Lady Superintendent encouraged the girls to intrude on you and irritate you by questions? No; I would never consider I was intruded on in any way, but I did not like them to leave the wards.

246. Were they encouraged to leave the wards? Not in that case, but the influence of the Lady Superintendent had got them into that disorganised state.

247. Did the Lady Superintendent at any time interfere with or dispute your authority or system of training? Not before my case was called on.

248. Can you say how she influenced the probationers against you? No, except asking them if they would prefer being placed under another Sister.

249. Did you make any complaint to the Lady Superintendent of a want of sympathy, or difficulties placed in your way with the girls that weakened your authority? I made a complaint.

250. How was it received? I told her the probationers were in a very unsatisfactory state of mind; they wanted to be taught theoretical work, but did not care about practical work. I said if she called them together and spoke to them it would help us. She promised to do so, but it was not done.

251. Did you draw the Lady Superintendent's attention to it again? No; I did not think it was my duty to do so.

252. Did you observe any difference in the treatment of yourself and the other nurses of your rank? I certainly did.

253. Was there on your part any impression given that your training had been better than that of the local nurses such as would cause jealousy on their part? Not so far as I am aware. I felt very much the responsibility of being brought here to train nurses, and the importance of what I thought that training should be. I certainly did not try to assert my knowledge or depreciate the local nurses.

254. Did you complain of your work to any of the Members of the Board or Visiting Committee? The work never distressed me, except there being no definite rule laid down for training probationers.

255. Did you consult with any one? No one, except the Sisters who had come with me.

256. Did you not think it wise to mention it to anyone? I did not think it my duty. I thought the matter was in the hands of the Lady Superintendent.

257. Did you not mention it to Dr. Smart? I did not.

258. Did you ever mention to Dr. Smart any cause of complaint? No, I was too much hurt at the treatment I received to mention it to anyone. I never spoke at all to Dr. Smart on the subject.

259. Did you never give him information to lead him to believe that you were not satisfied with your situation? No.

260. With regard to your suspension—did you write a letter to the Lady Superintendent apologising for certain conduct? I never apologised to Mrs. Wilson, except in saying if, under provocation, I had been rude to the Lady Superintendent or any Member of the Board, I was sorry. I said that when I resumed duty. Dr. Smart was there and the Lady Superintendent, and he said if there were any apologies to make that was the time to make them.

261. Was not your action in leaving your ward like deserting your post? I did not go off duty until 6 o'clock, when I was relieved. I then asked Dr. Parkinson if I could go off duty. I asked him if he would tell Dr. Smart, and he said he would put it right, and he would ask Dr. Smart to make it right. Mrs. Wilson had said my ward was in a filthy state, and that I had neglected my patients, also that all the doctors were dissatisfied with me. I thought the sooner my ward was examined the better. I regarded this as the climax, and felt the matter must be settled. I asked Dr. Parkinson to examine my wards and patients before I left. He did so, and asked the patients if they were satisfied. I wrote to the Lady Superintendent, merely saying that I would not be on duty in the morning, thinking that Dr. Parkinson would explain the matter to her. I had a promise from Dr. Parkinson that he would do so.

262. Did you know then that there would be any difficulty in supplying your place, or that your action would not create difficulty? I did not think it would, because we were not very busy at the time, and there was a senior nurse to take my place.

263. Did you not believe that you were putting the institution to serious inconvenience by absenting yourself? I did not think there would be any difficulty in carrying on without me. If I was so bad as Mrs. Wilson said, the sooner I left the better. I knew it was not so, and wanted the matter to be settled.

264. *By Mr. Lewis.*—Did you leave a qualified nurse in charge when you left? Yes; I think it was Nurse Brock.

265. *By Mr. Fitzgerald.*—At any time during the discharge of your duties was there a failure on the part of the Lady Superintendent to visit your ward? Yes, after I returned to duty.

266. Was there any friction then between you? Yes, very much. I was away six weeks, and when I returned I asked Mrs. Wilson if she wanted me to go on duty. She said if the Committee said I was to go on duty I was to go. I asked if I was to go to the female wards, and she said, Yes, if you like. I noticed, too, at dinner that Mrs. Wilson passed the plates the other side of the table instead of my side as before. Twice I asked Mrs. Wilson if I was to go round the wards with her when she paid her visits. She said if I liked; but when I went she took no notice of me. When I was on duty after being reinstated, she did not visit my ward for a week or 10 days.

267. Do you believe she did not visit your ward because of your presence? I can give no other reason for it.

268. Was it possible for her to visit the wards during your absence? She visited them at night, but I was not then on duty.

269. What nurse was under you at that time? Sister Kirby.

270. Could the wards have been visited during the day without your knowledge—during meal time, or in your temporary absence? I certainly should have heard of it if she had done so.

271. How are you getting on at present? There has been no cause for unpleasantness since Mrs. Wilson left.

272. Are you of opinion that Mrs. Wilson discharged the duties of Lady Superintendent well, independently of the little friction with yourself? I am sorry to say I do not think she did. She said I had no right to consult my conscience. She took away my position, and then my character. I do not think a woman who would do that is fit for such a position.

273. Was there antagonism from the first? I came quite prepared to do my duty, and there was no antagonism on my part.

274. Had you heard anything from Sister Milne of the reception accorded her? We heard a little from Miss Milne, who said she had not been very happy.

275. Would not that lead you to expect that you would also be unhappy? It might, but it did not bias me. I was determined I would not let any unfriendliness influence me. Had I been engaged only by the month I would not have been two months in the Hospital; but I was engaged for three years, and it was a serious matter.

276. Is the discipline better now? The discipline in the Home was not bad under Mrs. Wilson, but she hindered us in carrying out our duties. Her discipline over Sisters and nurses was most injurious to the Hospital.

277. *By the Chairman.*—Can you say positively that the Lady Superintendent did not visit your wards always at least once in every 24 hours? She did not visit them during the day-time once for over a week.

278. On what terms were you with the other Sisters? We did not come in contact with each other much. I have always got on well with the nurses under me so far as I know.

279. *By Mr. Fitzgerald.*—Are you friendly with the other Scotch Sisters? We are friendly enough personally, but there are some little matters which I hold to in the way of duty, and they hold to their way. We have to be very careful in little matters here. The other two Scotch nurses worked better together than I did with them. There are little differences in the system, and each thinks her system the best. We like to adhere to the system we were trained to.

280. Did you differ on any other matters? I never complained to Dr. Smart, and they did. I did not approve of complaining to him, and told them so. That made a little difference between us.

---

JEANNETTE MILNE *called and examined.*

281. *By the Chairman.*—What position do you occupy? Lady Superintendent of the Launceston Hospital now. I came to the Hobart Hospital from Edinburgh as Head Nurse.



282. Will you explain the circumstances of your arrival at Hobart? When I came to Hobart by steamer I waited for some little time expecting some one to meet me, as a message was sent to Dr. Smart stating that I was coming. No one came, and I had to get a cab for myself. I did not know the Lady Superintendent's name, or anything about the Hospital, so I was driven to Dr. Smart's. He was very much astonished at no one going to meet me, as he had, he said, given orders that I was to be met. He went with me to the Home, and the maid told the Lady Superintendent we were there. We waited in the hall till the maid came out, when Dr. Smart asked her if she had told the Lady Superintendent who were waiting. He got very impatient and went into her room, coming out shortly afterwards looking very much annoyed. He muttered something, and made some sort of apology to me, and asked the maid to take me to my room. He then went away. The maid said she did not know what room I was to have, as she did not know anyone was coming. She took me to a room, however, and brought me tea, and tried to make me comfortable. I asked when I would see the Lady Superintendent, and it seemed to me about three hours before I saw her.

283. Did she receive you in a friendly way? She did not even shake hands with me.

284. In the course of your duties, did friction occur between yourself and the Lady Superintendent? Yes, very soon.

285. Can you state any cause of friction? I was put on night duty almost immediately after my arrival. I was disappointed, for we were told before leaving Edinburgh we would have no night duty. I said I was quite willing to go on night duty if the others did, but I was very much disappointed. Mrs. Wilson asked me if I would go on duty at once, but I felt ill, and did not go on duty for three nights after arriving. When the others came I was taken off night duty. Friction occurred soon after I came. There was a boy dying, and his sister stayed with him. She had laid down her head on an empty bed and gone to sleep. The Lady Superintendent came round and spoke very sharply to her before the boy.

286. How did that cause friction? She abused me for allowing such a thing to occur in my ward. I did not quite understand what it was about, as I had only come on duty. She told me I was neglecting my duty, and spoke in a rude dictatorial manner before the patients. I had never been spoken to in such a manner before. That was the one particular friction, but there were many little things in various ways. Had I remained on night duty I should have insisted on getting her orders in writing, for she would say sometimes that she had not intended what I had understood her to mean.

287. Did you report her treatment of you to Dr. Smart? I did not report it. I thought it would be better after the other Scotch nurses came. I had a feeling that the other nurses were prejudiced against us, it having been said before we came that we were to be very strict.

288. Was the discipline good when you came? The system of nursing was different to what I had been accustomed, and I tried to improve it, but the discipline was good.

289. Did the other Scotch nurses and yourself make up your minds that you would not allow the treatment you received to influence you? We talked the matter over, and thought Mrs. Wilson did not know how very objectionable her conduct was before the patients, and we agreed to write to her. I drafted a letter, but we could not agree about it.

290. Did Sisters Rathie and Turnbull object to sign the letter from any reason? Miss M'Kay refused to sign it, and Miss Turnbull declined to sign it, saying she had no difficulty in getting on with the Lady Superintendent.

291. *By the Chairman.*—Was the child you had adopted and brought with you put up at the Home after your arrival? Yes, for three days.

292. *By Mr. Fitzgerald.*—Had you large experience in nursing fever patients previous to coming here? No, only for 19 weeks.

293. Were you Scotch Sisters together previous to leaving Edinburgh? No, I scarcely knew them till they came here.

294. Did you notice at any time neglect on the part of the Lady Superintendent to visit the wards? She was not very regular but she visited the wards twice a day when well.

295. Apart from the friction you speak of, what was your opinion of Mrs. Wilson as a Lady Superintendent? Her discipline was good, but she was very injudicious. I did not think she knew enough about nursing to interfere with nurses who had professional training.

296. *By Mr. Lewis.*—What do you mean by injudicious? In asking questions about one probationer and repeating it to another.

297. Was she injudicious in her treatment of patients? She interfered with me in many ways with the nursing, so that I had to get the Doctor's authority in several things. I had a patient very bad with heart disease, and he was constantly sitting up. There was a number of empty beds in the ward, and I took the pillows from them and propped the man up. She said it was against the rules for a patient to have more than one pillow, and added, "I never speak twice; have them removed before I come back." I asked Dr. Holden, and he gave me permission to keep them. There was another patient very bad with rheumatic fever. When Mrs. Wilson came to the ward, she said there was not sufficient ventilation. I said the windows were all open, excepting one near the boy suffering from rheumatic fever. She said if he could not bear it he must be removed, for the ward must be ventilated. I then got the Doctor's authority to keep it closed. She was constantly speaking like that before the patients.

298. Did you explain or expostulate with her? She spoke so harshly, it was not easy to explain to her.

299. Would it not have been better to speak to Dr. Holden, so that he could act as mediator, instead of acting against the expressed desires of the Lady Superintendent? In the Hospital where I was trained we were entirely under the doctors in the treatment of patients, and the Lady Superintendent never interfered with the actual nursing.

300. Did you have a copy of the rules of the Hospital? Only about the rules of the nursing staff.

301. Did you have a copy of Rule 70? No, I knew nothing about it. If I had it would not have influenced me, because I was nursing the patients to the best of my ability, and in accordance with the doctor's wishes. I did not wish to report the Lady Superintendent to the Doctor about such a little matters, although it was very trying.

302. With regard to the training of the probationers, were you told that such training would be part of your duties? I understood I came here for that purpose.

303. Did you receive any assistance in that from the Lady Superintendent? Not at all. The training was left entirely in our hands. I think the nurses had been in the habit of straightening up wards, making beds, &c. I found it difficult to make them understand they were to feed patients. They thought it was petting the patients too much. In one case I fed the patient myself. I found the patient had not eaten his rice, and I fed him, meanwhile the probationer was doing nothing. I spoke to her about it, and she said the man was quite able to feed himself. I reported the matter to Mrs. Wilson, who said the man could feed himself. This patient was dying. The Lady Superintendent always assisted us in keeping discipline, but not in training.

304. If there was any difficulty in getting the probationers to follow your method, did she help you? That is the only instance in which she directly opposed me. In other matters she did not help me.

305. Do you think any partiality was shown to the other nurses? I do not think so. She was very inconsistent in her treatment, sometimes having one favourite and then another.

306. Considering that she had held the position for five years, do you think anything occurred between her and yourself that should prevent her getting a testimonial? Nothing that occurred with myself should prevent it. I think she is entitled to a Certificate of Service, but I always considered she was not fit for the management of a Hospital; but certainly nothing occurred between her and myself to warrant a testimonial being refused.

307. *By Mr. Belbin.*—Did Mrs. Wilson assist you to get your present appointment? Not at all.

308. Did she give you a testimonial? She offered me one, but I refused it.

309. Did you leave the Hospital on good terms? We were never cordial, but we were on good terms—that is, there was no ill feeling.

310. Was a little farewell given to you? I was invited, but under the circumstances I did not feel I could go, but went up to see the nurses.

311. Generally did she treat you kindly? I cannot say there was very much comfort in the Home; in fact we saw very little of Mrs. Wilson, except when going round the wards and at dinner.

312. Did you write to Dr. Smart with reference to refusing to obey Mrs. Wilson? I never wrote to Dr. Smart about anything?

313. Did you write a defiant letter to Mrs. Wilson refusing to obey her orders? I did not. I wrote to her about her manner of treatment of me before the Doctor.

314. *By Mr. Lewis.*—Putting aside the question of Mrs. Wilson's treatment of the nursing staff, and her relations with them, what is your opinion of her qualifications as Lady Superintendent and Nurse? I considered she knew nothing about nursing, from the way she interfered with my treatment of patients.

315. *By Mr. Fitzgerald.*—Do you know if there is a marked difference in the training at St. Bartholomew's and Edinburgh Hospitals? I do not know the difference, but I know there is a great difference in the systems of nursing.

316. Would you consider a nurse fully qualified who was trained at St. Bartholomew's? Most certainly.

317. Do you know that Mrs. Wilson was trained there? I have been told so.

TUESDAY, NOVEMBER 8, 1887.

DR. BRIGHT *called and examined.*

318. *By the Chairman.*—What position do you occupy in the Hospital? Honorary Surgeon, and have been so for 27 years.

319. Were you such in Mrs. Wilson's time? Yes, during her period of service as Head Nurse and Lady Superintendent.

320. Have you made any official complaint against her? No.

321. Have you ever known your patients to be neglected by her whilst Lady Superintendent? No; I have no personal knowledge of it, nor have I heard any complaint.

322. *By Mr. Fitzgerald.*—Did she discharge her duties in a satisfactory manner previous to the arrival of the Scotch Sisters? I have no knowledge to the contrary. The disturbance which led to her suspension took place whilst I was away.

323. Do you believe she was fully qualified for the position? She was selected as the best we could get; she would not have been selected if we had not thought so.

324. *By Mr. Lewis.*—If there had been neglect on her part you would have seen it? I certainly would if it had taken place in my ward. I know of no neglect on her part.

MR. J. HAMILTON, *M.H.A.*, called and examined.

325. *By Mr. Fitzgerald.*—What position did you occupy in regard to the Hobart Hospital? I was a Member of the Board, and a Member of the Secret Committee of Enquiry in connection with certain matters in regard to the Hobart Hospital.

326. Can you give any reason why the evidence was given secretly? My own opinion is that the secret evidence was only a shelter for those who would be prepared to state wildly and widely, and scatter slander far and wide.

327. Was the determination to make the enquiry a secret one unanimous on the part of the committee? No; I protested against it, as will be seen by the following letter:—

328. Who were the Members of the Secret Committee? Messrs. M'Millan, Watt, Syme, J. Mitchell, and myself.

329. Was there any formal protest except yours made against the secret proceedings? No formal protest.

330. Was Mr. Syme absent from most of the meetings? I think he only attended three or four. We met nearly every evening for three or four months.

331. Who was Chairman? Mr. M'Millan.

332. Were the other members regularly present? No; Mr. Mitchell was not regular, his health was very bad. I attended nearly every meeting; the others were also regular.

333. Can you recall the description given by Dr. Smart of the interview with the Lady Superintendent at the Home on Miss Milne's arrival? It was as nearly as possible that stated by him before the Committee.

334. Was there a letter handed in by Dr. Graham, who was present at that meeting? Yes.

335. What was your impression of the proceedings on the arrival? I was so strongly prejudiced in Dr. Smart's favour that I said if this goes uncontradicted or cannot be explained by the Lady Superintendent she must go; but Dr. Graham's letter entirely refuted Dr. Smart's statement, and when the Lady Superintendent was heard in evidence she showed that it was simply impossible that such could have occurred, as the most friendly relations had always existed between Dr. Smart and herself, and those relations continued during the following 18 months. Her evidence and Dr. Graham's letter put quite a different face on it.

336. That letter is under seal among the secret evidence? Yes.

337. Do you consider the charges against Sister Turnbull by Mrs. Wilson proved? I do.

338. Did anything transpire in the evidence which would have justified the Board of Management in giving Mrs. Wilson notice to leave? On the contrary, I think the desire on Miss Turnbull's part to resign should have been accepted, and that would have put an end to the whole friction. That opinion has also been expressed by Messrs. Davies, Mitchell, Dr. Crowther, and Castray, Members of the Hospital Board. Mr. Castray resigned from the Board in consequence of the enquiry.

339. The secret character of the Committee, then, was not only repugnant to some Members of the Committee, but also to some Members of the Board? Yes.

340. Was it the determination of the Committee or of the Board that the enquiry should be secret? It was the determination of the Committee. I think that Dr. Parkinson declined to give evidence unless it were kept secret.

341. *By Mr. Lewis.*—Was Dr. Parkinson promised that his evidence would not be made public? He was. I think he refused to sign his evidence; it is not signed now.

342. Are you able to account for the action of the Chairman of the Board in refusing the testimonial to Mrs. Wilson? I am not. It should have been granted.

343. Was any official report made to the Members of the Board that the evidence of the Committee was being taken in secret? I think not. At a meeting of the Board I protested against it, and I protested in every possible way, because I thought it was a cowardly attack in the dark, encouraging witnesses to vent spleen and petty spite, knowing their accuser would not be able to answer or reply to it. I consider it inexcusable to a monstrous degree.

344. Were you on any of the ordinary Committees of the Board? Yes, the Finance Committee.

345. Did you visit the Hospital? Yes, every part of it.

346. Did you ever see any signs of neglect or incapacity that would be attributable to the Lady Superintendent? No; I consider all I have seen of her showed that she was eminently qualified for the position occupied by her, and that the promotion from Head Nurse to Lady Superintendent was thoroughly justified and well merited.

347. When was the promise to take the evidence in secret first made? I think it was at the examination of Dr. Parkinson. All the witnesses after him were told that they could say what they liked,—the evidence would be kept secret and not used against them.

348. *By Mr. Belbin.*—Did you commence the enquiry with secret evidence? No. It was not decided until at least one of the witnesses had been examined.

349. *By Mr. Fitzgerald.*—Previous to the arrival of the Scotch Sisters did everything work harmoniously? Yes, up to the suspension of Sister Turnbull everything went as quietly, satisfactorily, and harmoniously as possible. The fact is, after that the Scotch Sisters were really encouraged in rebellion against the Lady Superintendent's authority by the sympathy and favouritism shown them. That is the real secret of all the trouble.

350. In your opinion was the conduct of the Chairman of the Board impartial in dealing with the Lady Superintendent and Scotch sisters? He was not impartial, but favoured the Scotch Sisters unduly. There was a letter from Sister Milne to the Lady Superintendent, which was handed in as evidence at the secret enquiry. In it Miss Milne defied the Lady Superintendent, and threatened her with Dr. Smart if she did not get her own way. It was a most insulting letter, and would never have been written if the writer did not know she was safe by being supported unduly. It was to the effect that she (Sister Milne) would not have the Lady Superintendent interfere with her. If she did interfere, she (Miss Milne) would complain to Dr. Smart. Miss Milne was a splendid nurse, and fully competent to carry out her duties, but she and the other Edinburgh Sisters showed a rebellious spirit, in which they were supported by the Chairman of the Board.

351. Do you think a rebellious spirit was favoured by the Chairman of the Board? Yes. By his unduly favouring them there was not only hostile feeling exhibited between the Scotch Sisters and the Lady Superintendent, but also between the Scotch Sisters themselves.

DR. E. L. CROWTHER *examined.*

352. *By Mr. Fitzgerald.*—Were you an Honorary Medical Officer in the Hobart Hospital? Yes, for eight or nine years.

353. Had you various opportunities of observing the capabilities of Mrs. Wilson for the post she occupied? I had.

354. What was the discipline? Without exception, the best of any Hospital I have been connected with.

355. Was she careful in her duties? She was.

356. Was she kind to the patients, and considerate to the nurses? She was very kind to the patients, and exceptionally good to the nurses. She was a very frequent visitor to the wards, and her individual kindness to the patients was most marked.

357. Was there any friction in the Hospital until the arrival of the Scotch Sisters? None; but after their arrival it was apparent that from the first they determined to get rid of Mrs. Wilson, and never rested until that object had been gained. Affairs culminated when Sister Turnbull was suspended. In my opinion they were prejudiced, and supported by the Chairman, Dr. Smart.

358. Referring to the disturbance between Sister Turnbull and the Lady Superintendent, do you think that if Mrs. Wilson had been retained, harmonious working of the Hospital would have been retained? Yes, thoroughly harmonious.

359. Were the Scotch Sisters capable? Yes, in many ways thoroughly so; but at times I did not think Sister Turnbull up to the mark.

360. With regard to the system of training probationers, what is your opinion of the system prior to the arrival of the Scotch Nurses? We never had any important difficulty. The system was fairly efficient.

361. Was there any evidence on the part of the Scotch Sisters that they were capable of imparting instruction in a more efficient way? Not the slightest evidence, so far as I know. They kept themselves to themselves more than any of the other nurses.

362. Did they get any hint as to the desirability of introducing a better mode? No, there was no need for it.

363. Was your experience with the Scotch Sisters harmonious? Exceedingly so with two, and fairly so with the third.

364. Do you consider it the wisest proceeding in the interests of the Institution that the Lady Superintendent should leave? I consider the Hospital suffered by her leaving, both as regards the patients and nursing staff, and it also suffered in public opinion.

365. Do you think she deserved a testimonial? I do, most decidedly.

366. Is it a hardship to refuse her a testimonial? An unjustifiable hardship.

FRIDAY, NOVEMBER 11, 1887.

DR. C. J. PARKINSON *called in and examined.*

367. *By the Chairman.*—What position do you occupy? I have been House Surgeon to the Hobart Hospital since December 1st, 1885.

368. How long were you there with the former Lady Superintendent before Sister Turnbull was suspended? About 9 months.

369. Have you any recorded complaint against Mrs. Wilson before Sister Turnbull's suspension? No record was kept, but the instances mentioned below occurred before Sister Turnbull's suspension.

370. Did you give evidence before the Committee of Enquiry? Yes.

371. Did you sign your evidence? No.

372. *By Mr. Fitzgerald.*—In the Board's Report, among the charges brought against Mrs. Wilson is number 2—"Making unfriendly relations with the head nurses from Edinburgh immediately after their arrival, causing great friction and disorganization of the nursing staff"—Can you particularize anything that would lead to such a report? The Scotch nurses came to the Hospital before I did.

373. Do you know anything that would lead the Board to this decision? Unless it was the way she treated Sister Turnbull when I was there, and the way I have always heard the Scotch Sisters speak of her. They were never on friendly terms with her. She never spoke to them in my presence. I know nothing further to support the Board's Report, of my own knowledge.

374. Were duties imposed on those nurses that should only be imposed on probationers? She disregarded their opinions as to the way in which the probationers conducted their duties, and corrected them before probationers and ward maids.

375. Did the disregarding of their opinions actually come under your notice—if so, can you state any special case? She engaged certain nurses, and the Sisters and I were not asked anything about the matter. The Sisters expressed themselves unfavourably about the probationers, and no notice was taken of it.

376. *By the Chairman.*—Have you any record of that? I have no records at all, as I did not keep them.

377. Do you allude solely to the Scotch Sisters? Yes.

378. *By Mr. Fitzgerald.*—What was the nature of Sister M'Kay's misconduct? I suppose it was intoxication.

379. *By the Chairman.*—Do you know if she has ever been intoxicated? I know she has been flushed with drink.

380. *By Mr. Fitzgerald.*—Would that be the comforts provided for the patients? She would have access to them.

381. *By the Chairman.*—Did you report that? I did not consider it my duty to report it at the time.

382. Did you make any record of it? I did not make any record; it was not my duty to do so.

383. Did you take any steps when you saw her in the condition you say you did? I took no steps at all.

384. Was she on duty? Yes.

385. Did you not think it necessary to take steps to prevent her doing damage to the patients? I did not think she was incapable of doing her duty.

386. You say you saw a nurse flushed with drink whilst on duty, and you as House Surgeon did not think it your duty to report the case to anyone, or take any action in the matter? I did not think it was my duty, as she was quite capable of doing her duty, and I had previously spoken of the matter to the Committee of Enquiry.

387. Was Sister M'Kay kept on after Mrs. Wilson left? Yes.

388. Was she asked to remain? I am not aware that she was formally requested to remain.

389. Did she leave at her own request? Yes.

390. *By Mr. Fitzgerald.*—Was the state of the nursing staff previous to the secret enquiry of a disorganised character? The relations between the two parties of nurses were very strained.

391. Who were the two parties? One party sided with the Lady Superintendent, and the other with the Scotch Sisters.

392. Do you know any failure on the part of the Lady Superintendent to visit the wards? It was mentioned to me that she had failed.

393. Did the Scotch Sisters introduce any better system for training the probationers? I do not know what the system was before they came.

394. Was there any complaint on the part of the Scotch Sisters that they were not assisted by the Lady Superintendent in instructing the probationers? They did not complain to me. I now remember the Scotch Sisters having said they were unable to teach the probationers, as they were moved about so frequently.

395. Did you know of any strained relations between the Lady Superintendent and the Visiting Committee? I know they existed.

396. *By the Chairman.*—Is there any different system now of teaching the probationers than what existed in Mrs. Wilson's time? Not that I am aware of, but the typhoid epidemic has rendered any training impossible.

397. Have you ever been called upon to examine Sister Turnbull for being incapable of duty? I was.

398. Was it for drink or opium? I cannot say.

399. Was it one or the other? I think so, but I do not think it was from drink.

400. Were great efforts made by the Hospital Board to retain her in the Institution? I believe she was formally reinstated by the Board, and asked to return to her duty.

401. *By Mr. Lewis.*—Did you see the state of Mrs. Wilson's work every day? I saw the state of the Hospital every day.

402. Did she ever show herself to be intemperate, neglectful, or incapable to carry out her duties? I never knew her to be intemperate. There was a time when she did not visit the wards.

403. What is your opinion of her professional duties? There are three instances which came under my notice. One was that of a patient suffering from Bright's disease. I found she had been ordered into the grounds by Mrs. Wilson, and that caused a relapse. I considered she had no right to send patients into the grounds without my orders. I spoke to her, and she denied it; but the patient said Mrs. Wilson did send her, and that statement was borne out by another patient.

404. *By the Chairman.*—Would a relapse have occurred if the patient had not gone out? It is my opinion as a medical man that it would not.

405. *By Mr. Fitzgerald.*—There was the case where a window was kept closed and the Lady Superintendent ordered it to be kept open: was it kept shut by Sister Milne applying to you? No. She told me she applied to Dr. Holden.

406. *By Mr. Lewis.*—Can you give any other instance of injury to patients caused by Mrs. Wilson, or signs of incapacity to fill the position of Lady Superintendent? I believe she endeavoured to raise some feeling against me for not having applied splints to a fractured limb.

407. *By the Chairman.*—Do you know that of your own knowledge? The man had been in the institution for some hours and the limb was very much swollen and could not be reduced. Mrs. Wilson came in to Sister Milne and said, "Dear me, is not this fracture reduced yet?"

408. *By Mr. Lewis.*—Did Mrs. Wilson speak to you about it? Certainly not.

409. Do you think Mrs. Wilson capable of occupying the position of Lady Superintendent or Head Nurse? I think not as Lady Superintendent. I do not know what her capabilities are as a nurse; her treatment of patients did not come under my notice.

410. *By Mr. Fitzgerald.*—Do you think it is because she was unfitted to administrate properly that she is incapable as a Lady Superintendent? Yes.

411. Generally speaking, despite the little irritation between the two parties, was her discipline good? The irritation under her discipline was great.

412. Did she try to allay that irritation? No, she rather fomented it.

---

DR. H. A. PERKINS *called and examined*

413. *By Mr. Fitzgerald.*—What position do you hold in the Hobart Hospital? Honorary Surgeon.

414. Were you so during Mrs. Wilson's term of office? Yes, both as Head Nurse and Lady Superintendent.

415. Were your relations with her friendly? I always cultivate friendly relations with the officials, in order to make the working of the Institution as harmonious as possible.

416. Do you know any complaint laid against the Lady Superintendent that led to the enquiry? I know of the various questions discussed and laid before the Board at the time.

417. Was any complaint actually formulated? I did not see any myself, but they were laid before the Board, and I believe were formulated by the Committee of Enquiry.

418. Was the discipline good previous to the arrival of the Scotch Sisters? I am not sufficiently aware of the facts to speak; my duty is entirely with the patients, not with the management of the Institution.

419. Did you have any cause of complaint? No, I never trouble with the domestic arrangements of the Institution; that rests with the Visiting Committee.

420. Were your instructions as to treatment of patients well carried out? Yes, by the Nurses.

421. Did you have any cause of complaint prior to the Lady Superintendent being removed? I cannot call anything to mind.

422. Do you notice any change at present? I noticed that in Mrs. Wilson's time there was not harmonious feeling; there is now a much better feeling between the officials.

423. Has there been any improvement in the system of training since the arrival of the Scotch Sisters? Whenever opportunity has been afforded them, decided improvement.

424. Were they thwarted in their efforts by the Lady Superintendent? I know they were put on in such capacities that they could not carry on that training; they were put on as night nurses.

425. Were there two parties—one siding with the Lady Superintendent, the other with the Scotch Sisters? I know nothing of parties.

426. What action did the Lady Superintendent take in regard to these two parties? I do not know. I did not take an active part in them.

427. One of the charges made by the secret enquiry was that of losing the confidence of two of the honorary officers: were you one of the two? She did not have my confidence. I did not think she was capable for the position of Lady Superintendent. I was one of those who voted against her appointment, on account of the insufficiency of her testimonials.

428. Was she appointed while more capable applicants were rejected? Certainly; generally on account of local influences.

429. Do you think these little differences between Mrs. Wilson and the Scotch party were sufficiently grave to prevent her getting a testimonial? Certainly. I believe a certificate was given her for length of service. I think the appointment of Mrs. Wilson to a similar position in any institution would be injurious to that institution.

430. Do you think the harmony of the Board was increased by her removal? I certainly think so.

431. Did you ever know any opposition on her part to the introduction of the Scotch Sisters? I did not know it personally, but was informed of it.

432. *By Mr. Lewis.*—Was anything of it reported by the Visiting Committee to the Board? It may have been.

433. Do you remember if it was reported by the Visiting Committee to the Board of which you are a member? I cannot say.

434. *By Mr. Fitzgerald.*—Were you a member of the Board that appointed the Board of Enquiry? Yes.

435. Were any instructions given to take the evidence secretly? I believe they asked permission, and I think the Board gave them power to do it.

436. Do you approve of such enquiry being of secret character? As a member of the Board I approved, because I had confidence in the members of the Committee appointed.

437. Would you approve generally of a secret enquiry into a public institution of that kind? I think where you have men of integrity, high standing, and character, it might be done, and done better than by a public examination.

438. Does not a secret enquiry of that kind encourage persons who are disposed to make rash statements to make them more so? I think that would cut both ways, and people will make rash statements even on oath.

439. Do you think the object of the enquiry was better served by having evidence taken secretly or openly? I fully trusted the members of the Committee to carry out the enquiry fully and fairly. It is not desirable or incumbent on a Board of Management to make every enquiry public.

440. *By Mr. Lewis.*—Did you ever see any incapacity, in any shape, on Mrs. Wilson's part in carrying out her duties in the Hospital? I never came in contact with her. I never saw anything that implied neglect of duty in the wards. Her duties were not so much in the wards as in the administration. Any dereliction of duty on her part would be shown more by want of address, administration, or good feeling.

441. Do you think her qualified to fill a similar position in another institution? Honestly I do not think so.

442. Do you think she is qualified to fill a position as head nurse? Yes, I do, under an efficient Superintendent.

443. *By Mr. Belbin.*—Can you explain how the Hospital suffered by Mrs. Wilson's management? It suffered in its training staff and in the training of probationers.

444. Does a better system exist now? I think a better system prevails now, by reason of the appointment of a better Lady Superintendent, and more competent than Mrs. Wilson happened to be. The squabbles that arose showed that Mrs. Wilson was lacking in administrative ability.

445. How was it these squabbles never occurred till the Scotch sisters arrived? That may not have been their fault.

446. Was any complaint made before their arrival? I did not know of any.

447. *By Mr. Fitzgerald.*—In discharging your duties now do you feel there is a change for the better? I am confident there is.

448. *By the Chairman.*—Had you during the whole time any recorded complaint against her? No. I might mention one instance that occurred. One day I found Sister Turnbull greatly agitated, and she complained of the conduct of Mr. Morris. I said the proper course to take was to complain to the Lady Superintendent, but Sister Turnbull said she could get neither redress nor justice from the Lady Superintendent. I went to the Lady Superintendent, and believe the matter was redressed.

---

REV. M. W. GILLERAN *examined.*

449. *By the Chairman.*—Were you connected in any way with the Hobart Hospital? I was Chaplain for some time.

450. Were you Chaplain in Mrs. Wilson's time. Yes, during her whole time of office.

451. Had you numerous opportunities of seeing her in the discharge of her duties? Yes, very frequently, by day and sometimes at night.

452. What is your opinion of her management? With regard to her discipline, I have the highest possible opinion of the manner in which she conducted the Hospital. It could not have been better. I was there before she came, and had an opportunity of seeing how things were conducted, and, without intending any reflection upon her predecessor, I must say Mrs. Wilson revolutionised the Institution, so far as bettering its management was concerned. She got together and trained a nursing staff which was a credit to the Hospital and the Colony. I had opportunities of observing the manner in which she looked after the nursing and carried out her duties, and no person in her position could have possibly shown more kindness and care to the patients than she did. I know there were little grumblings of some patients on rare occasions, but this occurs in every Institution—we expect them. As to the manner in which she treated the patients generally I can speak most decidedly from my own knowledge, and from what patients have told me after leaving the Institution. Her manner was unexceptionable.

453. *By Mr. Fitzgerald.*—Was she a lady who would cultivate friendly relations with those under her? Yes, it would not be her fault if she did not. I noticed several instances of her fairness and impartiality.

454. *By the Chairman.*—Did you think her worthy of a testimonial? Most decidedly. From my knowledge of the way in which the institution was raised in public opinion after she took charge of it, and of the way in which she managed the Institution, I think she has been treated most unfairly in being refused a testimonial.

---

MISS MARY ABBOTT *called and examined.*

455. *By the Chairman.*—What position do you occupy? Staff Nurse in the Hobart Hospital.  
 456. Were you there in Mrs. Wilson's time? I was, for a year, as probationer.  
 457. What discipline did she keep? Good; she was firm, but kind to us.  
 458. Was she punctual? Yes.  
 459. Did she attend to the patients well? Yes, very well.  
 460. Was the Home comfortable? Very comfortable indeed.  
 461. Do you think she has right to a testimonial? Yes.  
 462. Is she treated unjustly by not getting one? Yes.  
 463. *By Mr. Lewis.*—Is the working of the Hospital going on harmoniously now? Yes.  
 464. *By the Chairman.*—Did you sign the Memorial in Mrs. Wilson's favour? Yes.

MR. ANDREW JOHNSON *called and examined.*

465. *By the Chairman.*—What position do you occupy? Cook in the Hobart Hospital.  
 466. In your evidence before the secret enquiry you said "On several occasions I have had the tins brought in a dirty state; they are not washed clean, the dregs of the previous day being left in. I complain of the female wards in particular." Is that correct? Yes.  
 467. Were Sister Turnbull's tins dirty? The dirty-tins came from the ward under her charge.

WEDNESDAY, NOVEMBER 16, 1887.

MISS JANE P. EYRES *called in and examined.*

468. *By the Chairman.*—What position do you now occupy? Sub-Matron at the New Norfolk Asylum.  
 469. Were you in the Hobart Hospital when Mrs. Wilson was Lady Superintendent? Yes.  
 470. How did she fill that position? She was a very good Lady Superintendent.  
 471. Was her discipline good? Yes.  
 472. Did she regularly visit the wards? Yes.  
 473. How did she treat the patients? She was kind to them.  
 474. Do you think she was fitted for the position of Lady Superintendent? Yes.  
 475. Do you think it right for the Board to refuse her a testimonial? No, not from my knowledge of the matter.  
 476. Is she entitled to a testimonial? I think so.  
 477. Is it an injustice to withhold it from her? I think so.  
 478. *By Mr. Lewis.*—When did you leave? October, 1885.  
 479. Were you there after the arrival of the Edinburgh Sisters? Yes, for several months.  
 480. *By the Chairman.*—Did you rank with the Scotch Sisters? Yes.  
 481. Do you now hold superior rank? I suppose so.  
 482. *By Mr. Lewis.*—Did Mrs. Wilson ever neglect to visit your ward at least twice a day? Not that I remember.  
 483. In your opinion is Mrs. Wilson qualified to hold a similar position in a similar institution? I should think so.  
 484. *By the Chairman.*—Do you think her thoroughly fitted for the position of head of such an Institution? Yes, thoroughly fitted.  
 485. *By Mr. Lewis.*—Was an improved system of training introduced after the arrival of the Scotch Sisters? No.  
 486. What system of training did the probationers undergo when you were there? There was no regular course of training. It was practical experience learned at the bedside, and the Doctor delivered lectures.  
 487. *By the Chairman.*—From your own knowledge can you say if the Lady Superintendent was unfair or unduly strict with the Scotch Sisters? I think Mrs. Wilson's discipline was stricter than they had been accustomed to.  
 488. Did you find the discipline too strict? No.  
 489. Were the Scotch Nurses treated differently in any way to yourself or the others? No, certainly not; we were all treated alike.  
 490. How long were you at the Hospital with the Scotch Sisters? Upwards of six months.  
 491. Would you have done cheerfully all that the Scotch Sisters were directed to do? Yes, I did so.  
 492. *By Mr. Lewis.*—During the time you were Sister was the working of the Hospital harmonious between the doctors and the staff? I think the Scotch Sisters had some little troubles, but it did not interfere with the harmonious working of the Hospital.



MISS ISABEL FORRESTER *called and examined.*

493. *By the Chairman.*—What position do you occupy? Nurse at the Hobart Hospital.  
 494. Were you such during the time Mrs. Wilson was Lady Superintendent? Yes, about six months.  
 495. What discipline did she keep? Good.  
 496. Was she kind to you? Yes, very kind.  
 497. Did she visit the wards regularly? Yes.  
 498. Do you think it is a hardship to refuse her a testimonial? Yes, certainly.  
 499. Do you think her a good Lady Superintendent? Yes.  
 500. Do you remember a little farewell tea being given to Miss Milne when she was leaving for Launceston? Yes, it was just after I went to the Hospital.  
 501. Was Miss Milne present? Yes.
- 

MISS EDITH ANNIE BEST *called and examined.*

502. *By the Chairman.*—What position do you occupy? Probationer at the Hobart Hospital.  
 503. Were you such when Mrs. Wilson was Lady Superintendent? Yes, for about 3½ months.  
 504. So far as you could judge, was her discipline good? Yes, very good.  
 505. Was she kind to the patients? So far as I saw, she was very kind to them.  
 506. Did she visit the wards regularly? Always twice a day.  
 507. Do you think she was qualified for her position? So far as I am qualified to say, I think her eminently fitted for the position.  
 508. Do you think it an act of injustice to refuse her a testimonial? Yes, I think so.
- 

MISS EMILY STANFIELD *called and examined.*

509. *By the Chairman.*—What position do you occupy? Staff nurse at the Hobart Hospital.  
 510. How long were you under Mrs. Wilson? About 12 months.  
 511. What discipline did she keep? Very good indeed.  
 512. Was she kind to the patients? I always found her so.  
 513. Did she regularly visit them. Yes, twice a day.  
 514. Do you think it an injustice to refuse her a testimonial? Yes, I think so.  
 515. So far as you know, was she a thoroughly good Lady Superintendent. Yes.  
 516. Were the comforts of the Home as good then as now? Quite as good.
- 

THURSDAY, NOVEMBER 17, 1887.

MISS ALICIA WHITE *recalled and examined.*

517. *By the Chairman.*—Were you present at the farewell tea given to Miss Milne, prior to her leaving for Launceston? Yes.  
 518. Were you present? Yes.  
 519. Who else were present? All the nurses who were off duty, including Sisters Johnstone, Lucas, M'Kay, Nurses Elliott, Abbott, and others.  
 520. Did Mrs. Wilson assist in getting up the entertainment? Yes.  
 521. Who provided the entertainment? Mrs. Wilson, I think.  
 522. Was Mrs. Wilson present? Part of the time.  
 523. Did she and Miss Milne part good friends? Yes.  
 524. What was your opinion of Sister Milne's private character? She had not a very good name. She was not truthful nor straightforward.  
 525. Can you name any instances? I could name several little things, such as getting nurses to buy things for her and not paying them.  
 526. Was she a good scholar? No, very inferior.  
 527. In what way? In every way, such as writing, spelling, and speaking.  
 528. Had she good discipline? Yes, her discipline was very good.  
 529. Did she assist the Lady Superintendent in keeping discipline? No; she would not do what the Lady Superintendent told her to do, and said before the nurses that she would not do it.  
 530. Did she create dissent among the nurses? If the Lady Superintendent wanted things done a little differently, such as the arrangement of furniture of wards, and told Sister Milne to alter them, when Mrs. Wilson left Sister Milne would say—"I will just not alter it; the Lady Superintendent knows nothing about it."

531. *By Mr. Lewis.*—Was the farewell tea to Sister Milne given by Mrs. Wilson or by the Sisters? I am not sure; but it must have been given with Mrs. Wilson's knowledge and consent, because she provided a portion of the material.

532. If Sister Milne said she was not present at that farewell, would you say she was not speaking the truth? Certainly.

---

MR. DONALD M'MILLAN *called and examined.*

533. *By Mr. Fitzgerald.*—What position do you occupy in connection with the Hobart Hospital? I am a Member of the Board of Management, and Vice-Chairman.

534. Were you a Member of the Committee appointed to enquire into the internal working of the Hospital? I was, and Chairman of the Committee.

535. Was the evidence taken under a pledge of secrecy? Yes, there was a resolution unanimously arrived at by the Committee that the evidence should be confidential.

536. What was the cause of that resolution? Because some of the witnesses had intimated that they would not give evidence unless it was kept secret. An enquiry had previously been held in Sister Turnbull's case, and the evidence printed and made public, and several of the witnesses said they would not again give evidence unless it were kept secret.

537. Do you remember who refused to give evidence unless it were kept secret? Dr. Parkinson and some of the nurses.

538. Were interim reports furnished to the Board? No; we kept on taking evidence, and found the enquiry took a very wide scope indeed. We once reported to the Board the numbers of sittings and witnesses called, but no interim report was furnished.

539. Did the witnesses generally refuse to give evidence without a pledge of secrecy being given? When the Committee found there was a disinclination to give evidence, we arrived at a determination to hold the enquiry in private, and it was decided that when the witnesses were called the resolution to that effect should be read to them. Several of them said they did not care whether it was kept secret or not.

540. Did it occur to you that possibly evidence might be tendered under such a pledge of questionable character? Yes, it did.

541. Did you think the ends of the enquiry would be best served by giving way to those witnesses who wished their evidence to be held confidential? We were working in the dark. We were seeking information, and thought the best way to get information was to let the witnesses say what they knew, and also what they had heard, but we determined not to be guided in our decision by hearsay evidence. We only used it to enable us to get further and reliable evidence.

542. Was hearsay evidence taken down? Yes, but we did not consider it in arriving at our decision.

543. Did the result of your information reveal any heinous offence against the Lady Superintendent? Certainly; the Lady Superintendent was very much compromised. The Government did not accept our report, and after some considerable time they called on the Board to furnish the Government with the grounds on which the report was based. That document (produced) sets forth the grounds on which the Board arrived at its decision.

544. Do you recollect the time when the Lady Superintendent was appointed to that position? Yes.

545. Were there many applicants? About 30.

546. Was it the general impression of the Board that she was suited for the position? Yes, for she was appointed. I voted for her, but there were other applicants who had very high testimonials, and Mrs. Wilson's were very meagre. I had come in contact with her as Head Nurse for a year, and she struck me as being a capable head nurse. Being such a good head nurse I could not see why she should not have the appointment of Lady Superintendent. Dr. Bright, in whose ward she was, gave her a very high character, and this, with our knowledge of her, led us to make the appointment. Her testimonials were very meagre, and she had no diploma or evidence of training, but she had been for a short period in two London Hospitals, and had some experience in private nursing.

547. Did she have experience at St. Bartholomew's? Yes, and, I think, at St. Luke's.

548. Having taken such interest in her appointment, naturally you would observe her conduct and capacity for the position? Yes.

549. What impression did she leave on your mind? During the first year I discovered we had made a mistake. I am a member of the Visiting Committee, and was brought into contact with her frequently. I found she was not amenable to discipline; she did not herself care to observe the rules of the Hospital, but was extra strict in enforcing her own rules over her subordinates.

550. Was it that she took hostile action to the Committee? To a large extent she ignored it.

551. Was her attention called to the rules? Yes, frequently, and she set them aside. The rules require that in making appointments she should submit her recommendations to the Committee; but she used to make appointments, and then she told us they were made.

552. Can you name an instance? Miss Eyres was appointed by her a Head Nurse without consulting the Committee.

553. Under what circumstances? When Mrs. Wilson was appointed Lady Superintendent we were very badly off for nurses, and she heard of a lady, a connection of Sir W. J. Clarke, and engaged her without asking permission of the Visiting Committee. We never heard of it until the appointment was made. We thought she was ruling with a high hand, and we called on her to show Miss Eyres' testimonials, and found she could not produce them, and perhaps had never seen them.

554. How often did the Visiting Committee see her? During the first year about once a week; but afterwards not nearly so frequently.

555. In case of emergency when a number of extra patients were in the Hospital, and with a scarcity of nurses, would you not think it the duty of the Lady Superintendent to keep up the staff even to the extent of making an appointment if she informed the Visiting Committee immediately afterwards of her action? She saw the Chairman of the Board every day, but she made the appointment without consulting with, or acquainting him.

556. Had she acquainted the Board of the scarcity of nurses? Probably she had. There was a vacancy for nurses prior to the arrival of the Edinburgh Sisters, and she engaged Miss Eyres without consulting the Committee, or submitting her testimonials.

557. Had Miss Eyres been strongly recommended in any way? Perhaps, but it was the Lady Superintendent's duty to recommend, and submit the testimonials to the Visiting Committee, who had, by the rules, the power of appointment.

558. As this nurse proved thoroughly competent, would you consider Mrs. Wilson's action a serious offence? There was no urgency for a day or two, but we were very short of nurses at the time.

559. With regard to her alleged opposition in obtaining highly trained nurses, was she informed of your intention to obtain them? She was kept fully posted of our intentions to procure Head Nurses from Edinburgh.

560. Did she express disapproval? Personally I do not know that she ever expressed disapproval.

561. In what did her opposition consist? With reference to our getting a relay. We had obtained three independent of her altogether, and we considered that her action in regard to them precluded the possibility of our getting a further supply of Edinburgh nurses. I think opposition arose from the fact that she was jealous of their training, and from the moment of their arrival she got her back up against them.

562. How long was she Lady Superintendent? Over three years, and Head Nurse over twelve months.

563. When did you discover that you had made a mistake in appointing Mrs. Wilson Lady Superintendent? After the first year there was friction; we found she was inclined to take her own way.

564. Was this friction of such a grave nature as to lead you to think of removing her? Not at first; it commenced after the arrival of the Edinburgh Sisters. We knew unofficially that things were going on in a way not conducive to the good management of the Nursing Staff of the Hospital.

565. Do you consider, on the whole, that the conduct of the Lady Superintendent was such as to warrant the refusal of a testimonial to her, bearing in mind that she had served the Hospital for a period of five years? The Board having instituted an enquiry; having gone very fully into the matter; having ascertained certain facts; and having made a report on the evidence, would have been stultifying themselves by giving any certificate beyond one for length of service.

566. In ordinary employment would not a term of five years, provided nothing to the contrary was afterwards discovered as to integrity or moral character, indicate satisfaction with the employee? During the first 18 months there was little cause for complaint. On the contrary, the members of the Visiting Committee had fair reason to be pleased with her.

567. When you found that the Lady Superintendent was not what you had expected, and considering that you were responsible for her appointment, did you not consider that you were treating her unfairly in refusing a testimonial? After the arrival of the Edinburgh Nurses our dissatisfaction with the Lady Superintendent was being added to week by week, until it culminated in the rupture between her and Sister Turnbull. She brought a number of charges against Sister Turnbull; these charges were carefully considered by the Visiting Committee, and Mrs. Wilson failed to prove one of them. Sister Turnbull was able to prove them untrue in every instance.

568. We have had evidence to show that Sister Turnbull from time to time was found in a state of incapacity, arising either from opium or drink. Have you had any opportunity of knowing whether she was ever found in such a state? None. The first I heard of it was the time I spoke of when the Lady Superintendent and Sister Turnbull had a disagreement. Sister Turnbull said she could not perform her work, and Dr. Parkinson gave her relief for that day. I never heard of it till the enquiry into Mrs. Wilson's charges was on, when we heard she was not capable for work, and Dr. Parkinson said it certainly was not caused by drink, but it might have been opium. Her face, he said, was pale, and she was in a very nervous condition.

569. Did Sister Turnbull fail to report her absence? Yes, but she believed Dr. Parkinson would report it.

570. Were there not strained relations between the Lady Superintendent and Sister Turnbull, and the latter regarded Dr. Parkinson as her friend and Mrs. Wilson as her enemy? The relations between the Lady Superintendent and Sister Turnbull were very strained from the first day she entered on duty.

571. Was it an error in judgment on the part of Sister Turnbull in not reporting her absence to the Lady Superintendent? She was very much put out through Mrs. Wilson rating her for alleged neglect of duty, and thought Dr. Parkinson would report it.

572. Did Sister Turnbull clear herself of that charge? I do not think it was a charge against her.

573. What were the other charges against Sister Turnbull? The charges are those in Mrs. Wilson's statement (produced). No. 1 charge was disproved. Sister Turnbull had nothing to do with the patient in question. She performed her duty in every particular in regard to that matter. It was proved that Sister Turnbull had attended to the patient, who had been supplied with food, and so with the other charges.

574. Was it one of the Lady Superintendent's duties to visit the wards twice daily? I think so.

575. Did anything come under your observation of neglect of such duty? Yes. After the charges against Sister Turnbull had been investigated, and when there was great friction between the Lady Superintendent and Sister Turnbull, she avoided her, and did not go round the wards when she was present, but I believe she carried out the requirements of the rules by going round when Sister Turnbull was absent. I believe her neglect consisted in not going round when Sister Turnbull was present in the wards and obtaining her report.

576. With regard to the training of probationers, did you not expect that a better system of training would be brought about? Yes.

577. Was the Lady Superintendent instructed that the Edinburgh Sisters were obtained for that purpose? I think so, but there was no systematic training at any time during Mrs. Wilson's term of office.

578. Did she throw any obstacles in the way? Her resistance was passive; she did not do anything; we wanted practical and theoretical training, and furnished her with books, and Dr. Parkinson gave lectures. Mrs. Wilson herself did nothing.

579. Is it usual to put new arrivals on night duty? I do not know, but Sister Turnbull was first put on night duty and then on fever duty. It looked to me like working up a refractory sailor to "take it out of him." She was practically isolated for the first six months.

580. Were there any disagreements among the Scotch Sisters? I never knew of any until the Lady Superintendent spoke of it in her evidence before the Committee of Enquiry.

581. Did you hear anything of a protest indited by Sister Milne, but in which the other Scotch Sisters refused to join? I did not hear of it. There was said to be a disagreement among the Edinburgh Sisters, and two of them for a time cut Sister Turnbull, but I did not think that anything unusual among women.

582. Generally you found the Lady Superintendent capable, and after the arrival of the Scotch Sisters you had every confidence that the state of the Hospital was such that its functions and duties could not be carried out without one of the two parties being disposed of? With regard to the Edinburgh Sisters,—on the arrival of Sister Milne there was a very disagreeable occurrence, and on the arrival of the other two there was another disagreeable occurrence between Dr. Smart and the Lady Superintendent. Dr. Smart told us about it, and asked us (the Visiting Committee) our opinion, but we advised him to let the matter rest, and we thought the Edinburgh Sisters were not likely to have a good time. There was antagonism between them from the beginning, through the attitude of the Lady Superintendent, and we heard from time to time that things were going on badly between the Lady Superintendent and the Edinburgh Sisters. There were two parties, and it was plain that the object of one of the parties was to oust the other.

583. And the request of the Board that the Lady Superintendent should resign was considered the best way to solve the difficulty? My opinion was, that after the Board reinstated Sister Turnbull, the proper course for the Lady Superintendent to adopt was to resign. She should have done so, for no harmony could be expected in the Hospital after that whilst they both remained: some one had to go. We found that two of the Honorary Medical Officers, another high official, and several of the Head Nurses could not work with her, and we had either to get rid of one or of the others, and if the latter, we had no certainty that she would get on better with a new lot.

584. Did Mrs. Wilson apply to the Board for a testimonial? Yes, and we gave such a testimonial as we could give,—a certificate of length of service.

585. Did she complain to the Board of it? I do not remember anything being discussed by the Board, except their saying they could only give her a length-of-service testimonial.

586. *By Dr. Crowther.*—Was it against the rules to appoint Miss Eyres? Yes; the Committee should have appointed.

587. Was it the first time Mrs. Wilson had done so? Yes, with respect to a head nurse.

588. Was she ever spoken to on the subject previously? No; she had the rules to go by.

589. Was Miss Eyres a good nurse? Yes, I have no complaint about that: we only complained that the appointment was made without our knowledge, and in violation of the rules.

590. Does not Miss Eyres now occupy a higher position than she had in the Hospital? I have heard so.

591. Do you know anything of Miss Milne's conduct or truthfulness? They were all entire strangers to me previous to the enquiry. I know nothing of the Edinburgh Sisters, except speaking to them in the wards as a member of the Visiting Committee.

592. Is there any better system of training the probationers now than in Mrs. Wilson's time? So far as I know, no system has yet been adopted; I have not heard of it. The typhoid epidemic and the changing of the Lady Superintendent rendered training impossible.

593. Up to the time of the disagreement with Sister Turnbull, had you any official record against Mrs. Wilson? We had to write her a sharp memo. for appointing Miss Eyres without consulting us. I do not remember any other. One very sore subject was that her weekly reports contained no real information.

594. *By Mr. Fitzgerald.*—Having in view the fact that there were two parties—one, and by far the more numerous, following the Lady Superintendent,—and the other determined that her services should be dispensed with, and considering that she had served five years in the Hospital, and that you think her competent to fill a similar position elsewhere, do you not think that had you been ordinary employee and employers, her request for a testimonial would have been complied with? I do not see how the Board could give her a testimonial after their report, without stultifying themselves.

595. Was there anything against Mrs. Wilson beyond that stated in the Report, and which would influence you in your refusal? Nothing at all. As a member of the Board I felt convinced that the duties of the Institution could not go on with Mrs. Wilson as Lady Superintendent, and it was my duty to assist in getting another, the good of the Institution being paramount.

596. Do you think there was any spirit of enmity against the Lady Superintendent in any members of the Committee of Enquiry? I do not know one. Mr. Syme was strongly prejudiced in her favour, but it vanished when he heard the evidence.

597. *By Mr. Lewis.*—Did the witnesses sign their evidence as given in secret before the Board? No.

598. Were they called on to do so? Yes, but some of them declined to do so, and we did not think it necessary. It was read over to them.

599. Did you ask anyone in particular and who refused? Dr. Parkinson refused to sign, because he said a good part of it was not evidence—it was “hearsay.”

600. Do you think the Board were right in retaining the services of the Lady Superintendent for a month after giving her notice that her engagement was terminated? The Lady Superintendent was given a month's notice by the Board after the Government had decided, but she said she had a right to a month's notice from the end of the month, such being the rule with regard to nurses and other officials, and we thought that only fair and reasonable.

601. If all these charges were considered true, was it not the duty of the Board to ask her to leave immediately? We could not dismiss her; we had only the power of recommending it to the Government.

602. Could you not have recommended that she be immediately dispensed with? We recommended a certain course to the Government, and they took a long time to consider it. After so long a time had elapsed we did not think it mattered much whether she went immediately or after a month's notice.

603. Is the Hospital working harmoniously now? Yes, and was within a very short time after the engagement of Mrs. Wane.

604. Do you think Mrs. Wilson qualified to hold a similar position in any hospital? I think she is. She may profit by her experience here, and is a capable woman.

605. If she is qualified, is she not debarred from ever getting another appointment by the refusal of the Board to give her a testimonial? That does not follow.

606. Is it right for the Board to refuse the testimonial under all the circumstances? They could not stultify themselves by giving her a testimonial after their report. They would look a pack of fools if they did so.

607. Do you think the harmonious working of the Institution could be established if Mrs. Wilson had remained? Certainly not. It was impossible.

608. Did you see any signs of incapacity with the Lady Superintendent during your visits? For a long time she kept pretty clear of us. She only sought us when she wanted something. So far as we could see, everything went on perfectly well so far as the nursing in the Institution went. The nursing went on as well as ever. The service was not affected.

609. *By Mr. Fitzgerald.*—Were the Hospital duties carried out perfectly? Yes; the Doctors, the Lady Superintendent, so far as we could see, and the nurses all carried out their duties perfectly throughout; the patients in no way suffered. No complaints were made by the patients, although they had every opportunity every week to do so.

610. From the time Mrs. Wilson entered the Hospital to the time she left, had there been a very great improvement in the Hospital? There has been an improvement for some time. We have had much better nurses during the last two years. In Mrs. Bland's time we were very badly off for nurses, but during the latter part of Mrs. Wilson's superintendency there was a very marked improvement in the *personnel* of the staff. There is no doubt of that, but it is principally due to the liberality of, and the encouragement given by the Government.

611. You say, as a member of the Visiting Committee, that, so far as you could see, the working of the Hospital in Mrs. Wilson's time was conducted satisfactorily? So far as I could see, there was nothing to complain of in the way the work was done. It was the coercion practised on the nurses from Edinburgh which caused all the trouble.

---

VERY REV. DEAN DUNDAS *called and examined.*

612. *By Mr. Fitzgerald.*—Have you in your ministerial capacity visited the Hobart Hospital during the time Mrs. Wilson was Lady Superintendent? Yes, I have visited the Hospital.

613. What opinion did you form of her? So far as I saw, she was kind to those with whom she came in contact. She seemed very kind to those under her, and took great interest in them. I saw very little of her actual nursing.

614. *By Dr. Crowther.*—Looking at her as a Lady Superintendent of the Hospital, do you think she was kind and qualified? Yes, so far as I know.

615. *By Mr. Lewis.*—Had you any difficulty with her on religious matters? No. I had occasion to speak to her on several occasions, and I always found her anxious for their spiritual welfare.

---

## APPENDIX.

SIR, "Hillside," Auburn Road, Hawthorn, Melbourne, November 7th, 1887.  
 WILL you allow me to say a few words in regard to my case. I have always been, and still am, at a loss to understand the reasons of the Hospital Board for treating me as they did. I certainly gave them no cause for it. At the time I felt I was only doing a plain, though unpleasant duty, and now, looking back, can say the same. The only reason I can see for their treatment of me is personal feeling on the part of a few members of the Visiting Committee.

When I had occasion to bring the nurse before them for neglect of duty and refusal to obey me, I had not the least doubt that they would have upheld my authority. The matter could thus have been very soon settled; but to my astonishment they, instead, took her part, and accused me of being harsh with her: personal feeling was allowed to take the place of duty. This, of course, had a very bad effect on the nursing staff. I tried to save this as much as possible,—bearing undeserved blame rather than bring the young nurses before the Committee and allow them to speak against their superior officers in my defence. It was a sad pity, and I felt it deeply, as until then the Staff was all I could desire in the time, and I was very proud of them.

Some little time after Dr. Parkinson took office at the Hospital there was such a change being felt in the place from what it had been under Dr. Holden that I feared it would be hurtful to the nurses,—as if they see the heads careless they are liable to become so also.

I spoke of this to Dr. Smart as Chairman of the Board, not meaning to find fault, but thinking Dr. Parkinson might be new to Hospital work and needed to be told his duties. Instead of doing this it was made to appear that I was complaining and interfering, and so it appears a feeling arose of which I was not aware until it came out very strongly before the Inquiry Committee. Had the straightforward course been taken, and Dr. Parkinson come to me, I could easily have explained. Instead of doing this he set himself, it appears, to get me removed.

I cannot at all account for the way Dr. Smart has acted, as until the sitting of the Inquiry he had always seemed most kind and friendly; had never given me the least idea that he was not quite satisfied with my management, and had in public often spoken most highly of my work in the Hospital. His reasons for acting as he has since done I cannot imagine; it is most unfair and unjust, to say the least, and had a very bad effect in the Hospital, as the Scotch nurses got to think they could do as they liked and he would take their part, and this really was the case. He seemed to take up the idea that I did not like or treat them well. This was certainly far from the truth. I had been most lenient with them, overlooking many faults and giving them every possible liberty. They never put their heart into their work, or tried to be and make the other nurses happy; nothing seemed to please them,—they were always grumbling.

I shall only say further that I have been most harshly and unjustly treated,—sent away like a servant, with one month's notice, for no fault. I did not believe such a thing would have been allowed to be done.

I have always loved my work, and put into it my whole heart and energies; and can say with confidence that any unprejudiced person, remembering the state of the nursing staff and Home when I took office, and comparing it with what it was when I left in March last, would say my work deserved other recognition than it received.

I am, Sir,  
 Your obedient Servant,

To the Chairman Select Committee.

ESSIE WILSON.

P.S.—As one proof of the favouritism shown: Miss Turnbull, though proved before the Committee to have been not only neglecting her work, but intemperate, is still on the Staff, though allowed to resign.—E.W.

I HAVE been advised to ask Mr. Fysh for a proper testimonial, which my services certainly deserved, looking at the state the Nursing Staff and Home were in when I took office as Lady Superintendent, and as they were till the Scotch Nurses upset everything. I am sending Mr. Fysh a copy of the lovely testimonial the Board gave me, and which you may remember. I came to the Hobart Hospital with testimonials showing I was a gentlewoman and a trained nurse, and after working nearly five years for them they turn me adrift, though they can find no real fault, without a character, making it impossible for me to get any post in the Colonies without a testimonial. This may be Colonial justice,—it is certainly not English.

ESSIE WILSON.

I WAS in the General Hospital, Hobart, as Sister for 2½ years, and for about six months of that time Mrs. Wilson was Lady Superintendent. Mrs. Wilson during the latter time, in my opinion, kept up strict discipline, was attentive to her duties, and also attended carefully to the social comforts of the Nurses' Home.

MAY LOVETT.

Hobart, 29th October, 1887.

SIR, Premier's Office, Hobart, 16th November, 1887.  
 I HAVE the honor to enclose, for the information of and at the request of your Committee, certain documents which were submitted by Mrs. Wilson in her evidence before a Committee of the General Hospital Board. The Honorable the Attorney-General having advised me that, being original documents, the property of Mrs. Wilson, she is entitled to have them produced at her request, I withdraw my objection of 3rd instant, and send them to you by bearer, who will receive in exchange from you Mrs. Wilson's request to have the documents produced; they are three; viz., Memorial from Nurses to Mrs. Wilson; Letter from Dr. Graham to Mrs. Wilson; Letter from Miss Milne to Mrs. Wilson.

I have the honor to be,  
 Sir,

Your obedient Servant,

DR. E. L. CROWTHER, M.H.A., Chairman of Committee House of Assembly.

P. O. FYSH.

MATRON,

Nurses' Home, Saturday Evening.  
 As I could not see you this evening, I think it better to write to you at once. I am sorry I have need to remind you of my position in the Hospital as Sister of the ward; but you seemed quite to forget that this evening, when you accompanied the Doctor round and discussed the cases when I was present. I am quite aware of your position as Head of the Hospital, but in the wards I am the head,—only under the Doctor,—and you have no more right to come into the wards when I am going round with the Doctor than I have to go round with the Chairman discussing your business when you are present. Dr. Smart has been asked once since I came here how far your authority extended; I hope you will not make it necessary to apply to him again.

I am, yours,

JEANNETTE MILNE.

*Hospital for the Insane, New Norfolk, October 1st, 1886.*

DEAR MRS. WILSON,

YOU write to ask me if I remember being present in your room one afternoon in March, 1885, when Dr. Smart brought a new Sister. I do; and as far as my memory serves, the following is what took place:—Some time between 2 and 4 o'clock in the afternoon I, being up in town from the Huon, called to see you, as I usually did. We had been sitting talking for some little time, when a ring occurred at the door bell, and the servant announced Dr. Smart. You asked the girl to show the Doctor in, and at the same time you rose from your chair and advanced to the door opening into the hall, to meet him. Dr. Smart met you in the doorway, shook hands; you then came back into the room, he following; he then shook hands with me, and placed his hat on your writing table. You asked him to be seated, but he would not, as he was in a great hurry; he said he had only hurried down with a new Nurse from Scotland, who had arrived that afternoon from Melbourne direct, and who had driven from the wharf to his house, as no one had met her at the steamer. You said you were sorry she had not been met, but you did not know the steamer was in, and did not expect her so soon; in fact you hardly seemed aware she was coming by the direct route. You and the Doctor then had some conversation about some child she brought with her, and you said that, for the present at any rate, you could find accommodation for the child. The Doctor then shook hands with both of us, and went away, you seeing him to the front steps. I did not see the Nurse at all, but you immediately rang, and asked the housemaid to show her to her room. That, as I recollect it, is all that took place.

I remain,

Yours very faithfully,

ALBERT W. GRAHAM.

*The Hospital, 24th August, 1886.*

DEAR MRS. WILSON,

WE, the undersigned Nurses, notice with sincere regret that you are publicly accused of treating your Nurses with undue severity. We only consider it just to say that while we have been in the Hospital we have never been severely treated by you, and that, with our old Sisters, who always maintained your authority for you, we were quite contented and happy; but of late, we are sorry to add, there always seems to have been dissension amongst us. Sincerely regretting that there should be any occasion to write this,

We remain, with sincere sympathy,

Yours respectfully,

H. T. Mackay.

N. J. Turnbull.

E. F. Lucas.

A. Elliott.

A. White.

M. M. Abbott.

E. White.

B. Sheridan.

A. Sharples.

R. Graves.

M. E. Kirby.

T. Forrester.

E. Carter.

We feel quite sure that Miss Brock will only be too glad to add her name to this list.

#### THE HOSPITAL ENQUIRY.

TO THE EDITOR OF THE MERCURY.

SIR,—After reading your leader in this morning's issue, I cannot, in justice to myself and the public, allow it to pass without stating how correct it is in every particular, and at the same time to explain how impossible it was to have justice done. Although my name does not appear as one of the "Committee of Enquiry" in the Report published, I was appointed a Member of that Committee, and was present at the examination of every witness but one, and at the termination was prepared, as I informed the Committee, to have the Report brought up at once, but it was decided to await the return of one Member of the Committee, who had been absent from the Colony during the chief part of the enquiry, although I had stated that urgent business was calling me from Hobart. I then addressed a letter to the Chairman of the Enquiry, requesting that the same courtesy be extended to myself, viz., that the Report be held over until my return. To this letter I have received no reply, but on my return find my name excised from the Committee, and this after, as I before said, having attended every meeting except the examination of one witness.

And why this? Because I from the commencement objected to the style of examination, the strong party spirit shown throughout, and the extreme injustice offered to an officer, against whom the only complaint (flatly contradicted) was one of discourtesy some 18 months previously. To sum up, my report would not have been in unison with that submitted.

Yours, &c.

*Macquarie-street, 6th December.*

JOHN HAMILTON.

SIR,

#### GENERAL HOSPITAL ENQUIRY.

*Hobart, 20th December, 1886.*

As a member of the Committee on the above, I was this day waited upon by Mr. Just for my assent to the evidence being submitted to Cabinet, and, hearing from him that the Report was to receive your immediate attention, I, on the ground of urgency, address you direct, instead of through the Chairman of the Hospital Board, to whom, however, I send a copy of this letter.

My object in addressing you is to protest against certain portions of the Report, which was adopted during my absence, although I had written, previous to my leaving the Colony on urgent business, asking that it should be delayed until my return.

The evidence, in my opinion, does not justify the Report, especially as to *Paragraph 3—Lady Superintendent; 4—Nursing Staff, and 7—Nurses' Home*. These clauses have my emphatic disapproval; and other paragraphs might probably have been extended or qualified had I been present at the discussion to state and enforce my views.

I can only ask your careful perusal of the evidence, voluminous as it certainly is, when I trust you will see that substantial alterations are necessary if the Report is to conduce to the future welfare of the Institution.

I have, &c.

*To the Honorable the Chief Secretary.*

JOHN HAMILTON.

*Hobart, 20th December, 1886.*

SIR,

ANNEXED I hand you copy of a letter I have this day addressed to the Hon. Chief Secretary in connection with the recent General Hospital Enquiry, the contents of which speak for themselves.

I have, &c.

*Hon. T. C. SMART, Esq., Chairman of Hospital Board.*

JOHN HAMILTON.

WILLIAM THOMAS STRUTT,  
GOVERNMENT PRINTER, TASMANIA.