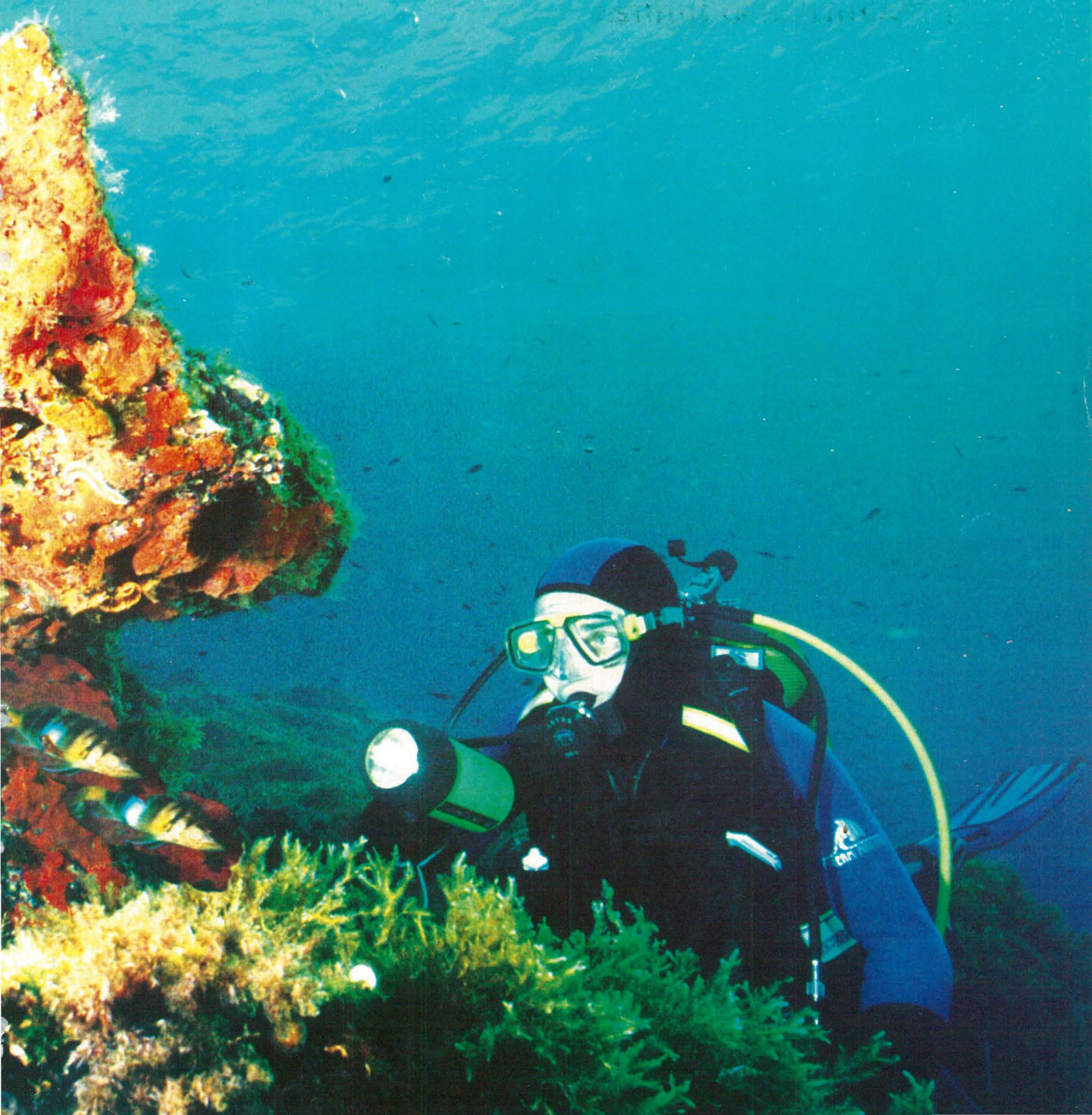


IL-MUSBIEH

MALTA UNION OF MIDWIVES AND NURSES

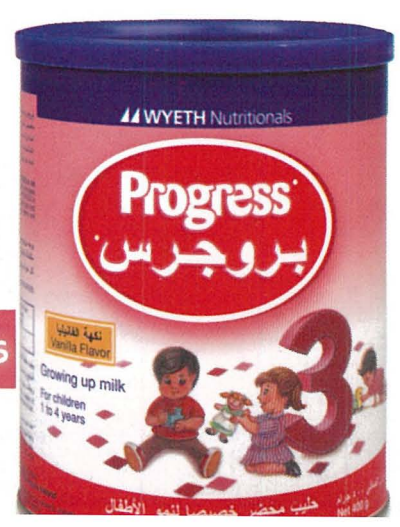
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Editorjal

Sahha u Sigurtà

Hija ironika li filwaqt li naħdmu f'Dipartiment hekk imsejjah tas-'Sahha', dak li jirrigwarda 'sahhitna', ftit wisq jinghata każ mill-awtoritajiet konċernati.

Sittin fil-mija tal-haddiema jqattgħu terz ta' hajjithom fuq il-post tax-xogħol tagħhom u żgur dan mhux eċċezzjoni għall-Infermiera u l-Midwives. Għalhekk malajr nistgħu naħsbu kemm hemm mard u perikli assoċjati max-xogħol tagħna. Dan ivarja minn mard tal-pulmun u tal-qalb, muskoli u għadam, kanċer, mard riproduttiv, mard tal-ġilda u anke effetti psikologiċi.

Tajjeb infakkru li jeżistu diversi liġijiet rigward 'Sahha u Sigurta'. Huwa mportanti li naraw x'hini l-kawża ta' dawn il-problemi. Hemm dawk li huma evidenti u oħrajn li huma anqas evidenti. M'hu qatt ġustifikat li nitkellmu fuq: spiża żejda; m'hemm evidenza tal-marda; mhux ir-responsabilità tiegħi jew m'hemm regolamenti. Il-partijiet soċjali kollha għandhom ikollhom sehem biex jitnaqqsu il-perikli billi jkun hemm il-liġijiet osservati u ssir strateġija ta' prevenzjoni.

Huwa żgur li meta jkun hemm incidenti jew mard relatati max-xogħol tagħna, l-ispiza hija akbar milli wiehed jieħu biżżejjed prekawzjonijiet jew 'screening'. Xi ngħidu imbagħad li kieku tintilef hajja ta' xi hadd jew ikun hemm dizabilità! Ikunu spiċċaw snin kbar ta' esperjenza jew impatt fuq il-kwalità ta' hajja ta' l-individwu u l-familjari tiegħu.

Ta' interess hu, li 47% ta' l-aċċidenti huma waqqhat, filwaqt li warajhom huma ix-xokk elettriku b'26%. Tajjeb li nsemmu pero' perikli oħra li nsibu fuq xogħolna: bħal feriti minn materjal bil-ponta u jaqta', samtiet, radjazzjoni, kimiċi bħall-antibijotiċi, anestesija, mediċini tal-kimoterapija u anke prodotti għal diżinfekzjoni u sterilizzazzjoni. Hemm ukoll fatturi bijologiċi li dawn żgur li qed jiġu trattati tajjeb mill-"Infection Control Unit" tal-Isptar San Luqa, li hafna drabi jestendi s-servizzi tiegħu għal kull min għandu bżonnu. Fatturi oħrajn huma kif wiehed jerfa', jiġbed jew jimbotta pazjent jew xi haġa tqila. Il-waqqaf huwa wkoll problema. Il-problemi psikologiċi bħal li wiehed jagħmel xogħol solitari, siegħat twal, ix-xift ta' bil-lejl, xogħol mentali jew fiżiku aktar milli wiehed jiflaħ, għajja, 'haressment', aggressjoni vjolenti, nuqqas jew sigurtà żejda u xogħol mhux apprezzat.

Ma rridux ninsaw in-nuqqas ta' sigurtà mhux fis-swali biss, iżda madwar l-isptar kollu, bħal meta jsiru xogħolijiet infrastrutturali tad-dranagġi, it-traffiku madwar l-isptar, it-tip ta' art, lifts, dwal, ventilazzjoni, temperatura, twieqi, l-indafa fl-isptarijiet, 'fire escapes' u iċ-ċmieni ta' l-isptar stess u dik tal-Marsa!

Il-mistoqsija prinċipali hija din: Teżisti 'Health & Safety Policy' għall-post tax-xogħol tagħna, inkluz għal kull sala, klinika etc?; Jeżisti 'Health & Safety Committee' jew ufficijal li jara li saħħet l-infermier u l-midwife huma protetti kif xieraq?; Isiru 'risk assessments' speċjalment fejn hemm kimiċi jew skart kliniku?; Kemm qed isiru rappurtaġġi ta' l-incidenti kollha tal-haddiema u pazjenti, u investigazzjonijiet biex jirmedjaw dawn l-istess incidenti? Jidher li qed jintefa' piż żejjed fuq dipartiment li mhux xogħolu dan.

L-Infermiera u l-Midwives jixirqilhom aħjar. Il-'policies' iridu jkunu miktubin, miftehma, aġġornati, b'oġġettivi raġonevoli u JAHDMU. Il-perikli jridu jiġu identifikati kollha u jkun hemm riżorsi biżżejjed biex nistabbilixxu l-prijoritajiet. Aħna lkoll irridu nkunu kkonsultati fuq dan għax aħna biss nafu x'inhuma l-perikli. Bl-għajjnuna ta' informazzjoni, 'standards', esperti u taħrig naslu lkoll u naslu żgur.

■ Messaġġ mill-President

Reġa wasal il-Musbieh fi djarna, il-ġurnal li huwa parti mportanti fil-Union għax iwassal l-informazzjoni dwar dak li qed isseħħ fi hdan il-Union lil kull membru irrispettivament fejn jahdem. L-Union ma tistax ma tkunx sodisfatta li sa mill-bidu nett li twaqqfet beda jintbagħat dan il-ġurnal fid-djar tagħkom.

Din is-sena il-Musbieh bħall-MUMN ser jiċcelebra l-hames sena mill-eżistenza tiegħu. Iż-żmien jgħaddi, u minkejja dan iż-żmien daqshekk qasir, żgur li hadd ma jista' jiċhad ir-rwol daqstant importanti li hadet il-Union biex tissalvagwardja il-professjonijiet tan-Nurses u l-Midwives. Fil-fatt bħalissa l-Union qegħda nvoluta bis-shiħ sabiex tara lin-nurses jingħataw il- 'warrant', biex verament in- Nursing ikun fuq l-istess livell ta professjonisti oħra. Jidher li dan il- 'warrant' mhux ser jingħatalna fuq platt għax sfortunament hemm min qed joġezzjona li n-Nurses ikollhom il- 'warrant'. Izda flimkien għandna nkunu determinati sabiex inkomplu din il-ġlieda professjonali biex ningħataw dak li verament jisthoqqilna. Jekk naħdmu flimkien żgur li t-talbiet tagħna jinstemgħu. Dan bil-prova għax jekk wiehed jara l-effett li kellu l-aħħar rally organizzat, kien verament positiv tant li l-Union laħqet ftehim mad-Divizjoni tas-Saħħa bl-iskop li tiġi rranġata s-sitwazzjoni fl-isptar. Issa nittamaw li dak li ftehmna fuqu jiġi attwat fil-prattika.

Il-Union bħalissa hija wkoll impenjata f'diskussjonijiet mad-Divizjoni tas-Saħħa dwar l-bidla radikali li l- Gvern bi ħsiebu jwettaq dwar it-tmexxija ta' l-Isptarijiet Pubbliċi. Filwaqt li l-Union temmen li s-sistemi antiki u burokratiċi li jeżistu fl-isptar San Luqa għandhom jispiċċaw, u dan qabel ma jinfetaħ tal-Qroqq, irridu naraw li s-sistemi ġodda jkunu verament iħarsu kemm l-interess tal-pazjent kif wkoll jimmotivaw aktar l-professjonijiet tan-Nurses u l-Midwives.

Nittamaw li l-awtonomija fl-isptarijiet ma tkunx biss waħda li tikkontrolla l-ispiża b'tali mod li isiru restrizzjonijiet finanzjarji bl-iskuża ta' l-awtonomija.

L-MUMN trid li bl-awtonomija filwaqt li ma jkunx hemm abbuži, l-professjonijiet tan-Nurses u l-Midwives jkunu regolati u amministrati mill-istess professjonijiet bla ndhil minn professjonijiet oħra u li verament jingħataw l-ispazju professjonali li jimmerithom

Inserraħ ras il-membri kollha li l-Union mhu ser tieħu l-ebda deċiżjoni dwar sistema ta' awtonomija fl-isptarijiet jekk mhux bl-approvazzjoni tagħkom. Jiena nagħlaq billi nawgura li qed tgawdu s-sajf bl-aktar mod komdu u nittama li tkunu magħna fl-attivitatijiet li l-Union ser torganizza f'Settembru li ġej biex jiġi ċcelebrat il-hames sena mit-twaqqif tal-Union.

Inselli għalikom

Rudolph Gini



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Your Ref.

8 ta' Gunju, 2001.

FTEHM BEJN ID-DIVIŻJONI TAS-SAHHA U L-MUMN DWAR MIZURI LI JRIDU JITTIEHDU BIEX TITJIEB IS-SITWAZZJONI TAN-NURSES U L-MIDWIVES FL-ISPTAR SAN LUQA.

A) MIZURI LI JRIDU JIDHLU FIS-SEHH B'MOD IMMEDJAT.

- i. Jittiehdu l-mizuri sabiex jimtlew b'mod immedjat il-vakanzi ta' Deputy Nursing Officer u jimtlew ukoll il-vakanzi ta' Nursing Officers, wara li jsir il-process ta' l-ghazla. Matul is-snin li gejjien jibqghu jigu mimlija il-vakanzi li jinholqu. Fil-A & E Department, Main Operating Theatre u l-ITU ikun hemm Deputy Nursing Officer f'kull shift bhala Head of Shift. Fil-Labour Ward, NICU u PICU ukoll ikun hemm Deputy Midwifery Officer u/jew Deputy Nursing Officer u dawn isiru mas-sejha ta' l-applikazzjoni li jmiss.
- ii. Wara li jintemmu l-klarifici dwar 'Specialists Nurses' ma' l-MPO tinhareg sejha ghal grad ta' Practice Development Nurses/Midwives sabiex jitkompla il-process ta' speċjalizzazzjoni ghan-Nurses u l-Midwives.
- iii. L-Amministratur Mediku ghandu jara li b'konsultazzjoni man-Nursing Officers/Midwifery Officers tas-swali kollha koncernati jibdev jaddottaw sistema ta' hinijiet ta' Ward Rounds skond hin fiss kuljum. Dan ghandu jsir billi l-Amministratur Mediku jara li l-Konsulenti kollha jzommu il-Ward Rounds skond il-hin kif jigi miftiehem. Fin-nuqqas li l-Konsulent ma jzommx il-hin miftiehem in-Nurses u l-Midwives ma jkunux obbligati li jassistu ghall-Ward Round. L-Amministratur Mediku ghandu jirraporta lura fil-laqgha li jmiss ta' l-10 ta' Lulju, 2001.
- iv. Fil-Admission Room tal-Gynaecology Ward jinhareg Protocol ta' kif ghandhom jigu ttrattati l-allegati vittmi ta' stupru b'mod professjonali. Id-DIH ghandu jipprezenta dan il-protocol fil-laqgha li jmiss wara li jkun iddiskutieh ma' l-Avukat Generali. B'hekk il-Union tkun tista' tnehi d-direttiva taghha. Fir-rigward ta' policies u guidelines dawn ghandhom ikomplu jsiru permezz ta' kumitati organizzati mid-Departmental Nursing/Midwifery Managers minn fost is-sezzjonijiet koncernati taghhom.
- v. Ser jibdev laqghat formali bejn l-Amministratur Mediku, l-Amministrazzjoni ta' l-Ispizerija u l-MUMN sabiex tinstab sistema adekwata ta' kif isir il-gbir ta' prodotti u medicini mill-ispizerija sabiex dan johloq l-inqas inkonvenjet ghan-Nurses u l-Midwives fis-swali.
- vi. Biex tizdied is-Sahha u s-Sigurta fuq il-post tax-xoghol sar qbil li fl-Endoscopy Unit issir forma ta' protezzjoni il-fuq mis-saqaf ta' l-istess unit biex jigu evitati konsegwenzi ta' incidenti. Gie miftiehem ukoll li ser issir laqgha bejn l-Amministratur Mediku, l-Amministrazzjoni tar-Radiology Dept. u l-MUMN sabiex jigi mistharreg liema items huma fil-bzonn li jinxtrow bhal e.z. Lead Protective Aprons li jghattu l-parti ta' l-ghonq u jkunu maghmulha f'zewg partijiet biex ma jkunux ta' piz fuq id-dahar.

- vii. Kif diga gie stabbilit bejn l-MUMN u Dr. M. Scibberas ghandu jsir Male Staff Room fil-National Blood Transfusion Unit. Ghandu wkoll isir fil-post diga allokati Bay ghar-roti fejn in-Nurses u l-Midwives ikunu jistghu jhallu r-roti tagghom f'post sikur.

B) MIZURI LI GHANDHOM JIBDEW SA L-AHHAR TA' GUNJU.

- i. L-MUMN tibghat is-submissions taghha dwar l-allokkazzjoni ta' Nurses godda biex id-Divizjoni tas-Sahha itihom prijorita fil-kuntest ta' l-agreements li diga intlahhqu fil-Medical u Surgical Dept. Id-Divizjoni tas-Sahha tghati wkoll prijorita dwar il-fatt li l-Staff Compliment ghandu jizdied f'certu swali meta kkomparat ma l-overcrowding u l-workload li jezisti.
- ii. Jibda jsir Refurbishment ta' l-Isptar skond kif miftiehem bejn id-Divizjoni tas-Sahha u l-MUMN. Sejra tithalla sala battala biex isservi sakemm ir-Refurbishment kollu isehh.
- iii. Kemm id-Divizjoni tas-Sahha u kif ukoll l-MUMN jaqblu li ghandhom jigu ngaggati numru sostanzjali ta' *Operation Support Workers* sabiex jghamlu xoghol konness ma Porter, Courier u esigenzi ohra. Sar qbil ukoll li jimtlew il-vakanzi kollha ta' fejn hemm Ward Clerks u Nursing Aids nieqsa biex b'hekk in-Nurses u l-Midwives ikollhom aktar hin biex b'mod professjonali jezcittaw ix-xoghol tagghom.
- iv. Sar qbil bejn l-MUMN u d-Divizjoni tas-Sahha li n-Nurses u l-Midwives kollha jinghatawqalziet iehor fis-sena bhala parti mill-entitlement ta' l-uniformi. Id-Divizjoni tas-Sahha ser tressaq din it-talba lill-Ministeru tal-Finanzi ghall-approvazzjoni.
- v. Is-sistema antika ta' kif jinghata l-ikel in-Nurses u l-Midwives, u jittiehdilhom il-hlas mill-paga ghandha tispicca. Sar qbil biex tibda titthaddem sistema gdida fejn il-hlas mill-paga ma jibqghax jinqata u minflok tigi esperimentata sistema fejn minn jixtieq permezz ta' voucher bi prezz issusidjat ikun jista' jiehu l-ikel tieghu minn post stabbilit. Gie miftiehem li jibdeu it-tahdidiet fuq kif dan jista' jigi mwettaq.

C) MIZURI OHRA LI JRIDU JITTIEHDU.

- i. Id-Divizjoni tas-Sahha infurmat lill-MUMN li ghaddejja bi process biex tinstab soluzzjoni biex tizdied l-indafa u l-igene fl-Isptar. Il-Union qabliet li dan il-process ghandu jitkompla u lesta li tikkopera biex dan isehh.
- ii. Ghandhom jizdiedu l-ammont ta' Surveillance Officers biex b'hekk tizdied is-sigurta fl-Isptar u fil-Car Park biswit. Ghandha wkoll tigi kkunsidrata sistema ta' electronic monitoring surveillance biex is-sigurta tkun garantita.

Iz-zewg nahat ftehm u li jiltaqghu b'mod regolari kull xahar sabiex jigi zgurati li l-mizuri miftiehma hawn fuq jigu attwati kif ukoll jigu ittratati punti li jistghu jinjalghu minn zmien ghall-iehor.



Dr. Ray Busuttil,
Direttur Generali,
Divizjoni tas-Sahha.



Sur Rudolph Cini,
President,
MUMN.



Is-Servizz Pubbliku fl-Ewropa

Francis Agius

Bil-għan li l-Union tagħna, tkun aktar infurmata, fl-eventwalità li Malta issir membru fl-Unjoni Ewropea, u x'inhuma l-implikazzjonijiet u l-opportunitajiet li għib magħha din is-sħubija, l-MUMN qegħda kontinwament iżzomm ruħha infurmata fuq kull kundizzjoni li tista taffettwa l-membri tagħha. Għal dan il-għan il-Union aċċettat stedina mill-“German Federation of Trade Unions”, biex tibgħat membru għal seminar bis-suġġett ewlieni “Is-servizz Pubbliku fl-Ewropa”.

Għal dan is-seminar li sar f'Diċembru 2000, f'Schoneberger, f'Berlin il-Germanja, kelli x-xorti li nattendu jiena. Attendew 315 -il delegat li mitejn minnhom kienu delegati minn unions Ġermaniżi u uffiċċjali pubbliċi Ġermaniżi. Il-kumplament kienu Trade Unionisti li jaħdmu fis-servizz pubbliku, mill-Ewropa kollha.

Is-seminar kien ta' valur kbir, għax barra t-tagħrif li tiegħi, wieħed jagħmel hafna kuntatti ma organizzazzjonijiet oħra. Isir tibdil ta' idejat u tagħraf hafna mill-problemi li għandhom unions u pajjiżi żviluppatti iktar minna li għad m'għandhomx ċerti drittijiet li ngawdu aħna.

Il-kelliema kienu diversi uffiċċjali għolja tal-Gvern Ġermaniż, ministri mill-Germanja, mid-Danimarka u mill-Olanda. Il-kelliema għamlu enfasi kbira fuq il-privatizzazzjoni u l-flessibilità, kif ukoll fuq is-Social Dialogue.

Norbert Spinrath, ta' l-International Police Union-USIP, tkellem fuq l-Unjoni Ewropea u l-kundizzjonijiet tax-xogħol tal-haddiema fis-settur ċivili. Huwa semma li, l-Unjoni Ewropea m'għandiex kompetenza li tirregola l-kundizzjonijiet tal-impjegati. L-għaqda Ewropea ma tinfluwenzax lis-servizz ċivili. L-Unjoni m'għandiex dritt li tkun involuta fil-kundizzjonijiet tal-haddiema fis-servizz ċivili. Il-haddiema kollha huma soġġetti għal liġi nazzjonali.

Hemm iktar hinijiet flessibbli ta' xogħol peress li l-haddiema 'Part Time' qed jiżdiedu. Hemm iktar 'Part Timers' nisa minn irġiel. In-Nisa qed jilhqqu pożizzjoni għolja iktar bil-mod, għax il-

pożizzjonijiet għolja qegħdin għall-haddiema 'Full Time'. In-nisa li jaħdmu fuq bażi 'Part Time' qed jiżdiedu b'madwar 6 fil-mija fis-sena. Il-percentage ta' 'Part Timers' huwa baxx fil-Greċja, fl-Italja u Spanja, paragonat ma pajjiżi oħra fl-Ewropa, iżda huwa għoli fl-Olanda u f'pajjiżi tal-Lvant. Il-pajjiżi kollha jistqarru li kien hemm tnaqqis ta' impjegati iżda fl-Olanda jirrapurtaw li n-numru ta' mpjegati żdied

Jean Lapeyere, mill-European Trade Union Federation, tkellem fuq hidma akbar mill-unions. “Il-futur tas-servizz pubbliku huwa sfida għall-unions”. L-ETUC u l-EPSU abbozzaw 'European Charter'. Flimkien waqqfu kummissjoni biex tadotta drittijiet bażiċi. Fiċ-charter insibu artiklu 86; 'L-istrikes, huma legittimi biex jirregolarizzaw is-sehem ta' l-istat'. Is-servizz pubbliku huwa element importanti. Għadhom jinholqu kundizzjonijiet għal kwalita aħjar”.

Finn Hoffman, ministru għall-finanzi tad-Danimarka, tkellem fuq il-kundizzjonijiet f'pajjiżu. “ F'Denmark hemm mitt union jinnegozzjaw mal-istat. F'każ ta' inkwiet industrijali, koperazzjoni bejn l- 'employers' u l-unions hija mistennija. Il-haddiema huma koperti b'collective agreements'. Fl-1997 saret riforma fil-pagi bi skop li tispicċa s-sistema l-antika, bażata fuq 'seniority', għal waħda iktar Prattika. Il-haddiema jaħdmu gimgħa ta' 37 siegħa, għandhom 5 gimgħat btala u 3 btali oħra extra. Kundizzjonijiet oħra: Maternity jew paternity leave sa 34 gimgħa. L-eta' tal-pensjoni hi ta' 65 sena. Dawk fis-servizz ċivili jistgħu jaħdmu sas-70. dawn il-haddiema jibqgħu jibbenefikaw mill- 'collective agreements' sakemm jilhqqu s-70.

Theo W. Langejon, ministru għall-affarijiet Interni ta' l-Olanda, tkellem fuq l-importanza tal-flessibilità, u kemm l-U.E. qed titlob aktar flessibilità. “ Fl-Olanda m'hemm problema ta' haddiema 'Part Time' għax 25% huma 'Part Timers'. L-età tal-pensjoni hi ta' 59 sena. Uħud joħolqu problema għax jirtiraw qabel. Dil-problema tiġi sostitwita bil-'Part-Timers'. Pensjonanti, 'Part Timers', jithallsu 50% tal-paga netta”.

Dr. Hans Benford Beus, mill-ministeru tal-intern Ġermaniż, tkellem fuq il-privatizzazzjoni u enfasizza li rridu nkunu iktar kunfidenti biex napplikaw il-privatizzazzjoni. "Il-privatizzazzjoni ma tridx tkun imposta f'daqqa fuq is- 'civil servants' iżda pass pass".

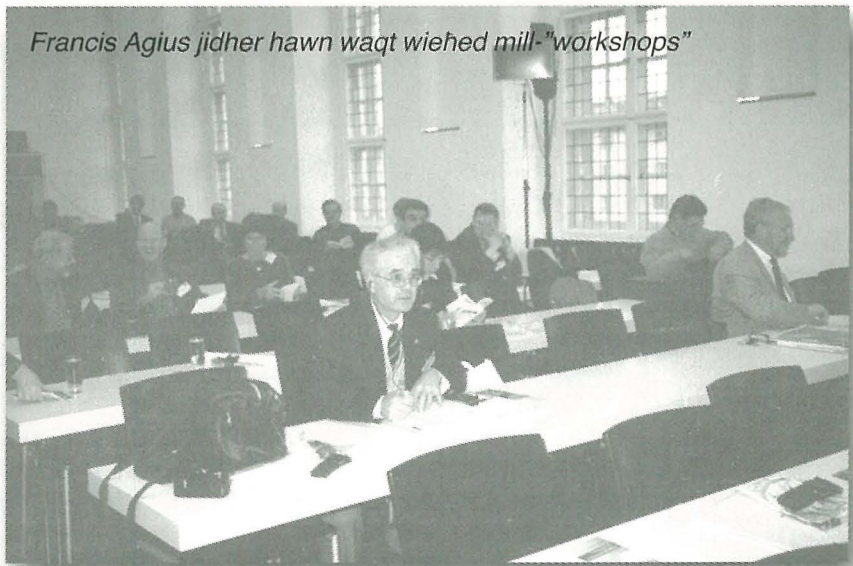
Oscar De Vries Reilling, kelliem għal I.L.O., tkellem fuq l-istorja ta' l-I.L.O. Accenna fuq gwidi, ftehim, 'standards' u direttivi u kif jinghata s- 'support' biex id-direttivi jkunu suċċess. Saħaq fuq l-importanza ta' 'Social dialogue', li permezz tiegħu jiġu evitati tilwim fuq ix-xogħol, titnaqqas it-tbatija sew tal-haddiema kif ukoll ta' terzi persuni.

Carola Fischback-Pyttel, is-segretarja ġenerali ta' l-EPST li MUMN qegħda affiljata magħha u Ingrid Schbroch, German T.U.F; dawn iż-żewġ trade Unionisti nisa ta' fama, saħqu fuq id-dritt tas- 'civil servants' li jistrajkaw.

"Id-dritt li 'civil servants' jistrajkaw u kważi kullimkien, barra f'Denmark, fil-Ġermanja, fl-Awstria u fil-Lussemburgu. Il-pubbliku in ġenerali fil-Ġermanja jahseb li jekk ikun hemm 'strikes' fis-servizz pubbliku, jieqaf kollox. F'każ li ma jkollniex dritt ta' l-istike, għandu jkollna xi haġa oħra bħal arbitraġġ.

Diversi, trade unjonisti preżenti, fl-intervent

Francis Agius jidher hawn waqt wiehed mill-"workshops"



tagħhom, ilmentaw għal fatt li f'dal pajjiż ta' l-U.E., is- 'civil servants' m'għandhomx dan id-dritt. Tant kienet kbira l-kritika, li ufficċjal għoli fil-ministeru għall-Intern Ġermaniż, Fritz Rudolph Korper, għamel intervent u qal li l-poplu Ġermaniż ma jifhimuex kundizzjoni bħal din", zied jgħid li " kieku kellu jinghata dan id-dritt iridu jsiru xi eccezzjonijiet fejn jirrigwarda l-pulizija, ufficċjali tal-habs u forzi militari.

Minkejja li dan is-seminar kellu influwenza kbira minn ufficċjali tal-gvern Ġermaniż, nista ngħid li l-organizzazzjoni tiegħu kienet tajba hafna. L-organizzaturi hadu hsieb li kull wiehed u wahda minna jagħtuna l-attenzjoni kollha tagħhom. ■

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■ Kelmtejn mis-Segretarju Ġenerali

Il-Malta Union of Midwives & Nurses fid-19 ta' Settembru tgħalaq il-ħames sena anniversarju tagħha minn meta twaqqfet. Spiss nistaqsi lili nnifsi, kieku ma kienx hawn l-MUMN, in-Nurse u l-Midwife f' liema sitwazzjoni qieghed? Meta l-Gvern, għal dawn l-aħħar erba' snin, għamel minn kollox sabiex in-nefqa tiegħu tonqos, kif konna se nsibu ruhna? Meta fi żmien qarib se jibda eżercizzju ta' awtonomija fl-isptarijiet, kieku m'hawnx l-MUMN, kienu se jkunu kkonsultati n-Nurses u l-Midwives? U ħafna mistoqsijiet oħra li ma jispicċaw qatt.

Il-Union tagħna, barra x-xogħol trejdunjonistiku tagħha, qed tagħmel ħafna xogħol fuq aspetti soċjali. Kien ta' soddisfazzjon kbir li l-MUMN din is-sena organizzat il-football tournament bejn is-swali fil-ground tal-Pietà. Tiegħu gost tara dak l-entuzjażmu kollu li dam jirrenja għal xahar shiħ. Irrid nieħu l-okkazzjoni sabiex niringrazzja l-isponsors tagħna sabiex setgħa jsir dan it-tournamnet, li huma l-Bank of Valletta u l-istess Pietà Hotspurs Football Club. Il-qliegħ kollu se jmur għall-Florence Nightingale MUMN Benevolent Fund.

Kien ukoll sabiħ ir-rispons li kellna dwar il-kors li ser tgħamel l-MUMN flimkien mas-Sedqa. Issa wara li għalqu l-applikazzjonijiet dalwaqt ninfurmawkom meta u fejn ser isir dan il-kors. Għall-Union dan kien pass importanti għaliex aħna nemmnu li r-rwol ta' Union professjonali huwa wkoll dak li toffri u tiffacilita l-edukazzjoni kontinwa lill-Membri tagħha.

F'Gunju li għadda l-MUMN ipparteċipat bis-shiħ fil-kungress li l-International Council of Nurses organizzat fid-Danimarka. Dan kien l-ewwel kungress li l-MUMN attendiet bħala membru affiljat fl-ICN. Hawnhekk l-MUMN giet impoġġija bħala mudell fil-kwistjoni li kellna fl-Isptar Monte Carmeli fejn l-ICN u l-PSI ħadmu id f'id flimkien sakemm wara sena shiħa intlaħaq ftehim. Jidher ċar li kull pajjiż qed jipprova jaddotta policy fejn l-aspett terjdunjonistiku u dak professjonali jsiru ħaġa waħda u fejn aspett wiehed ma jimxiex il-quddiem mingħajr l-ieħor.

Kienu ta' suċċess kbir l-elezzjonijiet għal Group Committees godda. Wara ħames snin kien hemm bżonnhom. Issa is-sisien huma ħafna aktar sodi minn kif kienu qabel. Prosit għar-rispons u l-kuraġġ li qed tghatuna. Is-sistema tad-Direct Debit qabdet ritmu tajjeb ħafna tant li sa kemm qed nikteb dan l-artiklu it-total ta' membri li qed iħallsu biha tela' għal 661. Barra li l-membri jiffranka Lm2 ikun qed jgħamel pjaċir kbir lilna li niffrankaw ħafna ġiri u xogħol ta' karti. Inheggeg u nappella lil kulhadd sabiex jgħamel użu minn dan is-sistema moderna u effettiva. Grazzi bil-quddiem.

Nixtieq ukoll nagħmel appell lill-Membri kollha sabiex jipparteċipaw bis-shiħ fiċ-ċelebrazzjonijiet li se jsiru fil-ġimgħa ta' attivitajiet li se tfakkar il-ħames sena anniversarju mit-twaqqif ta' l-MUMN speċjalment fil-Cocktail Reception li se jiġi organizzat fil-ġurnata propja, dik tad-19 ta' Settembru. Din is-serata se tiġi ċelebrata fil-lukanda Hilton fejn fost l-oħrajn se jonorana bil-preżenza tiegħu l-E.T. il-President ta' Malta. Il-biljetti għal din l-attività huma ristretti u għaldaqstant tħallux għall-aħħar.

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Awguri Alfred

Bhala ringrazzjamnet tax-xoghol fejjiedi li wettaq, kemm bhala Nurse kif ukoll bhala rappreżtant ta' MUMN, il-Kumitat Eżekuttiv organizza festin żghir ad unur Alfred fejn prezenti kien hemm ukoll il-familjari. Żgur li Alfred se jibqa' jghin lil din il-Union fejn mill-bidu nett dejjem kien ambaxxatur tagħha. Prosit u Grazi tal-kontribut shih tieghek.

International Council of Nurses (ICN)

F'wahda miż-żjarat tagħha hawn Malta, Ms. Judith A. Oulton, CEO ta' ICN, onoratna bl-indirizz tagħha lill-kumitat Eżekuttiv ta' I-MUMN. Issa I-MUMN barra li affiljata fil-PSI (Public Services International) u I-EPSU (European Federation of Public Service Unions) hija membru wkoll ta' ICN u c-CNF (Commonwealth Nurses Federation).



Bhala parti mill-programm li din il-Union qed tagħmel sabiex tiffamiljarizza ruhha ma' il-implikazzjonijiet li Malta jista' jkollha jekk tissieheb fl-Unjoni Ewropea, Delegazzjoni mill-MUMN attendiet Brussels fejn iltaqghet ma persuni distinti fosthom l-Ambaxxatur Malti fi Brussels, E.T. is-Sur Victor Camilleri. Din id-delegazzjoni tmexxiet mill-Viċi-President Tommy Dimech. Paul Pace, Joe Zammit u Tony Bugeja kienu il-membri l-oħra tad-delegazzjoni.

Florence Nightingale MUMN Benevolent Fund



Il-Group Committee fi hdan il-Union responsabli minn dan il-fond irnexxielu jorganizza football tournament bejn l-isptarijiet tagħna. Jghinuna nghanlu dan kienu tlett sponsors ewlenien; Bank of Valletta fejn irregalawna it-tazzi kollha, L-Malta International Airport li taw donazzjoni, somma konsiderevoli u I-Pieta' Hotspurs F.C. li mis-somma ta' flus originali sabiex jintuza l-ground talbuna biss nofsa. Grazi u Prosit lil Kulhadd. Matul ix-xahar ta' Ġunju, I-MUMN organizza football tournament bejn id-diversi swali u units fl-isptarijiet tagħna bil-qliegh kollu jmur għal Florence Nightingale MUMN Benevolent Fund. Barra minn hekk dan it-tournament qajjem entuzjażmu kbir fl-isptarijiet. Ir-rebbieha ta' dan it-tournament kienu l-Orthopaedic II. Prosit lir-rebbieha u l-partecipanti kollha.
(Angelo Schembri f'isem l-Orthopaedic Ward II jirċievi x-Shield minghand is-Sur Hubert Camille, Head Business Development, Bank of Valletta)

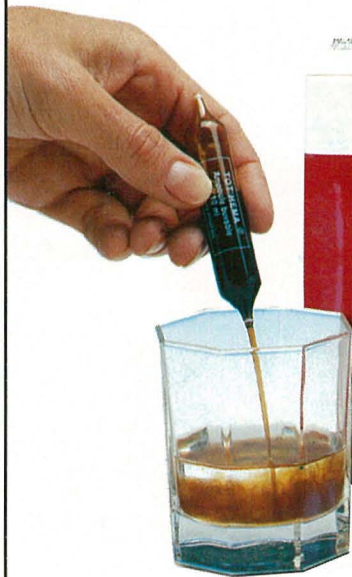


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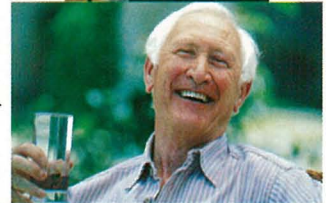
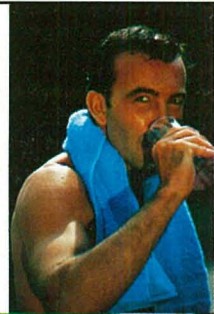


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Id- Drittijiet u d-Dmirijiet fil-Prattika

Aħna f'Malta għadna nitkellmu dwar id-drittijiet tal-morda, waqt li barra minn Malta nsibu li diġa bdew jtkellmu dwar id-drittijiet ta' dawh li jaħdmu fil-qasam tas-saħħa. Mhux qed ngħid dan biex inwaqqa' d-drittijiet tal-morda iżda pjuttost biex ngħolli d-dinjita' ta' kull persuna, kemm tal-morda kif ukoll tal-haddiema.

Tassew li l-persuna marida trid tiġi trattata b'rispett u b'apprezzament għad-dinjita' umana tagħha iżda fl-istess hin għandha r-responsabilta' kemm hi u kemm tal-familja tagħha biex iħarsu d-dinjita' bhala persuna umana ta' dawh il-haddiema li jaħdmu magħhom. Mhux hekk biss, iżda irridu wkoll iġibu rispett lejn il-professjoni tal-persuna.

Fil-fatt, kull persuna marida għandha dritt għas-servizz ta' kura li mhiex biss medika, iżda ukoll ta' min ighina u jtiha parir, fejn titpogġa fl-isptar flimkien ma' assistenza teknika. Dan id-dritt tal-persuna marida ma tiegħu billi jkollha twiežen għalik lil xi hadd b'mod partikolari. Qatt m'għandu jeżisti t-tixhim tal-flus fl-isptar, la minn naħa u lanqas minn oħra. Li jkun hemm apprezzament lejn il-haddiema huwa haġ' oħra.

Niftakar grajja li nżertajta jiena stess fejn ammirajt lin-nurse għall-mod kif ġabet ruhha mal-pazjenta. Darba fost l-oħrajn, inkun qed indur lill-morda, u nara pazjenta qed tipprova tagħti xi haġa lil din in-nurse, li ma kienix ilha li ggradwat. In-nurse irrifjutat, iżda l-pazjenta qabditha minn idha u ma riedix terhilha lin-nurse. Hawn, in-nurse irnexxilha tinqala' minn mal-pazjenta u telqet mingħajr ma hadet xejn. Jien ma wrejtx li tajt importanza. Ftit wara, kien imissni li mmur jien hdejn il-pazjenta, fejn qaltli "Ara, 'Father', qed nipprova ntiha l-flus u hi telqet mingħajr ma hadithom". Imbagħad, jien staqsejt lill-pazjenta kemm kienet ilha li dahlet l-isptar, u rrispondietni li kienet għadha kemm dahlet. Wara, jiena fahhart l-atteggjament tan-nurse, waqt li l-pazjenta qaltli: "Imma, li kieku dik in-nurse hadet il-flus, kien ikolli min jieħu hsiebi". Ir-risposta tiegħi kienet li b'dik l-imġieba ma kienix qed tirsipetta l-persuna u l-professjoni tan-nurse. Jiġifieri, għaliex in-nurse billi ma hadtilhix il-flus xorta kienet sa tikkuraha u tieħu hsieba. In -nurse trid thares lil persuna marida hi min hi, mingħajr obbligu jew preferenza hliet f'każ ta' emerġenza. Dan kollu spjegajtu lil din il-pazjenta bil-mod il-mod biex inserhilha rasha li xorta mhux sa tkun imwarrba min-nurse, avolja ma haditx il-flus.

Wara, jien għamilt riflessjoni fejn staqsejt lili minfi: "Min jibda, il-pazjent jew xi hadd mhux

responsabbli? Il-pazjent meta jidhol l-isptar ma jkollux tant sigurta u għalhekk jibda jibza' u jkun irid min jieħu hsiebu personalment. Minn naħa l-oħra, hawn min japprofitta ruħu mis-sitwazzjonijiet li jkun hemm abbuż mill-persuna marida. dan jirriżulta, fejn il-persuna marida tiġi tiddependi biss u tafda biss lill min tkun qed twiežen barra l-paga. Ġieli, sfortunament, tisma wkoll, forsi ma għadhomx bħal fl-imghoddi, fejn il-persuna li qed tipprova s-servizz u ma tirceviex l-istess mingħand il-pazjent ma ġgiebex ruhha l-istess mal-pazjent. Illum il-ġurnata, għalkemm għadek issib din il-mentalita' fil-pazjenti, fortunatament minn naħa tal-haddiema ftit għadek tisma'.

Hawn, tassew irridu napplikaw id-drittijiet u dmirijiet fil-prattika, fejn ma għandniex inwaqqaw, anzi ngħollu d-dinjita' ta' kull persuna u fl-istess hin ngħollu d-dinjita' tal-professjoni. Kull persuna marida trid tingħata servizz ta' harsien u kura għaliex hi persuna umana li għandha bżonn l-għajna. Il-persuna li tipprova s-servizz trid tiġi stmata ta' persuna wkoll, fejn dak li qed tagħmel ikun għal kull persuna umana. Hawn, kull professjoni tkun qed tiġbed aktar rispett lejha. Kun kburi/ja bill-professjoni tiegħek u toqtoliex inti stess.

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Brussels (1)

On Thursday 10th of May, together with Mr. Tony Bugeja, Mr. Paul Pace, from the council of the MUMN and Mr. Joe Zammit Office administrator, arrived in Brussels on a mission set by our Union. The programme was to get first hand information regarding implications on Nurses and Midwives had Malta to become a member of the European Union and keeping in mind that Malta is a candidate country.

Some of the subjects dealt with were: Mutual Recognition of Professional Qualifications, Freedom of Movement of Workers, and the effect of the enlargement of the E.U., all with special attention with regards to Nurses and Midwives.

It is good to know that all Nurses and Midwives in Malta are registered with the Nursing and Midwifery board, and will be regulated by the Nursing and Midwives directive as regards to mutual recognition of professional qualifications, once Malta becomes a member state of European Union. The European Union provides that each member state is to recognise certificates, diplomas and other evidence of formal qualifications. All local training commencing on Malta's accession to the E.U. at undergraduate or post graduate level is expected to comply with E.U. requirements. The acquired rights provision should be applied to all health care professionals whose training was completed or commenced prior the date of accession and did not conform to E.U. requirements.

In Malta queries asked concerns the specialists accreditation and though some applications for specialised nurses/ midwives post were issued by the division of health, till the present date, we are still far away from harmonising our nurses and midwives with those in the E.U. The Union is playing to urge the division of health to start by accrediting nurses as being specialised before accession to the E.U. MUMN does not really understand why the division of health stagers it's feet on such a professional issue and this on the contrary to other health care professionals.

MUMN is also insisting that all Nurses and Midwives should obtain a warrant issued by the President of Malta. On the other hand the division of health seems to be playing for time and though it agrees with

this it is shelving the issue to a date after the new legislation is implemented. One would here Stop and Think, If this was the right way to go about it, then how does the division opt to create specialisations such as 'lead nurse practitioner' in the Primary health care? How can such specialisation be professionally effective without having a warrant allowing the professional involved to act and perform as a true professional leader? MUMN hopes that the division of health will not just push to create a legislation as a constitution for the health department (The Health Care Professional Act), but an effective legislation that will serve for along period of time, providing nurses and midwives with a tool so as the profession can grow and be creative in their own field.

Amongst the meetings, the most interesting was that held with his excellency the Ambassador of Malta in Brussels, Mr. Victor Camilleri, a man that had all the time to listen to the delegation concerns and also comment, together with the participation of his team. Other various meetings were held with E.U. representative and high officials regarding the question about the language. As to this subject, member states shall see to it that, where appropriate, the persons concerned acquire, in their interest and in that of the patient, the linguistic knowledge necessary for the exercise of their profession in the host member state. In Malta studies, showed that Maltese people prefer to speak Maltese when being hospitalised or in emergency situations. Than here the question that one asses is what kind of training is Malta going to set for health care professionals that opt to work in Malta with preference to other member states.

Other interesting discussions were held in Brussels between MUMN and the Director General for Social Policy regarding freedom of movement of workers. How does migration of Nurses and Midwives within the member states effect our personnel? This will be dealt within the next article of 'il-Musbieħ'

Through our experience in Brussels we surely learnt one good thing, MUMN must never kick on beehive to gather honey. The Union direction is on the right track, but we need to work more on those lines.

Tommy Dimech
Vice President





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International Council of Nurses on Latex

Latex allergy or hypersensitivity is now recognised as a health problem and an occupational risk for health care workers. An estimated 8-20% of health care workers are allergic to latex. Anaphylactic reactions to latex can be fatal.

Latex has been in use for about 100 years and has proven protective capability. It is found in as many as 40 000 consumer products, including rubber gloves, condoms, balloons, athletic shoe soles, tires, underwear, leg and waist bands, rubber toys and pacifiers. Latex can be found in many medical supplies including disposable gloves, intravenous tubes, syringes, stethoscopes and bandages. Dipped rubber products such as gloves, condoms, and balloons, which are made by dipping moulds into liquid latex, seem to be the major causes of reactions. The first latex fatalities (reported in the US) resulted from the catheters used for barium enemas, which were subsequently removed from the market. No deaths have been linked with the use of latex gloves although an increasing number of allergic reactions are being reported.

Exposure

Latex proteins enter the body through skin, mucous membranes, intravascularly, or via inhalation. Cornstarch powder used in latex gloves is a carrier of the protein. Because proteins in the powder can be airborne for hours after donning and removing gloves, this allergen can be inhaled or settle on clothing, skin, or mucous membranes long after disposal of the gloves from the immediate environment.¹

The allergic reaction follows a period of sensitisation where the immune system develops cells that react to the allergens found in the latex. This abnormal response may take many years to happen as exposure builds up. The three commonly occurring reactions to latex gloves are:

Irritation: Redness, soreness, dryness or cracking of the skin in areas exposed to gloves. In the case of irritant reactions, once the irritant agent has been identified and its use discontinued, the symptoms will disappear and not recur.

Type I: This is the more serious reaction and occurs almost immediately. The allergy is irreversible and no cure is currently available. The symptoms include localised or generalised rash, conjunctivitis (red and swollen eyes with discharge) and asthma like symptoms. In some cases anaphylaxis could occur. This has the potential to be fatal.

Type IV: This is an allergic response to the chemical additives used in manufacture. The symptoms are dermatitis and itching, with oozing red blisters. It occurs between 10 and 24 hours after exposure and can get worse over the subsequent 72 hours. This type of allergy is also irreversible and without cure.¹¹

International Council of Nurses

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Occupational hazard for nurses

As demand (universal precautions) and the industry grew, latex processing and product manufacturing changed. "The risk of developing a latex allergy keeps rising, not just because more people are using the gloves, but because each use may mean exposure to higher levels of allergen."ⁱⁱⁱ

Your employer should be required to provide staff with suitable personal protective equipment if exposed to risk in the workplace. A risk assessment must be carried out to ensure that the protective equipment is suitable. Powder-free latex gloves are more expensive than powdered gloves, and latex-free gloves are more expensive than latex gloves.

The literature indicates that the ideal glove, if it is latex, should be powder free, very low in extractable latex protein, and have the smallest concentration and the fewest number of residual chemicals from manufacture.

Do not rely on the term "hypoallergenic" which does not mean a low protein content but refers to a reduction in the use of other chemicals. Gloves should be removed promptly after completing a procedure and hands should be washed to reduce skin contact time with potential allergens. Avoid touching the eyes, noses, or mouth while wearing latex or immediately after removing a latex glove, in order to avoid potential latex sensitisation via these mucosal routes.^{iv}

Health care facilities must develop policies to include screening employees for latex allergy, reporting and documentation requirements, the provision of suitable protective equipment and a plan for educating all employees about latex allergy. In addition, care must be given to avoid endangering patients and/or colleagues with latex allergy or sensitivity. Furthermore, health care professionals need to lobby industry for the development of non-latex containing gloves and medical equipment to further reduce the workplace and environmental risks.

June 2000

For further information contact:
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Are you at risk?

- Do your hands break out when you wear latex gloves?
- If you use any latex gloves, whether low powder, low protein or powder-free, do you have swelling around your eyes, itching or hives?
- Do you have multiple allergies or have you had multiple surgeries or dental procedures?
- Do you use your inhaler or have asthma attacks more often at work?
- Do you wheeze or do your lips and face swell when you blow up a balloon?
- Do you have vaginal irritation, swelling or discharge after gynaecological exams?
- Do you have swelling or sores in your mouth or on your face after a dentist visit?
- Do you have any food allergies? Latex allergy is also associated with allergies to certain foods, especially avocado, potato, banana, tomato, chestnuts, kiwi fruit and papaya.

Any "yes" answers may indicate sensitivity to latex. Contact your health care provider for further testing and your national nurses' association.

*The American Nurse,
Sept/Oct 1999*

ⁱ Burt, S. (1999) What do you need to know about Latex. *Nurs Manage*:30(8), 18,20-26.

ⁱⁱ RCN. Getting a Grip on Latex Allergy: Reorder number 000948.

ⁱⁱⁱ Gritter, M. (1998) *AJN*, 98(9):26-32.

^{iv} Lehrman, E. (1996) <http://www.immune.com/rubber/nr3.html>



Restoring Mind-Body Harmony

Life is filled with an ever-ending array of challenges. Some of them are obstacles to accomplishing necessary daily tasks or cherished life goals. Others are opportunities for growth and positive changes in your life. Everyday living involves dealing with frustrations, conflicts, pressures, and change. Moreover, at certain times in your life, you are confronted with severely stressful situations that are difficult to cope with - the death of a family member or a close friend, the loss or change of a job, a personal failure, or an injury. Even changes that you perceive to be positive, such as getting a promotion, can be stressful and often require a period of adjustment. If stress is severe enough, it can take its toll on you physically and psychologically. When confronted with a particular challenge, you may feel excited, anxious, depressed, angry, or afraid.

Confronting and resolving a challenge often becomes a positive growth experience. Other times, however, disruption in mind-body harmony is prolonged or severe, and will be 'under stress' or 'stressed out'. Prolonged, unresolved stress can contribute to the development of several kinds of disorders, such as

hypertension, asthma, gastrointestinal upset, and skin problems. When you experience a challenging situation, the nervous, endocrine, and immune systems respond to meet the challenge. These responses are aspects of normal physiology that are meant to deal with short-term stressful situations. Illness arises when the body's stress-response mechanisms are continually activated. Then, organs wear down and become diseased, and lowered immunity leads to an increased susceptibility to infections and other diseases. Stress also contributes to illness by fostering unhealthy behaviours. To manage stressful feelings, for example, some people smoke cigarettes, drink alcohol, take drugs, overeat, undereat, or overwork.

To cope with stress effectively, you first need to face up to the causes of the problems, including your own part in



creating them. Instead of adopting destructive reactions to stress, you can employ task-oriented constructive approaches aimed at realistically coping with stressful events. Weisten and Lloyd (1994) describe constructive coping as behavioural reactions to stress that tend to be relatively healthy or adoptive. Constructive coping:

- involves a direct confrontation with a problem
- entails staying in tune with reality
- is based on an accurate and realistic appraisal of a stressful situation rather than on a distortion of reality
- involves learning to recognise and inhibit harmful emotional reactions to stress
- entails a conscious and rational effort to evaluate alternative courses of action
- is not dominated by wishful or dysfunctional thinking

There exist a variety of stress buffers that are positive ways to deal with stress. These buffers include maintaining sound health practices - adequate rest, exercise, eating a healthy diet; good time management; an ability to cope with self-defeating thoughts and messages; a sense of humour, a low-stress lifestyle; and relaxation. Conquering stress requires a willingness to accept responsibility for what you are doing to your body. A central message is to listen to your body and respect what you hear. Remember that you are a whole being, which

The Naming of the Parentcraft Lecture Room at Karin Grech Hospital

On the 16th June 2001, the Parentcraft Lecture Room at Karin Grech Hospital was named after the late MIRIAM BECK, a midwife who had worked for twelve years at the Parentcraft Section and who had unconditionally dedicated herself to her work, even when she was passing through personal suffering and great difficulties.

Miriam Beck, a dear colleague and friend, died at the young age of 46, leaving behind her a husband and three young daughters,



numerous friends and relatives, and an immeasurable amount of young mothers who had, at one time or other, benefitted from her services never suspecting that this kind and gentle midwife was suffering a long and enduring illness. On the contrary, Miriam was always ready to offer her professional advice and to support the parents-to-be who attended her

parentcraft lectures.

It was for this reason that the Midwifery Management decided to dedicate the Parentcraft Lecture Room to her memory and to do so on the 16th June, the first anniversary of her demise.

The ceremony commenced at the chapel of St. Luke's with Mass, dedicated to the repose of her soul. This was then followed by the Naming of the Parentcraft Lecture Room itself. Ms. Nathalie Zammit, Departmental Midwifery Manager, delivered the opening speech while Dr. Ray Busuttill, Director General, presented the inauguration speech and later unveiled the commemorative plaque and photo. Rev. Fr. Bernard Mangion then blessed the Miriam Beck Parentcraft Lecture Room and all the guests who were present. Ms.



Marie-Louise Bugeja, Midwife and Parentcraft Co-ordinator, read a poem entitled 'Touched by an Angel', dedicated to Miriam Beck and written by Ms. Bugeja herself. A reception followed.

Miriam's husband, children, parents, brothers, sisters, spouses, colleagues and close friends were present for this ceremony. ■

TOUCHED BY AN ANGEL

*You may be gone Miriam
But you are still near.
You never wanted the limelight
But your presence still outshines
And when most we feel your loss,
Your presence is most strong.*

*Your gentle touch,
your sweet smile,
your caring words,
your selfless attitude
have more meaning to us now
and we are truly thankful
that God blessed us with
one of his own
even if for such a short while.*

© Marie-Louise Bugeja, SRN, SCM

Profile on Miriam Beck



Miriam Beck nee' Muscat was born on the 4th March 1954. In February 1973, she started her nursing career at the Grantham and Kesteven General Hospital and the Leicester Royal Infirmary, both in the United Kingdom. She obtained her state registration in 1976. In the same year, she moved on to St. Peter's Hospital, Chertsey, Surrey, where she furthered her studies in Midwifery and qualified as Midwife in 1977. Six months later, she returned to Malta and started working as midwife at St. Luke's Hospital and then at Karin Grech Hospital.

She worked at the Labour Ward for a number of years, then, after her marriage, Miriam worked as a clinical teacher at the Midwifery School and also started giving parentcraft lectures to mothers-to-be and their partners. At this point in her career, she believed that she should dedicate herself fully to Parentcraft teaching since there was the need to extend this service. She was the first full-time midwife employed in this area.

Miriam worked hard to improve this very essential service. Together with her colleagues, she always read the latest literature and even made contacts abroad in order to update herself with the latest systems and technology. This was of great benefit to the parents-to-be, both those attending then, as well as those who are presently attending the parentcraft lectures.

Wherever she worked, Miriam always gave her very best. She respected her clients and cared for them with dignity. She always had a sweet smile on her face and constantly had words of encouragement for both her colleagues and clients. She never failed to try to help all those who sought her assistance. She never grumbled, even when her cruel illness was at its peak. She never wanted to take advantage of the situation she was in and, for this reason, her sick leave record was minimal.

I end this profile by quoting from a letter sent to the Midwifery Managers by Ms. Nicolina Farrugia, Director Nursing Services.

'Miriam will live with us forever, not only for the work she gave with great professionalism and dedication but mainly as the perfect, caring professional and colleague she always was. Her ever-present smile was always there for colleagues as for her clients. May we keep Miriam forever present as the perfect example for all of us'.

NATHALIE ZAMMIT SRN, SCM, PQ Dip. (Health Sc), MSc (Management)

continued from page 19

Restoring Mind-Body Harmony

implies an integration of your physical, emotional social, mental, and spiritual dimensions. If you neglect any one of these aspects of your self, you will feel the impact on the other dimensions of your being.

Reference

Weiten W. & Lloyd M.A. (1994) Psychology applied to modern life: Adjustments in the 90's 4th edition, Pacific Grove, CA: Brooks/Cole.

Food for thought - Two monks and the river

Two monks set out on their last day's journey to their monastery. At mid-morning they came upon a shallow river, and on the bank there stood a beautiful young lady. "May I help you cross?" asked the first monk. "Why, yes, that would be most kind of you," replied the lady. So the first monk hoisted the lady on his back and carried her across the river. They bowed and went their separate ways. After a while of walking, the second monk said to the first monk, " I can't believe you did that! I just can't believe it! We take vows of chastity, and you touched a woman. You even asked her! What are we going to tell the abbot when we get home? He is going to ask how our journey was, and we can't lie. What are we going to say? A couple of hours passed and the second monk erupted again. "How could you do that? She didn't even ask. You offered! The

abbot is going to be incredibly angry." By late afternoon the two were nearing their home, and the second monk, now filled with anxiety, said, "I can't believe you did that! You touched a woman. you even carried her on your back. what are we going to tell the abbot?" The first monk stopped, looked at the second monk and said, "Listen, it's true that I carried that lady across the river. But I left her at the river bank an hour ago. You've been carrying her all day."

Critical thinking about managing your stress

Identify some environmental

sources of stress that can put a strain on you, e.g. finding a parking spot, navigating in rush hour traffic, noise. Once you have identified such external stressors, write in a notebook about how you might deal with them differently. What ways could a change in your thinking or adopting a new attitude modify the impact of these external sources of stress?

Therese Bugeja

S.R.N., B.Sc. (Hons. nursing), P.Q.D. (education), M.H.Sc.

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*Everybody, everywhere
seeks happiness, it's true,
But finding it and keeping it
seems difficult to do,
Difficult because we think
that happiness is found
Only in the places where
wealth and fame abound*

*And so we go on searching
in "places of pleasure"
Seeking recognition
and monetary treasure,
Unaware that happiness
is just a "state of mind"
Within the reach of everyone
who takes time to be kind*

*For in making others happy
we will be happy, too,
For the happiness you give away
returns to "shine on you."*

*Helen Steiner Rice
(A Collection of Love Gifts)*

Customer

The doctor calls him a *patient*.
The hotel calls him a *guest*.
The lawyer calls him a *client*.
The educator calls him a *student*.
The newspaper calls him a *subscriber*.
The minister calls him a *parishioner*.
The store manager calls him a *shopper*.
The actor calls him a *fan*.
The airline calls him a *passenger*.
The politician calls him a *voter*.
Anyone who buys your product
or your service is a *customer*

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Night Work Linked To Breast Cancer



Disturbing new evidence of a link between breast cancer and night work has been published by a Danish researcher. The findings were previewed at a recent conference held jointly by the Danish Cancer Society (Kraeftens Bekaempelse), the Danish Women Workers' Union (KAD) and the Danish General Workers' Union (SiD). The studies show a 50 percent higher risk of primary breast cancer among 30- to 54-year-

old women who work night shifts in selected trades for at least half a year. This is thought to be the first survey that uses reliable nation-wide statistics. The study used large samples and strict scientific criteria including adjustments for other risk factors.

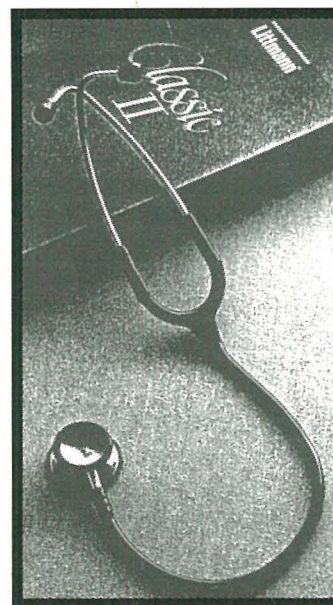


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