



IL-MUSBIEH

UNIVERSITY OF MALTA LIBRARY
INSTITUTE OF HEALTH CARE

HARĠA Numru 4

Malta Union of Midwives and Nurses

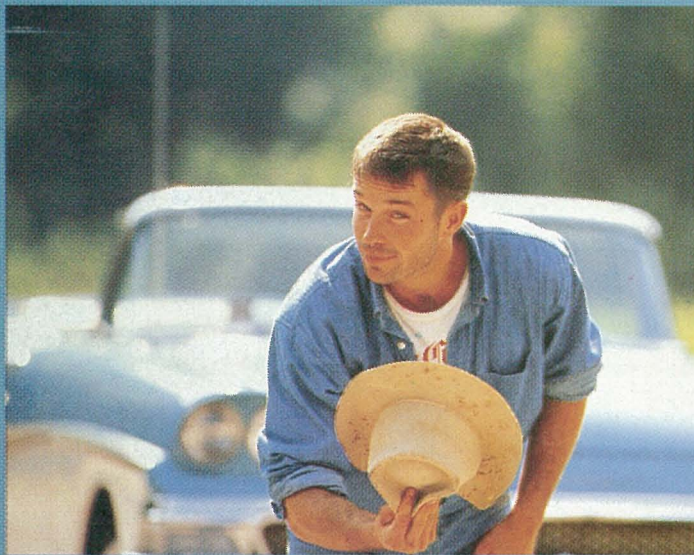
April 1998





Ghix għall-lum!

...Imma assigura l-futur tieghek b'polza tal-hajja!



Middle Sea
Valletta

LIFE ASSURANCE CO. LTD.

...Ikber Maghna

IL-MUSBIEH

Nru. 4

April 1998

BORD EDITORJALI:

<i>Editur:</i>	Tonio Pace
<i>Asst. Editur:</i>	Louise Cini
<i>Set-Up:</i>	Norbert Debono
<i>Membri:</i>	David Attard Lora Pullicino

PUBBLIKAT:

Malta Union of Midwives and Nurses
Vjal Kottoner, Fgura.
Tel/Fax: 802862

EZEKUTTIV MUMN:

<i>President</i>	Rudolph Cini
<i>Vici-President</i>	Carmen Waering
<i>Segretarju</i>	Colin Galea
<i>Asst. Segretarju</i>	Norbert Debono
<i>PRO</i>	David Attard
<i>Kaxxier</i>	Mary Gambin
<i>Membri</i>	Lora Pullicino Francis Agius M'Anne Abela

Nota:

IL-FEHMIET LI JIDHRU F'DAN IL-GURNAL
MHUX NECESSARJAMENT LI JIRRIFFLETTU L-
FEHMA JEW IL-POLICY TAL-MUMN

Set & Printed :
A&M Printing Ltd. - 553217

WERREJ

Editorjal	3
Messagg Tal-President	4
Is-Sider	5-6
Il-Kuntatt	7
Nghiduha kif inhi	8-9
Mis-Segretarju Generali	10
Seminar	11-13
Sotto Kumitati	14
Fil-hin liberu	15
Midwifery practice	16-17
Ejjew nieqfu ftit	18

Qoxra : Ritratt :- David Attard

Editorjal . . .



Informazzjoni ... Fejn ?

Lkoll kemm ahna, issa smajna kemm il-darba rigward decizjonijiet strutturali u dawk finanzjarji li qed jirrigwardaw l-isptar il-gdid tal-Gvern f'tal-Qroqq, sptar li ma hemmx dubju li ser iqum il-miljuni. Pero' ghandna mnaqqax f'mohhna l-fatt li dan l-isptar ser ikun ta' zgur, progett erojiku ghall qasam tas-sahha f' pajjizna.

Ejjew naghtu harsa ghall prezent, fejn skond statistika ppublikata mill Ministru Dr. M. Farrugia ftit taz-zmien ilu fuq gurnal lokali turi, li f' sena jidhlu l-isptar mat-63,000 ruh, fejn 23,000 minnhom jghaddu minn operazzjoni. Dawn huma cifri, li bla dubju ta' xejn jiskantaww ghalix ta' bilfors, ladarba l-maggoranza l-kbira tal-poplu tinqeda minn sptar wiehed, tinholoq kongestjoni. L-istatistika turi wkoll, ic-cifra li tirrigwarda dawk li wzaw id-Dipartiment ta' l-Emergenza, u din tammonta ghall 100,000 ruh fis-sena.

Ma hemmx xi nghidu, l-isptar San Luqa, llum nafu u nammettu li ma jiflahx ghall aktar piz, speċjalment estenzjonijiet ta' Dipartimenti ohra. Il-kongestjoni tidher il-hin kollu, speċjalment fis-swali, sodod fin-nofs, pazjenti jirrifjutaw joqghodu ghall kura ghax ma ghandhomx privatezza, in-nurses u l-midwives taht pressjoni kbira ta' xoghol, ecc. Madanakollu, il-gurnata tghaddi, u hafna drabi niskantaw kif! Ghalhekk wasal iz-zmien fejn ghandna naraw x'wiehed jista jaghmel b'l-aktar mod semplici biex tittaffa din il-problema.

Ninsabu f' pajjiz fejn il-vizjoni tal-poplu tieghu, hija wahda sfortunatament imcajpra, fejn tidhol l-informatika. Il-poplu ghandu jinghata vizjoni cara, ghall kif jista' juza certi mezzi fl-isptarijiet taghna ... sal lum stess, ghadek tiltaqa ma vizitaturi li jahlu l-hin kollu taghhom iduru s-swali jistaqsu ghall dak il-pazjent li xtaqu jzuru !!! Ghadhom ma ntebhux li jezisti s-servizz siewi ta l-'Enquiries', jew l-uzu proprju tal-'Customer Care'. Ghalix ? Kemm sar sforz biex jindika, li biex tinqeda' min sptar trid iggorr mieghek l-I.D. card ? Dawn huma mistoqsijiet semplici u banali ghall min jismagghom, pero' dan huwa fatt li sal-lum dawn in-nuqqasijiet, jiddominaw il-hajja ta' kuljum. Fejn huma l-promozzjonijiet vizivi fuq il-mezzi tax-xandir ? Jekk jezistu, qed ihallu bizzejjed effett fuq it-telespettatur / semmiegh ?

Inzertajt segwejt 'spot' rigward d-Dipartiment ta' l-Emergenza fl-isptar San Luqa, ftit tal-granet ilu, 'spot' imtella tajjeb hafna ghal dawk kollha li ma ghandhomx ideja fuq kif jitmexxa dan id-dipartiment. Hadt pjacir ukoll, ghalix sa fl-ahhar xi hadd intebah li hemm bzonn li din it-tip ta' informazzjoni viziva tibda minnufih. B'hekk tigi mgheluba l-konfuzjoni u rabja li tezisti ... u ghalhekk nistenna, li 'spots' ta' dan it-tip, jigu nferzati aktar fil-gejjieni. Ic-cittadin ghandu d-dritt li jkun infuramt !!

Messagg mill-President

Gheziez Membri,

Rega' wasal iz-zmien li nghidu zewg kelmiet biex permezz ta' dan il-gurnal, inzommu kuntatt flimkien. Permezz ta' dan il-kuntatt, inti bhala membru tkun taf x'qed taghmel il-Union tieghek ghall interess tieghek. Veru li kultant il-Union tkun f'pozizzjoni li jkollha tilhaq kompromess, izda dan isir biss wara li jigu ezawriti n-negozjati kollha, u jsir ftehim li hu l-aktar accettat u fl-ahjar interess ghall membri. Ma rridux inwebbsu rasna bla ma nhallu r-raguni tirrenja, izda dan ghandu jsir biss minghajr ma jkun hemm deterjorament fil-kundizzjonijiet tax-xoghol, anzi proprju biex ikun hemm avvanz.

Billi din is-sena hija sena krucjali ghall-Union, ghax qed tenfasizza li jintemm l-ezercizzju korrettorju tar-riforma, ezercizzju fejn ser jgholli l-livell professjonali tan-Nurses u l-Midwives. Dan isir biss jekk verament kull wiehed u wahda minnha jibqghu wara din il-Union u nkunu determinati.

L-MUMN s'issa qed taghmel passi fid-direzzjoni t-tajba tant li llum qed tigi nvoluta flimkien mal-Unions il-kbar tal-pajjiz. Proprju dan l-ahhar konna nvoluti f' diversi laqghat mas-Segretarju Permanenti fl-Ufficju tal-Prim Ministru flimkien mal-Unions l-ohra sabiex jigu stabbiliti regolamenti godda dwar proceduri ta' dixxiplina. Regolamenti biex jissostitwixxu dawk antikwati li hemm prezenti, u sabiex ikun hemm iktar imparzjalita' fil-proceduri.

Nixtieq naghlaq billi niringrazzja lill organizzaturi u lil dawk li ppartecipaw fis-Seminar li kellha l-MUMN fi Frar ghas-success li kisbet il-Union, Seminar li ghalkemm kien l-ewwel wiehed dan zgur li lahaq livelli professjonali gholja. Dan is-seminar sahhah iktar il-prezenza tal-Union b'mod specjali meta wiehed jiftakar li prezenti ghas-seminar kien hemm il-Prim Ministru kif ukoll il-Ministru ghas-Sahha, is-Segretarju Parlamentari ghall Anzjani u Shadow Ministers ghas-Sahha u ghall-Anzjani. Prosit.

Rudolph Cini

PROFIL

Sina Bugeja

Sina Bugeja studjat ghall kariga ta' SRN bejn l-1974 u l-1977. Hekk kif hija temmet il-kors, hadmet f'diversi taqsimiet fosthom l-ITU, sptar Generali ta' Ghawdex, Family Welfare Clinics u Health Promotions. Hija attendiet ghall diversi korsijiet, fosthom Renal Dialyses gewwa Sweden, Family Planning gewwa Budapest, Equality of Women and Planned Parenthood gewwa Sarajevo, Diploma f' Applied Social Studies fl-Universita' ta' Malta, u kisbet ukoll il-Masters of Science in Health Promotion u l-Health Education mill-Universita' ta' Wales. Hija wkoll AIDS Counsellor .

Il-Bord Editorjali tal-Musbieh, jixtieq jifrah lis-Sinjura Sina Bugeja, fl'okkazjoni tal-hatra taghha bhala Kap Ezekuttiv tal-Agenzija Sedqa.

SENSODYNE

Toothpaste
for Sensitive Teeth





Is-Sahha tas- Sider



Kitba ta' Sina Bugeja

F' hafna pajjizi inkluza l-Ingilterra, ix-xahar t' Ottubru huwa ddedikat ghall-gharfien tas-sahha tas-sider fil-mara. Dan sar ghaliex l-imwiet mill kancer tas-sider qed iktar ma jmur aktar jizdied. Ahna, hawn Malta m' ahniex differenti minn dawn in-nisa u bhalhom ghandna r-riskju ahna wkoll. Fir-Renju Unit, sabiex iqajjmu aktar kuxjenza, minbarra li jafsu fuq l-educazzjoni, hadu hsieb ukoll li joholqu simbolu li jintlibes biex kull min jarah, jiftakar bl-importanza ta' din il-kampanja. Is-simbolu maghzul huwa zigarella roza mitwija fi tnejn -l-istess bhall ma tintuza ghall 'AIDS awareness', biss minflok ahmar qed jintuza l-kulur roza.

TIBDIL NORMALI

L-ewwel ma rridu nsiru nafu sew huwa dak it-tibdil normali li s-sider tal-mara jghaddi minnu tul hajjitha, minghajr ma ninsew li anke kull xahar ikun hemm tibdil partikulari ! Irridu nifmhu sew x'inhu normali sabiex meta niltaqghu ma xi tibdil nkunu kapaci narfuh.

Is-sider tal-mara huwa nfluwenzat mill-ormoni, dawk is-sustanzi li jipproduci l-gisem tal-mara stess regolari kull xahar. Fil-gimgha ta' qabel ma jkun imiss il-period, s-sider jitqal, jinhass kollu ghoqiedi u jwegga izjed jekk jinghafas. Dawn is-sintomi jigu fix-xejn gala darba jghaddi l-period.

Waqt it-tqala u meta tkun qed tredda, is-sider ikun ajtar mimli. Dan ghaliex il-glandoli tal-halib ikunu qed jippreparaw ghat tarbija jew mimlija bil-halib. Il-glandoli nflushom jimtlew waqt li l-kanali minn fejn jghaddi l-halib, l-areola, (dik id-dawra ta' madwar ir-ras) u r-ras tas-sider innifsu jikbru dejjem biex ikun aktar facli ghat tarbija biex tixrob. Meta mara imbaghad tieqaf tredda, is-sider jerga lura ghan normali kif kien qabel it-tqala.

Waqt u wara l-menopawsa, l-glandoli tas-sider jickienu u jkunu aktar rotob. Il-ligamenti li jzommu s-sider u jtuh il-forma,

jirtabu u ghalhekk is-sider jintelaq xi ftit.

Importanti li kull mara taghmel ezami ta' sidirha kull xahar. Kull certu zmien ikun irid jaraha t-tabib imma ma jkunx hemm bzonn ta' dan spiss. Meta naghmlu l-ezami tas-sider inkunu qed infittxu xi ghoqda jew zibga, jew xi tibdil iehor li qabel ma kienx hemm.

L-ewwel ma rridu naghmlu huwa li noqghodu quddiem mera u niflu sidirna sew waqt li nkunu f' pozizzjonijiet differenti. Naghtu mportanza lil qies ta' sidirna, l-ghamla jew forma u naraw li qeghdin f'dawl tajjed. Biex nezaminaw sidirna sew irridu nharsu lejn sidirna...

□ waqt li nkunu bil-wieqfa b'dirghajna imdendlin ma genbna nduru bil-mod il-mod minn genb ghall iehor (biex naraw il-genb) – waqt li nghollu dirghajna fuq rasna – waqt li nserrhu jdejna fuq genbejna u naghfsuhom l-isfel nintlewew il-quddiem minn genbejna u naraw li sidirna jaghmel l-istess moviment fuq kull naha – issa nafsu bil mod r-ras ta' sidirna biex naraw jekk tohrogx xi haga. Ovvjament dan it-test ma jsirx la waqt it-tqala u lanqas meta l-mara tkun qed tredda.

It-tieni parti ssir billi nhossu kull parti ta' sidirna biex naraw jekk hemmx xi haga mhux

tas-soltu. B'idejna l-lemnija nezaminaw sidirna tax-xellug I vici versa. Nerfghu l-id tan-naha fejn ser nezaminaw il-fuq minn rasna. Jekk inkunu fuq is-sodda, nserhu idejna l-fuq mill imhadda. Bil-pala ta' l-id miftuha, u mhux bil-ponta tas-swaba nhossu kull parti tas-sider. L-ahjar nuzaw sistema biex inkunu zguri li hassejna kullimkien. Nibdew mir-ras u nibdew induru tond sakemm inkunu hassejna kull parti. Ma ninsewx that l-idejn ghax din hija meqjusa wkoll bhala parti mis-sider u xi ghoqda hawnhekk ghandna nuruha lit-tabib ukoll. B'gentilezza naghfsu s-sider waqt li nkunu qed nezaminawh. B'hekk ikun hemm xi haga nhossuha. Nifmhu li rridu nkunu nafu sew x'qed naghmlu biex insibu xi ghoqda rqiqqa, ghalhekk hija mportanti l-prattika !

Hafna drabi nistaqsu x'inhi l-kawza tal-kancer fis-sider?

Risposta preciza m'ghandniex, biss nafu li certi fatturi ghandhom relazzjoni diretta.

L-eta': il-kancer tas-sider jista jigri fi kwalunkwe eta' izda l-izjed komuni huwa wara l-hamsin.

Il-period u l-menopawsa: minn ricerka jidher li huwa aktar komuni f'nisa li bdew jaraw il-period f'eta ta' tnax il-sena jew inqas u f'dawk in-nisa li damu ma waslu ghall menopawsa.

Numru ta' tfal: Jidher li nisa li qatt ma kellhom tfal, ghandhom riskju kemm kemm akbar minn dawk li kellhom. L-eta' li mara twelled l-ewwel tarbija taghha, hija mportanti wkoll. L-ahjar zmien sabiex mara ssir omm, huwa bejn l-ghoxrin u t-tletin sena.

Breastfeeding: Jidher li ommijiet li reddghu lit-trabi taghhom ghandhom ftit aktar protezzjoni kontra l-kancer tas-sider.

Tendenzi fil-familja: Jidher ukoll, li jekk mara jkollha lill ommha jew ohtha li kellhom kancer tas-sider, hija jista jkollha riskji u daqsxejn aktar.

Hxuna zejda: Ir-ricerka turi li nisa ta' piz qawwi ghandhom riskju akbar ghall-kancer tas-sider. Il-konsum gholi ta' xaham ta' l-annimali jidher li jista' jkollu effett negattiv, kemm fuq is-sahha ngeneralu kif ukoll fuq il-kancer tas-sider.

X'riskju ghandek inti?

FATTURI	RISKJU BAXX	RISKJU TAN-NOFS	RISKJU GHOLI
eta'	taht l-40	bejn l-40 -50	il-fuq minn 50
qatt kellek xi kancer ?	le		iva
meta beda l-period l-ewwel darba ?	l-fuq minn 15 il-sena	bejn 12 u 14 il-sena	qabel it-12 il-sena
eta' meta bdiet il-menopawsa ?	qabel il-50 sena		wara l-50 sena
piz	irqieqa	mibruma	hoxna
kemm kellek eta' meta wellidt l-ewwel tarbija ?	taht it-30 sena	wara t-30 sena	m'ghandix tfal
ommok jew ohtok kellhom kancer tas-sider	le		iva



Il-Kuntatt

- ✓ Meta wiehed jasal biex jikkunsidra l-ghazla ta' l-overtime', fl-isptarijiet taghna, huwa tajjeb li kemm l-awtorita' kif ukoll il-Managers, jiznu l-piz tas-swali mhux biss minn kemm qed jigu okkupati sodod, imma ghandhom l-aktar jigu kkunsidrati d-diversi kazi li jitolbu osservazzjoni aktar mill qrib minnha n-nurses u l-midwives. Niftakru li l-pazjenti taghna, jigu l-ewwel !!!
- ✓ Nawguraw lill dawk l-Enrolled Nurses li bdew il-course tant mistenni tal-'Conversion ghall SRN,' nawguraw ukoll lill dawk kollha wkoll li qed jistennew t-turn' taghhom. Nisperaw li ma jkunx l-ewwel u l-uniku grupp li ntaghzel ghall dan il-kors tant mistenni. L-MUMN, tistenna wkoll li skond ftehim li kellha mal-Ministru tas-Sahha, din is-sena stess ghandhom johorgu 'call for applications' godda ... a) l-ewwel nett ghall dawk il-'failures', b) kif ukoll ghall dawk kollha li ma kellhomx ic-cans japplikaw, u c) ghall dawk li kienu inelegibbli.
- ✓ Ghall dawk il-midwives u nurses li qed jistaqsu rigward li-'stickers' ghall parkeggar tal-karozzi taghhom fl-isptar San Luqa, intlahaq ftehim li ghandhom johorgu 'stickers' kuluriti ghal-midwives u n-nurses kollha, li jahdmu bil-lejl.
- ✓ Ser jibdew ukoll diskussjonijiet godda mal-partijiet kollha koncernati, sabiex jigu stabbiliti hinijiet godda ghall hin il-vizitaturi; hinijiet adattati ghall meta l-konsulenti jezaminaw il-pazjenti taghhom fis-swali; l-inhawi ta' parkegg tal-karozzi ta' l-impjegati; u fl-ahharnett sistema gdida ta' hidma mit-taqsimha tal-manutenzjoni.
- ✓ Sa fl-ahhar, dan il gurnal jista jhabbar li saru arrangamenti fejn f'certu hinijiet ser jinbeda s-servizz ta' gbir ta' kampjuni tad-demmi mis-swali. Niftakru li dan is-servizz kien beda jithaddem xi snin ilu, u kien jitmexxa bl-ahjar mod possibbli, pero' dan is-servizz kien waqaf ghall ragunijiet varji. Grazzi ghall dan il gurnal, li kemm il-darba wera l-htiega ghall servizz bhall dan ghall dawn l-ahhar tmien xhur shah, u grazzi ghall dan il ftehim, ser jigi evitat l-iskarigg zejzed ta' l-impjegati li jahdmu fis-swali.
- ✓ Wasal iz-zmien li jinholq xi forma ta' 'support group' ghall midwives u n-nurses, minn staff speccjalizzat f'dan il qasam, u li jkun parti minn dak ix-xi hadd li kapaci jifhem il-pozizzjoni ta' kull wiehed u wahda minnhom. Nafu lkoll, li l-midwives u n-nurses, il-ftit 'support' li dawn isibu, huwa minn shabhom tax-xift stess. Ma nafx kemm dan huwa possibbli, ghaliex minhabba x-xoghol li dawn il-povri jghaddu minnu, kuljum gieli l-anqas cans jitekllmu bejniethom ma jkollhom, ahseb u ara kemm ser ifarrgu lill xulxin !!!

Nghiduha Kif Inbi.



Nicky Sammut

Ma hemm xejn ghezies fid-dinja, mill hajja u s-sahha tal-bniedem. Huwa proprju ghalhekk li min ghandu l-inkarigu li jiehu hsieb dan it-tezor tal-bniedem hekk prezzjuż, fosthom ahna n-nurses, ghandna forsi responsabbiltajiet aktar minn ta' haddiehor, li xogholhom m'huwiex marbut b'mod daqshekk dirett, ma sahet il-bniedem.

Din il-haga tpoggina f'pozizzjoni ftit delikata. Nixtieq ghalhekk nistaqsik:

- “Dan is-sens ta nobbilta’ u din ir-responsabilta’ hekk kbira f’xogholok -huma ta’ vantagg jew ta’ zvantagg ghalik?”
- “Ir-rispett li tgawdi inti mill pazjenti tieghek u mill qraba taghhom, huwa dak li jixraqlek?”
- “Il-paga li int imhallas ghal xogholok, tikkumpensa bizzejjed it-tbatijiet u r-riskji li tiehu waqt il-qadi tad-doveri tieghek?”

● “Il-kariga li thaddan fuq il-post tax-xoghol, tirrifletti dawk li huma fil-verita’ ir-responsabbiltajiet tieghek, jew thoss li ghandek responsabilta’ kbira fuq spallejk minghajr ma ghandek l-awtorita’, u wisq izjed minghajr ma ghandek ir-renumerazzjoni xierqa ghalha?”

● “L-ambjent li tahdem fih, huwa dehen ghad-dinjita’ tieghek bhala bniedem u impjegat fil-qasam tas-sahha?” Huwa meta wiehed jipprova jwiegeb dawn il-mistoqsijiet, u ohrajn li tibda l-gwerra gewwa fina.



Drittijiet U Dmirijiet:

Fl-ewwel artiklu tieghi, ktibt li wasal iz-zmien li nibdew nirrispettaw lilna nfusna jekk irridu lil haddiehor jirrispetta lilna. Ghalhekk huwa mportanti li fil-mod kif ingibu ruhna fuq il-post tax-xoghol, naghrfu nkunu bilancjati ...:

JEKK NIGBDU GHALINA
BISS, HAZIN U HAZIN
HAFNA
JEKK INKUNU GWEJFIN,
HUWA HAZIN DOPPJU
WKOLL !!

DRITTIJJET:

L-ewwel lejalta’ ta’ kull

bniedem, ghandha tkun lejh innifsu u lejn il-familja tieghu. Ghalhekk l-istint naturali tal-bniedem, jiddetta li dak li jista’ wiehed jakkwista, jakkwistah. Il-problema hi, li xi kultant dan naghmluh AKKOST TA’ KOLLOX, u KULHADD, u mmorru fl-estremi.

Ir-rwol tat-trejd unions, li jirraprezentawna, huwa dak li jassiguraw li l-livell tal-kundizzjonijiet tax-xoghol taghna huma xierqa. Il-ligijiet li jsiru, huma ntenzjonati biex l-ewwelnett jindikaw dak li l-haddiem ghandu dritt ghalih, bhal per ezempju ...

□ Ghandek dritt ta’ paga xierqa li permezz taghha tghix int u tghajjex b’mod dicenti l-familja tieghek.

□ Ghandek dritt li tahdem f’ambjent xieraq u li ma jkun ta’ detriment ghal sahtek.

□ Ghandek dritt li taghzel li taghmel sahra sabiex d-dhul tieghek ikun ahjar.

□ Ghandek dritt li jkollok hin bizzejjed ta’ serhan waqt il-hin tax-xoghol, kemm b’inhir kif ukoll bil lejl, biex b’hekk il-gisem u l-mohh jergaw jirpiljaw is-sahha biex tkun tista tkompli taghti l-gurnata tax-xoghol.

□ Ghandek dritt tithallas waqt il-mard.

□ Ghandek dritt li tkun protett b’affiljazzjoni fi trejdunion ta’ l-għazla tieghek.

□ Ghandek dritt taghti opinjoni tieghek biex il-hajja fuq il-posta tax-xoghol tkun ahjar ...

u l-lista tibqa titwal. Huwa tajjeb li tkun taf liema huma dawn id-drittijiet. Dan jghin biex inti tkun izjed mgharraf u ma thalli lil hadd jghamillek il-bzar fuq imniehrek. Madanakollu, ahna li nahdmu

fil-qasam tas-sahha, ghandna wkoll inkunu konxji b'xi haga ohra li hija ferm importanti.

Bir-rispett kollu, lejn professjonisti ohrajn (u dan qed nghidu minghajr ebda disprezz), ahna waqt il-qadi ta' dmirijietna ma nittrattawx... kannna ta' l-ilma, muniti jew karti ta' l-gboxrin, blokki tal-konkos, jew settijiet tat-telefon, imma ghandna kontinwament hajja ta' bniedem f'idejna u hajja ta' bniedem mhux biss mill aspett fiziku taghha jigifieri l-fejqan tal-gisem, imma rridu nittrattaw ghall bzonnijiet psikologici wkoll, b'mod komplet.

DMIRIJET:

Id-dmirijiet ta' dawk li jahdmu fis-settur tas-sahha jinqasmu fi tnejn b'mod partikolari. Dmirijiet li huma marbuta ma l-ambjent generali tax-xoghol, u dmirijiet ohra li jattiraw in-natura tax-xoghol.

Habib, nitlobok tistaqsi lilek innifsek dawn il-mistoqsijiet ...

◆ “Qieghed inti tabbuza mid-drittijiet tieghek fl-ambjent tax-xoghol tieghek?”

◆ “Tippretendi izjed paga milli l-produzzjoni tieghek tiggustifika?”

◆ Qieghed inti stess iddardar l-ambjent li tahdem fih b'imgieba morra u bi traskuragni,

u tuza dan bhala skuza biex ma tkunx produttiv, imma tkun distruttiv?”

◆ “Tippretendi sahra ta' bil fors, u tuza kull mezz biex fejn ma tasalx bis-sewwa tasal bid-dnewwa?”

◆ “Inti tiehu ‘brake’ aktar milli suppost ghal detriment tal-pazjent u ta' shabek?”

◆ “Inti taghmel distinzjoni bejn ‘Sick Leave’ u ‘Vacation Leave’?”

◆ “Tippartecipa inti, f' inizzjattivi tal-Union tieghek jew xogholk biss li tgorr u trawwem ambjent negattiv bl-atteggjament tieghek, minghajr ma toffri soluzzjonijiet kostruttivi?”

Dmirijiet marbutin man-natura tax-xoghol ...

◆ Taf li l-pazjent ghandu dritt ghal kura xierqa minghajr ma wiehed jaghmel ebda distinzjoni ta' kulur, sess, religjon, jew twemmin politiku?

◆ Taf li l-pazjent ghandu dritt ghall informazzjoni?

◆ Taf li l-pazjent ghandu dritt jippartecipa fil-kura tieghu, u ghandu jkun involut f'decizjonijiet li jikkoncernaw sahtu?

◆ Taf li pazjent ghandu dritt ghall privatezza tieghu?

◆ Taf li pazjent ghandu dritt ta' mewta xierqa b'dinjita' sa l-ahhar mument ta' hajtu?

TAF HABIB LI AHNA GHANDNA D-DMIR LI NASSIGURAW LI DAWN ID-DRITTIJET TAL-PAZJENTI TAGHNA, IRRIDU NHARSUHOM UKOLL?

KONKLUZJONI:

Ma tistax tkun nurse, tabib, ‘nursing aid’ komplet, jekk ma taghrafz izzomm bilanc bejn dawk li huma d-drittijiet u d-dmirijiet tieghek fuq il-post tax-xoghol.

Mhux hekk biss, imma huwa ferm importanti illi mniggisa fil-hidma tieghek ta' kuljum, ghandu jkollok b'mod sagrosant, id-drittijiet ta' dawk li ahna fid-dover li nghinu – il-pazjenti taghna.

Ovvjament, anke dawn ta' l-ahhar ghandhom jgharrfu jirreciprokaw dawn il-hsibijiet, u jekk huma ghandhom id-drittijiet taghhom, daqshekk iehor ghandhom id-dmirijiet.

Madanakollu nerga nghid, ejjew nuru li ahna aktar serji, u tara kif anke l-poplu jirrealizza li hu wkoll ghandu x'jibdel fl-atteggjament tieghu meta jkun gewwa sptar, u jibda jgharaf jirrispetta aktar lil dawk li bi dritt moghti lilhom mis-socjeta' ta' kuljum iharsu l-hajja tal-bniedem.



AVVIZ

Dawk il-membri li qeghdin lura fil-hlas tal-membership, huma mitluba biex ihallsu l-mizata taghhom, u jaghmlu dan, billi javvicinaw lill xi membri tas-sotto kumitat ta' fejn huma jahdmu, jew javvicinaw l-ufficini tal-MUMN fil-Fgura.

GRAZZI



Rapport mis-Segretarju Generali

Colin Galea

Hadd ma jista jichad li llum il-gurnata l-MUMN hija Union stabbilita. Kulhadd jaf, li meta fuq il-mezzi tax-xandir tinstema l-MUMN, awtomatikament tfisser Nurses u Midwives. Dan huwa mportanti ghalina l-membri, li l-Union taghna hija sinonima ma dawn iz-zewg kategoriji ta' haddiema. B'hekk inkomplu nsahhu l-identità taghna mal-pubbliku Malti,pubbliku li rridu nibzghu ghalih.

F'Dawn il-granet permezz tas-swali tal-medicina kellna ftit aktar xoghol mis-soltu, ma flahniex nissaportu aktar kundizzjonijiet daqshekk baxxi. Minn irridna nahdmu irrid fost ohrajn jissuplixxi l-ghodda, ghal-inqas bazici. Kien ftehim fid-direzzjoni t-tajba. Nafu li baqgha hafna xi jsir spezialment dawk il-problemi li ma ssibhomx fis-swali kollha izda f'sala partikolari. Nispera li darb'ohra ma jkollniex ghalfejn nispiocaw quddiem il-ministru minghajr l-anqas biss iltqajnama l-A/CGMO.

Problema ohra li jidhru li naqqsu r-rankatura huma dawk f'Zammit Clapp. Kull awtorita trid iddahalha f'mohha, darba ghal dejjem,li kull fejn jitmiss l-infermier jew il-midwife trid tigi kkonsultata din il-Union. kif jista jkun li hemm pjanijiet jew suggerimenti biex tinghalaq sala u nursery u l-MUMN ma tigiex ikkonsultata. Ahna dan mhux se nittolerawh aktar.

F'Ghawdex l-istess, hemm pjanijiet jew rapporti biex jitnaqqsu l-46 u 2/3 u l-Union ma tigiex ikkonsultata. Ahna rridu li nigu kkonsultati mill-bidu tal-pjanijiet u mhux meta jigu ffinalizzati.

Fl-Isptar Monti Carmeli qed ikollna problemi rigward 'Staff compliment'. L-MUMN mhix ser tittolera li Nurse jibqgha wahdu fis-sala ma Nursing Aid. L-inqas li jistghu jkunu huma zewg Nurses. S'issa konna prudenti pero jekk l-affarijiet jippersistu ikollna, kontra qalbna, nghamlu li hemm bzonn.

Rigward il-'Health centres' bhal issa ghaddejien zewg kunitati. Wiehed jikkoncerna iz-zidiet jew tnaqqis tas-servizzi, ghalissa mhux prudenti li nikkumentaw ghaliex ghadu ma giex deciz xejn. Fl-iehor il-gvern talab lill-Union biex flimkien issir eżercizzju ta' 'deployment' serju. Sa llum jidher li mhux ser niftehmu pero ghad hemm laqgha ohra. Kull ma jsir ahna ninfurmawkom b'kollox permezz tas-sotto kunitati.

Kif qed taraw, il-problemi huma hafna. Dawn li semmejt jien huma biss generali, hemm bosta ohra individwali li nhabbtu wicna maghhom kuljum. Dawn mhux prudenti li jissemmew hawnhekk pero minn intlaqat kullhadd jaf x'qed nghid. Huwa mportanti li nibqghu maqghudin fil-Union. Ghalhekk huwa wkoll importanti li nhallsu l-mizata fil-hin ghaliex inkella l-mutur jieqaf. Ftakru li hija biss l-Union li thares id-drittijiet tieghek u hadd iktar. ■



X'qiegħed ifixxkel in-Nurses u l-Midwives ?

Il-Malta Union Of Midwives and Nurses organizzat l-ewwel seminar tagħha, nhar il-Hamis 5 ta' Frar 1998, fil-lukanda Best Western Les Lapins, Ta' Xbiex. Min numru ta' partecipanti, li kien ta' 103, wieħed seta jinduna bl-interess u l-entuzjazmu biex l-affarijiet jitjiebu għal gid tal-pazjent. Il-'panel' kien iffurmat mis-Sur Thomas Dimech, is-Sinjorina Isabelle Avallone, is-Sinjorina Mary Borg, is-Sur Denis Tanti, u s-Sur Alfred Vella.

Fetah is-seminar ic-Chairman is-Sur Thomas Dimech, fejn qal fost affarijiet ohra, li dan is-seminar huwa bidu ta' ezercizzju għall-MUMN. Huwa qal ukoll li r-riforma li għandha ssir m'għandix tkun disforma għas-servizz tas-sahha.

Is-Sinjorina Isabelle Avallone, tkellmet dwar kif għandna nattiraw in-nurses u l-midwives. Hija qalet, li għalkemm bħalissa hemm 430 student/a registrati fil -korsijiet tan-Nursing u l-Midwifery, min studju li sar mis-Sur Freddie Briffa, huma biss 2% ta' l-istudenti fl-iskejjel Sekondarji li kellhom xi hajra li jagħzlu nursing/midwifery bhala karriera. Hija qalet li l-korsijiet fi hdan l-IHC u l-istudenti hadu aktar status, għaliex il-korsijiet fi hdan l-Universita' jwasslu għal kwalifika professjonali kif ukoll Akkademika. L-istudenti qed jitqiesu ta' studenti u mhux ta' apprendisti. Hija kompliet tghid, li b'hekk

il-korsijiet il-godda bdew jintlaqghu ahjar.

Hija qalet ukoll, li r-rata ta' kemm jitolqu studenti, min dejjem kienet għolja, u għada saħansitra għolja, u ta' dan hemm hafna ragunijiet, fosthom id-differenza bejn it-teorija u l-prattika. Kompliet tghid li l-kundizzjonijiet tax-xogħol huma l-fatturi li l-aktar iggerxu l-istudenti. Id-differenza fl-iskala tas-salarji, speċjalment meta tqabbel l-iskala tal-Gradwati fin-nursing u l-midwifery ma dik ta' Gradwati ohra, d-differenza hija kbira.

Hija temmet id-diskors tagħha fuq nota pozittiva u ta' sfida, biex il-koll flimkien inkomplun saħhu l-fatturi pozittivi u naħdmu flimkien biex neliminaw il-fatturi negattivi.

Is-Sinjorina Mary Borg, bdiet id-diskors tagħha fejn semmiet li x-xogħol tal-midwives u n-nurses, huwa indispensabli. Hija qalet li waqt id-49 Assembleja tas-Saħha fid-Dinja fl-1996, delegati min 40 pajjiz differenti tkellmu u qablu li l-midwives u n-nurses għandhom jahdmu f'team, b'kundizzjonijiet indaqs mat-tobba u haddiema ohrajn fil-qasam tas-saħha. Hija kompliet tghid li l-'image' tan-nurse f'Malta huwa dak servili, fil-waqt li l-mentalita pubblika hija aktar negattiva milli pozittiva. Hija saħqet, li n-nurses u l-midwives stess jgħidu li s-sitwazzjoni li qiegħdin fiha hija tad dwejjaq, u ta'





frustrazzjoni. Hemm nuqqas ta' nurses u midwives, nuqqas ta' support min ta' fuq, transfers, over crowding tal-pazjenti, u li l-Managers m'għandhomx is-sahha proprja biex imexxu. Elenku twil, li f'it li xejn jirrifletti l-professjoni tagħna.

Hija qalet ukoll li ahna n-nurses u l-midwives kapaci naslu fejn nixtiequ, biex ikollna sodisfazzjon fix-xogħol tagħna. Għandu jkollna motivazzjoni xierqa li hi marbuta man-natura tax-xogħol tagħna. Hija għalqet id-diskors tagħha billi qalet li n-nurses u l-midwives kollha għandhom jahdmu flimkien biex kulhadd jieh u l-post xieraq fil-hidma li jkun wettaq. Kompliet billi qalet li hadd ma jista jichhad, li n-nurses u l-midwives, huma l-qalb tas-servizz Nazzjonali favur is-Sahha.

Is-Seminar kompli, fejn hawnhekk, dawk il-partecipanti prezenti gew imqassmu f' 'Working Groups', fejn gew diskussi diversi suggetti, fejn fost il hafna punti li hargu kien hemm dawn li gejjien :

- l-edukazzjoni m'għandiex tieqaf meta l-istudenti jispicca mill-IHC.
- in-nuqqas ta' nurses !!! nibzghu għall f'it nurses tajbin li fadal.
- in-nursing u l-midwifery għandhom ikun karriera ta veru.
- il-konsulenti m'għandhom l-ebda dritt li jafguna taht saqajhom.
- tispicca darba għal dejjem il-frazi: 'għall-esigenza tas-servizz'.
- supervizzjoni fuq in-nurses u l-midwives issir mill-Managers u mhux min xi hadd iehor.

□ għandu jkun hemm 'job description car'.

(Barra dawn kien hemm diversi punti ohra, pero' minhabba l-ispazju limitat, ma kienx possibli li nipubblikawhom kollha).

Is-Sur Denis Tanti beda id-diskors tieghu billi qal li d-Dipartiment tar-Rizorsi Umani tilef il-kontroll fuq l-alokkazzjoni ta' l-impjegat. Semma wkoll li ma sar xejn minhabba l-ingustizzji tal-passat, u kompli jghid illi kontra dak kollu li kien imwieghed, li ma jsirux transfers, dawn xorta saru u s-servizz baqa sejjer lura.

Huwa qal li l-post ta' kap ta' Dipartiment ilu sentejn vojti. Hemm uzu hazin tar-rizorsi umani. In-Nursing Managers lanqas setgha li jagħmlu xogħolhom sew m'għandhom, u kompli jzid illi billi jigu nurses u midwives barranin ma tissolva l-ebda problema, anzi tinholoq wahda akbar.

Huwa irrefera għall-ligi 1976, fejn din tahseb għal pluralizmu, fejn konflikt jigi solvut b' medjazzjoni u negozjati. Is-Sur Tanti kompli li għaddew 22 sena u la beda jahdem il-'Joint Negotiation Council' u lanqas it-Tribunal Industrijali. Huwa fakkar li r-riforma ilha sentejn li skadiet u l-Gvern għadu jrid jagħti l-kontro-proposti lill-unions.

Huwa temm id-diskors tieghu billi rega fakkar li l-MUMN hija l-akbar forza li qatt kellhom il-midwives u n-nurses f'Malta, u l-Gvern irid jirringa l-irregolaritajiet li saru u jzomm mal-konvenzjoni 149 tal-I.L.O.

Wara għamel l-intervent tieghu is-sur Alfred Vella fejn beda billi qal li sa mill-1921 kienu jezistu l-



unions imma donnu li hadd ma fehem il-htigijiet propji tal-midwives u n-nurses, u huwa ghalhekk li l-MUMN ghandha dawn il-membri kollha.

Huwa semma li kull meta n-nurses u l-midwives ghamlu strajk dejjem qaghd u attentu li ma jwegghux lil-marid. Dan il-gest l-anqas it-tobba m'ghamluh. Dan hu gest verament sabih u ghalhekk l-irguliya titlob li la n-nurses u l-midwives tridu tghinu lil marid, il-pajjiz ma jistax jabbuza mill-hniena taghkom. In-nurses u l-midwives qed ihossu li l-pajjiz mhux qieghed joffri 'deal' tajjeb u kompli jghid li n-nurses u l-midwives gew imlaqma il-angli tal-hnienaf, imma kundizzjonijiet tajba tax-xoghol ma gewx moghtija.

Huwa ghalaq id-diskors tieghu billi qal li l-MUMN trid ukoll thares il-barra min xtutna ... lejn unions ohrain bhal ma huma l-ETUC u INFEDOC.

Tkellem ukoll il-President tal-MUMN is-Sur Rudolph Cini fejn qal li wiehed ma jistax jikkellm fuq awtonomija u professjoni tan-nurses u l-midwives, meta sa llum in-nursing u l-midwifery board huwa mmexxi min tabib. Komplu jghid illi l-burokkrazija zejda qieghda tkisser is-sistema kollha fl-isptarijiet.

Huwa nsista li 'interview' ta ghaxar minuti m'ghandux ikun dak li jiddeciedi il-hajja tan-nurses u l-midwives, apparti d-dubji fuq dawn l-istess interviews. Huwa qal li n-nurses u l-midwives ghandhom ikollhom insurance minhabba l-ambjent u natura tax-xoghol. Is-sur Cini, rega fakkar li l-uniformijiet iridu jkunu lesti sa dan is-sajf (skond

il-ftehim), ghaliex dawk l-antiki hadd m'hu ser jilbieshom.

Huwa temm id-diskors tieghu, fejn qal li hemm hafna x'jigi implimentat skond il-konvenzjoni 149 u li dan ghandu jigi implimentat.

Ghalaq is-seminar l-Onor. Prim Ministru Dr. Alfred Sant, fejn qal li dan is-seminar kien ta' opportunita ghalih biex jisma lin-nurses u l-midwives. Ix-xoghol tan-nurses u l-midwives irid jahdem id f'id ma professjonijiet ohra. Huwa semma li hemm nuqqas fejn jidhol management u wasal iz-zmien li nahsbu izjed fuq Hospital Management min Medical Orientated Management.

Dr. Sant, semma' wkoll li qabel ma mmorru fl-isptar tal-Qroqq irid ikollna sistema ta' tmexxija kompletament gdid u bidla mill-mod tradizzjonali. Hemm bzonn li l-management jibda jahseb min issa, biex jahdem b'mod gdid.

Prezenti ghall dan is-Seminar kien hemm ukoll il-Ministru tas-Sahha, Dr. Michael Farrugia, is-Segretarju Parlamentari tal-Anzjani, Profs. Louis Buhagiar, u Shadow Ministers Dr. Louis Deguara u Dr. Antoine Mifsud Bonnici rispettivament.



Thomas Dimech

SOTTO KUMITATI

MCH

■ Gie diskuss ma l-awtoritajiet ta' l-isptar il- 'compliment' gewwa s-swali u gie miftiehem li fejn hemmil- 'vacant', jidhol tal- 'overtime'. Dejjem ikun zewg nurses fis-sala.

■ Tkellimna dwar ir-roster ta l-NO's / Deputy, u gie deciz li wara li niehdu l-opinjoni ta' NO's / Deputy, ir-roster taghhom tigi DDCO.

■ Dwar l-ghoti tal-leave gie deciz li jibqa' jinghata mis swali.

■ Dwar l- 'overtime', gie deciz, wara laqgħa mal M.N.S u D.N.M's li jkun hemm rotazzjoni sabiex ma tahdimx fl-istess sala.

GHAWDEX

■ Relievers li jahdmu bil-lejl, gewwa l-isptar Generali ta' Ghawdex, mhumiex intitolati 'night rest', gewwa ix- 'Short -Stay' Acute Psychiatric Ward. Dan kien konfermat mill Psikjatra.

■ Gie approvat il- 'vacation leave' tul ir-roster AANOO. Sakemm il- 'vacation leave' ma jeccedix 3 ijiem konsekuttivi, l-ebda 'extra vacation leave' ma ghandu jitraqqas, speċjalment jekk wiehed jinzerta 'Night Duty' bejn il- 'vacation leave'.

■ Intlahaq ukoll ftehim, rigward kif ghandu jittiehed it-T.I.L.

■ Ftehim temporarju fuq ir-roster tal-Midwives. Diskussjonijiet ghandhom ikomplu fil-futur qarib.

Nisperaw li l-istaff kollu fil qasam tan-Nursing generali, qed isibu kull koperazzjoni mis-sotto kumitat ta' Ghawdex. Lkoll ghandkom tkunu kunfidenti, biex taslu ghand membru tas-sotto kumitat f'kull hin għall kull bzon ta' ghajnuna.

Jitwaqqaf Sotto-Kumitat għan-Nurses tal-Health Centres.

Għall-ewwel darba minn mindu l-MUMN giet iffurmata, kien deciz u bir-ragun, li l-Union tahtar u twaqqaf sotto-kumitat għall-nurses li jahdmu gewwa l-Health Centres. B'hekk il-Union iddecidiet li kull Health Centre ikollha rapprezentant/a tagħha, biex imbagħad dawn ir-rapprezentanti jkunu jistghu jiltaqgħu u jiddiskutu d-diversi problemi li jistghu jiltaqgħu magħhom l-Infermiera li jahdmu fil-Health Centres.

L-ewwel laqgħa kienet fl-4 ta' Dicembru 1997, fil- 'Premises' tal-Union fejn għaliha attendew, rapprezentanti mill-Health Centres tal-Floriana, Gzira, Qormi, Rabat, u Mosta. Il-kelliema ta' din il-laqgħa kienu, is-Sur Colin Galea, Segretarju tal-Union, u s-Sur Norbert Debono. F'din il-laqgħa gew diskussi diversi kwistjonijiet interessanti. Fost dawn tqajjem il-punt dwar il-bdil tal-uniformijiet tal-Infermiera, li bħalissa l-Union qed tahdem bis-shih biex dan it-tibdil isehh mill-aktar fis possibli.

Punti ohrajn li tqajmu kienu :

- Biex waqt it-tehid tad-demmi l-Infermiera jridu jkunu 'covered' jekk accidentalment jitinngzu b'xi labra.
- Biex jekk jigu trasferti għal-berga jew bereg u juzaw il-vettura personali tagħhom, għandhom jithallsu tal- 'fuel' bl-istess rata li jithallsu t-tobba.
- Biex ikun hemm 'refresher courses' halli l-Infermiera ikunu aggnati u preparati jekk dan imur fi klinika li s-soltu ma tkunx l-ispeċjalita tiegħu, bħall- 'Immunization Section', Diabetics, Ophtalmic, Treatment Room, etc.
- Biex n-nurses jiehdu l-kors tal-computer bħall m'għamlu l-Health Assistants u n-nurses ta' l-Isptar San Luqa.
- Problemi li jistghu jinjalghu waqt in-Night Duties. Għaliex m'għandux ikun hemm N.O. on call, bħal m'għandhom it-tobba, biex jekk tinqala' xi problema, dan ikun jista jamministraha ahjar.

It-tieni laqgħa tar-rapprezentanti kienet xahar wara u fiha gew diskussi l-qari tal-minuti tal-laqgħa precedenti u f'liema stat kienu qegħdin. Deher bic-car li l-punti li tqajmu fl-ewwel laqgħa kien qed ihallu l-frott.

F'din il-laqgħa gie deciz ukoll biex jinhatar 'chairperson' u segretarju/a għall-Health Centres u kien deciz li bhala 'Chairperson' ikun is-Sur Andrew Attard Flores, u bhala segretarja inhatret is-Sinjura Doris Debono. Barra minn hekk il-Health Centres għandhom rapprezentant tal-kummissjoni tagħha li huwa is-sur Frans Aguis.



Aquariums (1)

Keeping fish for ornamental purposes, probably dates back to Roman times, although it was not until the first tropical fish possibly the 'Paradise Fish', was imported into Europe in the mid 1600's that the hobby started to become more widespread.

During the intervening 1000 years or so, the keeping and selective breeding of Goldfish and Koi, became very popular in China and Japan.

With the opening up of trade and exploration routes around the world in the 18th and 19th centuries, exotic fish gradually became available to westerners.

Jet air transport and more recently the commercial farming of ornamental fishes in places, such as Singapore and Florida have led to the present day upsurge of interest in all aspects of the aquarium hobby.

Now fish keeping is a truly world wide pursuit involving millions of enthusiasts. Every aquarium is a part of the manifold and brightly coloured underwater world. The individual possibilities to design and to decorate the aquarium as well as the care and observation bring a lot of relaxation and satisfaction.

If you are interested in setting up an aquarium, here are a few hints:

Size of Aquarium - The size of the aquarium, depends on ;

the number and size of fish and plants that you'd like to populate it with.

the space in your home – a fundamental rule – the bigger the aquarium, the more stable the living environment and the less problems with it's care.

THE BASIC EQUIPMENT

Air Filter or Filters-which is responsible for the purification of water. There are various types of filters, e.g. Internal, External, Canister and

Undergravel filters. Always ask your dealer for a better recommendation.

Air Pump -an air stane or diffuser, connected to an air pump by rubber tubing promotes additional gaseous exchange and helps in providing a current plus increasing oxygen in water.

Thermostat heater -this ensures that the temperature inside the aquarium, is maintained within the acceptable range.

An Accurate Thermometer-this monitors the temperature.

An Aquarium cover-made of glass or plastic, to minimise evaporation, limits the dust particles and preventing fish from jumping out of the water.

Hoods or channels, with built in fluorescent tubes can be placed on the aquarium cover offering light for about 8 to 12 hours a day, and helps the plants in the photosynthesis process.

Decorations, such as;

gravel for the bottom ground.

stones and rocks that don't contain lime.

bogwood which should be thoroughly washed and soaked for a period of 48 hours to minimise discoloration of the water.

plants – you can choose either plastic or natural plants.

N.B — The decorations, must be washed well with water only, especially the gravel and 1 rocks until clean water appears.

.... to be continued



Charles Cocker.



Implementing change as applied to Midwifery practice

Alterations in midwifery practice take place in order to keep abreast of current trends and new techniques within the profession. Change should lead to growth and should be welcomed not feared. However as Kron et al (1987) argues, change must not be instituted simply for the sake of doing something different. Careful investigation and thought must be given to why change should be made and what will be accomplished when it is implemented. A practical example may be the involvement of the father in the care of his partner in the local ante natal ward. To date fathers are almost ignored and decisions about the care of the mother are taken before being discussed with the couple. The visiting hours are restricted and therefore the couple have short time to spend together. Time may be as flexible as the needs of the mother require. The woman in hospital needs her partner's support, which is quite different from any others that she has (Kitzinger, 1980).

Planning of change

Before attempting to change anything, it is essential that the confidence and support of all the staff is obtained and this will take time and effort by the midwifery manager. It is also important to obtain the ideas of the team members and build on these. As Matthews (1982) stated, before embarking on the change, full discussion with all the staff involved must take place. The midwife may discuss how to encourage the fathers to involve

themselves in the care of their partners. She may start by organising parentcraft lectures for them and leaflets on the subject may be given. Time must be set aside for those involved to ask questions and talk their fears and anxieties. Before implementing any change at all, the whole team must believe that the principles are right and be prepared to adopt them.

Knowledge of how change can be brought about is likely both to make the management of change easier and to lead to success. Although managers can give valuable support to the work of the staff, it is in practice, where midwives work with clients, that change matters most, and its effects can be most directly felt (Savage 1993). A bottom-up approach with change agents using a normative-re-educative strategy to work with midwives and couples, therefore appears the most likely to produce real, lasting changes in norms and practices. The move towards a more client-centred approach to care and education are examples of the application of the normative-re-educative strategy for change (Wright 1989). The midwife may first identify the needs of a couple and prioritise them. As the mother may soon be in labour, the midwife may decide that the first priority is to advise the father how he can help his partner during contractions. She may show him how to increase her physical comfort by mopping her brow, offering sips of water, massaging her back, lightly stroke her abdomen or taking her weight during contractions when she is

standing (Bennet & Brown, 1989). Actually fathers are initially informed of this technique in the early stages of parentcraft lectures and during labour itself. It would be ideal if fathers who intend to accompany their partner during labour to be kept informed of the technique throughout the lectures.

The process of planned change, involves the gathering of information on the innovation and on the nature and functioning of the organisation and its members. It is a process in which the staff takes deliberate actions to achieve the desired outcomes with the minimal use of resources. It is a problem-solving exercise in which the need for change is identified (Wright 1989). The midwifery manager plans the actions to achieve the desired outcomes, set time frame, identify resources, choose strategy, implements the plan and evaluates the sources of the venture. Replanning and setting new time frames may be necessary. Unplanned and disordered changes may lead to dissipation and wastage of much energy at great personal cost. When midwives take on their role as change agents, then change in their practice is achievable. Once new changes have been adopted discussion must continue with time being set aside to assess how things are progressing and whether the changes have been beneficial or not. Midwives may ask the mothers whether they feel any better than before the change has taken place.

Change Agents

Acting as a change agent is the

most important and perhaps the most difficult role of the ward sister, who is responsible for managing the ward. Hinchliff et al (1989) state that individuals such as the change agents who attempt to change the practice can perhaps be described as positive deviants in what they are seeking not to destroy but to improve and to change rather than to negotiate. Mothers sometimes feel lonely and anxious and wish to be discharged home as they miss their family. When their partner visits them, they feel more relaxed and look happier. The involvement of the father in the mothers' needs may be seen as a way of decreasing anxiety. The anxiety may also be due to a psychological problem or hospitalisation itself.

The midwifery manager must have some knowledge and skills in facilitating the process of change and in projecting how it will effect those involved. When she decides to make a change the midwife manager should not only make sure that the desired outcome is appropriate but must also consider how to make the change.

Resistance to change

It is inhuman to resist change as all changes often start with newly appointed staff and this will increase their insecurity even more. Different people will see different meanings or threats in any proposed change, and a feeling of anxiety or fear develops. They may have:

- Fear of job security
- Fear of using new techniques
- Fear of being required to produce more work, either qualitatively or quantitatively.

(Kron et al 1987)

Underneath these fears lies the basic fear of failure, of not being able to function acceptably in the new situation. People sometime use excuses such as 'it won't work', which may be right or 'I haven't the time', whenever they are faced with a demand for a change they do not want to make. Resistance

appears strongest when staff feel that the change is forced on them. Attempting to bring about change by the use of power (by midwifery manager on midwives) may be risky. If they are forced to accept the new method against their wishes, they will do everything to see it fail. If a new plan fails, the staff will quickly adopt the 'I see, I told you' attitude (Kron et al 1987)

Changes and new ideas require thought and exertion to break old habits. When stating something different, people must be allowed to participate in the development of new ideas and have an opportunity to become acquainted with them. Midwives must be helped to see how mothers will benefit - how a new idea will enable them to learn more, make their work easier, improve their job status or self-worth, or help them give better client care.

Kron et al (1987) identified other obstacles to change. They stated that other hinderance to progress is the inability of people to see any need for improvement. No one dreams of the fathers' participation in care as it was never done before in the antenatal ward. The care given to the mother was always task-oriented. No change can occur until people become dissatisfied with themselves and the way they are doing things. This feeling of dissatisfaction then, provides the stimulus to make them want to try something different. The midwives in antenatal ward may be very interested to try and include the father as much as possible in the care of the partner, but if other midwives laugh at them or ridicule the ideas, the interested midwives will succumb to the pressure conforming to the group. Kron et al (1987) stated that this seems to be common among young graduates and older staff members alike.

The ability to effect change is partially related to the power a person possesses. Stone et al (1984) stated that personal power

is obtained by use of interpersonal skills to gain others' trust. People will follow the leader's directives because they like and want to please her. Positional power is obtained through assignment to a position within a heirarchical system. Both sources of power can be helpful to the ward administrator.

Evaluation of Change Strategy

Evaluation should form part of every plan of change. It is the process of comparing results with the original plans for change. As change may effect colleagues and clients; moral, practical and economic reasons, therefore require the measurement of the effectiveness of what midwives do (Salvage 1993). Evaluation may be simple as a view taken from a discussion at a ward or unit meeting to a midwife asking few clients what they think of changes in midwifery care. A questionnaire may be distributed over a period of six months to seek the opinion of the mothers as regards the change. Evaluation of the data collected may lead the staff to ascertain the success of the changes effected. If the project is positive it would be an indication that the mothers feel that their partner should be involved.

Conclusion

It is important that there will be change in the practice of midwifery as long as it improves the care of the clients. As a manager the ward sister must understand how people react to the change in the practice of care and help them adjust to change. People often view change as a threat to security. Unless they have been well prepared and allowed to participate in the planning, they tend to resist it. If change will take place, it so important that it will be evaluated so that one can consider its effectiveness.

Valarie Azzopardi
Midwife - Labour Ward.

EJJEW NIEQFU FTIT. . . .

L-infermier jghin lil kulhadd

Kont qieged jien passigata
Smajt xi hadd issejjah 'Toni'.
Meta tista ppruvahieli
Ghax inbati bil-pressjoni.

Mort il-bahar siegha inqatta
Gie wiehed kif sfrattahieli
Xewka f'siequ dana dahhal
Approva int aqlaghgili.

Iehor kellhu nefha f'siequ
Kellu jien parir naghtih
Isma minni timxix fuqha
Ahjar f'sodda tmur tistrieh.

Kien hemm iehor beda' jisghol
F'idejh lighter, zewg pakketti
Flok trid taf x'mistura tiehu
Ahjar taqta' s-sigarette.

Kont qieghed barra bil-qeda'
Ziffa helwa, xxamplat
Ragel waqaf u gie hdejja
Qalli nhossni kkonstipat.

: Dawra mort jien fil-kampanja
: Inpejjep pipa tabakk
: Fil-pront Zeppi tfacca
: Qalli x'nghidell l-ghandi l-hakk!

: Kont id-dar wiehed cempilli
: Xtaqt nghinu ghax kien habib
: Kienet dina ftit problema
: hidtlu mhux ahjar issib tabib.

: Ahna qwiebel u nfermiera
: Nahdmu kollha go l-Isptar
: Lil kulhadd nixtiequ nghinu
: Fit-toroq w anke fid-djar.

Farrugia GT
Boffa Hospital



When a disciple complained that the Master's spirituality needed updating the Master laughed aloud. Then he told the story of a student who said, " Haven't you any more recent books on anatomy? These are at least ten years old."

Said the bookseller, "Look, son, there have been no bones added to the human body in the last ten years."

"Neither," added the Master, "has there been any addition to human nature in the last 10,000 years."

*Anthony de Mello, S.J.
One minute nonsens*

NURSES wanted to work with a busy multi-professional team to provide comprehensive medical service in Malta. Health Service Group is fully committed to deliver high quality Nursing care.

Top Rates of Pay • Flexible Hours • Career Opportunities

Send C.V. with covering letter to Matron Spiteri,

Operations Manager, Health Services Group Ltd. Old Railway Road, St. Venera HMR11.

Tel: 498369, 499241, 099 2748

The Leading Nursing and Home Care Agency

- Delilac, the new toddler milk
- For children aged 1 - 4
- 3 flavours :
Vanilla, Strawberry and Chocolate
- Helps to develop body and brain


For **FREE SAMPLES**
phone freephone or
send your name and address.



**THE TODDLER
MILK FOR
GROWING
CHILDREN**

Trade enquiry : Impex Trading Ltd., Mosta.
For further information call freephone No. 0800774142

SOLUBACTER 1%
TRICLOCARBAN



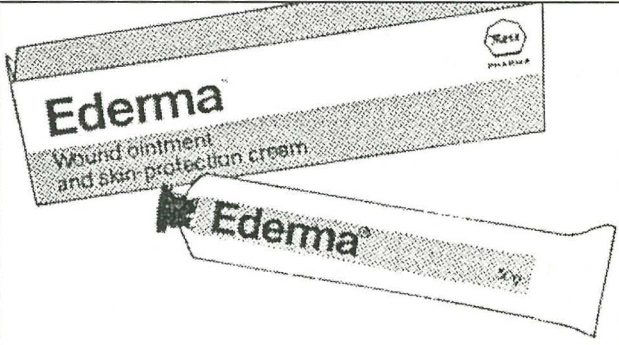
THE CHOICE OF A NEW ANTISEPTIC EFFICIENCY

- **BROAD ANTISEPTIC SPECTRUM**
- **EXCELLENT EFFICIENCY**
- **SECURITY OF USE**
- **VERY GOOD LOCAL TOLERANCE**

Triclocarban 1% (p.p.m.)
Etilparone - Amoxyl 640 mg
Aromatizante DPMCO, W - Homogene LCO
pH: 6,5
Ne pas utiliser chez le nouveau-né (de 0 à 3 mois)
Ne pas conserver à une température supérieure à 30°
Médicament autorisé N° 211 781-4

SAINT HEALTCARE

Trade Enquiries:
AM Mangion Ltd Tel: 251677, 251680. Fax: 482615.



Ederma
Wound ointment and skin protection cream

Ederma

Skin protection cream particularly ideal for babies and old people.

Sole Agents:
JOSEPH CASSAR LTD.
54, Melita Str., Valletta.
Tel: 236908

COREGA

FOR YOUR COMPLETE DENTURE CARE



Sole Agents: Joseph Cassar Ltd.
54, Melita Str., Valletta.
Tel: 244510/236908

An important part of mother love...



NUK®

...naturally

Trade Enquiries: Impex Limited, 1, Impex Court, Triq Ta' Mellu, Mosta
Tel: 411355, 432257 Fax: 433305

SUPERROLL



... the ideal summer snack !

Enjoy a snack with that extra nutty sensation. SUPERROLL wafer rolls filled with hazelnut cream are ideal as a light snack or as an accompaniment with your ice-cream. Available from all leading confectionery outlets and supermarkets.

Trade Enquiries:



Sweetsource
LIMITED

SPECIALISTS IN CONFECTIONERY

Johnsons Buildings, Triq iz-Zaghfran, Attard
Tel: 433499, 433551, 419106

