

EAST AFR. PROT.

1911

7 338

6 MW

Com. Conf. 1911  
Date  
1911  
Feb.  
Previous Paper  
R. 10-11

Mrs. Susan Donkin

Seals petition from Mrs Donkin re: termination of her engagement - with memoranda by Mrs. J. B. Johnson, Officer of Hospital Nairobi: Refers to statement in Mrs Donkin's petition that she was wronged by Charles Johnson

M. Butler

Letter  
A.P.R.

I have read through this disp. & its enclosures in detail, & I am fully convinced that Miss Donkin should not be re-engaged & that there is no ground for the enquiry for which she asks. She undoubtedly possesses what you call "an impatient temperament" in your minute of 25 Jan in July/2010 <sup>10</sup> in ~~which~~ <sup>which</sup> her whole attitude is ~~unbearable~~ <sup>intolerable</sup>. Some of the worst features of nurses seem to be exemplified in her conduct.

The

W.L.S. 032-60  
11/10 A.R.W.  
Subsequent Paper

8543

Mr. P. H. O. has clearly tried to  
make things as pleasant for her  
as the circ<sup>s</sup> permitted, & her  
~~only~~ ~~trouble~~ ~~was~~ all the trouble he  
got was a letter in which  
Miss Donkin refused to allow him  
to make things easy & talked  
about 'notices for repairing a  
woman' & the rest of it.

As to Dr. Johnson, doubtless the  
P. H. O.'s account of him is  
accurate; it is borne out by  
his voluminous letters & Climate  
~~account~~ accounts for much  
trouble in E. A., & it is  
no doubt in some at times to  
perform duties properly in  
a tropical country. But I  
think that the correspondence  
absolutely justifies Dr. Johnson  
& condemns Miss Donkin.

Miss Donkin is presumably  
on her way home - see our  
tel. of Jan. in vol. 20 <sup>10</sup>/<sub>11</sub> -  
but as the O. A. had received  
no tel. when this disp. was  
written, he ought to have  
made some reference to it.

as, for all we know, she may  
be still in the Pti - see fourth para  
para of her petition. If we tel. as  
a prospect, we also assume that she has  
~~expressed~~ in order

When Miss Donkin arrives  
we know as to the leave, we  
invest send C.M.A. a copy  
of the O.H.'s letter on Aug 21/16  
for their conf. inf. & explain  
that Miss Donkin will not be  
re-engaged. It is perhaps  
doubtful whether this disp. send.  
shd go to the C.M.A., but  
it wd at least do well for the  
substance of para. 5 or 6 ~~and~~ to  
be communicated (informally,  
if preferred) to the authorities.

might also to  
know that  
no  
need not  
ask of  
not think  
possible to  
make her  
HAB

? in meantime tel. to Gov.

"You disp. of 4 Feb. confidential  
my tel. 20 Jan when did  
person referred to leave  
Mombasa" - a ~~then~~ acknowledge  
receipt & say that S.S. sees  
no reason to depart from

The

W. J. P.

the instructions contained in  
hotel. of 20 Jan. & that he  
sees no ground for instituting  
an enquiry such as that  
asked for by Miss Danks -  
add that she will be so  
inf. on arrival in this  
country -

sends when she  
reports arrival

acc

W. ~~Rank~~ Fiddes. 9/3

Stab

March 10

H. J. R.

11/3

Be Seely, I agree. I think for Covert  
has been <sup>long</sup> the final staff in <sup>all</sup> <sup>affairs</sup>  
can be. They have a poor sense of discipline, &  
need for to unite of their talents & harden points

Mr. Fiddes:

Pls. 14/3

Did you try to make orderly? However  
in this case I agree

St. 14/3 above

GOVERNMENT HOUSE,  
NAIROBI,  
BRITISH EAST AFRICA

EAST AFRICA INDIAN ROYAL

February 2th 1911.

CONFIDENTIAL (2)

Sir,

4  
20/6  
10-11

With reference to my despatch, Confidential No. 12, of the 20th of December last, and in accordance with the provisions of paragraph 219 of the Colonial Regulations, I have the honour to transmit herewith a petition from Nursing Sister Dakin.

Petition  
Jan. 11th '11  
and  
Inclosure A  
26.7.10

1. The enclosed Memoranda by the Principal Medical Officer and Dr. Johnson, the Senior Medical Officer in charge of the European Hospital, Nairobi, deal extensively with the petition, and, with the exception of one point to which I will refer later, I have nothing to add to the remarks contained in my despatch referred to above.

P.M.O.'s Memo.  
2. 2. 11  
with  
Encls. B.C.D.

C.M.O.'s Memo.  
1. 2. 11  
with Incl. F.

2. I concur absolutely in the Principal Medical Officer's opinion of Dr. Johnson as expressed in paragraph 3 of his Memorandum, and I would also invite attention to the Confidential Report on Miss Dakin's Discharge last July by the Matron, Miss Stollard, and the remarks in paragraph 17 of Dr. Johnson's Memorandum which show that it is not only the Medical Staff but also Miss Dakin's fellow

Miss Stollard's  
Report  
Incl. G.

THE RIGHT HONOURABLE

LEWIS HARGRETT, P.C., M.P.

SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET, LONDON, S.W.

fellow Nursing Sisters, who find her difficult to get on with.

4. A copy of the report referred to by Dr. Johnson was enclosed in my predecessor's Certificate No. 22, of the 3rd of September 1902.

The point to which I wish to refer is the statement in Miss Donkin's petition: 'I was myself warned about my relative coming out here by the Committee of the Association'. It is of course difficult to determine what is implied by the word 'warned', but the effect of this 'warning' on Miss Donkin's mind is clearly shown in the 3rd paragraph of Dr. Johnson's Memorandum: Miss Donkin was evidently ready, or as she says it 'was on the look out', to take offence.

5. I do not suppose that the members of the Committee of the Colonial Nursing Association have a very intimate acquaintance with Dr. Johnson, nor, if they had, can I consider that such a 'warning' is in any way justifiable; it could only have the effect of prejudicing the nurses' mind against her superior officer; the doctor with whom from the very nature of her work she must necessarily be brought into close relationship, and so, I would submit, a most unusual and ill-advised procedure.

I have the honour to be,

Sir,

Your humble, obedient servant,



ACTING GOVERNOR.

INCLOSURE *Petition*

European Hospital,

Nairobi,

11th January 1911.

In Despatch

No. *Conf* 8 of 8 February 1911

Sir,

I have the honour to inform you, according to a two year's agreement made on the 22nd August 1908, I was appointed Nursing Sister at the European Hospital Nairobi. Three months prior to the expiration of this agreement I applied for leave, at the same time expressing a wish for re-engagement in the Government's employment.

I received a reply from the Principal Medical Officer stating that he was totally unable to recommend me for further service in this Protectorate.

I objected to the wording of his reply on the grounds of it injuring my future professional career; he then offered me a good recommendation to enable me to secure a billet in another Colony, providing I withdrew my application, substituting a resignation. This I refused to do, as I felt he could not conscientiously recommend me to the Colonial Office if he was unable to recommend me for re-engagement here.

I then received a copy of a Confidential Report that had been forwarded to His Excellency the Governor a report that was so damaging that all future efforts on my part to secure another billet would have been useless; this report was based entirely on the report of the Medical Officer under whom I immediately worked (Mr Johnson) and I refuted it on the grounds of it being prejudicial in the extreme. I had worked under another Medical Officer for 11 months, and His Excellency told me he had sent in an excellent report on my work, a fact which the Principal Medical Officer had entirely  
entirely  
to the Secretary of State,  
through His Excellency.

The Acting Governor, East Africa Protectorate.

*Inclosure A**Inclosure E**Memorandum  
2 February 1911*

entirely overlooked.

From September, 1910 His Excellency granted me a months extension of service in this country, at that same time telling me there was nothing really against me except that I did not get on with the Medical Officer (Dr Johnson), but as none of the Nursing Sisters have ever been able to do so, that was not a serious charge against me.

I saw, Sir, that an enquiry may be made into the state of affairs here. The general public are very dissatisfied with the way this Hospital is conducted; the entire blame for any complaints that are made is always put upon the Nursing Sisters by the Senior Medical Officer in charge (Dr Johnson).

As a Nurse, in my opinion one of the first duties is to see to the welfare and comfort of the patients, and although I hear on all sides many complaints of the Hospital, these complaints are in all cases directed against the actual management, and not against the way the Nursing Sisters perform their duties.

I know of many patients who have been in the Hospital, both Official and Non-Official, who are prepared to come forward and state their grievances.

I would also ask for a very strict enquiry to be made regarding the treatment of the Nursing Sisters at the hands of Dr Johnson, the Senior Medical Officer of the Hospital; his attitude towards us has always been most unpleasant. The Nursing Sisters of this Protectorate are ready to come forward, when called upon to do so, and say how each one in their turn have suffered from petty insults and daily tyranny at his hands. This has been going on for some years.

In reference to this matter I ask that an application

may



may be made to the Honorary Secretary of the Colonial Nursing Association who will corroborate this statement, as each Nursing Sister when home on leave has complained to that Association of his conduct; I was myself warned about him before coming out here by the Committee of the Association.

I am quite prepared to believe that my conduct will be placed before you in the worst possible light.

On the 7th instant I received my dismissal by the orders of His Excellency the Acting Governor in consequence of the attitude adopted by me in the wards toward the Head of my Department. I regret extremely my attitude on this occasion, as I was at the time on duty, and I should have left the matter and informed the Principal Medical Officer afterwards that the accusations of Mr. Johnson were incorrect, although I consider the charges made by him at the time would have required more self control than most people would have been capable of maintaining.

I would respectfully ask your permission to remain in this country until such time that an enquiry has been made, thus enabling me to clear my professional name, otherwise the 28 months work in this Protectorate has damaged me considerably for I am entirely dependent on my profession for a livelihood. I may add that I came out here with the best of credentials, copies of which may be obtained at the Colonial Nursing Association.

May I claim my passage home within a six months' period, also 6 months salary leave money due to me after my service here.

I have the honour to be,

Sir,

Your most obedient,

Humble servant,

*Ernest Douglas*

Nursing Sister.

(COPY)

P. M. O.'s Office,  
NAIROBI.

July 26th 1910.

CONFIDENTIAL REPORT  
ON NURSING SISTER DONKIN.

Nursing Sister Donkin has been attached to the European Hospital by the terms of her agreement since September 1908.

She has a fair knowledge of her work, is generally liked by her patients, with whom she is, however, apt to discriminate.

I have been unfavorably impressed by her lack of zeal in the performance of her routine duties; while her want of tact and loyalty in carrying out the orders of her superior officers has been at times unpleasantly noticeable. Her sense of discipline is defective.

She has aided so little in the admittedly difficult work of building up into a state of efficiency a new and large hospital in a new Colony that I am totally unable to recommend her for another tour of service in the

East

East Africa Protectorate.

(Signed) A. D. MILNE

P. M. O.

INCLOSURE P. M. O.'s Office 922 H  
8<sup>th</sup> February 1911  
P. M. O.'s Office, 257

NAIROBI,

February 2nd 1911,

CONFIDENTIAL.

SECRETARY,

In connection with Miss Donkin's appeal to the Secretary of State, I enclose a copy of a letter from Dr Johnson replying to the statements made by her about him, and have the honour to submit the following remarks myself so far as her references would appear to require comment.

2. My 'good recommendation' will be found in Encl. 1 of Minute 16 et sequentes.
3. My opinion of her work is based on my own observation, having had ample opportunity of doing so. The value I attach to Dr Henderson's testimonial (the other officer she alludes to) is given in Encl. 2 of Minute 34.
4. Miss Donkin brings vague charges of 'many complaints' against the Hospital, directed against the actual management and not against the way the Nursing Sisters perform their duties. She does not specify these, and I am unaware if this is meant as a reflection on the Matron, Dr Johnson, or myself. For my own part, ever since I have been in Nairobi - 5 years now - I have had many complaints from patients

Enclosures  
3. in  
Memo.

Enclosure E.  
160's

patients are able to recover in England, as to the why they recovered their diseases, the feelings of the men, the instructions they received, the manner in which they were treated, the food they ate, the air they breathed, and the medicines they used. They are surprised to see, by watching their own condition, that they are able to recover in England, and that they are able to recover in England, and that they are able to recover in England. They are surprised to see, by watching their own condition, that they are able to recover in England, and that they are able to recover in England.

5. It is the duty of the military surgeon to be a general officer in his own right, to be a general officer in his own right, to be a general officer in his own right, to be a general officer in his own right, to be a general officer in his own right. It is the duty of the military surgeon to be a general officer in his own right, to be a general officer in his own right, to be a general officer in his own right, to be a general officer in his own right, to be a general officer in his own right. It is the duty of the military surgeon to be a general officer in his own right, to be a general officer in his own right, to be a general officer in his own right, to be a general officer in his own right, to be a general officer in his own right.

is occupied in reading medical works. Altogether, his presence at the hospital reassures that I am relieved of all anxiety as regards the skill, care and attention its inmates receive. In connection with this opinion, I may be permitted to state that it was only the other day, Dr. J. J. Johnson - whose position as one of the most eminent surgeons in the city it is unnecessary for me to dilate on - met Dr. Johnson in consultation of a difficult case. He told me that he had come home from it and congratulated his daughter and her husband in that, living out here, they had availed themselves of the services of a medical man of such ability and grasp of his profession.

It is obvious, from what has been said, that the class of nurse trainees is somewhat deficient in their number, and that the general impression of the medical profession is somewhat unfavorable. Under the various circumstances considered, it is evident that the medical profession is generally a raw, back-slitting, and unscrupulous set of people. (I have had a personal experience at a hospital, and the general average of the medical profession is not appointed to a certain hospital, and the staff of hospitals such as she has not been accustomed to, and well-wishers' participation from the more irksome and heavier duties so especially connected with nursing, were especially as the freer Colonial life opens up to her social possibilities and opportunities but rare.

It associated with the same hospital, which was  
 a nurse ran the bastions of discipline, and in  
 into sense of duty, she will very soon come to  
 with the exception of a few medical officers  
 or attendants, they are speaking out for her neglect  
 as inept. A sewing like she either sets and  
 fault on the black boys, and a mixture of pass  
 ive resistance - an only a few - and in  
 with veiled or downright insolence.

It was these two points that have defined the  
 in the hospital as well as I have followed, namely,  
 the detention of the services of the hospital to  
 be an extremely valuable officer, and the genuine  
 attitude adopted by the nurses towards the officers  
 of their duties.

(Signed) A. B. MILNE

Principal Medical Officer,

(COPY).

INCLOSURE B

In Despatch No. <sup>Final</sup> 8 of 8, *Admission*, 1911

26

NAIROBI,

17th August 1910.

Dear Miss Donkin,

I wish you to understand this, that it is not my intention to forward home the particular Confidential Report submitted to this Administration, as I am only concerned with what I believe to be for the best interests of this Hospital and have no desire that my opinion of your services should follow you outside its walls.

Yours sincerely,

(Signed) A. D. MILNE.



INCLOSURE C

In Dispatch No. 8 of 8/6/1910

NAIROBI,

17th August 1910.

Dear Dr Milne,

I have before me your private note, which is a difficult one to answer, requesting me to understand that it is not your intention to forward home the particular Confidential Report you have felt necessary to send to H. E. on my 2 years' work.

The opinions you have formed of my services here are entirely inexplicable to me; but it is felt by many (and by myself) that you are doing me a serious wrong. More than ever have I to depend on my profession, as last week I heard of the death of my father.

I cannot accept your opinion of me as final and intend to do all in my power to prove you have misjudged me. What motive can you have to injure a woman so? Had you one tangible proof of wrong-doing up against me I could understand it. You are perfectly aware of the

unfortunate

2.

unfortunate feeling there is existing between Dr. Johnson and the Nursing Sisters and must have taken this fact into considerable consideration. However I must clear myself as best as I can, and hope that I shall be able to give a better account of my 2 years' work in this Protectorate.

Yours sincerely,

(Signed) VIOLET DONKIN.

(COPY).

P. M. G.'s Office,

Nairobi,

20th August 1910.

Dear Miss Donkin,

I am sorry that you should have taken up an attitude of this kind. I am anxious not to injure you in your professional career, and I do not think that the mere fact of your not being re-engaged here - a course which I could not conscientiously recommend - will be harmful to you unless by ill-advised agitation you make it necessary for me to state my reasons. I believe that Miss Durne, though not recommended for re-engagement here, had no difficulty in obtaining employment elsewhere.

You speak in your note of 'the unfortunate feeling there is existing between Dr Johnson and the Nursing Sisters'. The use of these words as describing the relation between the Medical Officer in charge of an Hospital and the Nursing Sisters of that Hospital is in my opinion a sufficient indication of your unsuitability for service under the conditions existing in Nairobi. The maintenance of discipline is essential, and those who will not observe it unless they are compelled to do so are out of place here, though they may be capable of excellent work where a stricter control can be exercised without being felt to be irksome.

I am exceedingly sorry that circumstances

should

2.

should have made it necessary for me to take this step at the present juncture. I wish to make things as easy for you as I can, but I am unable to recommend your return to this Protectorate.

Yours sincerely,

(Signed) A. D. HILL.

Dear Sir,

I am sorry that you should have had to take this step at the present juncture. I wish to make things as easy for you as I can, but I am unable to recommend your return to this Protectorate. I believe that your present position is the best for you, and I am sure that you will be able to manage it as well as you can. I am, Sir, your obedient servant.

You speak in your note of the importance of the relation between the medical profession and the public. It is a relation of great importance, and one which should be carefully considered. I am, Sir, your obedient servant.

I am, Sir, your obedient servant.

Yours,

(COPY).

INCLOSURE E

In Despatch No. <sup>Conf</sup> 8 of 8 February 1911

EUROPEAN HOSPITAL,

MEMBARA,

7/8/10.

CERTIFICATE

Sir,

In reply to your No. 22/231/1 marked 'Confidential' I have the honour to inform you that I was in charge of the European Hospital, Nairobi, from April 1909 to March 1910. During this period I found Nursing Sister Denkin efficient and industrious, a very willing worker, kindly and tactful with her patients.

I have the honour to be,

Sir,

Your obedient servant,

(Signed) F. L. HENDERSON

Medical Officer.

Certified true copy and issued without any alteration or erasure whatsoever.

(Signed) A. D. MILNE,

11.1.11.

P.M.O.

I am unable to accept in toto this Officer's opinion as his neglect to enforce the ordinary rules of the Hospital during the period stated necessitated a Departmental Enquiry being held and drew from me an expression of my grave sense of dissatisfaction with his regime.

11.1.11.

(Signed) A. D. MILNE

(Signed) W. J. MONSON, Secretary to the Administration.

P.M.O.

INCLOSURE 5th 0<sup>th</sup> Enclosure 1911

Despatch No. 8 of 8 February 1911

1911

SIR,

In accordance with your instructions I have the honour to reply to the letter sent to me today by Miss Miss Denkin, who has asked me to refer to the Secretary of the Interior, in the case of...

I would like you to reply to the letter which I enclose, and, in the first place, to refer to the fact that she has called upon me for a certificate of her health. I said to her when you at the time informed me was quite fair, and, in which I made no recommendation whatever as to her re-employment.

On the 14th June Miss Denkin applied for re-employment, and that day she came to a meeting on the subject, and she informed me that I had formerly treated her well and suitably, and that she was absolutely certain to complain of in the treatment of her... that she had worked with me for two years, and that time proves everything, that she was sure that she had been mistaken in her attitude, that all that required was to have the work done properly. Further, she added that certain of the other "sisters" were that they had been in the wrong, and that they were resentful of what she had said.

(8) Then, again, on Tuesday 20th July 1906, two days after Miss Denkin had received the Principal Medical Officers' letter informing her that he did not propose to recommend her re-employment, she again came to me and began her remarks by saying that she had come to me because that she knew she would get the truth and that she trusted me.

7. In order of time we refer back to a report on certain of the Nursing Staff by the Principal Medical Officer, the Deputy Principal Medical Officer and H. Virgins. This report had spoken somewhat favorably of two of the Sisters, and as a consequence, the Governor who had called for the report, decided to send the two Sisters in question to Montreal. Now the whole of this I was blamed by the Sisters, and on Miss Donkin's arrival in East Africa, it was used by the Sisters to influence her against me. This she admitted to me, but each of the Sisters admit with in this report admitted to me at the time that they had acted unwisely and that had they followed my advice they would not have got into trouble.

This report referred to should be read in connection with this letter, and I request that a copy of it should be sent to the Colonial Office.

8. Now I object to the visit of Miss Donkin's arrival in Nairobi, where, as she admitted, she had been put against me. On Saturday 1908, "This morning I saw on the dressing table next to Smith in the ward, a tin of medicine. I asked Miss Donkin in the quietest manner how to keep it there, but to keep it in its proper place. She replied that she was not going to call to the dispensary for it. I replied that "this was not for to do". She flew into a temper and said that "She would not move it" and went straight on in the same breath accusing me

us of always calling the "Sisters" "Nurses". I explained to her that it was true that in speaking I generally used the word "Nurses", that it was generally used in Scotland, but, that I would do my best to recollect always to say "Sister". She was very much amused on this occasion, and, as I had after all only asked her to do what I was entitled to have done it was quite unnecessary and uncalled for on her part.

9. On the 2nd January 1899, I had to wash out a patient's bladder, but I found that I required someone to hold the vessel up containing the lotion, I went out of the ward in search of someone and the first person I saw in the corridor was Miss Donkin, I said to her "Miss Donkin", "please help me with this case". Her reply was "I have never attended a catheter case in my life", "very well, I said" please send one of the servants to assist me, and the matter ended. I mention this because she subsequently spoke of it as a hardship I had put on her, but, I do not think that the holding of a vessel of lotion by the side of a bed can be described as a hardship, for it was quite possible to turn her back on the patient, or even to stand on the other side of the screen.

10. On the 7th January 1910 I was talking to the Senior Nursing Sister about certain arrangements, Miss Donkin was standing by, and could hear the conversation, but she was not supposed to be taking any part in it. A proposal or nothing whatever being addressed to Miss Donkin, she interjected the remark that the nurses were overworked, that they had this to do, and that to



270

to do, and that she had never in her life been asked to attend a euthetic case before, (referring to the incident mentioned in para 8,) and, that she intended to tell every body of my behaviour. I replied that this she might do as I had done nothing wrong, and she continued in a passion that she put it all down to ignorance on my part, and that that was the most charitable thing she could do, later on that morning I spoke to her quietly in the office explaining to her as well as I was capable of doing that she was quite wrong and mistaken in her views, that she would always find me ready to listen to reason, and that when she had anything to say she should say it quietly, and if she was not satisfied with my replies, then she should go to the P.N.O. but that this sort of behaviour was nothing less than rude rebellion, my only reward for trying to calm and be kind to Miss Donkin was that "she meant every word she said".

II. On the 10th February 1909, Miss Donkin said to me that "the electric bells in the wards were not ringing", "yes I said, I am afraid that the bells were rung until someone comes", for I had often had to speak of this too persistent ringing. I knew of one patient who used at this time to hold on to the bell until someone actually arrived at his side, I continued to say that the place showing which number in the hospital was ringing was particularly placed just outside room 13, which is the Sisters duty room, and, that if the sister on duty was there or thereabouts when not actually engaged in another part of the hospital, she would hear the bell and be able either to answer it or to see that one of the

the

currently described, but that it has been...  
 use this code but only into the private...  
 got no...  
 the...  
 address...  
 stated to be...  
 happened...  
 on...  
 to...  
 the...  
 try...  
 by...  
 the...  
 content...  
 I...  
 I...  
 possession...  
 with...  
 district...  
 question...  
 and...  
 letter...  
 been...  
 however...  
 stated...  
 discipline...  
 ally...  
 tained...  
 my...  
 on which...



she thought that... case  
and to allow patients to get... their confinement,  
in accordance with... without  
my having any say in the matter, ... was  
take my cases, ...  
system to go on... way.

The roots of the... I... to  
attend a lady in... confinement, and to nurse referred  
to the... I... and her husband that  
the patient... three weeks after  
the birth of their... the end of two weeks  
the nurse came to... she said she must  
not be allowed to get...  
Then I explained... to this  
the nurse replied that... to  
go up on the 14th day, ...  
looking after the... fourth week.  
"Well," I said, "what then do I do?" "It is  
difficultly... at all...  
what are your reasons, ... London...  
no and I don't see why it is... at all. you  
will have to get...  
that then... it was that I  
suddenly... responsibility...  
attendance, ...  
nurse, and that it... there only  
to have any responsibility...  
during the... on...  
while the nurse was to be free to make her...  
14. On April 10th 1910, I was examining a lady's case

... was in the hospital, I was asked to visit him  
 to learn certain things for me, and the police, state  
 and federal, were waiting for me in some room at  
 the hospital, suddenly out an absolute silence and  
 began to mutter, "I don't remember," "I am sure  
 I don't know why anyone would say that," "I am sure  
 it could be said," "I am sure I don't know anything in the  
 hospital." For the sake of peace and courtesy, I  
 do not reply a syllable.

Now in this my latest letter, she says I  
 ought to be grateful against me in the range of the  
 hospital. I have certainly never had any one in  
 personally by any one, and all such if any such  
 but I hope I may say with propriety, that I do not see  
 where I have given any ground, or force, except in  
 trying to do my work to the best of my ability and to  
 do that all under me also do to me, which I have found  
 to be a difficult thing to do and one for which one  
 is likely to come into conflict with those who are not  
 over-zealous. I have been patient to say that they were  
 intended to be done in a legal manner. I am  
 strict in enforcing the rules of the hospital, as the  
 visitors being only allowed at special times in the  
 hospital, and I do not like people to be taken in and out  
 of a hospital who are convicted of a crime and  
 held at it.

18. The fact is that Mrs. ...'s attitude to me  
 in June and July 1900 which I have already referred to  
 is as different as possible from her present attitude.

and attitude existed when she hoped to be discharged and then later, subsequently holding in the fact for her to say a direct one.

10. With reference to the remarks in the Franklin letter about the attitude of the other staff members to do. The reason is not far to seek, and there are often two sides to a question. I have never allowed backwash, although I have had to put up with much of it. The report on certain of the doctors' will, I think, explain much, and I do not think that we have any one who I am sure he forth, they ever allude to the fact that there is this report in existence. Any remarks which I may make in alluding to the statement of Miss Deakin's is done for the purpose of explaining it and not with the intention of speaking uncomplimentarily of the other nurses. I say that a little more attention to duty would not necessitate my having to call attention to something or other times with the temperature chart, either it is not the temperature is not charted or the pulse, or the rise is not recorded, or things are unclean; I have known bottles of the personal medicine of one of the present staff bottles are left about with their caps wherever they should be. Medicine is allowed to come from the dispensary in paper bottles in direct contradiction of the order that all our present medicine bottles are to be sent for it. I have known a patient's medicine to be finished and he has not been brought to my attention. When I find these sorts of delinquencies going

as, if I speak, I am to be held responsible, have  
 asked the Sisters whether they thought they would be  
 allowed to do what in their way in the hospital, and  
 that there are the results for which I am held res-  
 ponsible etc.. I do not recall any one having said  
 in the matter, or in connection with it, that I have known  
 any who are said not to get on with me. In fact, it  
 simply comes to this, that if I had not insisted on  
 having things done properly, that I should not have  
 been doing my work well - a state of affairs which  
 would have been greatly appreciated by the Sisters  
 and have given me less trouble. If ever I ask any  
 question or draw attention to any detail, it is  
 resented and in the case of certain nurses, it has re-  
 sulted in their being rude. I say that when I find  
 carelessness or untidiness and call attention to it,  
 it sometimes would appear to have been thought that I  
 had no right to speak about it. I admit that this  
 attitude is becoming less and discipline is improving.  
 If only I could allow them to do as they please and  
 that I should be the best nurse in existence. Even  
 they say how hard worked they are. The daily average  
 no. of patients for the years 1908 and 1910, was under  
 8 per day.

In day-on-Sunday there are the nursing Sisters  
 to look after the patients in hospital, (European and  
 Chinese), here the no. of patients at one time in hos-  
 pital has never been above 12.

My staff consists of 3 Nursing Sisters and a

in a hospital and there are hospital servants who relieve the  
nurses of much of the work they would be required to do  
in Europe.

If the conditions of service are so burdensome how is  
it that every single one of the sisters have applied for  
re-employment, except those who have had service in the  
country? Miss Dobbin was the first sister who first  
applied for a post of a sister in the hospital and was  
sent to the attention of the hospital authorities to re-  
spond to the attention of the hospital authorities who had  
with me in June last year how to make I was already  
blinded.

Id. Notwithstanding the fact that I have  
in the sisters, I have a short list of the names of the  
sisters who have applied for re-employment and the names of  
others had been looking for my return for a long time  
had carried on in a high handed way and when the sisters  
belonged to her, as if they were of no consideration  
any arrangement was made when Miss Dobbin had just invited  
her friends to come and see us she pleased without  
reference to them and that it was only after the  
first notice they had of a visitor to stay in their  
quarters was the arrival of Miss Dobbin.

On another occasion the proceeds of the sale of  
it was at the time when her condition was such that  
she was not if you find her difficult to manage I think  
these she would have to live with her?

Id. Miss Dobbin draws attention to a point on 23rd  
of December 1910, that as much as possible of the work  
was left by the sisters to the nurse staff. I wish  
as far as possible to leave the other sisters out of



of this. I am satisfied that I can get the work done by them even if I have to be diligent in seeing and I know that they will not be rude when I call attention to anything which I consider requires to be done, but, as Miss Dunkin' makes on this remark of mine I say that they are a little more diligent than these the words besides the nursing sisters, but why cases confined to bed are sponged by the Native Staff, that too beds are generally made by the Native attendants, that I have frequently seen instruments being cleaned after an operation by a Native servant, and that it is a regular thing to see one of the Native servants cleaning the sterilizer for instruments, that I have over and over again known the apparatus for urine testing including test tubes, specific gravity, etc. etc. left to be cleaned by a Native servant, indeed it is almost more correct to say that after I use them they are left to a Native servant to clean and that I am continually having to call attention to either a lost submission from the stand or a tube imperfectly cleaned, and that even Miss Dunkin' replied to this remark of mine by saying that we wash all the typhoid patients, but the typhoid cases are a fraction of those admitted to hospital. It is true also that some of the men patients prefer to have a Native man-servant to sponge them, but, it remains true that much of the work is done by the Native Staff.

In this connection I should like to mention that the nursing hours arranged were from 6 A.M. to 12 P.M. from 2 P.M. to 6 P.M. and from 6 P.M. to 8 P.M. these hours hold good for a week's time in the case of each nurse.

... the MAFRO not having regular duty except in emergency, and that in 1910, the daily average of patients was 45.

It is said that I am hard on the sisters, when one of the sisters at present on the staff had finished her term of service and was about to return to England in 1911. I forwarded her application for re-engagement to the Principal Medical Officer, in due course I was asked by him whether I thought that this particular nurse (Miss Agin) should be re-engaged because he was not in favour of it. I spoke up for her and she was re-engaged. Agin, who is another nurse on the staff at present upon the Principal Medical Officer had actually written to saying that he did not intend to re-engage her, I was in no way responsible for this decision. This nurse, Miss Marshall, asked me to speak on her behalf to the Principal Medical Officer, for a re-engagement which I consented to do, and she was accordingly re-engaged. I would like to say that in all of the cases referred to, although they probably re-remember I will not permit anonymous, or any other kind of insubordinate and insulting, I was able to refer the matter to the Principal Medical Officer in the case of each of them if they were not rude or insubordinate.

Agin in the case of Miss Marshall it was I who went to the Principal Medical Officer and asked him to refer the matter to the Governor and she should be given the extension which she asked for in September last, and her extension by no action was granted to her.

and J. F. C. Johnson  
M. B. C. Hospital  
Nairobi.

(COPY)

INCLOSURE F

In Document N<sup>o</sup> 8<sup>ca</sup> / of 8 February 1944

280

I hereby state that Miss Denkin told me she was asked by Mrs Currie if she got on well with Dr Johnson and that she informed me that she told Mrs Currie that she did; and she also told me the same, and had nothing to complain of.

(Signed) R. DONALD.

ENCLOSURE C

In Date of 8th July 1910

281

EUROPEAN HOSPITAL,  
NAIROBI.

July 15th 1910.

Sir,

In reply to your confidential letter dated June 30th I have the honour to state that to the best of my knowledge Nursing Sister Denkin knows her work and gets on well with her patients.

In reference to moral characteristics and her return here I have found that the greatest tact is required in all dealings with her; possibly the fact that she had hoped to get the Matronship, also that previously to this appointment she had not worked with or under other Nurses for some years, has made it difficult not only for myself but also for her fellow Nursing Sisters to work and live amicably with her.

I have the honour to be,

Sir,

Your obedient servant,

(Signed) K. E. STOLLARD

Matron.

THE MEDICAL OFFICER.

day / 7338 Eei

Sent 3:20pm  
JBS

RAFT.

Telegram

Personnel

Nairobi

ulonde

comparte

MINUTE.

- Mr. Parkman 15/30
- Read 15
- Mr. Fiddes.
- Mr. Just.
- Mr. Coz.
- Mr. C. Lucas.
- Mr. Serje.
- Mr. Harcourt.

Your disp. of 8 Feb. comp.  
 unadjusted  
 my tel. to you when  
 pending  
 did person named  
 Lagergren  
 leave instructions to implement

Airmail

124 16

17 March 11.

DRAFT.

E.O.P.  
by Sir I. K. Grouard  
Conf

Sir  
G. W.

I have the honour to  
ack. the receipt of Mr.

MINUTE.

- Mr. Kinning 15/3
- Mr. Read 15/3
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Sir G. Lucas.
- Sir F. Hopwood.
- Col. Seely.
- Lord Crewe.

Jackson's Conf despatch N° 8  
of the 8th. Feb, forwarding  
a petition from Nursing

Sister Dorkin. ~~to inform~~  
2

~~you that~~ I see no reason  
to depart from the instructions  
contained in my tel. of the  
20th of Jan., nor do I see

In this despatch: See fine  
copy to Mr. [unclear]  
reinserted in the  
D. rep. in the C.N.A.  
committee's report  
with the same as  
suggested on p. 3 of  
the minutes. ]