



ANNUAL REPORT

YEAR 2008

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Foreword

It is my pleasure to present the Annual Report of the Council for Nurses and Midwives.

The year under review has been quite eventful and also saw substantial changes in the composition of the Council. These changes included amongst others, the appointment in October 2008, of the undersigned as President in succession to Dr. Malcolm Mifsud, whom I wish to thank on behalf of the Council for the dedicated service he rendered during his terms of office together with all other members.

Given that in such a short period, I have as yet skimmed the many workings of the Council, it is evident from the outset that despite the very limited resources the Council has at hand, matters arising are treated promptly and efficiently by the registrar, and members who serve on a voluntary basis. Suffice to say that from a total of 428 queries/applications for registration, in the past year, the council has successfully registered a total of 209.

It seems to be at this stage, the main preoccupation of the Council that should no additional resources be allocated, it will be unable to deal with the warrant registration as implemented in the latest legislation. From past reports, it seems evident that the lack of resources allocated to the council by the central government has always been a problem which one hopes will soon be addressed and dealt with.

I once again thank my fellow council members, present and past and the registrar who have fully participated in all achievements.

Dr. Patrick Valentino, BA, LL.D.

Council President.

1. INTRODUCTION

This Council for Nurses and Midwives (CNM) Annual Report is the fifth of its kind and covers the period from 1 January 2008 to 31 December 2008. The report aims to give a brief account of CNM performance.

May I take this opportunity to thank and appreciate the commitment of former Council's President Dr Malcolm Mifsud and members and to welcome the new Council's President and members.

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 8th May 2007 till September 2008.

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

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

Licensed Midwife: Dr Rita Borg Xuereb, PhD., 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 have been appointed by the Prime Minister in October 2008.

President: Dr Patick Valentino, BA, LL.D.

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

First level Registered Nurse: Ms Claire Farrugia, M.Sc. Health Services Management, B.Sc. (Hons) Nursing Studies

Lay persons: Ms Antoinette Borg
Dr Edward Curmi, B.Psych; Dott. Psicol(Padua); Dip (GPTIM)

The following were elected from amongst and by all nurses and midwives on 8th May 2007.

Nurses: Ms Mary Ann Bugeja, BSc (Hons) Nursing, P.G. Dip. Gerontology
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, Diploma, BSc in Midwifery
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 Chircop 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.

During 2008, there was the National General election. For this reason, the members appointed by the Prime Minister had to offer their resignation. However, until new appointed members were appointed, the Council functioned as a caretaker Council, from April till September.

Considering the pressure of work of the Council's President and members, with their heavy day to day business, attending without fail the meetings of the CNM is strong proof of their commitment.

During the year under review, CNM held 11 Council meetings. (The meeting which was scheduled for October did not take place since the President was appointed at the end of October)

5.1 *Committees*

According to the Health Care Professions Act Section 22. (2) CNM "may set up committees for the purposes of enforcing professional and ethical standards applicable to nurses and midwives and generally in order to better perform its functions."

CNM sat up 10 Committees. These committees meet whenever there is an exigency. These committees do the groundwork on behalf of the Council, they act under powers delegated to them by the Council.

The Registrar attends, assists and supports these committees.

During the year under review, there were 40 committee meetings altogether.

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

Kumitat għar-Registrazzjoni tal-Qwiebel

(Committee for vetting of applications for midwives)

This committee is responsible for reviewing all new applications of Midwives for registration with CNM. The member so of this committee are:

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

Kumitat għar-Registrazzjoni tal-Infermiera
(Committee for vetting of applications for nurses)

This committee is responsible for reviewing all new applications of Nurses for registration with CNM. The member so of this committee are:

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

Kumitat tad-Dixxiplina
(Disciplinary committee)

This committee is chaired by the President Dr Malcolm Mifsud. The purpose of this committee is to investigate any complaints of professional misconduct and if necessary hear the proceedings of the inquiries and report back to the Council. The member so of this committee are:

Ms Bernadette Borda, Mr Rudolph Cini, Ms Astrid Zarb

Kumitat għall-guidelines għat-tariffi
(Fees' guidelines committee)

This committee is responsible for fees guidelines. The member so of this committee are:

Ms Mary Anne Bugeja, Ms Rita Briffa, Registrar (ex-officio)

Kumitat għall-amministrazzjoni tat-tariffi
(Fees administration committee)

This committee is responsible for the administration of collected. The member so of this committee are:

Ms Mary Anne Bugeja, Ms Astrid Zarb, Registrar (ex-officio)

Kumitat għall-Continuing Education
(Committee for Continuing Education)

This committee is responsible for the continuing education of nurses and midwives. The member so of this committee are:

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

Kumitat għar-Registru
(Registry committee)

This committee is responsible for the updating of the Council's registers. The member so of this committee are:

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

Kumitat għal-Ligi
(Legal committee)

This committee is responsible for any legal issues. The member so of this committee are:

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

Kumitat għall-Live Register
(Live Register committee)

This committee is responsible for the introduction of a live register. The member so of this committee are:

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

Kumitat għall-għeluq leġali tar-registri ta' l-infermiera fit-tieni livell

(Committee for the closure of the 2nd level registers legally)

This committee is responsible for the legal closure of the 2nd level nursing register. The member so of this committee are:

Mr Rudolph Cini, Mr Jesmond Sharples, Mr Alex Manche'

The composition of the various committees from November was as follows:

Kumitat għar-Registrazzjoni tal-Qwiebel

(Committee for vetting of applications for midwives)

Rita Borg Xuereb, Astrid Zarb, Thresanne Howland, *Advisory member* Jesmond Sharples

Kumitat għar-Registrazzjoni tal-Infermiera

(Committee for vetting of applications for nurses)

Rita Briffa, Alex Manche', Claire Farrugia, *Advisory member* Jesmond Sharples

Kumitat tad-Dixxiplina

(Disciplinary committee)

Dr Patrick Valentino, Edward Curmi,
Rudolph Cini, (jekk il-każ jkun fuq infermier)
Astrid Zarb (jekk il-każ jkun fuq qabla)

Kumitat għall-Amministrazzjoni tat-tariffi

Mary Anne Bugeja, Astrid Zarb, Antoinette Borg

Kumitat għal-Liġi

(Legal committee)

Dr Patrick Valentino, Jesmond Sharples, Rudolph Cini, Thresanne Howland

Kumitat għall-Live Register u Continuing Education

(Committee for Live Register and Continuing Education)

Rita Borg Xuereb, Claire Farrugia, Mary Anne Bugeja

6. Fees

Levying of fees is in accordance with the Health Care Professions Act. With the issue of the legal notice, and a below-the-line account, this Council started collecting fees for new applications and other services that it offers.

According to legal notice 178/2008, the Council is collecting a 12 euro fee per application for EU member state citizens, 175 euros for non-member States citizens.

Change of details on registration certificates 5 euros and verification certificates 12 euros.

Although the Council is generating revenue by collecting fees, this revenue is not being administered by the Council but by the Department of Health.

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.

Each register as kept by CNM is comprised of the names, localities, register qualifications, date and number of registration.

Following is a table of persons asking for registration and of those being registered during 2008:

Table 1: Public querying for registration and actual registrants for 2008

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	135	38	82			
Austria						
Belgium	3	1				
Bulgaria	34		20		2	
Czech Republic	2	1	1			
Germany	5	1	3			
Hungary	3					
Ireland	3					
Italy	17	2	1			
Poland	9		4			
Romania	64	14	26			
Sweden	3					
United Kingdom	21	1	5		1	
Greek/Romanian	1	1				
Non EU Member States						
Australia	3					
Barbados	2					
Canada	1					
China	1					
India	33					
Israel	1					
Papa New Guinea	1					
Pakistan	1					
Kuwait	3					
Philippine	3					
Malaysia	1					
Nigeria	63	3 *	2 *			
Serbia	3					
Seria Leone	1					
Tunisia	1					
Turkish	1					
Ukraine	4					
Unknown	3					
Venezuela	1					
U.S.A	1					
Totals	428	62	144	0	3	0

Comments: * completed IHC course

Following is a table of registrants per year as from 2002 - 2007.

Table 2: Registered amounts for 2002 - 2007

Amounts registered

	2002	2003	2004	2005	2006	2007
Midwives	0	0	4	0	7	19
1st level nurses	62	83	134	152	185	169
2nd level nurses	41	28	0	0	3	0
Nurses registered in the Special Parts	3	3	2	8	0	1

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.

8. Healthcare Appeals Committee

The Appeals Committee is established within the Health Care Professions Act. 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. The Appeals Committee is completely independent from CNM.

During the assessed period, this Council had two (2) appeal cases in front of the Healthcare Appeals Committee. Both cases are still pending.

9. 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 2008 CNM received 1 complaint. CNM examined the merits of the case in question. The investigations are still in process.

10. EU Twinning Project with the Netherlands

This year the Council together with the Specialist Accreditation Committee and the other Regulatory Councils participated in an EU project called “Free Movement of Health Care Professionals”. The main aim of the project was training and capacity building of the Regulatory Councils in line with the European Union Directive 2005/36 “Mutual Recognition of Professional Qualifications”. The project was launched on 29 May 2008. The twinning partner is Vilans, a mandated organization from the Netherlands, in co-operation with the Ministry of Health, Welfare and Sports, the Netherlands.

Thanks to this project, the Registrars went on a study visit to the Netherlands and attended a seminar at Maastricht. Furthermore, a seminar was held in Malta wherein all the stakeholders and Council members were invited.

A series of seminars were held to train Councils members on relevant acquis in the field of free movement of health care professionals, together with its implementation within the national health system.

Three manual were done by the Registrars, setting out detailed procedures concerning implementation the General System, Sectoral System and the last for the Temporary Provision of Services Directives.

11. Conferences

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:

- ✚ European Data Protection Day by Mitts at Project House, Floriana on 28 January 2008.
- ✚ Data Protection General Awareness Seminar at Project House, Floriana on 22 February 2008 (2005 transition facility programme for Malta, data protection training in the Malta Public Service Office of the Prime Minister, Valletta, Malta)
- ✚ Health Sector Data Protection Workshop at Mount Carmel Hospital, Attard on Wednesday 26 March
- ✚ Free movement of Health Care Professionals at Mater Dei Hospital on 29th May
- ✚ The Internal Market in Healthcare, Maastricht between 9-11 July
- ✚ Mutual recognition of professional qualifications – Reviews and Training Seminar at Mater Dei Hospital on 21st and 22nd July.
- ✚ Free movement of Health Care Professionals at Medical School on 29-30 September
- ✚ IMI Training and Awareness Days, in Brussels, on 25 November
- ✚ 3rd Mutual Recognition of Qualifications Designated Authorities Conference at Radisson Bay Point Hotel, St Julians on 10th December

12. Administration

In 2008, 178 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.

12.1 The Internal Market Information (IMI) System

IMI system is an information system, which interconnects the competent authorities of the Member States providing them with the necessary support for administrative communication in the implementation of Internal Market Legislation in general and the revised Professional Qualifications Directive (2005/36/EC) and the Services Directive (2006/123/EC).

The pilot project was launched in October 2007. In 2008, the EU Commission decided to include more professionals, including the nurses and midwives, in the IMI system. This Council is registered in the IMI system.

13. Contacting 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 CHIRCOP BONELLO
REGISTRAR