



ANNUAL REPORT

YEAR 2006

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Foreword

It is a pleasure for me to once again present the third annual report of the Council of Nurses and Midwives. The report outlines the challenges that the Council faced throughout 2006 and the most important issues that the Council discussed. The Council has for the time, had to appear before the Appeals Board in order to defend its decisions. This is a healthy exercise, although the Council has to gear up in order to face such appeals more efficiently.

From this report one can also see that the process to update the Registries is an ongoing process and more or less reflects the current situation.

The Council depends at the moment with the resources given by Central Government and hopefully this will change in the very near future. The public has to recognise that the service given today by this Council is considerable irrespective of the fact that we have one Registrar.

I would like to thank my fellow Council members and the Registrar who have participated fully in the progress of this Council.

Dr Malcolm Mifsud, LL.D, LL. M

INTRODUCTION

This Council for Nurses and Midwives (CNM) Annual Report is the third of its kind and covers the period from 1 January 2006 to 31 December 2006. The report aims to give a brief account of CNM performance.

Law

This Council is regulated by the Health Care Professions Act (HCPA) 2003.

Aim

The COUNCIL FOR NURSES AND MIDWIVES, Malta (CNM) regulates the Nursing and Midwifery Professions in Malta. Its functions are defined in the Health Care Professions Act 2003.

One of the main functions of the CNM is to regulate the registrations of nurses and midwives as stipulated in the above-mentioned Act. The Council is also responsible for the upholding of high professional and educational standards for both professions. CNM is committed towards the attainment of excellence in the delivery of professional care by encouraging continuing professional development amongst its registrants.

Structure of the Council

The Council is made up of 13 members. All members are expected to attend and be involved in all Council and its sub/committees meetings. The current Council has a three-year term of office. CNM has all the responsibilities that a Council would have, such as dealing with registration, misconduct and other day-to-day business, amongst other duties.

There is only one full-time employee who works at the Council's office.

The following have been appointed by the Prime Minister at the end of February 2004.

President: Dr Malcolm Mifsud, LL. M. (IMLI), LL. D.

First level Registered Nurse: Ms Marisa Vella, BSc(Hons)Child Health Nursing, Dip. RN

Licensed Midwife: Ms Rita Borg Xuereb, MSc., PQ Dip.Mid.Ed., Dip.Ed.Adult., R.M.,
R.N.

Lay persons: Mr Giovanni De Martino;
Ms Bernardette Borda, B.A., Diploma in Diplomatic Studies

The following were elected from amongst and by all nurses and midwives.

First Level Registered Nurses: Mr. Thomas Dimech; Mr Alexander Manche';
Mr Paul Pace

Second Level Registered Nurse: Mrs. Rita Briffa

Nurse whose name is entered in any of the special parts of the Register of Nurses:
Mr Frankie Mifsud

Licensed Midwives: Ms Maria Assunta Cassar; Ms Luciana Brincat Xuereb



Ex-officio (Director Nursing Services): Mr Jesmond Sharples, MBA,
MMus(Comp)(Lond), BSc(Hons)(Nurs), Dip.Ger., FLCM, SRN

Registrar: Ms Karen Bonello, Dip. Mangt., MBA (Leicester)

Meetings

Council meetings were held regularly.

During the year under review, CNM held 10 meetings, another four meetings were scheduled but not held due to insufficient quorum.

CNM has 7 Committees. These committees meet whenever there is an exigency. The Registrar attends, assists and supports these committees.

Kumitat għar-Registrazzjoni tal-Qwiebel

(Committee for vetting of applications for midwives)

Ms Rita Borg Xuereb, Ms Maria Cassar, Ms Luciana Brincat Xuereb

Kumitat għar-Registrazzjoni tal-Infermiera

(Committee for vetting of applications for nurses)

Ms Rita Briffa, Mr Alex Manche', Ms Marisa Vella

Kumitat tad-Dixxiplina

(Disciplinary committee)

Dr Malcolm Mifsud, Ms Maria Cassar, Mr Thomas Dimech - in case there are persons whom Mr Dimech defended, Ms Briffa would substitute him

Kumitat għall-Continuing Education

(Committee for Continuing Education)

Mr Frankie Mifsud, Ms Rita Borg Xuereb, Mr Paul Pace, Ms Marisa Vella

Kumitat għar-Registru

(Registry committee)

Ms Mary Azzopardi, Mr Giovanni DeMartino, Mr Alex Manche'

Kumitat għal-Liġi

(Legal committee)

Dr Malcolm Mifsud, Mr Paul Pace

Kumitat għal-Live Register

(Live Register committee)

Ms Margaret Abela, Ms Rita Borg Xuereb, Ms Marisa Vella, Mr Jesmond Sharples

Mr Jesmond Sharples and Ms Marisa Vella (as substitute) are members of the MEUSAC (Malta EU Steering and Action Committee), who were nominated by CNM in 2004.

Ms Marisa Vella has been nominated for an ad-hoc advisory board, Academic Credentials Evaluation Board (ACEB), within the Malta QRIC in 2006.

Elections

During 2006, an election was held to replace the vacant posts of two elected CNM members. The Registrar assisted the Electoral Commission who were nominated by CNM.

The Electoral Commission was composed of Mr Lawrence Bonavia, Mr Paul Buttigieg, Ms Maria Cutajar and Mr George Buttigieg (as substitute).

The Registrar received the candidate's nominations on Friday 23rd June and Monday 26th June. The elected members were Ms Luciana Brincat Xuereb, (filling the vacant post of Ms Dorren Cilia, midwife) and Mr Frankie Mifsud (filling the vacant post of Ms Mary Azzopardi, Nurse registered in the Special Parts) until the vacant term expired, that is till February 2007.

Registers

The professional register lies at the heart of the Council's activity, which is focused on public protection. No one may practice as a nurse and/or midwife in Malta without effective registration with the Council.

There are 5,880 registered nurses and midwives on CNM registers. 348 of which are midwives, 2965 First level nurses, 2422 Second level nurses and 145 Nurses registered in the Special Parts (excluding the deceased)

Table 1: Total amounts of registrants from 2001

Year	2001	2002	2003	2004	2005
Midwives	337	337	337	341	341
Nurses:					
1st level	2404	2467	2499	2633	2785
2nd level	2348	2390	2419	2419	2419
Nurses registered in the Special Parts	157	157	154	156	164
Total	5246	5351	5409	5549	5709

N.B. The registers, were initiated in 1945, in 2004 there was an exercise to update the registers

One nurse was erased from the register due to disciplinary action. (see section 'Allegation of misconduct'.)

Following is a table of persons asking for registration and of those being registered during 2006:

Table 2: Public querying for registration and actual registrants for 2006

EU Member states	Applied / queries for Registration	Registered as 1st level nurses ~ Males	Registered as 1st level nurses ~ Females	Registered as 2nd level nurses	Registered in the Special Parts	Registered as Midwives
Malta	188	49	127	3 females		7
Austria	0					
Belgium	0					
Cyprus	0					
Czech Republic	1 nurse					
Denmark	0					
Estonia	0					
Finland	0					
France	1 nurse					
Germany	2 nurses		1			
Greece	0					
Hungary	0					
Ireland	3 nurses					
Italy	0					
Latvia	1 nurse 1 midwife					
Lithuania	0					
Luxembourg	0					
Netherlands	0					
Poland	0					
Portugal	0					
Slovakia	1 nurse		1			
Slovenia	0					
Sweden	0					
Spain	0					
United Kingdom	20 nurses	1	3			
EEA Member States						
Iceland	0					
Liechtenstein	0					
Norway	0					
Switzerland	0					

Non EU Member States	Applied / queries for Registration	Registered as 1st level nurses ~ Males	Registered as 1st level nurses ~ Females	Registered as 2nd level nurses	Registered in the Special Parts	Registered as Midwives
Australia	1 nurse					
Bulgaria	1 nurse					
India	7 nurses					
Kingdom of Saudi Arabia	1 nurse					
Latvia	1 nurse					
Pakistan	1 nurse					
Philippine	4 nurses					
New Zealand	1 nurse					
Nigeria	30 nurses					
Romania	1 nurse					
Serbia	2 nurses					
Turkish	1 nurse					

Following is a table of registrants per year as from 2000 - 2005.

Table 3: Registered amounts for 2000 - 2005

	2000	2001	2002	2003	2004	2005
Midwives	19	0	0	0	4	0
1st level nurses	54	80	62	83	134	152
2nd level nurses	59	42	41	28	0	0
Nurses registered in the Special Parts	2	6	3	3	2	8

CNM has continued updating data related to nurses and midwives who are registered with the named Council. CNM tries as much as possible to keep track of its registrants' change of address, deceased registrants, amongst others. This data apart from assisting the operations of CNM is a source of official statistics for various local entities as well as for WHO and the EU.

Council for Nurses and Midwives has dissolved one of the registers kept in the Special Parts, that is, the register for Registered Nurse trained in Adult Nursing. Those nurses who qualified to be registered in another register kept by this Council have been transferred accordingly.

There were 18 registrants on the register for Registered Nurse trained in Adult Nursing. The Council went through each individual file pertaining to these 18 registrants. 11 of these registrants were transferred to the Part 1 (first level nurse), and 6 were transferred to Part 2 (second level nurse). The file of one of the registrant, who was registered in 1996, could not be located.

Healthcare Appeals Committee

According to section 49(4) of the HealthCare Professions Act, one has a right to appeal before the Appeals Committee within 20 days from a Council's decision.

During the assessed period, this Council had 7 appeal cases in front of the Healthcare Appeals Committee.

The Appeals Committee agreed with the Council's decisions on 3 out of these 7 cases. One of these 7 appellants produced documents during the Appeals Committee meeting, which the Council did not have, so the Council registered the person concerned. During another case, the appeal agreed partially with the Council. The other 2 are still pending.

Complaints / Allegations of misconduct

Anyone who has a serious concern about the conduct of a registrant or their fitness to practice due to ill health or of person practicing as midwives/nurses who are not registered with the Council can report this to CNM. The CNM will consider every complaint. This process is a fundamental tool in protecting the public from registrants whose professional practice falls below the standards required of them.

On receipt by CNM of a complaint on the conduct of a nurse and/or midwife, the complaint is forwarded to CNM President and members. This is discussed during Council meeting which considers the complaint and the necessary actions to be taken.

During 2006 CNM received 1 complaint. The CNM examined the merits of the case in question. No investigation procedures were made.

The HCPA authorizes CNM to examine any allegation of professional misconduct or breach of ethics by a nurse and/or midwife on its own motion. During 2006, CNM, on the advice of its' disciplinary subcommittee, investigated a case in which documents submitted were tampered with. It was decided that the person in question should be erased from the register of nurses and would not be registered in any registers kept by the Council. The person concerned and all EU and EEA Member States were informed accordingly as per HCPA.

Conferences

CNM members and/or the Registrar attended to various conferences/seminars organized by various entities both during and after office hours.

Administration

In 2006, 31 new files were opened. There were numerous correspondences of all types and nature from different entities and the public. The Registrar, as in previous years, filled/compiled various verification letters of current registration and good conduct for various registered nurses and midwives, who wished to be registered as nurses and/or midwives outside Malta.

Queries were dealt with either by phone, email, letters or those who came in person to Registrar, CNM office.

Contacting the CNM

For any type of enquiry, e-mail: cnm@gov.mt

CNM telephone number: + 356 21 25 55 38

Location

Council for Nurses and Midwives,
181, Melita Street,
Valletta,
Malta.

Website: <http://www.sahha.gov.mt/pages.aspx?page=83>

KAREN BONELLO
REGISTRAR

23rd February 2007