

Council for Nurses and Midwives  
Annual Report

Year 2012

Published by

The Council for Nurses and Midwives Malta

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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 with a very large number of applications. This year we have seen 328 new applications for registration from which 322 were successfully registered. These have all been processed in a relatively short period. However, the council has, apart from registrar Claudette Farrugia, very little help as an employee assigned to it in the past has not been replaced. The Council has to rely mostly on its members who voluntarily give their time to process applications.

However on a positive note, the council has finally been allotted new premises within the Health Department in St Luke's Hospital which has been extremely beneficial as presently nearly all medical departments are housed in one building. This has made liaising with other councils and departments easier and more fruitful.

I once again thank my fellow council members, present and past and the registrar who without their full and dedicated participation all achievements in the year under review would not have been possible.

**Dr. Patrick Valentino.**

**Council President.**

## 1. Introduction

This Council for Nurses and Midwives (CNM) Annual Report is the seventh of its kind and covers the period from 1<sup>st</sup> January 2012 to 31<sup>st</sup> December 2012. The report aims to give a brief account of the Council's performance.

### 1. Law

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

### 2. Aim

The Council for Nurses and Midwives regulates the Nursing and Midwifery Professions in Malta. Its functions are defined in the Health Care Professions Act 2003. The Council is also responsible for the upholding of high professional and educational standards for both professions. CNM is moreover committed towards the attainment of excellence in the delivery of professional care by encouraging professional development amongst its registrants.

### 3. Structure of the Council

According to the Health Care Professions Act, 2003, The Council for Nurses and Midwives should be composed of thirteen members. All members are expected to attend and be involved in all Council meetings and where applicable to its sub-committee meetings. CNM has the responsibility of dealing with registrations, processing of warrants, cases of misconduct and other day-to-day business, amongst other things. There is only one full-time employee who works at the Council's office, this being the Registrar.

The Prime Minister has appointed the following in August 2010:

<b>President:</b>	Dr. Patrick Valentino, B.A, LL.D
<b>Licensed Midwife:</b>	Dr. Rita Borg Xuereb, PhD, MSc., PQ Dip.Mid.Ed., Dip.Ed.,Adult., R.M., R.N
<b>First level Registered Nurse:</b>	Ms Claire Farrugia, M.Sc. Health Services Management, B.Sc (Hons) Nursing Studies
<b>Lay Persons:</b>	Ms. Antionette Borg Mr. Peter Darmanin

The following were elected from amongst and by all nurses and midwives on 25<sup>th</sup> June 2010.

**Nurses:** Mr. Geoffrey Axiaq, M.Sc. Nursing (Manchester), B.Sc. Nursing, P.G.Dip. Nutrition & Dietetics.

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. Francis Ripard

**Licensed Midwives:** Ms. Thresanne Howland MSc (Midwifery) (Glasgow), BSc (Midwifery) (Glasgow), Dip (Midwifery), R.M

Ms. Astrid Zarb

**Ex-officio (Director Nursing Services):**

Mr. Jesmond Sharples, MBA. MMus (Comp) (London), BSc (Hons) (Nurs), Dip. Ger., FLCM, SRN

**Registrar:** Ms. Claudette Debono Farrugia, MLJ, B.A., M.A

#### a. Duration of Appointments

The President and the members of the Council appointed by the Prime Minister as well as the elected members hold their appointment for three years, this as stipulated by the Health Care Professions Act, 2003.

#### 4. Meetings

Council meetings of an administrative disposition were held regularly. Amongst the subjects discussed, there was the setup of a specialist accreditation committee for both nurses and midwives and the changes happening in the directive 2005/36/EU.

a. Committees

According to the Health Care Professions Act, 2003, Section 22. (2), the Council “may set up committees for the purpose of enforcing professional and ethical standards applicable to nurses and midwives and generally in order to perform its functions”

The Council sat up 8 committees. These committees meet whenever there is an exigency. They do the groundwork on behalf of the Council, and act under the powers delegated to them by the Council. The Registrar attends assists and supports these committees.

The composition of the various committees is as follows:

**Committee for vetting the applications for midwives**

Dr. Rita Borg Xuereb, Ms. Astrid Zarb, Ms. Thresanne Howland, Advisory member Mr. Jesmond Sharples.

**Committee for vetting the applications for nurses**

Ms. Rita Briffa, Mr. Alex Manche’, Claire Farrugia, Advisory member Mr. Jesmond Sharples.

**Disciplinary Committee**

Dr. Patrick Valentino, Dr. Edward Curmi, Mr. Rudolph Cini (in case of a nurse), Ms. Astrid Zarb (in case of a midwife)

**Committee for the Administration of Funds/Live Register**

Ms. Claire Farrugia, Ms. Astrid Zarb, Mr. Peter Darmanin, Ms. Rita Briffa, and Mr. Geoffrey Axiaq.

**Language and Professional Proficiency Committee**

Mr. Rudolph Cini, Ms. Thresanne Howland, Mr. Alex Manche, Ms Rita Briffa, and Ms Claire Farrugia

**Legal Committee**

Dr. Patrick Valentino, Mr. Jesmond Sharples, Mr. Rudolph Cini.

## **Committee for Continuing Education**

Dr. Rita Borg Xuereb, Ms. Claire Farrugia, Ms. Antoinette Borg.

## **Committee for the setting up of the Specialist Accreditation Committee**

Ms. Claire Farrugia, Ms. Thresanne Howland, Mr. Alex Manche, Mr. Duncan Briffa, Ms. Andee Agius.

### 5. Fees

Levying of fees is in accordance with the Health Care Professions Act, 2003. With the issue of a legal notice and the setting up of 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 fee per application for EU member state citizens, €175 for Non-EU citizens, and change of details on registration certificates €5.

### 6. Registers

The registers lie at the heart of the Council's activity. No one can practice as a nurse and/or midwife in Malta without effective registration with the Council.

There are 6,598 registered nurses and midwives on CNM registers. 299 of which are midwives, 4108 are registered on the First part of the register for nurses, 1747 are registered on the second part of the register for nurses and 134 are registered in the special parts of the register for nurses, 287 are registered as Temporary First level and 23 are registered as Temporary Second level.

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

Below is a table with the numbers of applications and queries for registration received by the Council and the actual registrations for the year under review.

<b>EU Member States</b>	<b>Applied for Registration - in 2012</b>	<b>Registered as 1st level Nurses - Males</b>	<b>Registered as 1st level nurses - Females</b>	<b>Registered in the Special Parts</b>	<b>Registered as Midwives</b>
Malta	282	53	195	20	8
Austria	1	0	2	0	0
Bulgaria	8	0	4	0	0
Estonia	1	0	1	0	0
France	1	0	0	0	0
Germany	2	1	0	0	0
Hungary	1	0	0	0	0
Ireland	1	0	0	1	0
Italy	2	2	2	0	0
Romania	1	0	2	0	0
Slovakia	2	0	1	0	0
Spain	2	0	4	0	1
Sweden	1	1	0	0	0
Switzerland	1	0	1	0	0
United Kingdom	5	0	8	0	0
<b>Total</b>	<b>311</b>	<b>57</b>	<b>220</b>	<b>21</b>	<b>9</b>

<b>Non EU Member States</b>	<b>Applied for Registration</b>	<b>Registered as 1st level Nurses</b>	<b>Registered as Temporary 1st level nurses</b>	<b>Registered as 2nd level Nurses</b>	<b>Registered as Temporary 2nd level nurses</b>
Australia	1	0	0	0	0
Botswana	1	0	0	0	0
India	4	4	13	0	1
Nigeria	1	1	0	0	0
Pakistan	3	1	1	0	0
Peru	1	0	0	0	0
Philippines	3	4	1	0	0
Russia	1	0	0	0	0
Serbia	0	1	0	1	0
Slovakia	1	0	0	0	0
Ukraine	0	1	0	0	0
USA	1	0	0	0	0
<b>Total</b>	<b>17</b>	<b>12</b>	<b>15</b>	<b>1</b>	<b>1</b>

## 7. Health Care Appeals Committee

The appeals committee is established within the Health Care Professions Act, 2003. According to section 49(4) of the same Act, one has the right to appeal before the appeals committee within 20 days from a Council's decision. The Appeals Committee is completely independent from the Council for Nurses and Midwives.

During the year in question, this Council had (4) appeal cases in from of the Health Care Appeals Committee.

## 8. 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 a person that is practicing as a midwife/nurse and who is not registered with the Council can report this to CNM. The Council will consider every complaint. This process is a fundamental tool in protecting the public from registrants whose professional practice falls below the standards required by them.

On receipt by CNM of a complaint on the conduct of a nurse and/or midwife, the complaint is forwarded to the council's president and members. This is then discussed during a Council meeting whereby the aforementioned considers the complaint and the necessary actions to be taken.

During the covering year the council received 1 complaint, which is still undergoing discussion

## 9. Conferences/Summits

The Council strives to keep up to date with new procedures and current practices of regulation. Therefore Council members and/or the Registrar attended to various conferences/seminars/summits organized by diverse entities. Due to the changes which are currently being made in the Directive 2005/36/EU the Council was invited to participate and attended several times meetings with the working group of the Network of European Midwifery Regulators. On the same subject the Council attended meetings abroad with the nursing regulators and with the Healthcare Professionals Crossing Borders. During the year in review the Council was also invited and attended to the TRIAD meeting in Genève.

## 10. Administration

In 2012, 259 files were opened. There were numerous correspondences of all types and nature from different entities and the public. The Registrar filled/compiled various verification letters of current registration and good conduct for various registered nurses and midwives, who wished to get registration as nurses and/or midwives outside Malta.

Queries were dealt with either by phone, e-mail, letters or those who came in person to the CNM office.

The CNM website is continuously being updated.

#### 11. The Internal Market Information (IMI) System

In order to comply with the 'mutual assistance provisions' in the European internal market legislation, administrators throughout the European Economic Area need to exchange information with their counterparts in other countries. The IMI System is an electronic tool designed to help in this cooperation. IMI consists of a computer application that is accessible via the Internet without the need to install any additional software. The system offers many benefits. In particular Member States are able to manage a single relationship with the network instead of 29 separate bilateral relationships, communicate using a clear working method by joint agreement, reduce language problems, save resources and time, and improve service quality through increased transparency and predictability

The Council for Nurses and Midwives during the year in review received 3 requests and sent 4 requests to Competent Authorities in other Member States.