



## ***Annual report***

***Year 2007***

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## Foreword

It is a great satisfaction to once again present the fourth annual report of the Council of Nurses and Midwives.

This report is just a glimpse of the hard work that this Council does.

Looking back, four years later, the Council notes the great achievements that were done. Naming just a few:

- Updating of registers
- Solving disciplinary cases
- New legislation and legal notices
- Solved all pending cases

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.

In the near future over 2000 registered nurse will be granted warrants after the Government signed an agreement with the MUMN.

The Council depends at the moment with the resources given by Central Government, one has to recognise that the service given today by this Council is considerable irrespective of the fact that we have one Registrar. Although the resources are limited, we do our utmost to use them in the most efficient and effective ways, as this report will show.

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.M. (IMLI) LL.D

President

## 1. INTRODUCTION

This Council for Nurses and Midwives (CNM) Annual Report is the fourth of its kind and covers the period from 1 January 2007 to 31 December 2007. The report aims to give a brief account of CNM performance.

## 2. Law

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

## 3. 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.

#### 4. Structure of the Council

According to the Health Care Professions Act, 2003, the Council for Nurses and Midwives is composed of thirteen 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 on 8<sup>th</sup> May 2007.*

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 on 8<sup>th</sup> May 2007.*

Nurses: Ms Mary Ann Bugeja, Mr Rudolph Cini, Mr Alexander Manche',

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 Thresanne Howland, BSc, Dip. Mid.;  
Ms Astrid Zarb



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)

#### 4.1 *Duration of appointments*

The President and the members of the Council appointed by the Prime Minister and the elected members hold their appointment for three years.

#### 5. Meetings

Council meetings of an administrative disposition were held regularly. Amongst the subjects discussed, there were the applications for registration for nurses and licences of midwives both for Member States and Non-Member States, the registers, complaints, naming just a few.

The term of office of previous Council ended in February 2007, wherein two (2) meetings were held in January 2007 and February 2007. Between March 2007 and the period in which the new Council was elected, there was a caretaker Council, wherein it met twice (2).

During the year under review, CNM held 12 meetings.

Attendances during the year were as follows:

Table 1a: Meetings till February

<b>Members</b>	<b>Present</b>	<b>Excused</b>	<b>Absent</b>
Dr Malcolm Mifsud LL.D. – President	1	1	
Mr Jesmond Sharples – ex officio	1	1	
Ms Bernadette Borda	1	1	
Ms Rita Borg Xuereb	2		
Mr Giovanni De Martino	1	1	
Ms Marisa Vella	2		
Ms Rita Briffa	2		
Ms Maria Cassar	2		
Mr Thomas Dimech	1		1
Mr Alexander Manche'	1	1	
Mr Paul Pace	2		
Ms Luciana Brincat Xuereb	1		1
Mr Frankie Mifsud	1	1	
<b>Registrar</b>			
Ms Karen Bonello	2		

Table 1b: Caretaker Council

<b>Members</b>	<b>Present</b>	<b>Excused</b>	<b>Absent</b>
Dr Malcolm Mifsud LL.D. – President	2		
Mr Jesmond Sharples – ex officio		2	
Ms Bernadette Borda	1	1	
Ms Rita Borg Xuereb	2		
Mr Giovanni De Martino	2		
Ms Marisa Vella	2		
Ms Rita Briffa	2		
Ms Maria Cassar	1		1
Mr Thomas Dimech	1	1	
Mr Alexander Manche'	1	1	
Mr Paul Pace (in April was elected MUMN President)			1
Ms Luciana Brincat Xuereb		2	
Mr Frankie Mifsud	1		1
<b>Registrar</b>			
Ms Karen Bonello	2		

Table 1c: Present Council

<b>Members</b>	<b>Present</b>	<b>Excused</b>	<b>Absent</b>
Dr Malcolm Mifsud LL.D. – President	5	3	
Mr Jesmond Sharples – ex officio	4	4	
Ms Bernadette Borda	6	2	
Ms Rita Borg Xuereb	6	2	
Mr Giovanni De Martino	7	1	
Ms Marisa Vella	7	1	
Ms Rita Briffa	7		1
Ms Mary Ann Bugeja	6	2	
Mr Rudolph Cini	6	2	
Mr Alexander Manche'	6	2	
Ms Thresanne Howland	6	2	
Ms Astrid Zarb	6	2	
Mr Frankie Mifsud	4	2	2
<b>Registrar</b>			
Ms Karen Bonello	8		

## 5.1 Committees

CNM sat up 8 Committees. These committees meet whenever there is an exigency. The Registrar attends, assists and supports these committees.

The composition and function of the various committees was as follows:

*Kumitat għar-Registrazzjoni tal-Qwiebel*

(Committee for vetting of applications for midwives)

*Ms Rita Borg Xuereb, Ms Astrid Zarb, Ms Thresanne Howland*

*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 Bernadette Borda, Mr Rudolph Cini, Ms Astrid Zarb*

*Kumitat għall-guidelines għat-tariffi*

(Fees' guidelines committee)

*Is-sinjura Mary Anne Bugeja, Is-sinjura Rita Briffa, Ir-Registatura (ex-officio)*

*Kumitat għall-Continuing Education*

(Committee for Continuing Education)

*Ms Mary Ann Bugeja, Mr Jesmond Sharples, Ms Marisa Vella, Ms Rita Borg Xuereb*

*Kumitat għar-Registru*

(Registry committee)

*Ms Rita Briffa, Mr Giovanni DeMartino, Mr Alex Manche'*

*Kumitat għal-Ligi*

(Legal committee)

*Dr Malcolm Mifsud, Mr Jesmond Sharples, Mr Rudolph Cini, Ms Thresanne Howland*

*Kumitat għall-Live Register*

(Live Register committee)

*Mr Rudolph Cini, Ms Rita Borg Xuereb, Ms Marisa Vella, Mr Jesmond Sharples,*

*Ms Astrid Zarb*



## 6. Elections

During 2007, two elections were held since the three year office term of the previous Council members elapsed in February and the one of the Appeals' Committee elapsed in July. The Registrar assisted the Electoral Commission who were nominated by CNM.

The Electoral Commission for the Council for Nurses and Midwives election was composed of Mr Mario Attard, Ms Maria Cutajar and Mr Joe Galea.

All the relevant procedure as per legal notices 33/04 and 329/2006 were conducted.

The Electoral Commission for the Appeals Committee election was composed of Mr Mario Attard, Ms Karen Bonello, Ms Maria Cutajar and Mr Joe Galea.

According to legal notice 316/2004, the Appeals Committee Electoral Commission have a three year appointment (until 15<sup>th</sup> May 2010).

### ***6.1 Council for Nurses and Midwives Elections***

The Registrar received the candidates' nominations on 29<sup>th</sup> and 30<sup>th</sup> March 2007. The uncontested elected members were Ms Rita Briffa, Ms Mary Ann Bugeja, Mr Rudolph Cini, Mr Alexander Manche', Mr Frankie Mifsud.

Nominations for midwives exceeded the amount required by HCPA. A postal ballot election was held. Midwives residing in Malta, were sent a letter informing them on the procedure of voting and the ballot paper by registered mail, to elect two (2) members amongst the three; being, Ms Michelle Galea, Ms Thresanne Howland and Ms Astrid Zarb. The elected members were: Ms Thresanne Howland and Ms Astrid Zarb.

### **6.1.1 Council for Nurses and Midwives Elections Analysis**

From the 253 registered mail sent, 48 (19 %) returned back to CNM.

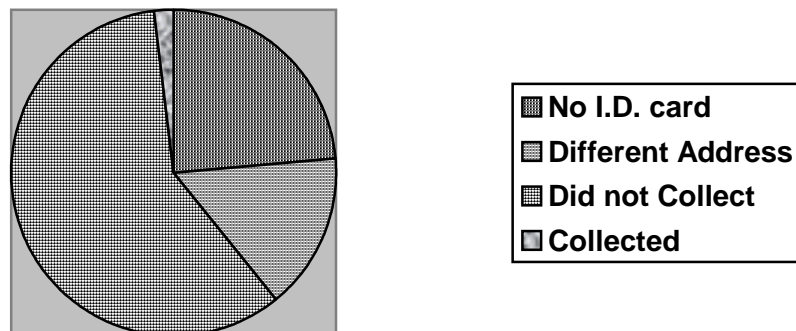
According to Maltapost, from these 48, 22 did not collect the registered mail, 2 had insufficient address, 8 were not known, 5 for other reasons, 8 moved from premises, 1 redirection expired, 1 deceased and 1 returned with no stated reason.

Upon checking CNM records and CdB (Common Database) records, it resulted that from these 48, 12 of which, CNM does not have their identity card number. 8 have different addresses as kept by CdB compared to those of CNM, and the rest, that is, 28 same addresses are kept both on CdB and CNM records. 1 midwife out of these 28, collected the registered mail from CNM office after the appropriate arrangements were made.

After the results were published, further 2 letters returned back unclaimed.

Following is a chart on the above:

**Chart 1: Returned mail data**



Completed ballot papers received were 91 (36%). Completed ballot papers received were 91 (36%). The number of votes was 177. There were no invalid votes. Ms Michelle Galea obtained 44 votes, Ms Thresanne Howland obtained 52 and Ms Astrid Zarb obtained 81 votes.

## ***6.2 Appeals Committee Elections***

The Registrar received the candidate's nominations on 5th and 6th June 2007. The exact amount of nomination was received. Mr Colin Galea, was re-elected for a period of three (3) years as from 5th July 2007.

## 7. 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.

*Table 2: Total amounts of registrants from 2001-2006*

<b>Year</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
<b>Midwives</b>	337	337	337	341	341	348
<b>Nurses:</b>						
<b>1st level</b>	2404	2467	2499	2633	2785	2970
<b>2nd level</b>	2348	2390	2419	2419	2419	2422
<b>Nurses registered in the Special Parts</b>	157	157	154	156	164	145
<b>Total</b>	5246	5351	5409	5549	5709	5885

Following is a table of persons asking for registration and of those being registered during 2007:

**Table 3: Public querying for registration and actual registrants for 2007**

<b>EU Member states</b>	<b>Applied / queries for Registration</b>	<b>Registered as 1st level nurses ~ Males</b>	<b>Registered as 1st level nurses ~ Females</b>	<b>Registered as 2nd level nurses</b>	<b>Registered in the Special Parts</b>	<b>Registered as Midwives</b>
Malta	159 nurses / 19 midwives	36	122			19
Austria						
Bulgaria	5 nurses/ 3 midwives					
Belgium	0					
Cyprus	0					
Czech Republic	0					
Denmark	0					
Estonia	0					
Finland	0					
France	2 nurses					
Germany	3 nurses					
Greece	0					
Hungary	0					
Ireland	3 nurses					
Italy	4 nurses					
Latvia	0					
Lithuania	0					
Luxembourg	0					
Netherlands	2 nurses					
Poland	0					
Portugal	0					
Romania	1 nurse					
Slovakia	1 nurse		1 *			
Slovenia	0					
Sweden	0					
Spain	2 nurses					
United Kingdom	5 nurses		5			
<b>EEA Member States</b>						
Iceland	0					
Liechtenstein	0					
Norway	1 nurse		1			
Switzerland	0					

Cont...

**Table 3: Public querying for registration and actual registrants for 2007**

<b>Non EU Member States</b>	<b>Applied / queries for Registration</b>	<b>Registered as 1st level nurses ~ Males</b>	<b>Registered as 1st level nurses ~ Females</b>	<b>Registered as 2nd level nurses</b>	<b>Registered in the Special Parts</b>	<b>Registered as Midwives</b>
Australia	4 nurses					
Belarus	1 nurse				1 ~	
China	1 nurse					
Ethiopia	1 nurse		1 *			
Hawaii, USA	1 nurse					
India	13 nurses / 1 midwife					
Libya	3 nurses					
Pakistan	5 nurses		2 #			
Philippine	8 nurses					
Nigeria	133 nurses / 40 midwives		1 *			
Russia	1 nurse					
Serbia	4 nurses					
Swaziland	1 nurse					
United States of America	1 nurse					
Ukraine	1 nurse					
Zimbabwe	1 nurse					
Not Stated	5 nurses					
Totals	434«	36	133	0	1	19

**Comments:**

# one of the Pakistanis studied in Malta

\* studied at IHC, Malta

~ Registered in the Sick Children Register

« 371 nurses, 63 midwives

Following is a table of registrants per year as from 2001 - 2006.

**Table 4: Registered amounts for 2001 - 2006**

	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
<b>Midwives</b>	0	0	0	4	0	7
<b>1st level nurses</b>	80	62	83	134	152	185
<b>2nd level nurses</b>	42	41	28	0	0	3
<b>Nurses registered in the Special Parts</b>	6	3	3	2	8	0

The registers were initiated in 1945. 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.

### ***7.1 Warrants***

The office of this Council prepared and processed the nineteen (19) applications from midwives for the granting of the warrant issued by the President of Malta according to Article 19 (1).

The Council always supported and sustained that nurses should be awarded the warrant issued by the President of Malta. In 2007 an agreement was signed by the union and the government. More than 2500 registered nurses will benefit from this agreement.

## **8. Fees**

The Council for Nurses and Midwives, held a consultation meeting with the Malta Union of Nurses and Midwives in 2006, (letters were sent to other unions but there was no feedback) to discuss the issue of levy of fees to prospective nurses and midwives for initial registration and to registered nurses and midwives for administration charges on certain services, according to Section 22 (i) of the Health Care Professions Act.

The issue of the publication of the legal notice was still in process.

9. 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 none of its decisions appealed and therefore, there were zero (0) appeal filed before of the Healthcare Appeals Committee.

Cases opened in 2006, in which decisions taken by the Appeals Committee in 2007 were 2. One of which, the Appeals Committee partially upheld the applicants' plea. In the other case, the Appeals Committee confirmed the Council's decision.



## 10. 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. 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 2007 CNM received 2 complaints. CNM examined the merits of the cases in question. No investigation procedures were made. However, one complaint was forwarded to the responsible authorities for their comments (since no names were mentioned).

## 11. Conferences/Courses

The Council strives to keep up-to-date with new produces and current practices and law, for this reason, CNM members and/or the Registrar attended to various conferences/seminars organized by various entities both during and after office hours.

Some being:

- ✚ “Research: Towards a Competitive Economy, National Launch of the Em’s Seventh Framework Programmed” on February 15, 2007 at Potomac Suite, Hilton.
- ✚ “ECVET ~ European Credit System for Vocational Education and Training” on March 16, 2007 at Dolmen Hotel.
- ✚ *Djalogu mal-Prim Ministru ~ Konsultazzjoni dwar id-document ta’ Qabel il-Baġit 2008 biex fis-Saħħa jkollna l-aħjar servizz.* (Pre-budget consultation meeting with the Prime Minister on health services) on 9<sup>th</sup> May at the Office of the Prim Minister.
- ✚ “Public Sector Auditing and Good Governance: The Last Ten Years and the Next Ten Years” on 18<sup>th</sup> May at the Corinthia San Gorg Hotel, St Julians
- ✚ “2<sup>nd</sup> Mutual Recognition of Qualifications Designated Authorities Conference”, on Tuesday, 29<sup>th</sup> May 2007 at Osborne Hotel, Valletta
- ✚ IAHSA’s 7th International Conference “Quality Transcends Borders: Innovation in Leadership, Technology and Design” between 18<sup>th</sup> till 20<sup>th</sup> June at Intercontinental Hotel, St Julian’s
- ✚ EU Funding Seminar: Education & Training – “Exploring Funding Opportunities”, on 10<sup>th</sup> July at Westin Dragonara Resort, St Julian’s
- ✚ Twinning Light Project Free Movement of Healthcare Professions on 26<sup>th</sup> October 2007
- ✚ Together for a Healthy Community National Consultation Conference, on 22<sup>nd</sup> November 2007 at Westin Dragonara Resort, St. Julian’s

## 12. Administration

As in previous years, to keep abreast with current practices, the Registrar attended to courses organized by SDO.

In 2007, 38 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.

CNM website is updating continuously.

## 13. Contacting CNM

For any type of enquiry, e-mail: [cnm@gov.mt](mailto: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