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Nru.: 12

Diċembru 2000

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F'Din il-Harga

Effiċjenza u Produttività	3
Kelmejn tal-President	4
L-Ghaqda Dinja tas-Sahha u l-Alkohol	5
Guidelines regarding Vacation Leave for Nurses & Midwives	6
Xi tfisser l-Unjoni Ewropeja ghan-nurses u l-midwives	7
Kelmejn mis-Segretarju Ġenerali	8
Attivitajiet Sotto-Kumitati	10
Intervista – Il-Haddiem tas-Sena 2000	12
Jien konxju tad-Drittijiet tiegħi?	15
Kopja ta' ittra tal-International Council of Nurses	16
Kopja ta' ittra tal-ILO	17
Midwives' and Nurses' Profession as part of the Globalisation	18
Dimensions of Health and Wellnes	20
Ejjew nieqfu ftit ...	22

Editorjal EFFICJENZA U PRODUTTIVITÀ

Dejjem, bhal kull sena, għal żmien il-Milied, nisimgħu mhux biss awguri iżda hafna diskorsi fuq il-'Budget', defiċit fiskali, G.D.P, aktar effiċjenza, 'cost-cutting' exercises, aktar produttività u revenue akbar minn għbir ta' taxxi b'mod effettiv.

Ahna fejn ahna, f'dan kollu, bhala Nurses u Midwives fi hdan id-Dipartiment tas-Sahha? Ma rridux ninsew żgur li d-Divizjoni tas-sahha, flimkien ma dak tal-Edukazzjoni u s-Servizzi Soċjali huma l-aktar li jipproduċu proporzjon tan-nefqa tal-Gvern. Fil-fatt kien għie mwaqqaf 'task force' bil-ghan li janalizza din l-ispiża hekk kbira.

L-intenzjonijiet li jiġu kkontrollati l-abbużi, ineffeċjenzi u ħela, b'mod partikolari fis-settur tas-sahha, huma s-sens komun u għalhekk priorita' fejn għandek spiża kapitali massicċa u spiża rikorrenti li bla dubju, mhix taċ-ċajt. Dan għaliex aktar ma jghaddi ż-żmien, aktar se jkun hemm avvanzi teknoloġiċi kbar, riċerka u bla ebda dubju, kuxjenza tas-sahha akbar. It-'tax payer' għalhekk jistenna mediċini godda, trattamenti godda li fuqhom sema' jew qara u anke tagħmir mill-aktar modern.

Dan per eżempju jirrifletti f'binja ta' Sptar ġdid ta' elf sodda u b'tagħmir 'state of the art'. Din hija spiża straordinarja u kbira ferm, u għalhekk irridu lkoll naraw li jkun hemm effiċjenza massima u l-allokkazzjoni proporzjonali ta' riżorsi, kemm umana jew oħrajn.

L-introduzzjoni ta' sistemi ta' management awtonomu kif imhaddem fl-isptar Zammit Clapp, u l-quddiem anke f'Monte Carmeli u Boffa, għad trid tiġi estiża fl-isptar San Luqa u għalhekk għall-isptar il-ġdid qabel jibda jahdem. Din l-eventwalita' hemm bżonn nibdew nippreparaw għaliha, għaliex din is-sistema fi sptar daqstant kumpless, trid żgur hafna preparamenti u training tal-'personnel' biex tirnexxi. Hadd ma jippretendi li mill-lejl għan-nhar se nintroduċu sistema li m'ahniex akklammatizati għaliha! Ma' l-istorja ta' spejjeż, għalhekk, wasal iż-żmien, li kollox ikollu l-prezz fuqu halli kulhadd jirrealizza kemm hi l-ispiża.

Ilkoll irridu nirrealizzaw li ahna nistghu, b'xi mod, nikkontribwixxu għall-ispiża rikorrenti. Jekk hemm individwi li jithallsu għal xogħol li ma jagħmlux, jew hemm min hu ineffiċjenti, jew ma jkunux għal hin konsiderevoli 'mhux f'posthom', dawn kollha qed jikkontribwixxu li l-produttività tkun mill-aktar baxxa u għalhekk tiżdied l-ispiża għalhejn. Anke d-duplikazzjoni ta' xogħol jew deployment hażin ta' haddiema jikkontribwixxi għal dan kollu. Jekk ir-riżorsi jiġu allokatu b'mod effiċjenti, hafna mill-problemi jibdew jittaffu, u x-xogħol tagħna, li mhux wiehed faċli, jibda jinħass xi ftit aħjar, m'ghandna qatt nittolleraw ineffiċjenzi li wara kollox jirriflettu t-taxxi li nħallu int u jien.

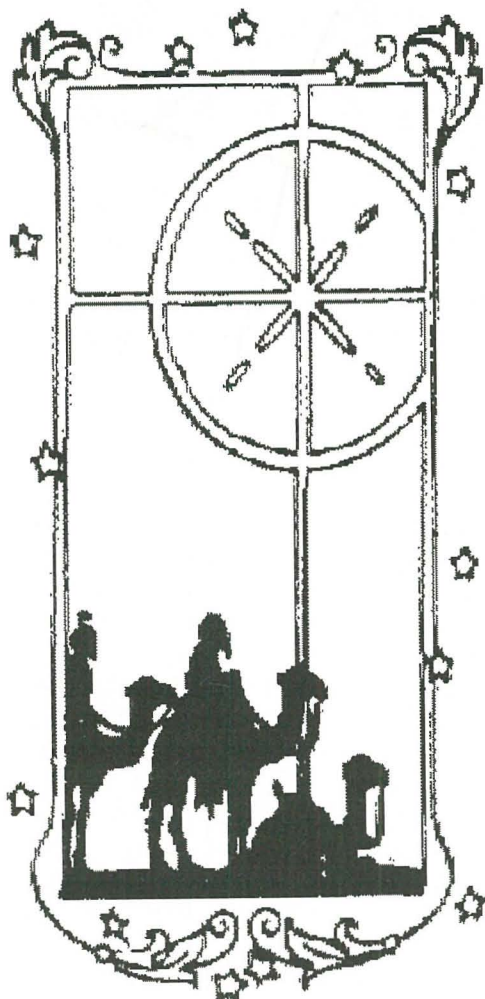
Dan ifisser ukoll li anke s-sahra irid ikun ġustifikat għax inkella nwaqqgħu l-gebla fuq saqajna. L-abbuż tas-'sick leave' u l-assenteiżmu huma wkoll abbużi li jridu jinqagħtu. Ilkoll nippretendu ġurnata hlas għal ġurnata xogħol. M'ghandniex għalfejn l-anqas, nibżgħu minn teknoloġija jew sistema li tinforza l-ħela, basta d-dinjita' tagħna tibqa shiha.

Ahna bhala membri tal-MUMN irridu lkoll inkunu responsabbli biex niżguraw l-effiċjenza u nitolbu l-ghodda meħtieġa biex isir dan. Nippretendu ukoll li għandna niġu kkonsultati dejjem biex żgur nissuġerixxu l-aħjar soluzzjonijiet għal produttività akbar u għalhekk klima tajba fuq il-postijiet tax-xogħol tagħna.

Awguri.....



■ Kelmtejn mill-President



Gheżiż Membri,

Reġghu waslu l-festi li tant iġibu ferh fostna l-Maltin li tant ghadhom devoti għall-kalendarju tal-festi tal-Knisja. Żmien li min barra l-ferh, irridu namettu ukoll, li jġib ammont sostanzjali ta' spejjeż, f'attivitajiet, rigali u hafna affarijiet ohra. Izda din is-sena bi pjaċir nista ngħid li hafna Nurses u Midwives hadu somma sabiha fi flus f'arretrati biex b'hekk qed ingawdu l-frott tal-ftehim korrettiv li ffirmajna fi Frar 2000. Dan seta jsir biss bis-saħha ta l-appoġġ tiegħek lil union b'mod partikulari bl-appoġġ kbir li tajtu lill Union dak in-nhar li laqqajniekom fl-Istitut Kattoliku fl-aħhar tas-sena l-oħra. Grazzi mil-qalb ta' dan l-appoġġ. Permezz ta' dan il-ftehim issa taffejna f'it mill-izbalji li saru fl-imghoddi.

Illum il-Union tagħna inexxielha tkabbar il-fruntieri tagħha tant, li b'wiċċi bil-quddiem ngħid li saret magħrufa fl-erba' irjihan tad-dinja u dan permezz ta' affiljazzjoni fil-'Public Service International' (PSI) u issa dalwaqt fl-'International Council of Nurses' (ICN). Din ta' l-aħhar setgħet issir biss bis-saħha tad-deċiżjoni kuraġġuża u għaqlija li n-'Nurses Association of Malta' hadet billi xoljiet u issa n-nurses li kienu fl-eżekuttiv f'din l-assoċjazzjoni qed jahdmu fi hdan l-MUMN. Din il-Union issa tista iktar min qatt qabel tiftaħar li m' aħniex Union li thares biss il-kundizzjonijiet tax-xogħol u kif ser intejbu s-salarji tagħna izda wkoll tiggarantixxi r-rispett professjonali u kif ser niżviluppaw akkademikament u professjonalment biex inkunu tassew nistgħu noffru l-aqwa kura lil pazjenti tagħna.

Illum din l-Union hija professjonali u dan ġie konfermat saħansitra mir-rappreżentanti barranin li ta' sikwit iżuru lill Union tagħna. Kif għidt l-MUMN issa rikonoxxuta barra minn xtutna tant li saħansitra l-International Labour Organisation (ILO) qed tirrikonoxxi lil MUMN u lesta li tghin lil Union fil-kwistjoni professjonali li għanda bħalissa mad- Diviżjoni tas-Saħha rigward id-deployment tan-Nurses fl-Isptar Monte Carmeli. L-ILO fil- fatt qed tappoġġa bis-shih lil Union u tatna raġun. Ikkritikat ukoll il-mod kif id-Diviżjoni tas-Saħha t-ttrattat din il-kwistjoni.

Jidher li l-id hanina tal -Mulej kienet għal darba ohra mal-MUMN u s-sewwa għadu jirbah. Hekk ser jġri, bil-għaqal u bla biża jew kompromessi. L-MUMN ma' għandiex obbligi lejn hadd u d-dirigenti jibqgħu jippersistu għal dak li hu ġust, bla biża.

L-appoġġ tagħkom għandu jibqa kif inhu Illum u flimkien nibqgħu miexjin sakemm naslu biex naraw li l-professjonijiet tan-Nursing u l-Midwifery jieħdu d-dimensjoni li tixirqilhom.

Jien nagħlaq billi nawguralkom Milied mimli hena u barka u sena mimlija b'dak kollu li tixtieq qalbkom, lilkom u lil familjari tagħkom u nittama li niltaqgħu flimkien nhar is-27 ta' Diċembru 2000 għad- dinner dance li l-MUMN ser torganizza. ●

Rudolph Cini

Il-Bord
Editorjali ta'
IL-MUSBIEH
jawgura
lill-qarrejja
kollha
Milied Hieni
u Sena Gdida
mimlija Risq
u Saħha



L-Għaqda Dinjija tas-Sahħa u l-alkoħol

L-Għaqda Dinjija tas-Sahħa (WHO) fasslet programm għal dawn il-hames snin li ġejjin (2000-2005), u fost ir-rakkomandazzjonijiet issostni l-htieġa li l-problema tal-alkoħol (kawża ta' mwiet, incidenti, vjolenza, abbuż fuq it-tfal, u krizi familjari) għandha tiġi affrontata b'urġenza u b'kura aċċessibbli u mmedjata. Il-hsara li x-xorb iħalli fuq l-individwu għandu jkun aktar magħruf pubblikament u l-mezzi ta' komunikazzjoni jghinu f'dan l-aspett edukattiv.

Fid-dokument mahruġ mill-Għaqda Dinjija tas-Sahħa hemm rakkomandat li l-Ewropa kollha twaqqaf kull riklam ta' xorb alkoħoliku li hu indirzzat speċifikament għaž-żgħażaġh. Dawn għandhom jitwaqqfu wkoll f'kull attività sportiva. Rakkomandazzjoni oħra li qed jagħmel il-Kumitat Permanenti Ewropew tal-Għaqda, hu l-bżonn li l-pajjiżi kollha inaqqsu r-rata legali tal-konsum, b'hekk tinghata aktar attenzjoni għall-incidenti li jseħhu filwaqt li l-iskop ta' l-istess Għaqda jintlaħaq, dik li tiproteġi is-saħħa ta' l-individwu.

Għal xi whud dawn il-miżuri jidhru esaġerati, iżda meta wiehed jintebah bil-hsara enormi li x-xorb eċċessiv qed iħalli fuq l-individwu kif ukoll fuq is-soċjeta' in-ġenerali - jifhem aħjar l-iskop ta' dawn il-miżuri. Skond stħarriġ li sar, disgha fil-mija tal-mard fl-Ewropa jiġi kkawżat mix-xorb alkoħoliku. Ammont ikbar ta' mwiet huma kkawżati min disgrazzji li huma frott ta' xorb bla rażan. Fil-fatt hu meqjus li jekk pajjiż jirnexxielhu inaqqas il-hsara kkawżata mill-alkoħol, ikun qed jagħmel l-aqwa azzjoni vantaġġjuża għas-saħħa pubblika u għal ghejxien aħjar ta' l-individwu.

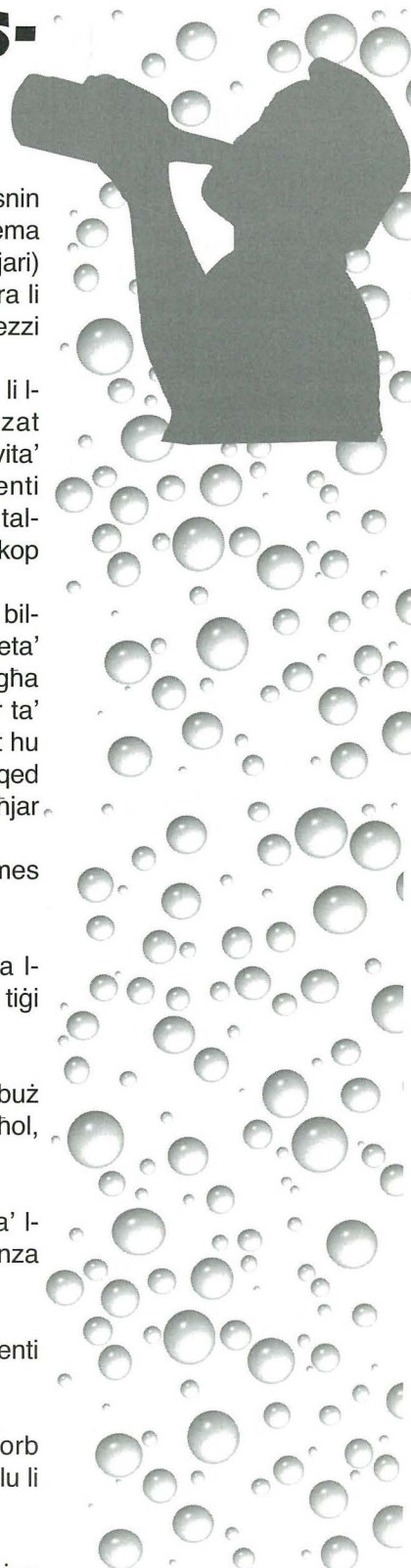
L-ghan ġenerali tal-Għaqda Dinjija tas-Sahħa jintlaħaq meta dawn il-hames punti jseħhu:

1. Titqanqal kuxjenza akbar, permezz tal-edukazzjoni, u tinghata l-ghajnuna meħtieġa biex il-prinċipji tas-saħħa jiġu mharsa - b'hekk tiġi prevenuta l-hsara mwettqa mill-abbuż ta' l-alkoħol.
2. Jitnaqqsu u jiġu kkontrollati r-riskji tal-problemi relatati ma' l-abbuż ta' l-alkoħol li jseħhu f'kuntesti diversi; bħad-dar, fuq il-post tax-xogħol, fil-komunita' jew f'postijiet ta' divertiment.
3. Jitnaqqas in-numru u l-gravita' tal-hsara ikkawżati mill-abbuż ta' l-alkoħol, bħall-imwiet, incidenti, vjolenza, abbuż fuq it-tfal u negligenza tagħhom, u krizi familjari.
4. Jiġi provdut servizz ta' kura effettiva u aċċessibbli għan-nies dipendenti fuq il-konsum ta' l-alkoħol u li jinhtieġu għajnuna.
5. Tinghata aktar protezzjoni mill-promozzjoni u reklamar tax-xorb alkoħoliku lit-tfal u liż-żgħażaġh u wkoll protezzjoni lill-adulti li jgħažlu li jghixu hielsa mix-xorb alkoħoliku.

Bħalma wiehed jista' jintebah, dawn il-punti huma kollha ndirzzati biex jiproteġu lill-individwu, mhux bil-hsieb li tillimitalhu l-għažliet tiegħu, iżda biex titqajjem kuxjenza soċjali biex il-magna wara r-riklamar sfrenat trażżan lilha nfisha.

Sedqa, l-Aġenzija Nazzjonali kontra l-Abbuż tad-Droga u l-Alkoħol, għal dan il-ghan qed taħdem kontinwament biex jinghataw kura u servizzi professjonali.

Ms. Sina Bugeja MSc (Wales); FRSH;
Kap Eżekuttiv, **Sedqa**

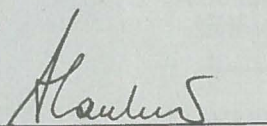


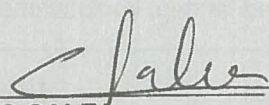


Guidelines Regarding Vacation Leave/Time Off in Lieu for Nurses and Midwives

1. Time off in lieu may be availed of at any time during the year even if the applicant has a balance of vacation leave due to him.
2. Time off in lieu, may be availed of even during long vacation leave.
3. Time off in lieu is to be deducted in hours without the forfeiture of allowances.
4. As a rule, requests for vacation leave or time off in lieu during the night are not entertained. However, in exceptional cases, four nights per calendar year may be granted as vacation leave or time off in lieu if the exigencies of the service permit. This does not include night duties falling within a period of long vacation leave or time off in lieu.
5. Mixtures of time off in lieu, Public Holiday and vacation leave may be availed of only twice per calendar year and for not more than 5 consecutive days each time without the forfeiture of the "off" duties in between or after.
6. "Any two consecutive days may be availed of as".
 - a. vacation leave and time off in lieu or vice versa
 - b. vacation leave and Public Holiday or vice versa
 - c. time off in lieu and Public Holiday or vice versa
7. Vacation leave as 'C' duty can be availed of in a morning or evening provided that the applicant must obtain approval for such leave on that same day.
8. Change of duties between two Nurses/Midwives as authorised by the Departmental Nursing Manager/Departmental Midwifery Officer, is to be restricted to eight days per year, where a Sunday or a Public Holiday is involved. During Week Days at least four days per year can be authorised whenever Vacation Leave cannot be availed of. This number may be exceeded if the exigencies of the service so required. Moreover in exceptional cases, a Nurse/Midwife may alter his/her duties on Sundays/Public Holidays by not more than twice a year at the discretion of the Manager Nursing Services.
9. No overtime will be allowed during the same hours in which an employee is availing himself/herself of time off in lieu or vacation leave.
10. When a Nurse/Midwife is asked to work on night duty following a Day duty, due to the exigencies of the service, a concession of five (5) hours (1 hour transport and 4 hours rest) is to be allowed during that particular day. If the Nurse/Midwife is asked before noon, no midday break is to be availed of.
11. Long periods of time off in lieu or vacation leave should not be interrupted by any one-day duty.
12. Time off in lieu can be accumulated and availed of at a stretch.

The above-mentioned guidelines will be implemented with effect from 1 January 2001 and will be revised after a period of two years.


S. LAUTIER
Director Human Resources


C. GALEA
Secretary General
MUMN



"Xi tfisser l-Unjoni Ewropeja għan-nurses u l-midwives"

Rapport tad-diskorsi tal-Onorevoli Ministru tas-saħħa Dr. Louis Deguara u s-shadow Minister Dr. George Vella waqt seminar organizzat mill-MUMN fit-30 ta' Ġunju 2000 għewwa l-Qawra.

Dr. Deguara fetax billi ferah l-MUMN għax hi proattiva u għandha daqstant inizzjattiva torganizza dawn is-seminars. Hu spjega li l-gvern tiegħu r-riattiva l-applikazzjoni ta' Malta biex issir membru shiħ fl-UE u wara jinżamm referendum dwar is-shubija.

Il-Ministru tas-saħħa għadu kif ikkonkluda 19 il-seminar informattiv għall-professjonisti kollha li jahdmu fis-settur tas-saħħa.

Dwar konsultazzjoni l-gvern waqqaf il-MUESAC, kumitat li l-MUMN hija r-rappreżentata. Semma wkoll li d-Divizjoni tas-saħħa waqqfet numri ta' Joint working Groups, wiehed minnhom jittratta l-infermiera u l-qwiebel sabiex jiffasslu l-PACMAN tables.

L-UE għandha direttivi speċifiċi dwar l-infermiera u l-qwiebel. L-iskop huwa biex jiffaċilita l-moviment hieles tal-persuni fl-UE. Dawn iservu biex jarmonizzaw l-edukazzjoni u t-taħriġ ta' l-infermiera u l-qwiebel u biex ifasslu l-proċedura li wiehed irid bilfors isegwi biex ikun jista' jahdem f'pajjiż tal-UE bħala nurse jew midwife. Hu għalhekk spjega li tista' teżisti ċertu biża' dwar xi massa ta' haddiema li tieħu xogħol il-Maltin. Biża' bla ebda bażi huwa spjega. Huwa

fiehem li numru ta' persuni li jagħzlu li jahdmu f'pajjiż iehor huwa insinjifikanti jiġifieri ta' 2% biss.

Il-Ministru azzarda jgħid li l-probabilita' tkun li nitilfu numru ta' proferssjonisti u haddiema li jiġu attirati minn paga aħjar f'pajjiżi ohra ta' l-unjoni. Hu kompli li dan jista' jkun ta'

direttivi ohra ta' l-Unjoni, il-"General Systems Directives". Dawn huma direttivi ġenerali li jiffaċilitaw il-moviment ta' professjonisti fejn it-taħriġ mhux armonizzat. Dawn ukoll jistgħu jahdmu f'pajjiżi ohra u dejjem jibqa' l-obbligu li jirreġistraw ma' l-awtorita' regolatorja tal-pajjiż.

L-Enrolled Nurses jiffurmaw każ speċjali. Dawn jistgħu jibqgħu jahdmu f'Malta mingħajr tibdil fil-kundizzjonijiet tagħhom.

Huwa heġġeġ, pero, biex l-EN s jagħmlu l-Conversion Course. Hu aċċenna li c-CNP Course ser jispiċċa, meta l-gvern ikun żgur li hemm biżżejjed infermiera. Dwar telf ta' impjegi, hu għamilha ċara li m'hemm ebda periklu li dawk l-infermiera u l-qwiebel li huma mpjegati mal-gvern ser jitilfu posthom. Dwar ir-riforma huwa spjega li dawn iridu jsiru, irrelevanti mill-UE jew le, u jistenna li l-Unions jgħinu kemm jistgħu. Dwar il-hela huwa stqarr li pajjiż żgħir bħal tagħna bla riżorsi huwa sagrileġġ u l-gwerer isiru mhux għan-nies iżda għall-hela u l-abbuż.

Dr. Vella stqarr bla tlaqliq li bi shubija fl-UE, dan is-settur, b'xi mod, tajjeb jew hażin, se jiġi affetwat. Beda biex spjega r-rwol tan-nursing and midwifery Board, li jissorvelja l-prattika ta' dawn iż-żewġ professjonijiet. Hu spjega li b'xi mod, bi shubija shiħa fl-UE irid isir tibdil drastiku għaliex hemm id-dritt fundamentali li ċittadini ta' l-UE għandu dritt ifittex, isib u



xprun biex il-pagi u l-kundizzjonijiet tax-xogħol f'pajjiżna jitjiebu.

Dwar il-qwiebel Maltin huwa qal li dawn jistgħu jmorru jahdmu f'pajjiżi ohra tal-UE. L-Edukazzjoni u t-taħriġ tal-qwiebel huma ġeneralment kompatibbli ma'dak li tirrikjedi l-UE.

Dwar l-Infermiera, id-direttiva ta' l-UE, tkopri biss lil dawk SRN s. Għalhekk din ma tghoddx għan-nurses li kkwalifikaw f'taqsima speċjali e.g psikjatrija, pedjatrija u l-anqas għall-Enrolled Nurses. L-SRN jista' jahdem f'pajjiż iehor tal-UE. In-nurses li jidhru fir-reġistru bħala speċjalizzati jaqgħu taht



■ Kelmtejn mis-Segretarju Ġenerali

Reġa' wasal il-Milied u dan hu ir-raba' wiehed għal din il-Union. Is-sena d-diehla, eżatt fid-19 ta' Settembru, niċċelebraw il-hames sena anniversarju. Kien hemm hafna li bassru li din il-Union kienet se tkun bħall-oħrajn, is-soltu, dejjem b'ghomor qasir. Iż-żmien ma tahomx raġun. Din id-darba l-MUMN twieldet biex tibqa u dan jidher ċar mill-entuzjażmu u l-kuraġġ kontinwu li jghatu l-Midwives u n-Nurses li din il-Union tagħhom.

F'din is-sena, wkoll, sehew avvenimenti li se jhallu l-impatt u l-marka tagħhom fuq din il-Union. Fil-bidunett l-MUMN giet aċċetata bħala membru affiljat fil-Public Services International u l-European Federation of Public Service Unions. Il-valur ta' dan il-pass ma jistax jitkejjel peress li minn dak il-mument li konna aċċetati, l-MUMN beda jkollha lehen fl-isfera internazzjonali.

F'Marzu waslet l-Elezzjoni tal-Kumitat Eżekuttiv tal-Union. Filwaqt li niringrazzjana minn qalbi lil dawk il-Membri fl-Eżekuttiv li servew fl-ewwel tlett snin tal-Union u li din id-darba ma ġewx eletti jew ma kkontestawx, nilqa bil-ferh lil dawk il-Membri godda li ġew eletti għal dawn it-tlett snin li ġejjen. Il-Kumitat Eżekuttiv mill-ewwel xammar il-kmiem u filwaqt li kompli fuq il-passi ta' qablu irnexxielu fi ftit ġimghat jorganizza ruħu aħjar internament b'formazzjoni ta' Group Committees varji u fuq kull aspekt bħal Benevolent

Fund, Educational, Entertainment & Cultural u l-Publications. Fis-sena li ġejja għandna ppjanat Group Committee għal Part-Timers u iehor għal Midwives biex b'hekk inkomplu nkunu dejjem viċin il-membri tagħna.

F'April bdiet il-kwistjoni rigward id-Deployment Exercise fl-Isptar Monte Carmeli. Ghalkemm fil-bidu kienu hafna n-Nurses u l-Midwives li ma fehmux eżatt x'qed isir u għalfejn, kulhadd irrejalizza l-importanza tal-kwistjoni, hekk kif beda jimagina dan id-Deployment Exercise wara biebu. Dan sakemm ftit tal-jiem ilu waslet l-ittra tant mistennija mill-ILO lil Ministru tas-Saħha fejn tghat r-raġun lill-MUMN. Però fuq dan se jellabora il-President fl-artiklu tiegħu.

Matul ix-xhur tas-Sajf, għall-ewwel darba, il-Group Committee responsabbli mill-Entertainment & Cultural, imexxi minn Paul Pace, irregalana Sajf motivat għall-aħhar li żgur mhux se ninsewh kif ġieb u lahaq. L-ewwel bdejna dawra b'lanċa lussuża madwar Ghawdex u Kemmuna. It-tieni attivita' kienet sparatura, f'range Hal-Qormi, bil-qliegħ kollu jmur għall-Benevolent Fund u spiċċajna s-Sajf b'cold buffet fl-'Splash & Fun Park'.

F'Lulju wkoll, bdejna naraw ir-riżultati tal-Corrective Agreement li l-MUMN iffirmat ma l-MPO f'dawk li għandhom



x'jaqsmu ma arretrati u hlas fil-'basic'. Filwaqt li b'dan il-Ftehim il-Union taffiet ċertu ingustizzji fl-istess hin hejjiet pedamenti soda biex fl-2002 minn ma bbenefikax minn dan il-Ftehim jitla skala żgur. Barra minn hekk il-Union għaddejja b'diskussjonijiet mad-Direttur Ġenerali u d-Diretteriċi tan-Nursing Services rigward l-opportunita' li l-iStaff/Diploma Nurses se jkollhom biex minghajr ma jkollhom għalfejn jirriżenjaw jibdew kors li jwassalhom għal BSc fin-Nursing. Dan il-kors se jibda f'Ottubru li ġej u minn jibda l-kors se jkun rrilaxxat fuq bażi 'full-time'.

Dan ix-xahar l-MUMN għada kemm iffirmat Ftehim mad-Direttur tar-Riżorsi Umani rigward Vacation Leave u TOIL biex b'hekk din il-Union tkun irregalat ukoll lil-membri tagħha mhux biss titjib finanzjarju iżda wkoll titjib fil-kundizzjonijiet diretti tax-xogħol. Dan il-Ftehim, fost l-oħrajn jistipola, li matul is-sena li dalwaqt tkun magħna,



se jkun hemm żieda fil-Vacation Leave ta' bil-lejl, żieda ta' Change of Duties fil-Hdud u l-Festi kif ukoll l-introduzzjoni ta' dawn ic-Change of Duties fost il-ġimgħa, it-TOIL issa jista jittiehed ukoll fin-nofs tal-Long Vacation Leave speċjalment meta jinżerta xi Hadd jew Festa biex b'hekk ma jintilifux l-'allowances' dovuti, kif ukoll hemm stipulat ċar kif għandhom jimxu l-affarjiet meta d-Dipartiment jitolbok biex tidhol taħdem bil-lejl l-persuna tkun diġa xogħol mal-ġurnata. Aktar dettalji jinsabu fl-istess ġurnal fejn se jiġu ppublikat dan il-Ftehim.

F'dan ix-xahar ukoll se jiġi iffirmit il-Collective Agreement fl-Isptar Zammit Clapp. Dan se jkun l-ewwel wiehed fejn jirrigwardja in-Nurses. Dan ukoll huwa akkwist importanti għal din il-Union li għalkemm kull ma ilha erbgħa snin biss, xorta qed jirnexilha takkwista 'agreements' ta' valur sostanzjali għall-Membri tagħha.

Dawn kienu fil-qosor uħud mill-avvenimenti u l-akkwisti li għamlet l-MUMN matul din is-sena. Żgur li ma dawn hemm hafna aktar bħal: Ftehim fuq is-Surgical Wards fl-Isptar San Luqa; żieda ta' 'support' staff fir-Residenza San Vincenz, sewwa sew fil-Female side, pero' se jkolli nieqaf hawn peress li l-ispazju biex nikteb hu limitat. Pero' qabel ngħalaq, minn hawn irrid l-ewwelnett nirringrazzja lil Membri kollha għas-'support' kontinwu li jtuna speċjalment f'mument diffiċli u t-tieni irrid nawgura Milied hieni u Sena Ġdida b'dak kollu li tixtieq qalbkom, lilkom u lill-Familji tagħhkom kollha.

Colin Galea

Jaqbad minn paġna 7

"Xi tfisser l-Unjoni Ewropeja għan-nurses u l-midwives"

jaħdem f'kull pajjiż tal-UE. Għaldaqstant huwa semma li għad fadal hafna diffikultajiet u hemm akkużi ta' ksur ta' liġijiet tal'-komunita', dwar il-moviment liberu taċ-ċittadini quddiem il-Qorti Ewropew tal-ġustizzja. Hu qal li l-qagħad fl-UE qiegħed jonqos u l-aktar li qed jinholqu mpjeggi huwa fis-settur tas-servizzi. Spjega wkoll li minhabba r-rata tat-twelid dejjem titbaxxa u tonqos, il-qwiebel jista' jkollom problema ta' mpjeg.

Dwar il-kontenut akkademiku u Prattiku tan-nurses u l-midwives Maltin, huwa jhoss li dan jissodisfa id-Direttiva tal-kunsill tal-UE (77/453/EEC). Fuq dan huwa semma li hemm xi diskrepanzi fuq training għall-hlasijiet fid-djar. Aċċenna ukoll, li direttiva oħra (77/452/EEC) titkellem dwar 'nurses responsible for general care' u qed tirreferi biss għall-SRN's. Shubija shiha tfisser li jrid jiġi stabbilit liema huma d-diplomi ċ-ċertifikati ekwivalenti li jridu jiddaħhlu b'amendi f'dawn id-direttivi. Spjega ukoll li Enrolled Nurse ma jidherx li għandu l-istess 'standing' f'dawn id-direttivi bħal ma għandu l-SRN.

Dwar l-istudenti Dr. Vella qal li L-Maltin ikun jistghu jistudjaw f'pajjiżi tal-UE u minn naha l-oħra studenti minn pajjiżi ta' l-UE jistghu bi dritt jistudjaw f'pajjiżna. Ir-riflessjoni fuq dan għalhekk għandha tkun:

1. Il-ftit Maltin li jistudjaw barra f'kompetizzjoni ma' hafna applikanti ta' pajjiżi oħra.
2. L-Istudent barrani li jagħżel lil Malta bħala destinazzjoni rhisa kontra l-Malti li se jgħix f'pajjiż Ewropew iehor li tista' tkun aktar għolja.
3. L-Eventwalita' ta' barranin li johdulna postna fit-tahriġ u fuq il-postijiet tax-xogħol.

Dwar il-lingwa, d-Direttivi ta' l-UE huma ċari u tondi dwar l-għarfien li hemm bżonn tal-lingwa għat-tweqqif tal-professjoni tagħhom fl-istat membru. Huwa fakkar li l-Malti bħala lingwa m'huwiex obligatorju għad-dhul fl-Universita' u hafna mit-tagħlim isir bl-Ingliż. Fakkar ukoll l-artiklu 5 tal-kostituzzjoni ta' Malta dwar li l-lingwi uffiċjali ta' pajjiżna huma L-Malti u l-Ingliż. ●

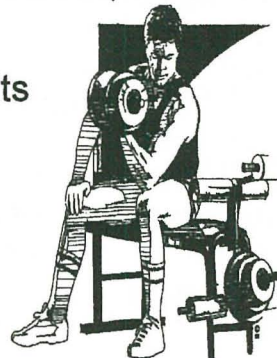
Joe Camilleri

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Mix-xellug, Il-President, Rudolph Cini, Paul Bezzina innifsu, Thomas Dimech u Oliver Sammut dak iż-żmien iċ-Chairperson u s-Segretarju tas-Sotto-kumitat ta' l-Isptar San Luqa rispettivament.

Fl-attività tal-Milied, organizzata mill-MUMN is-sena l-oħra, giet ippreżentata għall-ewwel darba il- 'Paul Bezzina Shield' lil dak is- Sotto-Kumitat l-aktar li ikkontribwixxa u stinka matul is-sena 1999 fi hdan il-Union. Din il-preżentazzjoni se tirrepeti ruħha wkoll din is-sena. Din ix-Shield giet gentiment mghotija lill-MUMN mis-Sur Paul Bezzina għal dan il-ghan speċifiku. Is-Sur Bezzina barra li hadem u stinka biex l-MUMN dejjem timxi 'l quddiem għadu sa llum il-ġurnata stess, għalkemm irtirat, jara kif se jghamel biex ir-rispett li tgawdi din il-Union dejjem jtkattar. Is-sena l-oħra din ix-shield giet mirbuha mis-Sotto-kumitat ta' l-Isptar San Luqa.

Sparatura b'risq il-Benevolent Fund tal-Union

Fl-25 u 26 ta' Awissu l-Entertainment Committee tal-MUMN organizza sparatura dritta fl-Olimpic Shooting Range ta Hal-Qormi, b'risq il-Benevolent Fund tal-Union.

Fl-isparatura ipparteċipaw diversi membri tal-Union, u tiraturi oħra. Bhala premijiet kien hemm senter għall-aħjar tiratur, u tmien tazzi oħra. Tazza speċjali inghatat ukoll lill-ewwel tiratur membru tal-Union.



Il-President is-Sur Rudolph Cini, jippreżenta t- tazza lis- Sur Joe Camilleri, l-aħjar tiratur membru tal-Union



Ahna l-istaff ta' Karen Grech Theatres kuntenti hafna li ahna minn ta' l-ewwel li ikkontribwejna għall- 'Benevolent fund'.

Huwa ta' unur kbir għalina l-istaff ta' l- OTKG illi fost il-kontribuzzjoni tagħna hemm ukoll dik ta' sehibna Manuel Spiteri li għalkemm illum m'għadux magħna xorta jibqa haj fil-memorji tagħna. Il-htieġa li jsir dan il-fond minn dejjem konna niddiskutha bejnietna, u Manwel dejjem kien minn ta' quddiem favur din l-ideja.

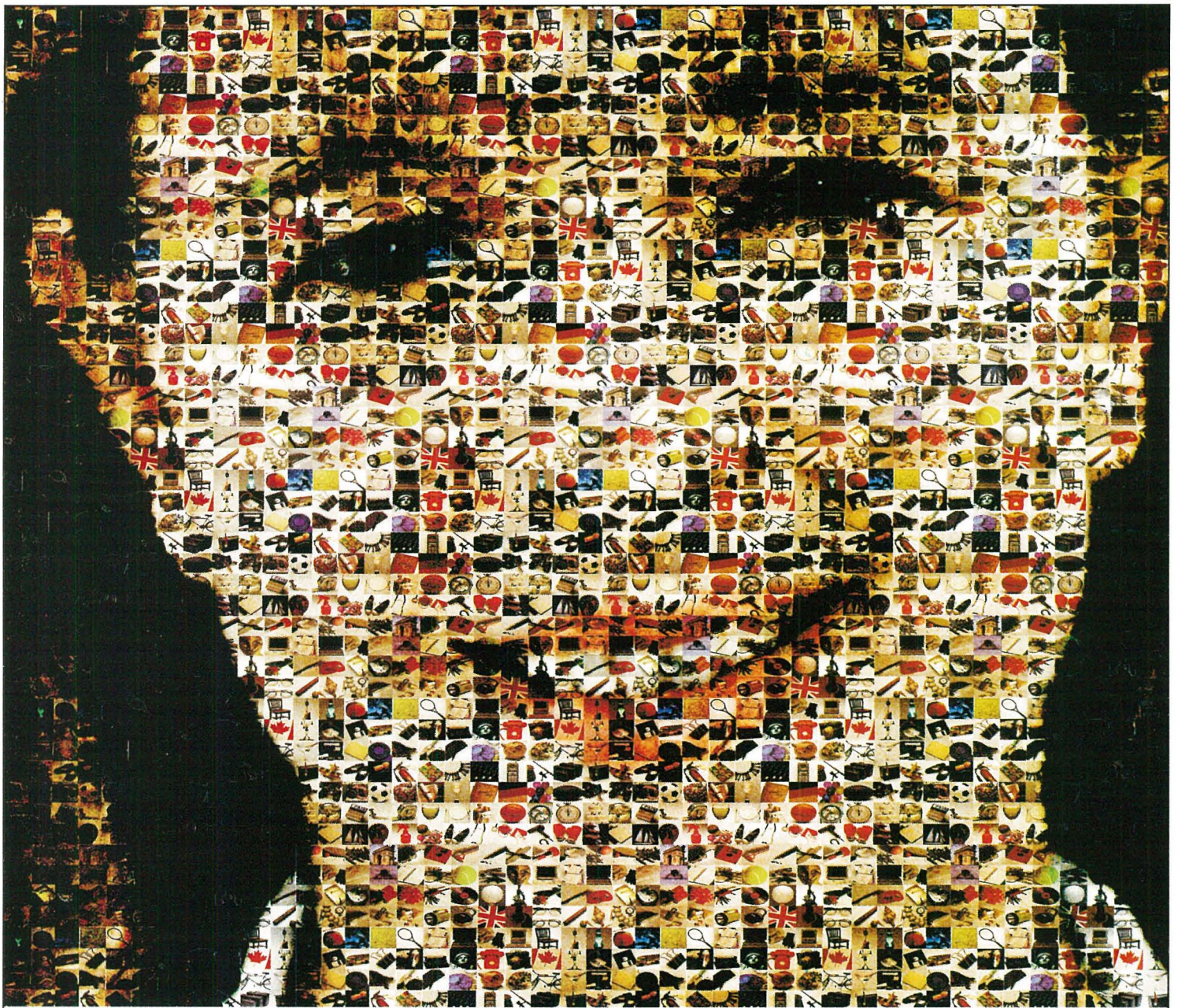
Ahna nheggu lill-infermiera kollha biex jghinu halli dan il-fond(benevolent fund) jibqa jiffunzjona. Fl-aħhar mill-aħhar in-nies li ser jibbenefikaw minn dan il-ġest nobbli mahsub mill-MUMN, huma l-infermiera stess u l-familji tagħhom.

Sotto Kumitati Centri tas-Sahha

Fit- 23 ta' Ottubru 2000 saret laqgħa fil-Primary Health Office bejn is-Sotto kumitat ta' din l-Union u s-Sur Frans Ripard.

L-aktar sugġett li jinteressa l-membri kien il-problema ta' l-F.I.S. L-aktar enfasi saret fuq meta tkun nieqsa n-nurse tal-post u min ser jidhol fl-immunization. Sadattant ser issir laqgħa fil-Health Centre tal-Mosta biex jiġi diskuss ċerti problemi li għandhom l-istaff ta' dan il-lokal.

Alfred Pace Chairperson



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Joe Camilleri jintervista lill-Haddiem tas-Sena 2000 ~ **JOE CARUANA**- Deputy Nursing Officer-Detox Unit

I n t e r v i s t a

M. Joe, bħala infermier, kif tħossok li rbaħt dan il-premju prestiġjuż?

T. Jien inhoss li dan il-premju jirrifletti l-apprezzament tax-xogħol siewi li n-Nurses qegħdin jagħmlu mall-pazjent/klijent, li fil-każ tiegħi ma klijenti bil-problema tad-dipendenza mid-droga. Għalhekk naċċetta dan il-premju f'isem in-Nurses kollha, speċjalment tad-Detox u mpjegati oħra tas-Sedqa, għaliex mingħajr is-'support' tagħhom, żgur li ma stajt nasal sa hawn.

M. Ix-xogħol tiegħek huwa wieħed ta' sodisfazzjon. X'inh i-isbaħ esperjenza tiegħek?

T. Wahda mill-isbaħ esperjenzi hija li tkun hdimt ma klijent u wara li tkun wassaltu biex jibda programm ta' rijabilitazzjoni (li jdum madwar sena), terġa tara li dan lill-dan l-individwu, u tiegħu sodisfazzjon kbir bil-bidla totali li tkun seħhet fiħ.

M. Kien hemm rapporti li inti kemm il-darba ġejt mhedded bi vjolenza. X'hini l-għar esperjenza tiegħek?

T. Esperjenza li ġieli tigr i hija li tigr i mhedded bi vjolenza u għalkemm tipprova tasal bil-kelma t-tajba, jkun kollu għal xejn, u għalhekk mhux l-ewwel darba li dahlet il-pulizija u tispicċa l-Qorti. Għalhekk f'dan il-perjodu tkun qed taħdem taħt pressjoni mentali kbira għax ovvjament il-klijent tibqa tiltaqgħa miegħu ta' spiss.



M. Taħseb li fuq ix-xogħol tagħna aħna protetti biżżejjed?

T. Fid-Detox naħdmu hafna bħala 'team' li huwa mħares u protett kważi 100%. Għalhekk din hija protezzjoni awtomatika għaliex it-'teamwork' ikisser hafna mill-aggressività ta' xi ndividwi.

M. Id-Detox Unit huwa dejjem post ta' kontroversja. Qiegħed però jilhaq l-għanijiet tiegħu?

T. L-għan ewlieni tad-detox huwa li ngħinu nies joħorġu mill-problema tad-droga. Ksibna hafna riżultati pożittivi, iżda fadal hafna x'naħdmu. Irridu nżommu f'moħħna li



huwa ferm diffiċli li ndividwu johroġ mill-problema tad-dipendenza mid-droga.

M. *Kif jirnexxielek tgħaqqad it-team multidixxiplinarju tiegħek fil-Unit?*

T. Fejn jidhol 'team' multidixxiplinarju trid tħaddem hafna mohħok biex iżżomm it-'team' magħqud, hafna drabi anke b'sagrifiċċju personali. Jghin ukoll li aħna mmexxija minn aġenzija (Sedqa) u għalhekk hafna burokrazija ma teżistix.

M. *Hemm biżżejjed rikonoxximent mill-awtoritajiet konċernati u l-pubbliku in generali għal dak kollu li qed toffru lill-klijenti tagħkom?*

T. Ir-rikonoxximent intwera meta ntgħażel Nurse mid-Detox bhala l-Haddiem tas-Sena. Il-pubbliku mhux daqstant jirrikonoxxi x-xogħol tagħna u dan jista' jkun ukoll għaliex il-klijenti tagħna ma jidhrux sbieħ f'għajnejn hafna mill-pubbliku.

Stennejt li mhux l-MUMN biss tibghat ittra ta'xewqat sbieħ, iżda l-Unions kollha. Meta tara hekk tistaqsi jekk il-haddiem hux vera smat ta'xogħlu.

M. *Fl-opinjoni tiegħek, kemm hu mportanti li n-nurses u l-midwives jissieħbu fl-MUMN?*

T. Hu mportanti hafna. Fid-Detox ġieli kellna bżonn l-għajnuna tal-MUMN u dejjem sibna 'support' shieħ. Fil-fatt b'wiċċi minn quddiem ngħid li bqajt impressjonat bid-dedikazzjoni tal-Kumitat. F'din l-okkażjoni nixtieq nirringrazzja lil MUMN tal-hidma vera bżonnjuża tagħha.

M. *Jekk xi hadd joffrilek tibdel il-mestier tiegħek kompletament, dan tagħmlu? U għaliex?*

T. Fil-preżent le. Għaliex bhala Nurse inhoss li jekk veru trid taħdem għall-ġid tal-

pazjent, is-sodisfazzjon li thoss huwa verament kbir.

M. *X'inhuma l-kwalitajiet propji li għandu jhaddan infermier/a, jaħdem fejn jaħdem?*

T. L-infermiera għandhom jaħdmu dejjem biex igibu lill-pazjent il-quddiem kemm jista' jkun, u jtaffu l-problemi li jġib mieghu il-mard. Xi drabi l-infermiera ikollhom jagħmlu sagrifiċċji minhabba nuqqas ta' għajjnuna minn sezzjonijiet ohra, iżda fl-aħħar mill-aħħar żgur li tkun kuntent meta verament taqdi dmirek bir-reqqa.

Joe, nawguralek għas-suċċessi kollha li ksibt f'xogħlok u nirringrazzjak tal-opinjoni tiegħi li qsamt magħna.



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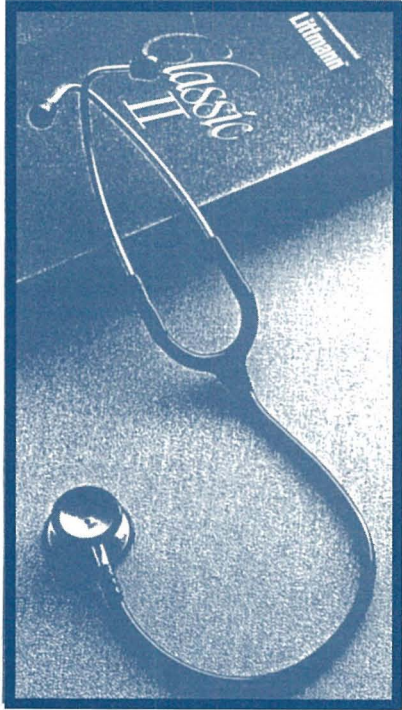
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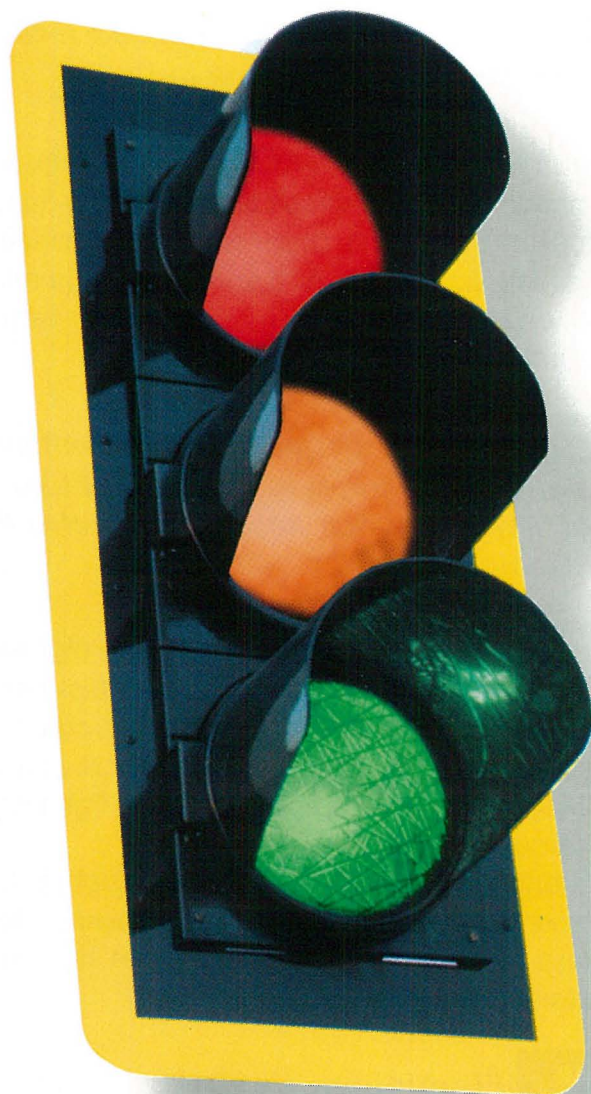




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Jien konxju/a tad-Drittijiet tiegħi?

Il-bniedem iħossu d-Dritt għaliex huwa miktub f'qalbu. Fil-fatt insibu diversi eżempji li l-bniedem iħoss li għandu d-dritt, ma hemmx għalfejn iġdli haddiehor.

Hekk, kull min jaħdem fil-Qasam tas-Sahha, bħal kull bniedem-haddiem ieħor, iħoss id-drittijiet tiegħu. Dan hu li jgħid li l-haddiem jingħaqdu fl-unions' tagħhom biex flimkien juru l-qawwa ta' l-argument tad-Drittijiet tagħhom. Id-drittijiet li jgħinu lill-haddiem jgħixu ta' persuni umani, waqt li jiġu vvalorizzati mhux mill-ammont tax-xogħol iżda mill-kwalita' tax-xogħol li jagħmlu.

Punt ieħor importanti li l-haddiem jridu jagħtu kas huwa li jaħdmu flimkien, u mhux li xi hadd jtaħdem għal rasu/ha. Kulhadd irid jiġbed habel wiehed u jikkopera flimkien fuq l-istess prinċipji li huma qegħdin jaħdmu fuqhom.

Kull persuna-haddiem trid thossha li hija parti mill-'union', u għalhekk kull persuna trid thossha li tagħmel parti minn grupp ta' nies bl-istess għanijiet. U din hija r-responsabilita' ta' kull membru f'union' li jiehu interess u sehem f'dak kollu li qed jiġi mithadded u dwar kull ftehim li qatt sar. Dan għaliex kull deċiżjoni li tittiehed trid tittiehed b'kull responsabilita', maturita', prudenza u etika.

L-'union' tkun xi tkun m'hiex biss tal-kumitat iżda wkoll tal-membri kollha. Kull attivita' hija importanti, waqt li kulhadd irid jiftakar li kull haġa li tiġi deċiża jew organizzata tkun interessanti u tajba jekk ikun hemm l-interess ta' kull persuna-membru ta' l-'union'.



Faċli tpaċpaċ u tghid u tghid dwar id-drittijiet tiegħek, għaliex jekk ma tkunx konxju tagħhom jew ma tkunx taf kif takkwisthom, kolloxx ikun għalxejn. Mhux hekk biss, iżda tajjeb li kull haddiem m'għandux jabbuża minn shabu/ha

Hawn jagħmlu sens id-Drittijiet kollha li jeżistu meta jkunu akkwistati u ngħixu b'mod onest, responsabbli u matur. ●

Fr. John Vella ofm Cap STh, Lic.
(Pastorale Sanitaria)

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### Food for taught ...

*Action is bound to bear fruit in the end.* (Mahatma Ghandi)

~ ~ ~

*Just one act of yours may turn the tide of another person's life.*

~ ~ ~

*It is to late to look for instruments when the work calls for execution.*

~ ~ ~

*Ambition without determination has no destination.*





**International  
Council of Nurses**

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Dr Louis Deguara  
Health Minister  
Palazzo Castellania  
15, Merchant Street  
Valleta  
Malta

Honourable Minister,

4 September 2000

The International Council of Nurses is a federation of national nurses' associations from over 120 countries world-wide. It is with grave concern that we have followed the industrial conflict that has escalated in Malta, i.e. Mount Carmel Hospital.

The professional goal of nurses is to provide quality care. In order for this to happen, adequate working conditions and staff deployment must be present in workplaces throughout the health sector. The Ministry is a key stakeholder and ultimately accountable for many of the decisions taken with respect to staff deployment. For the health services to be effective and meet real needs, staff and their representatives must be involved in the decision-making process. Often, they are better aware of the local needs and conditions. In addition, they will be the main persons involved in the implementation and must be implicated in the policies adopted if these are to have any degree of success.

The recent ILO Joint Meeting on Human Resource Development in Health Sector Reforms (1998) highlighted the advantages brought about by effective and efficient concertation with workers' representatives. There was consensus among government, employer and workers representatives that pay determination and working conditions should be subject to bargaining procedures between health workers and employers.

Referring specifically to ILO Convention 149 on Nursing Personnel, "measures shall be taken to promote the participation of nursing personnel in the planning of nursing services and consultation with such personnel on decisions concerning them" (art 5). Furthermore, "the settlement of disputes arising in connection with the determination of terms and conditions of employment shall be sought through negotiations between the parties or, in such a manner as to ensure the confidence of the parties involved."

Malta as a member of the International Labour Organisation has a responsibility to uphold the basic principles of tripartism when making decisions that concern workers and their working conditions. We urge the key stakeholders within the health sector to find an acceptable solution to the present dispute and develop the framework and negotiation mechanisms that will help prevent future conflicts of this nature.

The fundamental objectives underlying all health sector policy and regulations are the delivery of cost-effective care and equity in its delivery. We hope that future negotiations with workers' representatives will have a successful outcome.

Thank you for keeping us informed.

Sincerely yours,

Kirsten Stallknecht  
President  
International Council of Nurses

c.c. Mr. Juan Somavia, ILO  
Malta Nurses Association  
Malta Union of Midwives and Nurses

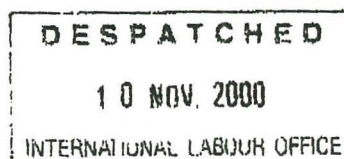




CDH/vm (SECTOR)  
8 November 2000

cc: CABINET (2)  
EUROPE  
NORMES  
Ms. Kingma

IC 12-0-7-0



Dear Mr. Minister,

The on-going dispute between the health personnel in Malta and the Mount Carmel Hospital has been brought to our attention. We have been informed that a major factor in the dispute concerns workers' participation in the determination of working conditions in this health facility.

You may find it of interest to note that the ILO has given special attention to the health sector, recognizing the vital role played by nursing personnel together with other workers in the field of health, in the protection and improvement of health and welfare of the population. In this regard, particular attention is drawn to the Nursing Personnel Convention, No. 149 which has been ratified by Malta and to the Nursing Personnel Recommendation No. 157, 1977.

I am aware of the sensitivity of reform processes in the public service for all stakeholders. Social dialogue is an effective means to address these issues. Guidelines have been adopted to assist the social partners in the smooth and effective development and implementation of such reform processes. In this regard, paragraphs 3 and 10 of the conclusions of the Joint Meeting on Terms of Employment and Working Conditions in Health Sector Reforms held in September 1998 (attached) are particularly relevant.

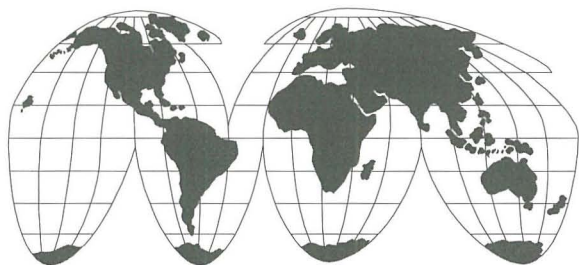
The ILO together with WHO, Public Services International and the International Council of Nurses have also developed a set of key questions to be examined in designing and reviewing health sector reforms. The ILO is prepared to assist member States in implementing the conclusions of the above-mentioned Meeting and in pursuing effective reforms. Within this framework, the ILO is at the disposal of your Government to assist in any way you may find helpful in respect of this matter. We would appreciate being kept informed of developments.

Yours sincerely,

Dr. Louis Deguara  
Health Minister  
15, Merchant Street  
VALLETA

Juan Somavia





## Midwives' and Nurses' Profession as Part of the Globalization

The WHO health for all strategy encourages the provision of health care for everybody. Notwithstanding this, there is an undeniable shortage of health care professionals to provide this service.

The health sector is an important employer worldwide with an estimated workforce of 35 million people. While the number of people employed in the health care professions continue to grow in most countries, the demand for professions like nurses and midwives remain high. The Canadian Nurses' Association reported to the ILO that a study recently conducted predicts a severe shortage of nurses in the next decade. The predicted shortage of nurses is estimated at 59000 and is to grow to 113000 by the year 2011.

As populations grow, the demand for health care personnel grows in proportion. All this has to be analysed with great care in Malta. As a result of the budgetary constraints, many under-developed countries experience not only shortages but also a drain of staff towards countries where there are employment opportunities and better working and living conditions. It is therefore the responsibility of trade unions and employers to ensure that quality of health care services remain high and do not deteriorate owing to deteriorating working conditions and major pay cuts.

Decentralization is intended to improve the accessibility of health care services and to respond better to customer demand.

Primary care facilities can deal with most diseases and can improve health promotion, health education and prevention. Moreover, a health system based on effective primary care units is less expensive than a system, which relies mostly on large and specialized care units.

The overall trend in European countries is to relieve hospitals of responsibilities for social care. It is evident, that as a result of this development, a continuous fall in the average length of stay of patients and bed occupancy by them occurs; leading to an increasingly number of patient being treated in out patients wards. An example of this is what happened in Denmark between 1980 and 1994, where the bed occupancy in hospitals fell from 32269 to 23905 whilst outpatient activity increased considerably.



Since 1970's immigration of midwives and nurses increased between EU countries. The concept of free mobility of labour is one of the fundamental principles of the European Union. There are several motivations for migration - the gaining of a new experience, the acquisition of more knowledge and the desire to find employment or better paid work are but a few. There are estimated 80000 foreign nurses in the US on temporary or permanent basis. Asians only need to pass an examination to gain visa status.





Health care reforms are resulting in a decrease in employment and career development opportunities at a time when more nurses - with higher levels of education are entering the work force. Reactions to this situation vary. According to the Canadian Nurses Association there is also an increased trend for nursing personnel affected by this situation to move abroad to work.

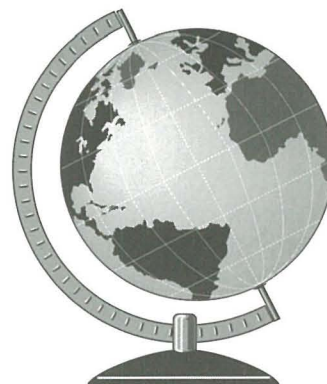
The International Labour Organisation (ILO) has taken a particular interest in the regulations of hours of work for all and in particular health services because this activity effects has a bearing on public safety and health.

ILO convention 149, rectified by the Maltese government refers to nursing personnel who will benefit from conditions equivalent to those of other workers in the country concerned in the following fields: hours of work, including regulations and compensation of overtime, inconvenient hours and shift work, weekly rest, paid annual holiday, educational leave, maternity leave, sick leave and social security.

Other ILO conventions with particular interest to nurses and midwives are 1990 convention number 171 accompanied by recommendations (no. 178) applicable to the health sector. This convention calls for specific measures to be taken for night workers to protect their health, assist them to meet their family and social responsibilities and provide opportunities for occupational advancement whilst compensating them appropriately. Also such measures include these workers to undergo health assessment without charge and to receive advice on how to reduce or avoid health problems associated with their work. Before or after childbirth, a woman night worker should NOT be dismissed or given notice of dismissal, except for justifiable reasons not connected with childbirth or pregnancy.

Another ILO convention is that for part-time workers regulated by number 175 (1994) and rectified (No. 182). Protection to part-time workers is to be "comparable" to full-time workers. This means that they should have the same type of employment relationship in the case of fundamental rights and protection. Such measures include the right to organize, to bargain collectively and the right to act as workers' representatives. A proportional treatment should be granted as for basic wages are concerned and all other benefits enjoyed by full-time employers, such as maternity protection, statutory social security schemes, termination of employment, paid annual leave and sick leave.

Such global challenges are of great importance for the profession of midwives and nurses to look at with interest and should serve as basis to create social dialogue with the division of health. Already in European countries this is being done. Implementation orders, and restrictions are outdated types of autocratic management. The Malta Union of Midwives and Nurses is already getting in shape for such professional changes, we hope to see something more to on the other side of the table.



*Tommy Dimech*  
Vice President





# Dimensions of health and wellness

Nurses are in a strategic position to assist patients in making positive life changes. An understanding of the health and wellness concepts offers ways of thinking that can facilitate the process of change for the patient. Scientists and health educators have developed three main models to define health: the medical model, the environmental model, and the wellness or holistic model (Edlin et al., 1999). How one approaches being healthy and well in many ways depends on the personal definition of health.

The **medical model's** main tenet is that health is the absence of disease and death. In other words, if one is not sick or dying, the person is considered to be in the best attainable state of health. The medical model tends not to deal with social problems that affect health and only with difficulty integrates mental and behavioural issues that do not derive from diseased organs. In the medical model, health is restored by curing a disease or by restoring function to a damaged body part. Because of its exclusive focus on biological processes, the medical model is of limited value. It does not help in understanding psychological and social factors that affect health and contribute to disease. Moreover, it does not foster health by preventing disease caused by unhealthy life-styles and destructive behaviours.

The **environmental model** of health is defined in terms of the quality of the person's adaptation to the environment as conditions change. Unlike the medical model, it focuses on conditions outside the

individual that affect his or her health. These conditions include the quality of air and water, living conditions, exposure to harmful substances, social relationships, and the health-care system.

The **holistic** or **wellness** model defines health in terms of the whole person. This model encompasses the physiological, mental, emotional, social, spiritual, and environmental aspects of individuals and communities. It focuses on optimal health, prevention of disease, and positive mental and emotional states.

One can conclude that the concept of wellness fits into a holistic view of health. Traditional medicine focuses on identifying symptoms of illness and curing disease. By contrast, holistic health focuses on all facets of human functioning. It emphasises the intimate relationship between the physical, psychological, social, intellectual and spiritual aspects of the person. Wellness is an active process consisting of conscious choices one makes in fashioning a lifestyle where these human dimensions are integrated. Harley and Schlaadt (1992) referred to it as an approach to personal health that emphasises individual responsibility for well-being through the practice of health promoting life-style behaviours.

Perhaps, the word wellness is more aptly used in our culture because the words health and illness are often used as if their meanings were the same. For example, one talks about the health care







system when in reality it is a 'sick' care system. Moreover, there is a health insurance that one uses when the individual is ill. Very often, an individual enters the 'health care system' or rather the 'medical system' because something is wrong and will want to know what the problem is and have something done to correct it. Well individuals who want to learn to maintain and improve their health will not find answers to many of their questions in the medical system. They are not sick and therefore are unrecognisable in the system.

Health educators commonly refer to six dimensions of health and wellness: emotional, intellectual, spiritual, occupational, social, and physical.

**Emotional wellness** requires understanding emotions and coping with problems that arise in everyday life.

**Intellectual wellness** involves having a mind open to new ideas and concepts. If one is intellectually healthy, one seeks new experiences and challenges.

**Occupational wellness** is being able to enjoy what one is doing to earn a living and contribute to society.

**Physical wellness** is a healthy body maintained by eating right, exercising regularly, avoiding harmful habits, making informed and responsible decisions about health, seeking medical care when needed, and participating in activities that help prevent illness.

**Social wellness** refers to the ability to perform social roles effectively, comfortably, and without harming others.

**Spiritual wellness** is the state of harmony with oneself and others. It is the ability to balance inner needs with the demands of the rest of the world.

It is vitally important to realise that health is an integrated method of functioning which is oriented toward maximising the potential of which the individual is capable. It requires that the individual maintains a continuum of balance and purposeful direction with the environment where he/she is functioning. Furthermore, health could be seen as the state of having one's basic needs

satisfied, or more positively as having the necessary resources to live one's life as one chooses. This is the frame of reference that informs Seedhouse's (1986) influential work on the meaning of health.

The wellness philosophy of health compares with the WHO's definition of health which takes into account not only the condition of the body but also the state of the mind. The mental processes are perhaps the most important influences on one's health, because they determine how one deals with the physical and social surroundings, one's attitude towards life, and how one interacts with others. Since wellness is dynamic and continuous, no dimension of wellness functions in isolation. When one experiences a high level of wellness or optimal health, all dimensions are integrated and functioning together. No part of the mind, body, or environment is truly separate and independent.

#### References

- Edlin G., Golanty E., & McCormack Brown K. (1999) *Health and Wellness* Jones & Bartlett Publishers, 6th edition, Canada.  
 Hurley J.S., & Schlaadt R.G. (1992) *The Wellness Lifestyle* Guilford, CT: Dushkin Publishing Group.  
 Seedhouse D. (1986) *Health: The Foundation for Achievement* John Wiley & Sons, Chichester.

#### CRITICAL THINKING ABOUT HEALTH

Reflect on one lifestyle or behaviour that you routinely engage in that you regard as destructive to your health (e.g. smoking). Think about the reasons for continuing to engage in this unhealthy behaviour. Consider what you might do to change this behaviour and list the steps you would take to accomplish the healthy change. Do you believe you can make the healthy change? Seek appropriate help if you cannot cope on your own.

*Therese Bugeja* SRN, B Sc (Hons)

Nursing, PQD (education), MHSc  
 Lecturer in Nursing Studies  
 Institute of Health Care  
 University of Malta





# Ej Jew Nieqfu Ftít...

I have often thought about what I would have done if God had put me in charge of planning the nativity, the birth of Jesus. First, I would have brought to Bethlehem a battery of gynaecologists and obstetricians. I would have built a magnificent hospital and a place for the reception of the dignitaries of the world. Of course the palace would have made the palace of the Roman Emperor look like something out of Woolworth's. I would have blazed huge headlines in all the papers. I would have hired the best public relations people available. I would have provided music. Music always lends a special dimension to celebration. I know that historically this Nativity will happen only once. I would have felt obliged to put on a Nativity to be remembered forever.

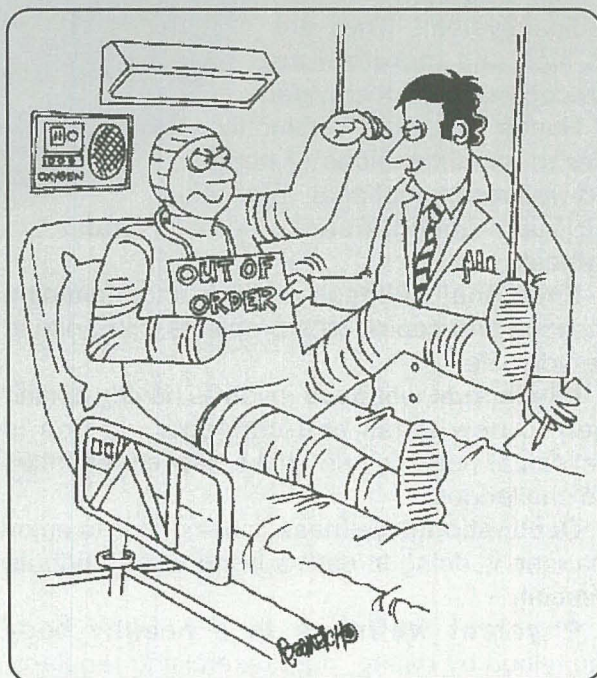
But God, Planning from all eternity with all his infinite wisdom and with all his infinite power, arranged to have his Son born in a manger. It was actually a cave in the side of a mountain. An odorous, damp and ugly little cave. God did not even provide a place for his Son in the local inn. And the first people God invited to see his Son were simple shepherds. They were considered the outcasts of society. They could not testify in court or even vote. They were the lowest class in a class conscious society. They were the least of his children.

I don't even have the nerve to tell God of my proposed plans for the Nativity. If I had been in charge, the whole message of Jesus would have been lost in the magnificence of my trappings. Christmas really brings me to my knees and helps me realize much more clearly what is important and what is unimportant. I suppose that this is why God, whose thoughts and ways are not mine, arranged a cave in Bethlehem.

John Powell s.j.

From the video program, *Jesus As I Know Him*  
(Through Seasons of the Heart)

A nativity play was to be performed in the church compound and the pastor went to order a banner for display. Unfortunately, he forgot the measurements of the banner, so he wired his wife for details. The telegraph clerk at the other end fainted when the reply message was wired. It read, 'unto us a child is born- seven feet six by one foot three.'



Judge looking the prisoner in the eye:  
"Tell me honestly. Did you sleep with this woman?"

The man in the witness box: "not a wink, your honour."

Paul: said his friend, "my wife does not love me, does yours?"

Friend: "I don't know, she never mentions your name."

My wife is very clever and handles inflation well. She spends my whole salary in the first 15 days of the month and is happy to note that in the second half of the month the prices have gone up.



No Smells  
No Germs  
No Mess

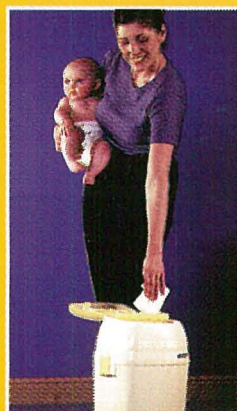


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