

From the Chief Medical Officer, Sir Liam Donaldson

**Our ref: L2229/2002/L2321/2002**

23 September 2002



Richmond House  
79 Whitehall  
London  
SW1A 2NS

**In Confidence**

Professor Richard Baker OBE  
Clinical Governance Research and Development Unit  
Department of General Practice and Primary Care  
University of Leicester Faculty of Medicine  
Leicester General Hospital  
Gwendolen Road  
Leicester LE5 4PW

**Code A**

Dear Professor Baker,

**GOSPORT WAR MEMORIAL HOSPITAL**

Please find enclosed a copy of the dossier of papers presented by a group of nurses at the Gosport War Memorial Hospital, as discussed briefly last week. Sir Liam has asked that these papers not be copied any further.

Having looked at the papers, Sir Liam has suggested that the time period pre and around 1991 seems important for this investigation.

Sir Liam has also suggested that you may wish to include pharmacy records of opiate supply to the wards in your review as well as patient records of prescribed opiates.

Yours sincerely

**Code A**

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**PRIVATE SECRETARY TO THE  
CHIEF MEDICAL OFFICER**

Copy:  
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Syringe driver & Pain control courses attended.

# Code A

Copy in strict confidence -

## Code A

Prof Richard Baker.

Strictly no onward copying or disclosure.

Thanks

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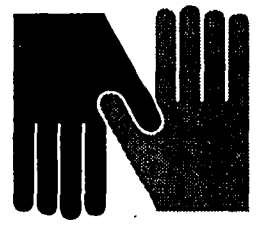
Code A

11th January 1992

Mrs Beverley Turnbull,

Code A

ROYAL  
COLLEGE OF  
NURSING



Dear Beverley,

I have now heard from Chris West District General Manager, in his letter Chris has passed the situation onto Max Millett Unit General Manager. I was at a meeting with Tony Horne General Manager, Community Unit who informed me that he had already spoken to Bill Hooper about the concerns that I had put in my letter to Chris West, Tony will be getting back to me in due course. I hope this is clear!

I know that after your last meeting with Mrs Evans your concerns may be alleviated, I still feel that the underlying problem is still there. I therefore hope that you agree with allowing this to run the course.

With best wishes for 1992.

Yours sincerely,

Code A

Keith Murray

Branch Convenor

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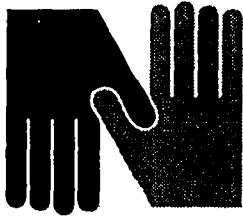
20 Cavendish Square  
London W1M 0AB  
Telephone 071 409 3333  
Fax 071 355 1379

11th January 1992

ROYAL  
COLLEGE OF  
NURSING

Mrs A Tubbritt,

**Code A**



Dear Anita,

I have now heard from Chris West District General Manager, in his letter Chris has passed the situation onto Max Millett Unit General Manager. I was at a meeting with Tony Horne General Manager, Community Unit who informed me that he had already spoken to Bill Hooper about the concerns that I had put in my letter to Chris West, Tony will be getting back to me in due course. I hope this is clear!

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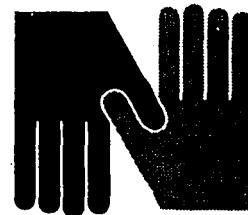
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10th December 1991

Beverley Turnbull,

**Code A**

ROYAL  
COLLEGE OF  
NURSING



Dear Beverley,

I enclose a copy of the letter I have sent Mrs Evans.

I think I have made it quite clear that unless you receive confirmation at your meeting that a policy will be drawn up which addresses all the concerns that you first brought to Mrs Evans attention back in July then a grievance will be lodged. If I hear from Chris West in the meantime I will naturally let you know immediately.

I hope my letter brings a positive response, the important thing at your meeting to remember is that you are the ones acting professionally and correctly, try to be assertive and don't be fobbed off. I will be thinking of you.

With best wishes.

Yours sincerely,

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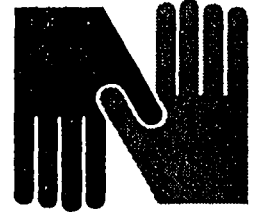
Keith Murray

Branch Convenor

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London W1M 0AB**Code A**

10th December 1991

Mrs I. Evans,  
Patient Care Manager,  
Gosport War Memorial Hospital,  
Bury Road,  
Gosport,  
Hants.,  
PO12 3PWROYAL  
COLLEGE OF  
NURSING

Dear Mrs Evans,

I am receipt of a copy of the letter dated 5th December 1991 you have sent to Mr S Barnes RCN Officer.

As far as I am aware it is not the use of syringe drivers that is the cause of concern and I refer you to the minutes of the meeting that you produced after your meeting of the 11th July 1991 with the staff.

I further note that you are holding a further meeting with the staff "to once again re-address this problem". As you are fully aware of the issues which are causing the concerns from the staff the purpose of this meeting has to be doubtful. I refer you to the agreement following our meeting on the 26th April 1991 which was that a policy would be drawn up to address the issue of the concerns voiced by the staff. This has failed to materialise.

I would reaffirm the position as stated in my letter 14th November 1991 and reiterated by Mr Barnes in his letter dated 22nd November 1991 the serious concern in the lack of a positive response to what is considered a perfectly reasonable request from staff who have acted both professionally and with remarkable restraint. Furthermore that some seven months have passed since this issue was first drawn to your attention. Unless I receive a response in that a policy will be drawn up which clearly addresses all the concerns is received from the staff following your meeting I will be raising a grievance on behalf of the staff.

Yours sincerely,

Keith Murray

Branch Convenor

**Code A**

cc Mr S Barnes, RCN Officer - Wessex



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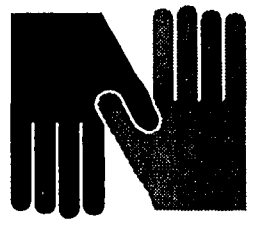
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10th December 1991

Anita Tubbritt,

**Code A**

ROYAL  
COLLEGE OF  
NURSING



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With best wishes.

Yours sincerely,

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Keith Murray  
Branch Convenor

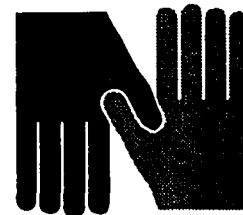
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the Princess Margaret  
Countess of Snowdon20 Cavendish Square  
London W1M 0AB**Code A**

2nd December 1991

Beverley Turnbull,

**Code A**ROYAL  
COLLEGE OF  
NURSING

Dear Beverley,

Thank you for giving me the opportunity to speak to you over what I know is a very emotive and difficult subject.

As agreed at our meeting I have written to Chris West, District General Manager and enclosed a personal copy, I will keep you informed of any information as I receive it. I have spoken to Gerrie and also sent her a copy.

I would like to take the opportunity to reinforce the fact that you have the support of the RCN in this subject and if I can be of any more help please don't hesitate in contacting me.

With best wishes.

Regards,

**Code A**

Keith Murray

Branch Convenor

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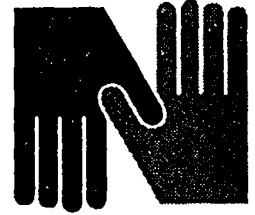
20 Cavendish Square  
London W1M 0AB

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10th December 1991

Mrs I Evans,  
Patient Care Manager,  
Gosport War Memorial Hospital,  
Bury Road,  
Gosport,  
Hants.,  
PO12 3PW

ROYAL  
COLLEGE OF  
NURSING



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Yours sincerely,

Keith Murray

Branch Convenor

**Code A**

cc Mr S Barnes, RCN Officer - Wessex



Notes of a Meeting held on Tuesday 17th December 1991 at Redclyffe Annexe for staff who had concerns related to the use of Diamorphine within the unit.

PRESENT

Mrs. Evans, Patient Care Manager \*  
Dr. Logan, Consultant, Geriatrician  
Dr. Barton, Clinical Assistant  
Sister Hamblin  
S.N. Donne  
S.N. Barrett  
S.N. Giffin  
S.N. Tubbritt  
E.N. Wigfall  
E.N. Turnbull

All trained staff were invited to the meeting if they were concerned with this issue, no apologies were received.

Mrs. Evans opened the meeting by thanking everyone for coming and highlighting the following:-

1. A staff meeting was held on 11th July 1991 to establish all staff's concerns re: the use of Diamorphine for terminal patients at Redclyffe Annexe.
2. A second meeting was held on 20th August where Steve King, Nurse Manager, Elderly Services Q.A.H. and Dr. Logan spoke to the staff on drug control of symptoms. The aim of this meeting was to allay staff's fears by explaining the reasons for prescribing. As no one challenged any statements at this meeting or raised any queries, it was assumed the problem had been resolved and no further action was planned.

A recent report from a meeting held with Gerrie Whitney, Community Tutor, indicated some staff still had concerns, so a further meeting was planned for 17th December 1991.

3. Staff were invited to give details of cases they had been concerned over but no information was received; it was therefore decided to talk to staff on the general issue of symptom control and all trained staff would be invited to attend.
4. This issue had put a great deal of stress on everyone particularly the medical staff, it has the potential of being detrimental to patient care and relative's peace of mind and could undermine the good work being done in the unit if allowed to get out of hand. Everyone was therefore urged to take part in discussions and help reach an agreement on how to proceed in future.
5. Staff were asked to bear in mind that the subject was both sensitive and emotive and to make their comments as objective as possible.

/...

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- 2 -

As Mrs. Evans had presented staff's concerns she stated the problem as she saw it and invited staff to comment if they did not agree with her interpretation:-

1. We have an increasing number of patients requiring terminal care.
2. Everyone agrees that our main aim with these patients is to relieve their symptoms and allow them a peaceful and dignified death.
3. The prescribing of Diamorphine to patients with easily recognised severe pain has not been questioned.
4. What is questioned is the appropriateness of prescribing diamorphine for other symptoms or less obvious pain.
5. No one was questioning the amounts of Diamorphine or suggesting that doses were inappropriate.

All present agreed with these statements, no other comments were asked to be considered.

Mrs. Evans then reminded staff that at the July meeting it had been agreed that she neither had the authority or knowledge to write a policy on the prescribing of drugs, but she would be happy to talk to staff at the end of the meeting if any member of staff had concerns relating to the administration of drugs which was not amply covered by the District Drug Manual or U.K.C.C. Administration of Medicines. Dr. Logan then spoke to the staff at length on symptom control covering the following points:-

- a. First priority was to establish cause of symptom and remove cause if possible.
- b. Where appropriate the 'sliding scale' of analgesics should be used.
- c. Oral medication should be used where possible and when effective (this raised the issue of the availability of Hyoscine as an oral preparation).
- d. The aim of opiate usage was to produce comfort and tranquility at the smallest necessary dose - an unreceptive patient is not the prime objective.
- e. The limited range of suitable drugs available if normal range of analgesics not effective.
- f. That Diamorphine had added benefits of producing a feeling of well being in the patient.
- g. The difficulty of accurately assessing levels of discomfort with patients who were not able to express themselves fully or who had multiple medical problems. The decision to prescribe for these patients had therefore to be made on professional judgement based on knowledge of patients condition, to enable patient to be nursed comfortably.
- h. It was not acceptable for patients who are deteriorating terminally, and require 2 hrly turning, to have pain or distress during this process. They require analgesia even if they are content between these times.

/...

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- 3 -

Following general discussion and answering of staff questions Dr. Logan stated he would be willing to speak to any member of staff who still had concerns over prescribed treatment, after speaking to Dr. Barton or Sister Hamblin. Comments raised during discussion were:-

- (a) All staff had a great respect for Dr. Barton and did not question her professional judgement.
- (b) The night staff present did not feel that their opinions of patients condition were considered before prescribing of Diamorphine.
- (c) That patients were not always comfortable during the day even if they had slept during the night.
- (d) There appeared to be a lack of communication causing some of the problem.
- (e) Some staff feared that it was becoming routine to prescribe diamorphine to patients that were dying regardless of their symptoms.

All staff agreed that if they had concerns in future related to the prescribing of drugs they would approach Dr. Barton or Sister Hamblin in the first instance for explanation, following which if they were still concerned they could speak to Dr. Logan.

Mrs. Evans stated she would also be happy for staff to talk to her if they had any problems they wanted advice on.

With no further points raised, Dr. Barton, Dr. Logan, Sister Hamblin and S.N. Barrett left the meeting to commence Ward rounds.

Mrs. Evans spoke to the remaining nursing staff.

Staff were asked if they felt there was any need for a policy relating to nursing practice on this issue. No one present felt this was appropriate. Mrs. Evans stated she was concerned over the manner in which these concerns had been raised as it had made people feel very threatened and defensive and stressed the need to present concerns in the agreed manner in future. She agreed with staff that there did seem to be a communication problem within the unit, particularly between day and night staff which had possibly been made worse by recent events. Mrs. Evans had already met with both the Day and Night Sisters in an attempt to identify problem and she advised staff to go ahead with planned staff meetings and offered to present staff's views from both Day and Night staff if they felt this would be useful. Mrs. Evans spoke to Sister Hamblin and S.N. Barrett the following morning to ask them to organise day staffs views and ask them to make every effort to ensure patients assessments were both objective and clearly recorded in nursing records.

Mrs. Evans would arrange a further meeting with both Night Sisters and Sister Hamblin following the staff meeting to ensure problems have been resolved with information handover from Day to Night Staff and vice versa.

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## PORTSMOUTH AND SOUTH EAST HAMPSHIRE HEALTH AUTHORITY

## MEMORANDUM

FROM: Mrs. I. Evans  
Patient Care Manager  
Gosport War Memorial Hospital

to: All trained Staff at Redclyffe  
copy to: Night Sisters  
Mr. W. Hooper  
Dr. Logan  
Dr. Barton

Your Ref.

My Ref. IE/LP

5th December 1991

Due to the lack of response to my memo of the 7th November Dr. Logan will be unable to comment on specific cases, however, we have arranged a meeting for all members of staff at Redclyffe who have concerns on the prescribing of Diamorphine on Tuesday 17th December at 2 p.m. to discuss the subject in general terms.

It is not our intention to make this meeting in any way threatening to staff, our aim is purely to allay any concerns staff may have so I hope everyone will take the opportunity to attend and help resolve this issue.

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I. Evans

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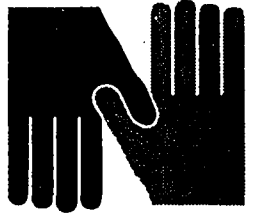
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London W1M 0AB  
Telephone 071 409 3333  
Fax 071 355 1379

2nd December 1991

Anita Tubbritt,

**Code A**

ROYAL  
COLLEGE OF  
NURSING



Dear Anita,

Thank you for giving me the opportunity to speak to you over what I know is a very emotive and difficult subject.

As agreed at our meeting I have written to Chris West, District General Manager and enclosed a personal copy, I will keep you informed of any information as I receive it. I have spoken to Gerrie and also sent her a copy.

I would like to take the opportunity to reinforce the fact that you have the support of the RCN in this subject and if I can be of any more help please don't hesitate in contacting me.

With best wishes.

Regards,

**Code A**

Keith Murray

Branch Convenor

**Code A**

enc.



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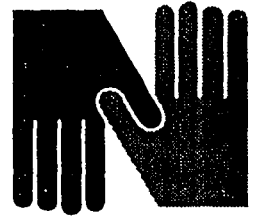
20 Cavendish Square  
London W1M 0AB

Code A

2nd December 1991

Mr C West,  
District General Manager,  
District Offices,  
St. Mary's Hospital,  
Milton,  
Portsmouth,  
Hants. PO3 6AD

ROYAL  
COLLEGE OF  
NURSING



Dear Chris,

I am seeking your advice on how best to resolve a problem which was brought to my attention in April 1991 but apparently has been present for the last 2 years.

I was contacted by a staff nurse who is currently employed on night duty in Redclyffe Annexe, her concern was that patients within Redclyffe were being prescribed Diamorphine who she felt did not always require it, the outcome being that the patient died. The drug was always being administered via 'syringe drivers'. It is fair to say that this member of staff was speaking on behalf of a group of her colleagues.

On my advice the staff nurse wrote to Isobel Evans, Patient Care Manager putting forward her requirements under the UKCC Code of Professional Conduct. Following this I had a meeting with Isobel Evans Patient Care Manager on the 26th April 1991, the outcome of this was that a 'policy' would be produced to specifically address the prescribing and administration of controlled drugs within Redclyffe. In addition a meeting would be held with the staff and Isobel where they could voice their concerns, this meeting took place on the 11th July 1991 and the minutes circulated, as these give a clear outline of the concerns of the staff I have enclosed a copy for your perusal.

Following the aforesaid meeting two study days on 'Pain Control' were arranged, as you will see from the minutes relating to the meeting of the 11th July 1991 some of the concerns voiced by the staff were that diamorphine was being prescribed for patients who were not in pain. These study days did temporarily alleviate the worries of the staff.

Regrettably the concerns of the staff have once again returned, one of the staff nurses who is currently on an ENB course was talking about this subject to Gerrie Whitney, Community Tutor, Continuing Education. Gerrie visited Redclyffe on the 31st October 1991 and subsequently wrote a report. Copies of her report were circulated to

Code A

Code A as I feel it is pertinent I have obtained Code A permission to enclose a copy.



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After receiving this report Isobel responded by sending a 'memo' (copy enclosed) to the trained staff at Redclyffe. As the 'concerns' had now apparently become "allegations" I wrote to Isobel voicing my concern on this point, also that she had to date not produced the policy to which we had agreed in April 1991. I also informed her that it was my view that unless I heard to the contrary a grievance would have to be lodged. To date Isobel has not responded.

I feel the staff have acted professionally and with remarkable restraint considering that it is fair to say that since highlighting their concerns there has been a certain amount of ostracization. After talking to the staff and thinking it through I now feel that a grievance may not completely resolve this issue. I have been told that it is only a small group of night staff who are 'making waves', this could be true as a majority of the day staff have left over the period of 2 years that this situation has been present, whether this was a reason for their leaving I am unsure.

I have various concerns, for the patients and subsequently their relatives, the staff in that they are working in this environment but also that this could be leaked to the media. While none of the staff or myself have any desire whatsoever to use this means there is serious concern from both myself and the staff that someone could actually leak this and I hope you know my feelings about the media and using it as a means of resolving problems. On this basis alone I hope you agree with me in that we have to address this issue urgently.

As I stated at the beginning I am seeking your advice on what I think you will now feel is a difficult problem. I must stress that none of the staff have shown any malice in what they have said and that their only concern is for the patient.

Your comments/advice would be greatly appreciated.

Yours sincerely,

Keith Murray

Branch Convenor

**Code A**



WESSEX REGIONAL OFFICE

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the Princess Margaret  
Countess of Snowdon8 Southgate Street  
Winchester SO23 9EF**Code A**

SB/FFO

CUSHAM 327139  
(K. Murray)

22 November 1991

**CONFIDENTIAL**ROYAL  
COLLEGE OF  
NURSINGMrs I Evans  
Patient Care Manager  
Gosport War Memorial Hospital  
Bury Road  
Gosport  
Hants  
PO12 3PW

Dear Mrs Evans,

I refer to your memorandum to staff at Redclyffe Annexe dated 7th November 1991 and Keith Murray's letter to you dated 14th November 1991. I believe it is important that I reinforce the RCN's position as indicated to you in Mr Murray's letter.

This office was aware of the concerns that had been expressed by staff earlier this year and other discussions that had taken place with yourself as the Manager. It had been understood that the concerns raised would be addressed and the RCN had anticipated that clear guidance/policy would be promulgated as a result of the very serious professional concerns Nursing Staff were expressing.

It is now a matter of serious concern that these complaints were not acted upon in the way that had been anticipated and that Management are, some months after those discussions now seeking formal allegations. I would reinforce Mr Murray's position that this is not acceptable and the RCN is not prepared to be drawn into what could emerge as a vindictive witch hunt that would divide Nursing Staff, Medical Staff and Management. The complaints were adequately reported to Management earlier this year and you have received further evidence by way of Gerrie Whitney's report dated 31 October 1991. We now expect a clear policy to be agreed as a matter of urgency.

If it is not possible for Management to achieve this, the RCN will need to seek further instructions from its membership to pursue this matter through the grievance procedure on the basis that Management have failed to manage this situation properly.

Yours sincerely

**Code A**RCN Officer - Wessex

C.C: Keith Murray

Headquarters:  
20 Cavendish Square  
London W1M 0AB  
Telephone 071-409 3333  
Fax 071-355 1379

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## PORTSMOUTH AND SOUTH EAST HAMPSHIRE HEALTH AUTHORITY

## MEMORANDUM

FROM: Mrs. I. Evans  
Patient Care Manager  
Gosport War Memorial Hospital

TO: See Distribution

Your Ref.

My Ref. IE/LP

7th November 1991

It has been brought to my attention that some members of the staff still have concerns over the appropriateness of the prescribing of Diamorphine to certain patients at Redclyffe Annexe.

I have discussed this matter with Dr. Logan and Dr. Barton who like myself are concerned about these allegations. To establish if there is any justification to review practice we have agreed to look at all individual cases staff have or have had any concerns over and then meet with all staff to discuss findings.

I am therefore writing to all the trained staff asking for the names of any patients that they feel Diamorphine (or any other drug) has been prescribed inappropriately.

To ensure everyones views are considered I would appreciate a reply from every member of staff even if it is purely to state they have no concerns, by 21st November.

I am relying on your full co-operation and hope on this occasion everyone will be open and honest over this issue so we are able to address everyones concerns and hopefully resolve this issue in a constructive and professional manner.

**Code A**

I. Evans

Distribution

Every trained member of Staff at Redclyffe Annexe

copy to: Night Sister  
Dr. Logan  
Dr. Barton  
Mr. Hooper

visited  
MRS Evans  
to talk  
27/11/91 9:30 am

CONFIDENTIAL

PORTSMOUTH AND SOUTH EAST  
HAMPSHIRE HEALTH AUTHORITY

COMMUNITY HEALTH SERVICES AND SMALL HOSPITALS UNIT

GOSPORT WAR MEMORIAL HOSPIT  
BURY ROAD,  
GOSPORT,  
HANTS. PO12 3PW  
Gosport 524611 Ext. ....

Our ref:

Your ref:

Dear S.N Tubbritt.

Thank you for your letter dated 31.10.91 informing me of the meeting that took place on 31.10.91 with Gene Whitney at Redclyffe Annexe re the use of Diamorph at Redclyffe Annexe.

May I take this opportunity to once more state that I am happy to discuss any areas of concern that staff may have, in fact I would welcome open discussion. ~~As I feel~~ as I feel the only alternative is disruptive criticism which achieves nothing positive and leaves staff feeling frustrated

Yours Sincerely.

**Code A**

**CONFIDENTIAL**ConfidentialREPORT OF A VISIT TO REDCLIFFE ANNEXE, GOSPORT WAR MEMORIAL HOSPITALAT 21.30 HOURS ON THURSDAY 31 OCTOBER 1991BYGERARDINE M WHITNEY, COMMUNITY TUTOR, CONTINUING EDUCATIONPurpose of Visit

The visit was in response to a request by Staff Nurse Anita Tubbritt to discuss the issue of anomalies in the administration of drugs.

Present

Staff Nurse Sylvia Giffin  
Staff Nurse Anita Tubbritt  
Enrolled Nurse Beverly Turnbull  
Nursing Auxiliary Agnes Howard (Does not normally work at Redcliffe Annexe)  
2 RGN's and 1 EN wished to but were unable to attend the meeting.

Background Information

The staff present presented the Summary of the Meeting held at Redcliffe Annexe on 11 July 1991 - appendix.

Problems Identified on 31 October 1991

1. Staff Nurse Giffin reported that a female patient who was capable of stating when she had pain was prescribed Diamorphine via syringe driver when she was in no obvious pain and had not complained of pain.
2. Staff Nurse Giffin reported that a male patient admitted from St Mary's General Hospital who was recovering from pneumonia, was eating, drinking and communicating, was prescribed 40 mg Diamorphine via a syringe driver together with Hyoscine, dose unknown, over 24 hours. The patient had no obvious signs of pain but had increased bronchial secretions.
3. Staff Nurse Tubbritt reported that on one occasion a syringe driver "ran out" before the prescribed time of 24 hours albeit that the rate of delivery was set at 50 mm per 24 hours.
4. The staff are concerned that Diamorphine is being prescribed indiscriminately without alternative analgesia, night sedation or tranquillisers being considered or prescribed.
5. Nurse Tubbritt reported that a female patient of 92 years awaiting discharge had i.m. 10 mg Diamorphine at 10.40 hours on 20.9.91. and a further i.m. 10 mg Diamorphine at 13.00 hours on 20.9.91. administered for either a manual evacuation of faeces or an enema.

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6. There are a number of other incidents which are causing the staff concern but for the purposes of this report are too many to mention. The staff are willing to discuss these incidents.
7. It was reported by Staff Nurse Tubbritt that:
  - a) 42 ampoules of Diamorphine 10 mg were used between 20 April 1991 - 15 October 1991.
  - b) 57 ampoules of Diamorphine 30 mg were used between 15 April 1991 - 15 October 1991 (24 of the 57 ampoules of Diamorphine 30 mg were administered to one patient, who had no obvious pain, between 9 September 1991 and the 21 September 1991).
  - c) 8 ampoules of Diamorphine 100 mg were used between 15 April 1991 - 21 September 1991 (4 of the 8 ampoules of Diamorphine 100 mg were administered to the patient identified in 7b above, between 19 September 1991 and the 21 September 1991).

Note - This patient had previously been prescribed Oramorph 10 mg in 5 ml oral solution which was administered regularly commencing on 2 July 1991.

The staff cannot understand why the patient was prescribed Oramorph and Diamorphine.

When the staff questioned the prescription with Sister they were informed that the patient had pain. The staff recalled having asked the patient on numerous occasions if he had pain, his normal reply was no.

## Conclusion

1. The staff are concerned that Diamorphine is being used indiscriminately even though they reported their concerns to their manager on 11 July 1991 (appendix).
2. The staff are concerned that non opioids, or weak opioids are not being considered prior to the use of Diamorphine.
3. The staff have had some training, arranged by the Hospital Manager, namely:
  - The syringe driver and pain control
  - Pain control
4. Staff Nurse Tubbritt wrote to Evans the producers of Diamorphine and received literature and a video - Making Pain Management More Effective.

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5. Staff Tubbritt is undertaking a literature on Pain and Pain Control.

**Code A**

Signed: .

..... Time: 23.35 hours

G M Whitney **Code A**  
Community Tutor, CONTINUING Education

Date: 31 October 1991