

Council for Nurses and Midwives

Malta

Annual report

Year 2005



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Foreword

It is a pleasure for me to once again present the second annual report of the Council of Nurses and Midwives. The report outlines the challenges that the Council faced throughout 2005 and the most important issues that the Council discussed was the adoption of the new EU directives within our system. I have hesitation to mention that we are at a learning curve and maybe some decisions may seem controversial, however, they were taken in the light of the adaptation that has to take place.

It is also a satisfaction for this Council that all disciplinary cases that has been pending for many years before the Board of Nurses and Midwives have been finalised.

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
President

INTRODUCTION

This Council for Nurses and Midwives (CNM) Annual Report is the second of its kind and covers the period from 1 January 2005 to 31 December 2005. 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 subcommittees 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.

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.

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

1 First level Registered Nurse: Ms Marisa Vella

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

2 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 in February.

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

1 Second Level Registered Nurse: Mrs. Rita Briffa

1 nurse whose name is entered in any of the special parts of the Register of Nurses:
Ms Mary Azzopardi

2 Licensed Midwives: Ms Maria Assunta Cassar; Ms Doreen Cilia

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

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

Meetings

Council meetings were held regularly.

In 2005 CNM held 11 meetings, one meeting was not held due to insufficient quorum.

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

Sotto Kumitat għar-Registrazzjoni t'Applikanti Barranin tal-qwiebel

(Subcommittee for foreign applications for midwives)

Ms Rita Borg Xuereb, Ms Maria Cassar, Ms Doreen Cilia

Sotto Kumitat għar-Registrazzjoni t'Applikanti Barranin tal-infermiera

(Subcommittee for foreign applications for nurses)

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

Sotto Kumitat tad-Dixxiplina

(Disciplinary subcommittee)

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

Sotto Kumitat għall-Continuing Education

(Subcommittee for Continuing Education)

Ms Mary Azzopardi, Ms Rita Borg Xuereb, Mr Paul Pace, Ms Marisa Vella

Sotto Kumitat għar-Registru

(Registry subcommittee)

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

Sotto Kumitat għall-Liġi

(Legal subcommittee)

Dr Malcolm Mifsud, Mr Paul Pace

Sotto Kumitat għall-Live Register

(Live Register subcommittee)

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.

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 approximately 5,500 people on CNM registers.

During 2005, CNM considered 202 applications.

- ✿ 18 of which have completed and been awarded the Degree in Nursing Studies.
- ✿ 66 have completed and been awarded the Diploma in Nursing.
- ✿ While 66 have completed the EN to SN Conversion Course.
- ✿ The remainder, that is, 52 applications were considered either by the subcommittee of foreigner nurses or that of midwives.

Table 1: Member State nurses/midwives who applied for registration in 2005

Member State nurses/midwives who applied for registration in 2005	
Austria	0
Belgium	0
Cyprus	0
Czech Republic	4 nurses
Denmark	0
Estonia	0
Finland	0
France	0
Germany	1 nurse
Greece	0
Hungary	0
Ireland	1 nurse
Italy	0
Latvia	0
Lithuania	0
Luxembourg	0
Netherlands	1 nurses
Poland	4 nurses
Portugal	0
Slovakia	2 nurses
Slovenia	1 nurses
Sweden	0
Spain	0
United Kingdom	13 nurses
EEA Member States	
Iceland	0
Liechtenstein	0
Norway	0
Switzerland	0

There were no persons entered in the Register of Midwives.

The sum of individuals entered in the Register of Nurses in Part I in respect of first level registered nurses amounted to 152, while persons entered in the Special Parts in respect of nurses trained in the different special areas amounted to 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.

Allegations of misconduct

There were a number of allegations of misconduct dating from 1995 to 2002, which have been left pending by the Nursing and Midwifery Board.

Following is a table regarding cases investigated by CNM and their results:

Table 2: Allegations of misconduct

<u>Date of Complaint</u>	<u>Investigation</u>	<u>Result</u>
3 rd July 1995	Registered letter has been sent to complaint to start the investigation	Did not receive from complaint. The Complaint was thus time barred according to HCPA
27 th March 2002	Registered letter has been sent to complaint to start the investigation	Did not receive from complaint. The Complaint was thus time barred according to HCPA

Complaints

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 us. 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 2005 CNM received two (2) complaints.

One was not inquired into since there was no breach of ethics since the allegations made had nothing to do with the profession.

The other complaint regarded people working as nurses without being registered with the Council. The necessary actions were taken by CNM.

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 2005 CNM, on the advice of its' disciplinary subcommittee, decided to investigate a case in which documents were tampered with. The Council is still investigating the case.

Midwives code of practice

There were some amendments to the Midwives Code of Practice, which were approved by the Council. This can be found on CNM website.

Conferences

CNM members and/or the Registrar attended to various conferences organized by various entities.

Administration

In 2005, 34 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.

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, DIP. MANGT., MBA (Leicester)
REGISTRAR

31st March 2006